# **210212 EDI Comm workshop agenda and notes**

Attending: SS, JB, IR, CO, CM, ZA, DL, LW, AM, NL

Regrets: KS, AES

5 min intro.

SS: At the start of the year I thought we desperately needed (a) institutional data / a survey of faculty and students and (b) EDI training for faculty, staff students and (c) clear communication with students re: reporting channels.

Now I think we need those things but more than those we need a clear structure for what we’re doing, why we’re doing it, and from that to build a framework of policies that enable our committee to be a force for anti-racism, inclusion, and decolonization within the school. We need systems change. And that’s a slow process. But I also think we have an immense opportunity to make change here. There’s broad support among the faculty and staff (and students, I think). COVID has everything shook up so the usual cobwebs and resistances to change are lighter than normal.

So, thinking about systems change, thinking about how we can make bigger changes and do so efficiently, I want us to focus on our scope, mandate, and goals today. We’re going to look at UBC’s Action Inclusion Plan. It’s clear and well organized (enough). It has big goals and smaller goals. That’s the structure I think we need to move forward and to stay focused. (We’re lean on labor power, after all.) But I also want to hear what you think about it. It could perhaps be seen as tepid or normalizing. Could we go bigger? What would that look like for us?

For a comparison, we’re also going to look at USC’s 5-year EDI Plan, to see how a school more at our scale/level is doing this work.

## Models for Setting Priorities/Goals

### Examples

12:40pm

1. UBC [Inclusion Action Plan](https://equity.ubc.ca/about/inclusion-action-plan/)

* Its organization
* Its topics/areas (5 main points, what fits in each)

1. University of Southern California School of Arch [5 year DEI action plan](https://arch.usc.edu/diversity-equity-inclusion)

* People-centered
* Comparable to our scale, even if context is different

### Where we are

1:00pm-1:20pm

**Old Categories: What we’ve done so far**

* Use Miro board frame with above heading
* Breakout rooms
* Paste from list on Miro board of our initiatives, tasks, notes, meeting minutes,

1:20-1:25 group recap in main room.

[Unscheduled discussion of SALA tenure-track search for 2 new people, with feedback heard that students are interested to be consulted on topic areas if included in search]

What new categories might help us organize this work? (See UBC AIP and USC)

1:25-1:40 small groups

Summary discussion: AM proposed Inward and Outward facing categories, sim to USC; ZA proposed categories could be based on who takes action; general discussion that Inward would be ‘systems change’ oriented, would include Governance + Accountability/Transparency; Outward would include Recruiting, Curriculum, and Community Engagement. There is always overlap, which we will probably have to live with. How can categories be invented so they’re a tool to keep us focused, so they can each have a summary sentence written about them that doubles as a goal/priority?

1:40-1:45 break

1:45-2:00pm Discuss possible new categories

**New Categories: How should we orient ourselves to what comes next?**

* Do we need 3 levels instead of 2?
* What categories work best for us? (reference SALA EDI website text if needed)
* Small groups
* Miro board
* Group 1 worked on Inward vs Outward categories (from prev small group breakout discussion)
* Group 2 worked on UBC IAP’s 5 points

Summary discussion: Inward and Outward group proposed a third category of Transparency that linked the two together. IAP group proposed that the plan will need a 5 year plan that is organized, that has an aspirational statement, principles, measurable outcomes, timetables. The categories need material both before/above (big picture) and after/below (drill down to more detail).

### Where we want to go

Final: From categories to priorities

BIG PICTURE

[NB: We did not use the Miro frame New Categories: What have we done so far]

2:00-2:15pm Small groups to discuss the following questions, rank to-do lists on graph of Impact and Effort

**New Categories: What should we focus our efforts on this term?**

* Small groups
* Miro
* Use stickies to place existing/to-be-done tasks and any new tasks onto graph
* Graph measures Effort along x-axis and Impact along y-axis
* Where might we put our effort for the reminder of the term?

Did not have time to address:

* Of these categories, which need the most attention first?
* Which have the lowest-hanging fruit?
* What we have in the works to do next (concrete things we’ve discussed)?
* Which require bigger-picture buy-in through something like a strategic plan?
* What is our big picture goal?
* Can we push to set Decolonization as our goal?
* Discuss name of group?

2:25-2:30 Main room - final wrap up discussion

Summary discussion: SALA has a Strategic Plan process that was put on pause due to the pandemic. Could we pick it back up and propose revisions/adjustments/additions based on our EDI focus? Or should we prepare our own independent EDI Strategic Plan? Could we create a 5-year EDI Plan for SALA by the end of the term?

Next steps: SS proposes that next meeting starts to look at sorting this graph of Impact/Effort in relation to time (how long each item would take), thinking about creating a 5-year plan, and working from the combined list of IAP categories plus Inward/Transparency/Outward to start writing up our own priorities.

Thanks everyone for participating!!