**EDI Committee Meeting 11 Agenda**

25 January 2021, 12:30-2:00pm PST

Zoomscape [zoom details emailed]

**Actionable items bolded**

Agenda

1. CO to take minutes
2. Present: SS, CO, ZA, KS, CM, JB, DN, DL, IR Guests: AM, LW, NL
3. Review and approve minutes from previous meeting
   1. Minutes approved
4. Welcome to our new guests!

Information Items:

1. Update: Website
   1. Revisions following Dec 10 faculty meeting are [here](https://docs.google.com/document/d/1GUcqgMgTrJVUV875C0u9PepEtzCdai1oXbSzH2qu90I/edit?usp=sharing)
   2. Work still to go on blog
   3. **SS proposes working session for sub-committee for filling out the blog**
      1. **SS will send out email to find time**
   4. Subcommittee is: ZA, DL, CM, SS
2. Update: Student consultations ongoing:
   1. Complete: FaFa, MLA, MArch, NOMAS
   2. To do: BDes / BENDs, SS has emailed MF to connect with student leadership to plan
   3. SS has contacts for BDes/ENDS student leaders for meet and greet meetings
      1. Combine that meeting with the other programs - MARCLA, MASLA, MASA
      2. CM agrees combining is fine
      3. **SS will find time with ENDS/BDes**, will make sure it doesn’t conflict with other programs
   4. Make up + Other programs (MEL, MARCHLA, MASA, MASLA)
3. Update: Diversity in faculty hiring
   1. Dec 21 conversation led to forward movement on faculty hiring with good EDI approach to hires, position descriptions, areas of focus, and position types
   2. 2 searches in tandem has been suggested
4. Update: T2 startup with communications to instructors
   1. Communications with all programs provided instructors with [new model syllabus](https://drive.google.com/file/d/1F3aL0bD1oFDBmBFK5xFo6ErkQDAQ5GyN/view?usp=sharing) which included Accommodations, Safe Space, Land Acknowledgment, Respectful Environment, Academic Concession, and reference to UBC Senate listing of resources to support student success (which includes health, crisis, sexual violence, religous observances)
   2. Separate attachment focused on respectful environment (anti-bullying and anti-harassment)
   3. Still to do: **Share religious observances calendar that CM suggested/shared here**:
      1. UBC Equity Office has this page: <https://equity.ubc.ca/resources/days-of-significance-calendar/>
      2. And it points to this calendar:   
         <http://www.interfaith-calendar.org/2021.htm>
      3. Could include in e-blast as alternative/addition
   4. SS suggests EDI SALA syllabus template creation
      1. Work to be done this semester
      2. Would have to be updated every year
      3. Options to create template for syllabus or add-on page @ end
      4. Creation of sub-committee: CO CM JB DN
      5. **SS will reach out to curriculum committee to coordinate**
5. No 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
   4. LW asks about metrics on students from Design Discovery program admitted to SALA
   5. DN brings up possible revision of Design Discovery program’s name to something with less colonial undertones

Discussion items

1. Update: EDI in the Classroom Fund
   1. 2 applications, both awarded at full amount
   2. Need to establish more formal evaluation criteria for future iterations
   3. Set schedule for Summer term funding call / deadline and propose amount
   4. Another request: GP2 Committee member honorarium
   5. DN suggests making 2 categories of funding for instructors and students
      1. Supporting 1 student vs. many - impact of funds isn’t as large
      2. Should bring up with curriculum committee to consider
         1. Falls into more general category of paying reviewers
         2. Especially for students who have committee members who do not have professional obligation
         3. Should, however, encourage students to have cultural advisors when relevant; explore funds for unconventional research methods
         4. Should create protocol for finding funding in these scenarios, or organizing external funding options
         5. DN says we should talk about content in addition to the people that are presenting
         6. How to start proposing that core courses must have EDI content to give students a foundation (as a precedent for things like GP projects)
         7. JB suggests pushing this front with curriculum committee
      3. **SS will reach out to curriculum committee and coordinate shared meeting about EDI in the classroom**
2. Update: T2 EDI training for faculty + (optional) students
   1. SSF is running an Anti-Racism Workshop that is optional, some SALA faculty participating
   2. Wondering also about Respectful Environment and Sexual Violence Prevention training -- how to include these too
   3. SSF and GL from UBC’s Equity Office and SS are working to create a workshop for faculty that covers what we want. To be scheduled this term.
   4. Update on planning meeting (CTLT was too busy/overwhelmed.)
   5. SS proposes SALA-specific questions for faculty to be included + lecture clips from CD
   6. 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
3. Update: Adding Indigenous student representation to committee
   1. We invited all self-identified Indigenous students to join and got a great response
   2. Now we should discuss what comes next
      1. SS invites all present guest students to join committee
      2. 8 people total in SALA who self-identified as Indigenous
      3. LW suggests sub-committee in future if appropriate
      4. AM suggests creating channels to larger Indigenous communities (in SALA, across UBC)
      5. **SS will add all 3 new students, new students to email SS with how they would like to be identified on website**
4. Agenda time for FaFa and NOMAS and alumni members
5. Agenda time for Afro-Indigenous Youth summer program (DN)
   1. Working on establishing social enterprise to ensure longevity of program
   2. Will put out call for people to join board - called Black and Indigenous Design Collective
6. New business: Admissions policies
   1. Application numbers way up this year
   2. How to make initial cuts quickly in a way that is fair in regards to EDI
      1. Cutting based on GPA, etc.
      2. We have room to provide recommendations but would have to be quick
      3. SS suggests allowing MArch students to make those first cuts based on visual, creative materials
         1. Especially for those portfolios of students with design backgrounds
      4. Agreed by CM, KS
      5. Conversation about prioritization between portfolio and GPA, and who slips through the cracks in each system
      6. DN suggests school having a vision for the future and targeting students that uphold the values that the school would like in the future
      7. ZA brings up concern with having current student involved in admissions process (rather than recent grads)
      8. **SS will bring our general comments to committee, we may return to this conversation for a larger revamp of admissions process in future**
7. Other business?
   1. 1st year MLA curriculum change
      1. **Will talk about this next time!**