



Board of Governors
Employee Relations Committee
MINUTES

Wednesday, March 13, 2024

10:34 a.m. – 10:53 a.m.

VIDEOCONFERENCE

Approval: June 10, 2024

Chair Ms. Natalie Chan
Members President Benoit-Antoine Bacon
Ms. Eshana Bhangu
Dr. Sandy Hilton
Ms. Anthonia Ogundele

Regrets Ms. Alison Brewin, Vice-Chair
Hon. Steven Point, Chancellor
Interim Board Chair Bill Sundhu

Designated Executive Liaison

Ms. Marcia Buchholz, Vice-President Human Resources

Administration

Mr. Hubert Lai, K.C., University Counsel
Dr. Gage Averill, Provost and Vice-President Academic,
UBC Vancouver
Dr. Rehan Sadiq, Provost and Vice-President Academic,
UBC Okanagan

Board Secretary

Ms. Karen Hakkarainen

Committee Chair Natalie Chan called the open session of the March 13, 2024 meeting of the Employee Relations Committee to order at 10:34 a.m.

The Chair respectfully acknowledged the ancestral and unceded territories of the Musqueam and of the Syilx Okanagan Nation upon which UBC campuses are located.

The Chair thanked Interim Board Chair Bill Sundhu for his service as the previous Committee Chair, and welcomed incoming Governor Ali Pejman to the Board.

The Board Secretary reviewed attendance and confirmed quorum.

1. Approval of Agenda

The Chair asked if any Committee members would like to make any amendments to the agenda, such as moving any consent agenda items to the discussion portion of the agenda. No requests were made.

The following resolution was moved, seconded, and **CARRIED**:

IT IS HEREBY RESOLVED that the Employee Relations Committee approves as circulated the Agenda for the open session of the March 13, 2024 Employee Relations Committee meeting.

The Chair asked whether Governors had any actual, potential, or apparent conflicts of interest in relation to any of the items on the agenda. None were raised.

2. Consent Agenda

The Chair asked whether Committee members had noted any errors or omissions in the Minutes of the previous meeting, as circulated under the appended Consent Agenda. None were noted.

The following resolution was moved, seconded, and **CARRIED with one abstention for approval of the Minutes**:

IT IS HEREBY RESOLVED that the Employee Relations Committee approves the resolutions forwarded under the open Consent Agenda, as presented in the Appendix.

The Chair noted that also circulated under the open Consent Agenda for the Committee's information was a briefing on Revisions by the President to Procedures of the Administrative AVPs Policy (AP15).

3. 2023 Employment Equity Interim Report

Responsible Executives: Gage Averill, Provost and Vice-President Academic, UBC Vancouver
Rehan Sadiq, Provost and Vice-President Academic, UBC Okanagan

The Administration presented highlights of the 2023 Employment Equity Interim Report, as set out in the circulated material. Ongoing efforts in data cleanup to enhance reporting capabilities, and a positive trend of increasing response rates over the past decade were noted. The importance of ongoing data collection was emphasized, acknowledging limitations related to issues with self-identification and data collection methodologies. Strategic initiatives like the Strategic Equity and Anti-Racism (StEAR) Framework and StEAR Roadmap for Change, alongside a future employment system review in 2-4 years, will ensure continued progress in equity, diversity, and inclusion efforts at the institution.

In response to a question from a Committee member, the Administration clarified that the current report focused on data presentation, rather than drawing explicit insights or conclusions. To derive meaningful insights, further analysis and triangulation of additional data would need to be conducted. A more comprehensive report forthcoming in 2025, will include more detailed Faculty and Administrative Portfolio demographic snapshots and an analysis of intersectionality among different employee ranks.

4. Proposed New Policy: Public Interest Disclosure Policy (SC19)

Responsible Executives: Hubert Lai, University Counsel

The Committee received information on the development of a Public Interest Disclosure Policy (SC19) at UBC, as set out in the meeting materials. UBC, while already equipped with policies for employee conduct and whistleblower protection, is preparing to comply with new legislation which mandates the establishment of a whistleblower mechanism; thus, a new policy is being developed to supplement existing policies and ensure alignment with the impending legislative requirements. Extensive consultation with peer institutions and relevant organizations has been conducted to address challenges in implementing the new policy.

Pending community consultation feedback, the Administration aims to present the final proposal for the new policy to the Board of Governors in June 2024 for approval.

ACTION ITEMS

None arising.

CONSENT AGENDA – For Approval**5. Minutes of Previous Meeting**

IT IS HEREBY RESOLVED that the Employee Relations Committee approves as circulated Minutes of the open session of the June 14, 2023 Employee Relations Committee.

6. Conflict of Interest Policy (SC3)

IT IS HEREBY RESOLVED that the Employee Relations Committee recommends that the Board of Governors:

- 1. Approve amendments to the COI Policy (SC3) (“Proposed Amended COI Policy (SC3)”) in the form set out in Appendix 1 attached to this briefing, effective as of April 2, 2024 (“Effective Date”), provided however that any investigation or disciplinary proceedings for any alleged or actual breaches of the current COI Policy commenced prior to the Effective Date will continue to be governed under the current COI Policy**

CONSENT AGENDA – For Information

7. Revisions by the President to Procedures of the Administrative AVPs Policy (AP15)

Adjournment

The open session adjourned at 10:53 a.m.