



SUBJECT	ISPIC Baseline Assessment Board Update
SUBMITTED TO	Indigenous Engagement Committee
MEETING DATE	June 14, 2023
SESSION CLASSIFICATION	Recommended session criteria from Board Meetings Policy: OPEN
REQUEST	For information only - No action requested
LEAD EXECUTIVE	Gage Averill, Provost and Vice-President Academic, UBCV
SUPPORTED BY	Margaret Moss, Director, First Nations House of Learning, UBCV David Shorthouse, Executive Director, Academic Initiatives, UBCV Kevin Ward, Research and Communications Officer, First Nations House of Learning Lucy Li, Associate Director, Strategic Implementation

EXECUTIVE SUMMARY

The [Indigenous Strategic Plan Implementation Committee](#) (ISPIC), formerly the Aboriginal Strategic Plan Implementation Committee, was formed shortly after the release of the 2009 [Aboriginal Strategic Plan](#) (ASP), with membership drawn from the then Steering Committee for the Development of the UBC Aboriginal Strategic Plan.

In late 2021, ISPIC took its first steps toward conducting a baseline assessment of UBCV Faculties' current Indigenous initiatives and ISP ([Indigenous Strategic Plan](#)) readiness.

The baseline assessment initiative has several aims. First, to have each Faculty gather information on their Indigenous initiatives and ISP commitments, and in the process take ownership over the collection process and the resulting data. Second, to establish the status of current Indigenous initiatives in order to provide context for those ISP-related initiatives that follow. Third, to establish data trends in various areas of strategic engagement, as identified in the previous ASP (i.e., awards, curriculum development, courses with Indigenous content, recruitment, supports, faculty and staff hires, enrolment, research approaches, community engagement, spending). Fourth, to understand what, if any, ISP implementation activities and planning have taken place at the Faculty level, inclusive of departments, schools, and units – hence, their readiness. Finally, as part of satisfying ISPIC's mandate, to use the resulting data to produce a summary report of the aforementioned to inform discussions at the Faculty and central administration level.

APPENDICES

1. ISPIC Update – ISP Faculty Baseline Assessment Initiative

ISPIC Update

ISP Faculty Baseline Assessment Initiative

May 19, 2023

Background

The Indigenous Strategic Plan Implementation Committee (ISPIC), formerly the Aboriginal Strategic Plan Implementation Committee (ASPIC), was formed shortly after the release of the 2009 Aboriginal Strategic Plan (ASP), with membership drawn from the then Steering Committee for the Development of the UBC Aboriginal Strategic Plan.

ISPIC is currently chaired by Dr. Margaret Moss, Director, First Nations House of Learning, with David Shorthouse, Executive Director, Academic Affairs, serving as vice-chair. Its membership consists of various administrators and staff responsible for Indigenous engagement initiatives within their respective portfolios.

With the launch of the Indigenous Strategic Plan (ISP) in 2020, ISPIC updated its name and Terms of Reference to align with the current plan. The purpose of ISPIC is to:

- Foster, support and advise the development of implementation strategies and plans, and provide feedback across faculties and administrative units on the Vancouver campus,
- Monitor the progress of implementation strategies and plans by coordinating the collection and reporting of quantitative and qualitative metrics; and
- Provide advice and recommendations regarding implementation progress, reporting, resources or other matters, as requested, to the Vancouver Provost.

Previously, ASPIC reported every two years to the University at large on ASP implementation initiatives that UBC Vancouver Faculties and units had undertaken, which resulted in several biannual implementation reports. The last one was issued in 2014. ISPIC is following this precedent in the years ahead.

In late 2021, ISPIC took its first steps toward conducting a baseline assessment of UBCV Faculties' current Indigenous initiatives and ISP readiness.

The baseline assessment initiative has several aims: *First*, have each Faculty gather information on their Indigenous initiatives and ISP commitments, and in the process take ownership over the collection process and the resulting data; *second*, establish the status of current Indigenous initiatives in order to provide context for those ISP-related initiatives that follow; *third*, establish data trends in various areas of strategic engagement, as identified in the previous ASP (i.e., awards, curriculum development, courses with Indigenous content, recruitment, supports, faculty and staff hires, enrolment, research approaches, community engagement, spending); *fourth*, understand what, if any, ISP implementation activities and planning have taken place at the Faculty level, inclusive of departments, schools and units – hence, their readiness; and *finally*, as part of satisfying ISPIC's mandate, use the resulting data to produce a summary report of the aforementioned to inform discussions at the Faculty and central administration level.

Methodology

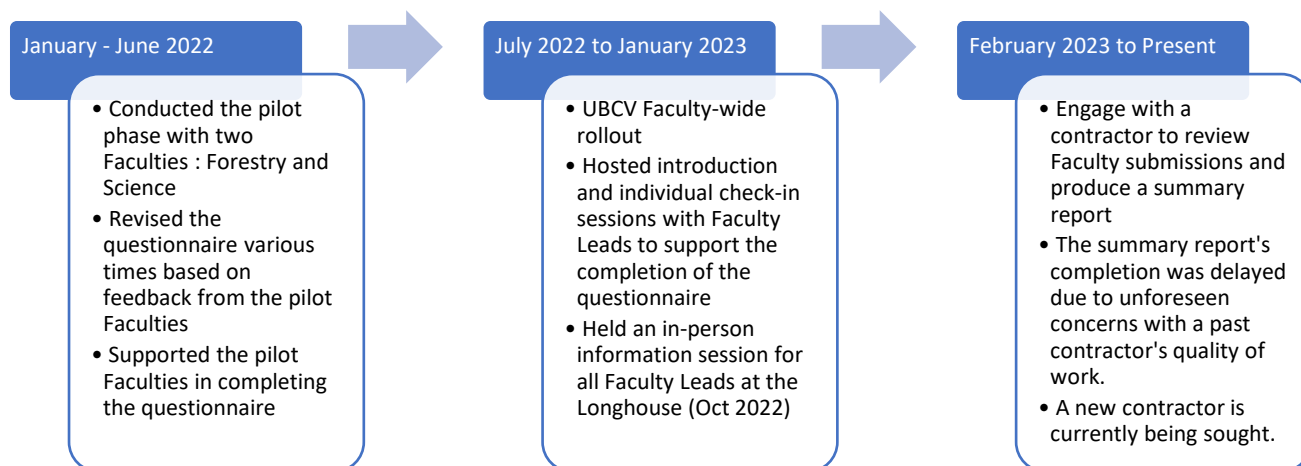
The baseline assessment was conducted in two phases. Firstly, an initial pilot phase was undertaken involving the Faculty of Science and Forestry, followed by a comprehensive rollout across all UBCV faculties. During the six-month pilot phase, the Working Group, led by Dr. Moss, collaborated closely with the two Faculties to continually refine and revise the questionnaire (survey). This iterative process ensured that, as much as possible, the questionnaire was sufficiently comprehensive and relevant to the diverse array of Faculties across the campus.

Secondly, at the conclusion of the pilot phase, the questionnaire was deployed to the remaining Faculties. The project team held a number of sessions with each Faculty's appointed Lead to ensure they were supported and their questions were answered as they coordinated the completion of the questionnaire. At these sessions, the pilot Faculty Leads shared their methodologies, insights and learnings, and addressed the value of the initiative by sharing how they were already using the information gathered to inform Faculty discussions and planning.

In October 2022, at an in-person information session held for the Leads, Musqueam Elder Larry Grant emphasized the importance of UBC's accountability and the need for it to demonstrate progress on implementing the ISP.

Faculty Submissions

Faculties completed the questionnaires from October 2022 to January 2023.



Faculty Feedback

Faculty Leads generally expressed that they found completing the questionnaire both challenging and rewarding. Since Faculties had not previously gathered information on their Indigenous initiatives to the extent this initiative required, some found it difficult to complete the questionnaire in a timely way. Nevertheless, many embraced it as an opportunity to learn more about their Faculty's past and present Indigenous initiatives, including the status of their ISP implementation work. Additionally, some Faculty Leads expressed that the initiative was useful in starting conversations within their Faculty on the subject of Indigenous initiatives and ISP-related matters.

Furthermore, some Faculties have since leveraged this initiative to establish formal procedures to track and monitor their Indigenous initiatives. While others, following the pandemic, have since turned it into an opportunity to re-engage their departments on short and long-term strategic planning, informed by the information that was gathered to complete the questionnaire.

Early Insights

The questionnaire asked Faculties to list pre-ISP initiatives, in order to create an inventory of major initiatives and directions done to date, as well as to provide context for what was to come. Early observations of individual submissions reveal that many Faculties had indigenized their programs and curriculum, fostered respectful and reciprocal relationships, and undertaken community-led research.

Three examples: The Faculty of Land and Food Systems' Indigenous Research Partnerships (IRP) office promotes multidisciplinary and multi-sectorial collaborations to enhance place-based learning and research on issues of shared priority and concern to Indigenous peoples and UBC, particularly issues related to land and food systems, such as food security, environmental sustainability, ethical frameworks, cultural resilience, and ways of knowing; the Faculty of Forestry's partnership with the Haida Gwaii Institute embraces a place-based approach, utilizing Haida Gwaii's social and ecological systems as dynamic learning environments; and, the Faculty of Education's NITEP program, which predates the Aboriginal Strategic Plan, teaches Indigenous educators to advance Indigenous educational priorities in classrooms, schools, and organizations across the province.

Since the ISP's launch in September 2020, Faculties have made varying degrees of progress in their implementation of the plan's goals and associated actions items. This progress has been particularly notable given many Faculties had redirected substantial resources to respond to the COVID-19 pandemic. Still, it is important to note that all Faculties have indicated that as the University has emerged from the pandemic, many Faculty-level resources and priorities are now being refocused to support strategic priorities, such as the implementation of the ISP.

Several Faculties are in the process of completing the ISP Self-Assessment Tool, which guides units to identify relevant ISP goals and supporting actions that they can implement. This is a good indicator that the ISP is enjoying some uptake within Faculties. But only a deeper analysis of the data associated with the completed questionnaires will tell us by how much. This will be reported out in the summary report.

Current Status

An internal summary report is currently under development and should be completed in the coming weeks. The report will provide an overview of where the Faculties are as a whole with respect to each of the strategic areas of engagement, as well as the status of their ISP commitments.

The summary report will also be used to produce a "highlights" document for public release. This is an accountability measure to satisfy UBC's commitment to Indigenous peoples both domestically and internationally to implement the ISP.

Once this initiative is complete, ISPIC will return to the Faculties two years hence to get an update on their ISP implementation activities, which will be reported out publicly through a regular implementation report.

Finally, once the summary report is completed, the Working Group will initiate a similar information gathering process and summary report involving UBCV units (e.g., UBC Sustainability, Centre for Teaching, Learning, and Technology).