**EDI Committee Meeting 2 Minutes**

5 August 2020, 10:00-12 PDT

Zoomscape

Chair: Sara Stevens (she, hers)

Members in attendance: AES (she, hers), CM (she, hers), CO, DL, ZA (she, hers), JB (he, his)

Not in attendance: IR

JB will take minutes for this meeting

Minutes from last meeting approved.

Minutes

SS outlines today’s agenda

SS propose working through [June 11 letter](https://docs.google.com/document/d/1viB9xI09wL69Uv8p7WVQ7Cd6LV6hDk5XSCigBAcUbRc/edit?ts=5f22500f), and the EDI committee’s annotations to it, from start to finish, all agreed

The June 11 letter is being shared and live-edited by EDI committee, an ongoing process

Review and discussion of June 11 letter

1. Promote institutional accountability and transparency

a. Building renaming

SS updated process of renaming the building. Acknowledged importance of concerns. Ron has felt frustration about slowness of UBC process. Cardinal is an important figure

CM naming it after Cardinal only to then demolish the bldg would be a problem

ZA interim name might be worth pursuing, maybe JB idea of doing small steps that we control like email addresses etc could be something we could do.

CM are we discussing actionable steps on each of these, or packaging work for other committees?

SS more the latter. What things are possible, prioritize these?

How complicated is it to change name?

SS quite complicated starting with consult with other bldg occupants, work with them if they agree to go to the university. Then pick a new name, again working with all constituencies. We could talk to outreach committees and refer to bldg more generically. Planners would likely be aligned with this idea.

ZA art history asked about name change course. They seem supportive of the proposed change in name.

SS seems like this is a high priority.

What is the timeline for a new bldg?

SS 5-8 years.

AES renovations to LSSR highly possible

ZA that timeline suggests renaming is worthwhile

DL start collecting student signatures about changing name

SS where is the right pressure point with UBC, talk to other bldg constituencies?

* The committee agreed that this is a high priority. Next steps include talking to other building constituencies (Music, SCARP, Art History, etc.).

b. Develop a strategic plan related to EDI issues

DL assume there is already start plans

SS there is a SALA strat plan process. Then COVID hit. Work will recommence in Sept

CM mandate on a timeline about actionable steps, we can emphasize EDI issues

JB look at Indigenous strat plan UBC is close to approving

* EDI committee to advise the SALA strategic planning committee with respect to EDI objectives, metrics, and reporting.

i. Develop a diversity task force

SS We are that group, not a task force but a standing committee

ii. Require diversity training

SS make it available to students too, might not be required

JB look at the video of Indigenous experiences

SS similar video of black experience on-campus

* SS SALA is hiring an EDI consultant for training this fall for faculty and staff, optional for students

iii. Student representation on strategic plan committee.

AES there were students involved in first stages

JB that this is not widely known suggests room for improvement in representation

CM Even in unofficial capacities students need to understand where to take issues that they think need to be heard.

Bolstering lines of communication

ZA announcement of who is serving on committees.

AES good that all of us are available to everyone in case someone would feel most comfortable contacting one of us

SS finalizing responses to the last town hall panel. Includes which faculty and staff are on committees. This has exposed that the student exec committee is not sufficient line of communication.

AES Miro board may also be a good place to put student contact info

SS students can volunteer their names, but wouldn’t want to put pressure on individuals

DL NOMAS update on an anonymous comment channel for its website

* SALA is finalizing responses to the last town hall panel. Includes which faculty and staff are on committees. This has exposed that the student exec committee is not sufficient line of communication, and this needs to be addressed.

iv. Revising strategic plan each year

SS strat plans typically are five years, with reporting each year.

CM annual reporting for EDI and other committees strat plan

CM started a google sheet task-tracking

CM u of t. Document on mental health nice graphically

JB measurables important

SS short term stuff is one thing, but medium and. Long term components are mo applicable to measurable objectives. We need a diversity audit of SALA faculty, staff, and students, need to get this right in the first round of data collection. Yale’s example is worth review. Inviting Sheryl Staub French to a meeting.

CM getting good data crucial

SS there are resources at UBC

* The committee agreed that annual reporting on progress toward meeting SALA strategic plan objectives would work.

v. Best practices research

SS we can collect examples

CM important to put this best practices research by this committee on the front burner

SS first step is collection, but will take time to analyze and implement. There are schools that have been doing this for a long period of time. USC has a five year head start that we can benefit from their exp.

* The committee agreed that this is a high priority, and collection of best practices should begin this fall, with analysis and reporting by the end of the academic year.

vi. Work w BIPOC communities

JB this is complex and need to develop a SALA-specific set of protocols that can guide different classroom and independent research.

SS many units on campus have developed best practices. Our intro workshop will do this, as will research methods, contemporary practice.

CM resources somewhere online, where students can access.

JB online forum this month, primarily for starting GP students

* SALA should offer a forum for best practices in ethical research and community engagement that builds on this month’s forum for GP students

vii. Territorial acknowledgment

SS This is happening in intro workshop

How to make territorial acknowledgement consistent throughout SALA events and syllabi

JB needs to be deeper, more reflective of the spirit of colonial owning up to why reconciliation is needed by them

* Territorial acknowledgement should be a requirement of all courses and developed in a document provided to faculty by the curriculum committee

c. UBC Ombudsperson

SS this is responded to in town hall response. Student Affairs needs to pull this forward.

* School has model syllabi, can certainly add the UBC Ombud office to the syllabi.

d. Give permanent seats in SALA’s committees to student reps of EDI

EDI is a step toward this.

SS there are stickier issues in some situations. Hiring committees, for example. We should do more for inclusion.

* EDI to make recommendations to Ron.

e. Financial transparency and equity

i. SALA research support for BIPOC communities

SS can certainly bring this up with Sheryl Staub-French

JB multi-year teaching fellow position?

DL funding resources for student research organized as a reference

SS transparency about APSC and SALA budgets could be increased, and there are modest local and univ. funds available

CM having a meeting w Ron to discuss SALA budget would be helpful

* Invite Ron to an EDI meeting to discuss the SALA budget, transparency, and support

ii. Pay equity

SS Wider university context has tried to be accountable. Not sure how committee can address this, but we can ask Ron about it. Ron has just done an evaluation of how SALA pays faculty, but that is set by UBC. Full time faculty salaries are public.

CM just because salaries are public doesn’t mean transparency.

SS how do we determine the level or wrong here that we are trying to address? This topic could be included in the diversity audit.

* General agreement that the issue should be part of the survey, but not clear what will be asked

iii. Research topics

CM maybe SALA needs to clearer that its funding of research is minimal.

CO make SALA funding of research part of the budget transparency process

SS Vast majority of SALA budget is for salaries

* SALA should clarify how and on what it spends its limited research funding

2. Create policies and initiatives which support diversity

CO First we need to do an audit

SS self-reporting via survey by faculty is slim

CM understanding the context of self-reporting might encourage self-reporting

SS agreed

AES not many opportunities to disclose in filling out paperwork.

SS identity questions will be integral to survey. More challenging will be guest critics, etc., who are transient members of the SALA community.

SS reviewing the identity criteria for hiring will be part of our evaluation

* The committee agreed that an audit establishing a baseline of SALA’s existing EDI practices was the crucial first step, and a very high priority.

3. Course content

a. Ensure mandatory courses critically engage settler colonial histories

SS Not a core course, but Jill Hamburg taught a class on this topic but it wasn’t well-attended.

JB we need to understand whether barriers to students in electives are schedule-related, a reflection of student interest, or something else.

CM how to make this content mandatory, not a lot of space for electives. Needs to be more deeply incorporated in core courses.

b. Expand and critically frame the architectural canon

SS Core history classes will integrate these issues

c. Research methods

JB An overview of the ethics and process of community engaged research for GP students and others will be happening in August

d. Pay and equity in the profession

SS this is happening in professional practice course, needs to be addressed by curriculum committee

* The EDI committee agreed that this should be a high priority of the SALA curriculum committee.

4. Diversity in research themes

a-c. Promote relationships, financially support, expand research themes

DL successful examples of student-led research would be valuable to current students.

CM students may not know how to approach research framing

d. Publications awards exhibitions funding

SS student experience funds administered by student affairs. Student affairs could emphasize the EDI principles more explicitly this year. Making clear how a minority group effects a broader constituency should be possible.

ZA Student Affairs could provide a model application to help guide students in the development of their applications.

JB Some documents were developed and made available to students by Student Affairs last year that could be revised

* The EDI committee will ask Student Affairs to provide examples of successful student experience funding applications and to update and revise its funding review process to reflect EDI concerns

e. Repository of resources

SS EDI can provide a guide for this. Paula Farrar can develop a specific guide

CO Can SALA have an EDI specific page?

AES Miro board could be a good host for such a repository

SS love the idea of the Miro board. Might want to make student resource board more (diversity, equity, mental health) resources, not exhaustive bibliographic content.

ZA FaFa expanding its reading and resources list.

* The EDI committee will explore what SALA-wide resources will include and how to disseminate them, but at minimum should include diversity, equity, health and wellness resources.

f. Ethics tutorials

SS Will go to curriculum committee

JB We could organize online tutorials/overviews of ethics and research each term. IRSI and other groups can assist

5. Expand the range of ideas in SALA

a. Guests in classes

SS determined by faculty for individual studios, etc. People flown in is determined more consensual according to need and expertise. Ultimately it’s up to program chairs. GP done by GP coordinator, trying to match with student projects. it is also a recruiting tool to attract students from the invitee’s schools.

 they’re not paid correct?

SS parking, incidentals less than 50$. Flight, travel. meals, but no honoraria.

DL didn’t know that guests are not paid. More understanding now about the compensation policy. Still could use more transparency.

SS did a study that mostly focused on gender a few years ago.

CM is there a resource on special expertise?

ZA FaFa has started working on this.

DL what if someone wants to be a guest critic?

SS we all get unsolicited expressions of interest in being a critic

JB distinguish between those who gain from invitations (AIBC, academics) and those who should be paid to share their knowledge.

SS journalists and others fall between the cracks though so it’s sticky. We offer honoraria to many, lecturers, etc... different than guest critics paid for via endowed funds. Aperitif is a good example of funded, more local, research.

* The EDI committee will work on a policy proposal for compensating guests.

End of discussion. The committee will complete its review of the June 11 letter at its next meeting. Next meeting. August 12