**EDI Committee Meeting 10 Minutes**

17 December 2020, 12:30-1:45pm PDT

Members in Attendance: SS (she, hers), CO (she, hers), ZA (she, hers), JB (he, his), CM (she/ hers), DL (he/his), AES (she, hers), KS, DN, IR (joined at 1 pm)

Members not in Attendance: n/a

*Agenda Overview*

1. Approval of Meeting 9 minutes unanimously
2. Assign a minuting task for this meeting (recent:

* CM to take minutes

1. Update: Alumni initiative for Afro-Indigenous youth program
   1. DN - Plan to have a workshop in the summer of 2021 and take the full year to plan full program for the following summer
   2. DN - to develop ways for SALA community to get involved
   3. DN - more info to follow after Christmas break
   4. SS - to get as a line item on agenda to keep the momentum of the project moving forward
2. Update: student consultations
   1. SS last one to happen in new year as many feel fatigue at the moment
3. Update: fall/ spring EDI training
   1. Term 2 edi com
4. Update: SS ongoing conversations about diversity in faculty hiring, developing a plan
5. Update: indigenous student representation on EDI community
   1. SS personalized email has gone out with a SALA student body-wide email to follow
6. Recruiting Indigenous students to Design Discovery program - SS no updates yet
7. SALA honorarium policy for Indigenous knowledge-holders participating in SALA courses [JB leads]
   1. Feedback from SALA meeting
      1. Broad support seemed clear
      2. Is the funding amount sufficient?
      3. Discussion around eligibility
      4. “If I ask someone to give a talk about a technical concept of environmental systems, based on their scientific expertise, and they are BIPOC, this would suggest they are not eligible for this?”
   2. Update on Applied Science fund - $500 limit, some critiques
   3. The plan is to move ahead with SALA funding going out next term to courses
   4. JB - mixed thoughts on faculty meeting reviewing honorarium policy
   5. SS - RK wondering if the funding is enough, SS thought there was a good discussion
   6. JB - concern over if funding is enough for authentic engagement, JB class had $3200 worth of engagement in his studio, over multiple classes in multiple terms we could be looking at a budget of $20,000
   7. JB - still many details to work out
   8. AES - conversation got fuzzy regarding how the policy would be implemented and how engagement would be the distribution between core classes, electives - suggestion to provide a big ballpark number for what we want to do
      1. Decisions regarding funding to reflect the scope of engagement
   9. SS - suggestion to move forward with honorarium policy as it is currently written and modify when we have feedback and more experience from the first term
   10. CM - agree that it is good to move forward
   11. KS - need to have an equity framework for how funds are distributed
   12. JB - agrees that the equitable distribution is very important - considering using funds in the core classes as they reach more students
   13. CO - think limited funding could go farther in core classes given our limited resources currently
   14. DN - need to push harder, lack of money should not be an excuse at a large institute like UBC, if SALA genuinely cannot find the resource then maybe we should outside sources
   15. SS - agree, if we should one term of success with the project and that $3200 is not enough
   16. CM - agree with ND and SS - start with the policy as is this year, push hard for funding when we have time to develop policy further
   17. ZA - separating streams of funding between indigenous knowledge holders and lived experience would help with potential funding
   18. AES - likes the idea of doing a trial run next semester, interested to see what faculties applications are and see how they plan on implementing
   19. DN - concerned that given covid and short timeline we might not get as much response as we hope for
   20. JB - a discussion of AD question in faculty meeting regarding BIPOC young professional engineer as a speaker in class
   21. IR - do we have funding? An alternative would be to divide funding into categories - thinks there need to bs a fixed about annual
   22. SS - summary, we are agreed on doing a pilot next term ($3200) not neglecting the summary ($3200) - everyone in agrees
8. Agenda time for FaFa and NOMAS and alumni members
   1. No updates at this time
9. Other business
   1. Discussion about coordinating deadline scheduling + religious observances
      1. CM - there have been students concerns/ frustrations over major deadlines falling on major religious holidays - suggestion to circulate a calendar to faculty with the recommendation to be mindful of these dates when scheduling assignment deadlines
      2. SS - student’s concerns with multiple course deadlines falling around the same time has been voiced to faculty, student affairs committee (<unsure if this was noted correctly) also shared results of student survey that students are really struggling at this time
      3. JB/ SS/ CC/ IR - discussion regarding a shared calendar where faculty could input the deadline dates they can easily see when there might be a lot due at once
      4. CM - will look into a calendar for religious observances
   2. Syllabus updates
      1. CO - ask if EDI resources can be included in each syllabus as there was an incident with a student this semester and they were not aware fo those resources
      2. SS - has been a push on the syllabus to link to a webpage where there are resources, need to make sure that has everything we want to be included - EDI portion of SALA website will include all the necessary resources, we can get that link added to the syllabus in the future
      3. IR - suggestion of having one page added to be included in each syllabus