**EDI Committee Meeting 3 Minutes**

12 August 2020, 10:00-12:00 PDT

Zoomscape

Chair: Sara Stevens (she, hers)

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

Not in attendance: IR, CO

Agenda Overview

[Continuation of Meeting 2 -- agenda here repeats]

Review and approve minutes from previous meeting

Working through June 11 Letter via google doc: discussion

Setting the scope of our goals: i.e. Prolonged Urgency

Consultations with SALA constituencies

Transparency and accountability

Follow-up on Alumni membership: call for nominations

Other business?

ZA will take minutes for this meeting.

Minutes:

1. Minutes from last meeting approved.
2. EDI Google Drive folder - overview by SS.
	1. DL suggests a resource folder and document for links. Folder to be shared with group again.
3. The June 11 letter is being shared and live-edited by EDI committee, an ongoing process (the following numbering corresponds to the letter’s numbering):

 5. Expand the range of ideas at SALA

* 1. SS explained some of the financials for the guest lecturers. A meeting with Ron to discuss these further suggested again.
	2. SS talked about the Canada wide lecture series SALA is involved in.
	CM: Data collection is important and necessary
	SS: a survey could be key here
	JB: asking people in advance to ensure the guests have enough time to fill it out while minimizing the disruption to their lives.
	SS: best practices can be suggested with these in mind. This point can be shared with Outreach and Curriculum committees.
	3. SS: Balance of lecture series guests in the works.

 6. Combat structural barriers in the profession from the ground up.

1. SS: overall, across universities it’s an established fact so we need to get a baseline of ourselves.
CM: we need to understand where we stand now at SALA.
JB: APSCI runs a program called Gearing Up. Run in the field. Primarily engineering students. In general done with high school kids but SALA hasn’t had a direct involvement in it but we definitely could.
SS: since we didn’t have an undergrad it was a barrier but now that we do it’s a good opportunity. Council issue.
AES: as someone who has gone to Eastside schools, there wasn’t very much outreach from UBC
	1. SS: SALA has very little to give away financially. We can’t know the financial background of international students. Bursaries not handled by SALA. We can bring it up with Ron when we have the meeting and it’s one that will need to go to the council for their investigation. The challenge is that the majority of our BIPOC students are international students, whose financial needs we can’t understand.
	2. SS: where and how we do outreach. Should also reach out to all of lower mainland. The experience with everything in online helps us recognize that there are new ways to do outreach. Design discovery program could be expanded and find donors who’s financial help would go specifically to BIPOC communities.
	3. SS: a way to facilitate NOMAS is to invite Bill Pechet to our meeting since he has been leading the design discovery program and has some experience.
	DL: ask contact for Gearing Up program since they have experience with high school students.
	JB: will find the contact and send to DL
	CM: Maybe middle school is a good time to reach out
	SS: have to be aware of our resources and the human power we can throw behind this. We will support NOMAS and the things they are trying to do in outreach.
2. CM: I feel strongly about access to facility and computers
SS: work with Academic Infrastructure committee to push this into action. UBC has laptops but they are low grade and can’t support our programs. Ask the Academic Infrastructure committee to supply such computers or other alternatives.
DL: not just hardware, software is also very costly. Some kind of rental program?
JB: issue during covid era about data subscription and internet speed which could require more spending by the students.
AES: what would be the increase we need to get to since we have 4 work stations. Robert has been doing lots on this end for this semester online.
ZA: the stations require people to stay at school but that might not be a viable option for people who work or have families they need to get to. This is where a laptop rental program could be beneficial and more accessible to everyone.
SS: contact with Academic Infrastructure committee and we will look at what is available at other schools and see what the best way would be to go about this.
CM: One option could be that when you start the program a laptop is given to you for the duration of the program.
3. CM: discuss flexible deadlines
SS: this situation has made us realize we have a lot more flexibility than we thought
CM: Maybe not everything is flexible but some things could be to accommodate life circumstances
SS: academic concession policies are in place but sometimes that ends up with uneven education experiences so that could be addressed.
JB: what access problems exist right now so we can address them specifically?
SS: we have an alumni who Leslie Van Duzer is in conversation with who graduated 8-10 years ago. She uses a mobility device and had a good experience at school. She is interested to talk to us about what the particular challenges are for someone who uses a mobility device at the school. Some kind of partnership could come out of this for a larger discussion about universal design and accessibility. The online format also comes with its own challenges for accessibility.
JB: She can definitely she some light on this and this issue needs to be unpacked in different ways.
AES: from the workshop point of view, how can we better the availability for PWDs. Adjust the equipment or put a something in room 4 to address this?
JB: the shop is broadly not accessible and would need to double the size to adhere to universal design which is not feasible right now.
SS: UBC at large is relatively well designed in regards to universal accessibility but maybe we can look further into it and some vertical studio could address this. Eventually we can share this with the other committees but for now we can follow up on it.
CM: architecture schools don’t usually foster good mental health, so maybe if there is a way for students to understand there are other options.
SS: Council is having early conversations about flexible trajectories to space out the program. Taubman College has done a lot of work on this and mental health.
JB: To the point about culture, interesting to bring members of the professional community into this conversation.
CM: that would be very helpful from the student perspectives
ZA: When the letter was written, mental health issues were very important to the students but were left out to keep the focus of the letter on BIPOC issues. However, it is an issue that the student hope the school will take on and address.
SS: Landscape might have done a mental health survey a few years back. We should work with Student Affairs to take on mental health questions within the school.
ZA: FaFa has the presentation of that survey. Will put the document on the drive.
AES: I wouldn’t be able to handle what the students are required to do. More flexibility would really help, especially if you have to work at the same time. Equipping students with what they need to go into the workforce. If we know there are problems they will be facing, maybe we can do mock interviews so they know how to ask those tougher questions.
CM: maybe it could be incorporated into the professional practice course.
JB: The student affairs committee’s meet and greets and networking sessions could ask the firms to specifically talk about workplace culture.
AES: This also ties into wage transparencies and what students get paid after graduation.
CM: having some information about standards, especially if you are just entering the professions in a new location.
SS: could be a great question for alumni. Some of this falls under student affairs and outreach
4. SS: SALA positions are guided by union rules. So we need to propose all student hires go through the two week advertising period, Maybe this just needs to be made more public and ensure it gets followed all the time. Favouritism could be part of our audit and who is getting the jobs.
5. SS: we have had problems in the past about this but it is being addressed.
	1. JB: surprised generally that we aren’t filtering unpaid work. We can’t control what individuals do but we can control what the school media does and the dissemination of those opportunities.
	SS: what about competitions?
	JB: I don’t think we should advertise them, there are no shortage of ways to find them. AIBC doesn’t sanction them generally.
	CM: agreed that they shouldn’t be advertised.
	DL: Also reserved about this. There are different types of competitions so we can’t generalize. NOMAS is thinking of organizing competitions and design build but we can’t provide monetary compensation .
	CM: So it could get messy if we set parameters on what is okay and what is not.
	SS: simplest way could be none of competitions for now but maybe internal completions are fine. Needs to be proposed to council and then Emma
	2. SS: pass this along to council
	ZA: there is a stipulation in the co-op guideline about “reasonable” pay
	JB: “reasonable” is not quite adequate and maybe needs more strict guidelines. The new policy passed about logging hours towards licensure could affect the pay.
	SS: Could tap student affairs to work with this one and get stronger language about the wages
6. SS: Student Affairs committee could take this on. The challenge is that there aren’t that much out there but we will seek them out and try to advertise them.
DL: Outreach Committee because they could reach out to donors
SS: cultivating donors could go to council and seeking already existing funding can go to student affairs.
7. SS proposed: we use Airtable for tracking our work and as our internal log of what we are working on.

DL: are all committees using this?

SS: No, not right now. We would need to all set up a free account and decide how to handle individual names etc. But it would generally be used by us and we would track other committee’s tasks.

JB: It looks very workable. Is there nothing in google that we could use that’s compressed into existing platform?

SS: Airtable just has a lot more flexibility and features that are already existing. And generally has good reviews on the internet.

AES: Could be good to try out

ZA: It looks like a good platform

SS: will set it all up and bring everything from the letter and Q&A into this program and we can as a group work through priorities and tasks.

1. SS: meeting set up with Sheryl Staub-French about what other work has been done in other EDI committees. What has been their experience with training. Another meeting with Mari and Thena who are running intro workshop and what can be included in terms of EDI training.
2. SS: consultations with other student organizations might not happen till school has start.

ZA: that’s okay. The meeting will be more productive and useful once we have a more concrete idea of the actions we need to take and clearer goals.

1. SS: alumni call for nominations. Any volunteers for a first draft? Write general points and requirements. Can be very short and we can review at our next meeting.

DL: Can start the draft.

1. JB: Council wants to take on National Ethics study. Does council think it needs to be a mandatory requirement?

SS: push it to council and ask them to find a spot for it early in students’ trajectories.

1. SS: ask that the website ([peoplepng.xyz](http://peoplepng.xyz)) be shared on the student resources website and on our platform when we have it.

All agreed.

1. CM: someone reached out that there is a friend in waterloo who is interested in connecting with our committee. She also reached out to DL and ZA. Haven’t heard from them yet.
2. Next meeting: Wednesday August 19, 2020, 10am-11am.