**EDI Committee Meeting 13 Minutes**

29 March 2021, 12:30-1:30pm PST

Zoomscape [zoom details emailed]

Attendees: SS, JB, IR, DL, ZA, KS, AM, NL, LW, DN

Regrets: CM, CO, AES

Summary

Minute taking and approval

Information items

Discussion: Priorities (effort and impact); long-range planning

Discussion: How to elect members for next year

Work session: Blog, website, airtable

**Minutes**

1. Assign minuting task for this meeting

- JB takes minutes

1. Review and approve minutes from previous meeting

- Unanimous approval

**Information Items:**

1. 1st year MLA Curriculum update: response from Kees and LARC program meeting discussion
2. Awaiting response from Tara & Emma re: anonymous reporting tool and how to spread the message / locate it permanently in the right spot
3. Ongoing discussion regarding final review juries, invitations, paying reviewers, and representation on reviews

- SS: Council needs to make a decision re: compensation for invited reviewers

- DL: NOMAS to share their contacts link with program Chairs

**Discussion Items:**

1. Student and alum EDI representative process

- ARCHUS, LASA, and alums will be elected to EDI committee. FaFA and NOMAS will hold internal selection processes. Open call to participate for all Indigneous students.

- SS: It is unclear how the new BDES program would elect an EDI rep. Will discuss with BDES Chair and possibly Council

- ZA: FaFa will be making a decision about their representative to the EDI committee.

- DL: NOMAS will be discussing their process for electing an EDI rep in the next week or so.

- SS: ARCHUS and LASA will continue to elect one rep each for the EDI committee

- SS: SALA’s Indigenous students have open invitation to attend any and all EDI meetings as full participants

- LW: Indigenous students at SALA are still a very small group. If and when there is a larger cohort of Indigenous students we will then revisit the process for engaging with the EDI committee. Also emphasized that appearing to represent a unified Indigenous voice or position of advocacy was fraught

- DN: Could the way that alum representatives were brought into the EDI committee be improved? The committee is a big workload, perhaps there is a way to restructure its work to streamline hours spent, through subcommittees, task forces focused on specific things, etc.?

- SS: Agreed that the timing of electing alum representatives to EDI committee could be done better, and will do that this year. The question of how the committee is constituted and how work is set out in manageable, supportable chunks is a big one. We should do this as part of our next working session, or perhaps at our retreat

- LW: Representatives can be selected in different ways. Perhaps a town hall type event to discuss what the committee does would sow interest, followed a process to select or elect members?

- IR: Discussed length of committee service, and need to stagger those lengths for transition and continuity.

- SS: We should block out committee appointments so that continuity is ensured. Something to work out in a retreat/working session.

1. EDI committee’s role with respect to student concerns and grievances *(discussed, but not on agenda)*

- DN; Are there situations in which a student might come directly to us to share concerns?

- LW: Do we have the institutional authority to do that?

- JB: We can build tools, make lines of communication more transparent, direct students about where to go

- ZA: Yes, building tools, being facilitators, a third party, sort of an oversight group

- SS: Accountability and oversight, yes. But we are not equipped to provide councilling

- LW: Maybe a monthly update about outstanding issues, via the e-blast, the EDI blog, or some other foru**m**

1. Faculty search process:

- SS: confirmed that faculty will focus the search on filling positions with two BIPOC tenure track hires. This will very likely require first making a successful case for doing so to the BC Human Rights Commission, and will lengthen the timeline involved in the search by at least one month, perhaps longer.

- SS: Faculty also agreed to have a student and alum member of the search committee as full members

- SS: Full committee membership comes with a substantial workload of recruiting, evaluating, interviewing, discussing applicants with committee

* 1. Inclusion Action Plan as mechanism in preferential hiring process - work ongoing

- SS: The creation of roles for alum and students in the search process are examples of what an Inclusion Action Plan would entail. We might think of the IAP as the EDI committee’s “strategic plan,” and is something we will work on at our retreat

* 1. Student and alum position additions and process for adding those

- SS: Both alum and student search committee members should come from the membership of the EDI committee.

- SS: At this point one alum and two current SALA students have expressed interset in being on the search committee. SS and JB discussed, and recommend that students (and alums) have an internal discussion to put forward a student and alum to serve on the search committee.

- JB: timeline will stretch into, perhaps over or beyond summer, so no conflict with classes this spring

- SS: updated that faculty agreed to include in the search committee one SALA student and one SALA alum to serve as full members of the committee.

- LW: Why not have both interested students serve on the search committee?

- SS: Will take it to the Director, search Chair, and Council, but there will likely be pushback

- DN: Could there be a shortened version of the search committee service?

- JB: This was discussed but not preferred. Preferred is full investment, participation and voice in the search.

- LW: Could the search Chair provide an overview of the search process?

- SS: Will ask search Chair to provide a means to orient alum and student reps to the search process

- SS: Will set up a poll for a meeting date for students and alums to discuss search committee members

1. Agenda time for FaFa and NOMAS and alumni members

- No business at this time

1. Other business?

- No other business (see item #7 above)

1. Work session on Priorities

- SS: We will have a half-day retreat after classes end to continue our work. Will schedule this in the coming weeks.