# **EDI Workshop**

Agenda

14 May 2021

In attendance: SS, JB, ZA, AM, LW, DL, KS, IR, CM, CO

Goals/agenda: check in; share plan for retreat; review functioning and work to date; continue previous workshop to refine categories, develop secondary level, sort actions, rebuild airtable, envision future priorities and actions.

## ***Check in***

1. student/ alum positions for search committee

2. 2021–2022 membership?

Committee decided to

## ***SALA FACULTY/STAFF RETREAT SESSION, MAY 20***

* 80 min. segment on EDI
* Advance packet will include report from EDI Committee (need help on this)
* Proposed schedule:
  + Brief groundwork on terms (E, D, I) or something that clarifies shared terminology
  + Reporting on work done so far, particular focus on key streams/categories/strategic-thinking (i.e., how we consider our own work and how we imagine
  + Breakout rooms based roughly on governance committees (curriculum, infrastructure, outreach, student affairs, ~~post-pro, council,~~ plus ad-hoc strategic plan) and ask for review of EDI-related work so far and setting goals for future EDI-related work in committee’s portfolio
  + Report back / share / next steps

## ***REVIEW OF COMMITTEE’S FUNCTIONING:***

* What worked / what didn’t
* Communication channels with students & student groups – huge success, much gratitude
* Airtable—drop or continue? If continue, what would make it work better?
* Blog—drop or continue? If continue, what would make it work better?
* Coordination with other committees
* Committee makeup—who don’t we have that we want / that would give us more horsepower? Or who would bring an important perspective we don’t have? (Adjunct / sessional instructor?)

## ***2020–2021 EDI COMMITTEE REPORT / Work Completed***

Since beginning in 2020, the committee has:

### LOGISTICS/MEMBERSHIP

* expanded membership to include more students than faculty and staff, with representation from FaFa and NOMAS, ARCH and LARC;
* created elected positions for alums on the committee;
* created avenues for Indigenous SALA student participation in the committee separate from elected positions
* established how we work together, delegating meeting tasks equitably (all take minutes in turn),
* liaised with Assoc Dean of EDI Sheryl Staub-French to understand broader context of EDI in Applied Science and at UBC,
* held student-led listening sessions with MArch and LARC programs;
* reviewed letter to SALA from June 2020; used as basis for developing key themes for the work of the committee

### CURRICULUM/HIRING

* compiled documents to support inclusive teaching such as Model Syllabi and guidelines for compensating knowledge holders; supported development of survey for faculty and student regarding return to campus (May 2021)
* supported work from Student Affairs Committee such as developing guidelines for selection of studio reviewers, a one-pager summary of studio review culture (in progress), and a survey mechanism for faculty to share recommendations for external studio reviewers (especially local critics);
* supported staff to revise the adjunct instructor handbook;
* advocated for development of a new policy to pay guest reviewers for their time where appropriate;
* launched an EDI in the Classroom program to pay knowledge-holders who contribute to SALA courses;
* Advocating for BIPOC preferential hires
* helped to co-author a BC Office of Human Rights Special Program Application to launch a search for two BIPOC tenure-track faculty (ongoing);
* has added faculty, student, and alum positions to a search committee for two positions to provide EDI insight (UPDATES?)

### COMMUNICATION

* contributed to SALA responses to our community through discussions, Town Halls, and FAQs;
* created new channels for communication from students to faculty and staff; advocated for and supported creation of an anonymous reporting tool for students to reach SALA staff/faculty/leadership;
* created a committee webpage and blog to model transparency in committee work;
* amplified messaging on resources for students beyond SALA and on communication channels for students when needing accommodations or when faced with compromised, inappropriate, or dangerous situations;
* drafted and shared, with Communications manager and Council, statement of Anti-Asian racism (March 2021)
* connected with EDI Committees at other schools in Canada to share experiences and strategies.
* our students participated in cross-Canada discussion of EDI in architecture

What have I forgotten?

Go to Miro board .... <https://miro.com/app/board/o9J_lUUbDzs=/>

## ***FUTURE-CASTING***

### Ongoing work:

* Develop studio review policy guidelines / handout for guests (with Student Affairs)
* Develop (complete?) land acknowledgement policy for SALA
  + https://guides.library.ubc.ca/distance-research-xwi7xwa/landacknowledgements
* Develop proposal and budget for paying reviewers who contribute to SALA studio reviews (i.e., take advocacy to next step)
* Recruit BIPOC faculty: continue with BCHRO application and positions on search committee (also: help with recruitment / amplifying message to right audience)
* Expand EDI in the Classroom Fund to support core curriculum efforts as well (Themes class for arch; XX for LARC; others?); run EDI in the Classroom Fund for Summer 2021 (too late?) and 2021-2022; continue with TRC content in Intro workshop (who can follow up on this? JB?)
* Develop ‘decision tree’ for students to use when unsure of where to take concerns (program chairs, instructors, ombuds office, anonymous tool, etc.)
* Place link to anonymous reporting tool in eblast footer

### Future (2021 – 2022?) goals:

* \* Trojan-horse EDI goals into stalled-out SALA strategic plan
* \*\* Draft Engagement Policy for SALA (currently a halt on Indigenous/community engagement by non-tenure-stream faculty while this is worked out)
  + Directing students to BREB and advising them on timelines for this work
* \* Develop and require EDI training for faculty/staff
* \* Data collection: experience and climate survey (and explore options for identity surveys, knowing limitations); work with Greg Lockwood on this
* Apply for funding from Equity Enhancement Fund:<https://equity.ubc.ca/resources/equity-enhancement-fund/> (Deadline May 30)
* Expand work on curriculum reform re: EDI, particularly around Indigenous knowledge and decolonization
* Develop strategic plan to respond to Truth and Reconciliation Calls to Action
* Syllabi template
* Address gap between recruitment and success