**EDI Committee Meeting 7 Minutes**

15 October 2020, 12:30-2:00pm PDT

Zoomscape [zoom details emailed]

Attendees: SS, JB, DL, ZA, CO, CM, IR, AES, guest EF

Minutes

1. Assign minuting task for this meeting (recent: SS, JB, ZA, DL, CO, CM)

* SS Takes minutes

1. Review and approve minutes from previous meeting

* Unanimous approval

1. Communications/transparency/accountability: EF joins meeting to discuss communications strategy for EDI Committee

* EF explains options:

1. UBC Blog - could be behind CWL login, easy to update by committee whenever we want, delegate access, easy to transfer year-to-year as committee membership changes. Precedent would be Hi/Lo Lab, SALA Fab, Design Build uses it.
2. A page on official SALA website (which is not behind CWL login, though that would be possible with a fair amount of work) - limited to SALA website structure, formatting, harder to update, not many people can have access to edit it (certainly not all committee members)

* Conversation: IR: how much do we want to be part of the formal SALA site? How much are we okay with being more casual? Seems good to be part of formal SALA site. CM: How much to do we need to have frequently updated? JB: It should be very public, I agree. At Daniels it’s at the top of the school’s page. <https://www.daniels.utoronto.ca/diversity-and-equity> Should we create the content for something at a high level on the SALA website? CM: How much does it need to be behind a login? Could it all be public? Thinking about prospective students. IR: This could be split between the insiders and outsiders. Internal community stuff goes behind a login on a blog, the rest on main SALA site. EF: 95% of visitors to website are probably prospective students. That’s the audience. JB: What if we started sharing it all, then pulled back what we needed to pull back? Be as transparent as possible. CO: What’s the difference between the privacy rules for within SALA vs outside to the wider world? I.e. wouldn’t we have to accommodate privacy rules regardless?
* SS: Consensus seems to be: Something permanent on SALA website, perhaps with a mission statement, mandate. Then also have a blog, linked from main SALA site that is NOT password protected and is open that shows day-to-day work.
* EF: Yes. Good to see what work is being done, communicating that work is being done.
* SS: Where on SALA site would permanent part go?
* EF: Under “About” site.
* CM: Why not one of the main tabs?
* General agreement with this--put it as a main tab on SALA site. SS will pass this idea and a draft of our content by council for approval.
* EF: This would work.
* SS: We would need to provide Emma with the material for the page on EDI.
* IR: What would go on the blog? We don’t want to create something that’s not getting updated or doesn’t show work being done.
* CM: Add regular updates, more often and less formal.
* ZA: Could the blog have a suggestion box? Something anonymous. CM agrees.
* CO: Blog can have a section on resources we’ve gathered.
* SS: How to move it forward? CO: Get a few people to write draft for next mtg. CM: Agree. Volunteers: ZA, DL, CM, SS. Start with a google doc and collaborate on first draft.

1. SALA honorarium policy for Indigenous knowledge-holders participating in SALA courses [JB leads]

* JB presents: benefits to SALA, challenges in providing just compensation, scale of budget implications ($400 per 4-hour commitment, to the scale of $30,000 for three studios of engagement). Needs to be a budget line in SALA, given this scale of expense. Needs a consistent school-wide policy. What line is drawn between who is paid and who is not? Poses questions to be considered in slide presentation. [Link to presentation to be added.]
* IR: What are other faculties doing? JB: This is UBC policy-in-development. IR: Is there funding attached? JB: Not known. Also don’t know what other universities are doing. JB can do this background research for next mtg. SS: Lots of complications with tax reporting, CRA requirements. JB: Except that if the work happens on reserve, or by someone with a status number, then it’s different. SS: Good point, still SALA should have a policy that applies to Indigenous knowledge-holders and others (community activists in downtown east side, for example) who share knowledge with SALA students. JB: The hard question is where to draw the line between who is paid and who is not. IR: We should push for UBC to find money to cover these costs, not just SALA. If this is the recommendation, then money should follow with it. JB: Working on ApSci committee to push for a consistent budget policy, find money. ApSci is one place to start asking for this money. JB will talk to SCARP, other Canadian schools of design, find out how they handle this and what their policies are.
* Council is meeting on this at the same time -- JB will join that meeting with SS to share work.

[NB: Meeting was rushed and so content from here forward was very brief]

1. Student consultations ongoing:

* CM: ARCHUS is planning times/dates. Monday or Thurs at noon. Discussion seemed to prefer Monday noon--CM will finalize and report back. Include MARCLA students in this invite.
* DL: NOMAS Thurs 3-5pm. Thurs 3pm next Thurs. Oct 22. EDI Committee should join if they can! DL will coordinate invitation.
* SS: Note that TD (student services manager) can send emails when we need them to go out to all students. Better to communicate this way than through social media to be sure we catch all students we want to reach, then use social media as ‘booster’ to that signal.
* Complete: MLA
* Still to do: Make up + Other programs (MEL, MARCLA, MASA, MASLA)

1. Updates from FaFa and NOMAS
2. Alumni rep update: voting is underway!

<https://ubc.ca1.qualtrics.com/jfe/form/SV_4OUeoRYRLVma2vX>

* SS: Thank you sent to nominees
* Deadline for voting October 25

1. Recruiting Indigenous students to Design Discovery program - JB will work on it. SS will forward correspondence on this. Intent is to push this forward even though the direction we have is minimal at this point.
2. Update on Fall term training

* Info in agenda, updates to come soon via email from SS.

1. Other business?

* Check-in on support for student in need - CO: Update the student has been offered no extra support. What can we do about this going forward? Committee should develop policy / communicate available resources and support.
* ZA: Indigenous student who wasn’t included in process of putting students on this committee. How can we do this? How can we develop a consistent policy for how students join the committee? CM: What about the process that got us all on the committee? CO: Could there be an advisor role for students who want to be involved? JB: What if the committee invited self-identified Indigenous SALA students to elect from among themselves a full member of our committee? ZA: We should facilitate and support the interest where there is interest. SS will follow up on this.