**EDI Committee Meeting 8 Minutes**

5 November 2020, 12:30-2:00pm PDT

Zoomscape [zoom details emailed]

Agenda Overview

Request volunteer to take minutes / *JB to take*

Review and approve minutes from previous meeting:

Welcome to new members

Update: Communications/transparency/accountability

Update: SALA honorarium policy

Update: Student consultations

Update: Recruiting Indigenous students to Design Discovery program

Update: Fall term training

FaFa and NOMAS check-ins

Diversity in faculty hiring: ACSA event

Indigenous position on committee

Other business?

Agenda

1. Assign minuting task for this meeting (recent: SS, JB, ZA, DL, CO, CM, SS) / *JB to take*
2. Review and approve minutes from previous meeting: *preliminary approval*
3. Welcome to alumni new members! / *introductions*: *DN / recent MLA grad;* *KS/ENDs, CCA AP student.*

*Sara provides a brief overview of the EDI committee’s processes and near-term agenda.*

1. Update: Communications/transparency/accountability: review website content
   1. Page on SALA’s website with formal content, committee membership
   2. Blog format for more informal content and airtable
   3. Subcommittee is: ZA, DL, CM, SS

*Subcommittee met with EF to discuss website and blog integration. SS will follow up with EF in the coming days. Subcommittee will meet to discuss blog structure. SS will invite EF to join next subcommittee meeting, and set up meeting.*

*DN asks question about why alumni were invited to join committee, SS describes that alumni have a different, perhaps more independent and emboldened perspective to offer to the EDI work, and also is a way to strengthen alumni relationships. EDI committee is open to ideas coming from alumni members, too.*

1. Update: SALA honorarium policy for Indigenous knowledge-holders participating in SALA courses [JB leads]
   1. [Draft proposal](https://drive.google.com/file/d/1osSI03uN60q1N4TAjH_KjFJv7kP1MZ8h/view?usp=sharing) to discuss

*JB gave overview of policy.*

*SS: SALA Council is asking where to draw the honoraria line, and where does the money comes from. Says RK unlikely to approve open-ended SALA funding support. What’s the process that studio instructors could make a request? Agreed that one month in advance studio/other instructors would submit rationales for seeking support.*

*IR: “lived experience” is a way to draw the line. Meaning people whose knowledge is drawn directly from a context of concern to the course. People who are not part of a professional or academic organization, often with Indigenous identities.*

*KS: What about offering a scholarship to Design Discovery in exchange for sharing? Agreed that this could certainly be put forward as part of a set of EDI recommendations to council.*

*KS: Geering Up as a model for recruitment. SALA should be looking at affiliating with it, and this could be part of our EDI recommendations.*

*CM: if funding is quite limited, how does this affect how we draw the line? For example, do we privilege Indigenous knowledge holders?*

*Other factors figuring into EDI honoraria recommendations: Are you a member of a professional or academic body? Are you representing yourself as an expert of “lived experience?”*

*Share with Student Affairs the possibility of updating around engagement as part of the assessment criteria for supporting student or extra-curricular proposals. (Based on AES Feminist Make Nights, which occasionally have experts who teach classes who aren’t paid.)*

*Action Item: JB to draft a proposed process, withratinale, qualification guidelines, submitted one month in advance, dollar amount requested.*

1. Update: Student consultations ongoing:
   1. Complete: FaFa, MLA, MArch, NOMAS
   2. Make up + Other programs (MEL, MARCHLA, MASA, MASLA)
   3. To do: pick a date

*Have done consultations with most student groups.*

*DL: Still need to do BDes, who feels left out.*

*SS: Need to do a make up and other programs meeting. Ask BDes rep to propose a date.*

*DL: Intl students seem okay with the way things are unfolding so far. BDes students want support for deadlines that need to be adjusted.*

*CM: Design Media has Saturday deadlines, Grad studio had a Thanksgiving deadline. SS: Will reach out to either teacher or chair.*

*KS: BDes students feel a general disconnect with faculty, lack of belongingness. ZA: must be very difficult with the online. Need for extra steps. SS: will reach out to BDes chair, MArch chair and Design Media instructor.*

*JB: Next year, schedule EDI introduction meetings for the first week of term.*

1. Update: Recruiting Indigenous students to Design Discovery program
   1. Draft written and shared with Ron, very broad
   2. Draft approved by development people
   3. Ready to be posted … soon I expect

*SS updated.*

1. Update: Fall term EDI training for faculty + (optional) students
   1. There is no update (sigh)
   2. SSF has worked with CTLT (UBC Center for Teaching Learning Tech) on tailoring a training for SALA
   3. Awaiting news from CTLT on how to move forward
   4. SS proposes SALA-specific questions for faculty to be included + lecture clips from CD
   5. Proposed content, as confirmed in Sept mtg:
      1. Faculty + student session on basic terminology
      2. Faculty session focused on inclusive classrooms + specific SALA concerns
      3. Student session focused on inclusive classrooms and reporting channels

1. Agenda time for FaFa and NOMAS

*ZA updated Nov 4 talk.*

1. Diversity in faculty hiring
   1. ACSA event (to be shared with SALA Council): register [here](https://docs.google.com/forms/d/e/1FAIpQLScyQlxjRMaRIaUDuvXph2ASEN0j_9OsQsmv_WoLQC5RQ7zu5g/viewform) and info [here](https://www.acsa-arch.org/webinars/faculty-diversity-excellence/)“Define & Design the New Normal: FACULTY DIVERSITY & EXCELLENCE”  
      November 10, online, 3-4:30pm PST
   2. SALA faculty discussion and [SS short write-up](https://docs.google.com/document/d/1wz6Vg9xYKegbAlGH_Z2ZYbC2ykBz0amARV3kthCZfiM/edit?usp=sharing) on two stages of thinking about diversity in faculty hiring

1. Adding Indigenous student to committee
   1. Request: Identify who to contact

*Put an announcement for expressions of interest for serving on EDI committee. Let SS know if any committee members know of any Indigenous peers.*

1. Other business?
   1. Cross-institutional panel discussion debrief by ZA

*ZA: Update on cross-Canada EDI work among schools of design. Two things brought up: 1/ UofT hiring an EDI officer as part of the administration. Is this something SALA could do? 2/ UofM has an Indigenous student association. JB: Could SALA students join the U Manitoba group somehow?*

*CM: Some frustration about not being able to access studio space next term. Is there an update about the slow reopening of faciliities? SS: Sense is that it’s not going to be possible. AES: There won’t be any “studio studio” environment next term. The more people who might want to use a service, the less likely it will be approved. Layers of government review and approval. JB: Could there be a status update/Q&A for students? CM: Students would benefit from understanding the Why of not being able to open up Lasserre 3rd floor.*