**EDI Committee Meeting 14 Minutes**

29 September, 12:30-1:30pm PST

Zoomscape [zoom details emailed]

Attendees: Shasha Wang, Sara Stevens, Tamara Ross, David Law, John Bass, Sara Jacobs, Abigail Tosto, Lauren Wolfe, Liana Zheng

Regrets:

Agenda:

Welcome

Land acknowledgment

Observance of Orange Shirt Day

Introductions (with pronouns, names to be added to SALA webpage and blog)

Goals for the year

SALA Strategic plan

Community engagement policy

Curriculum discussions + syllabus templates

Engage & delegate more - Increase use of ad-hoc or project-based involvement and open this to participation by more people in SALA

Work in progress

Thanks for help with National Day for Truth and Reconciliation recs

Thanks to Julieta for work supporting committee (and continuing to do so)

EDI in the Classroom Awards - SS

4 applications, all fully funded, with additional funds secured and applied after the deadline for 2 increases/additions

Will run again for T2; need to publicize in November

Additional funds requested by Tijana V for ARCH Themes course; need to further support integrating program into core courses

Training for faculty & students through Applied Science / Bakau Consulting - SS

Land acknowledgment guidelines / policy - JB

SALA Decision Tree - JA/SS

Studio review culture guidelines/agreement handout - JA/SS

Faculty hiring process for 2 TT hire + 1 Sessional hire - JB

RAIC Training - IR

Invite Indigenous students in SALA to participate, join committee - SS

New business

NOMAS

FaFa

MArch

MLA

BDes

Scheduling regular meetings

4th Wednesday of the month, 12:30-1:30pm

Oct 27 @ 12:30pm - in person?

Nov 24 @ 12:30pm - in person?

Skip December, reset if needed for January

[Doodle poll shared here; removed for privacy reasons]

For new people only: How we work (google drive, airtable, blog)

Google drive for meeting minutes, agendas, resources, policies (to shift to Teams)

Airtable - link to join: <https://airtable.com/invite/l?inviteId=invghwz6PTVvAnbBH&inviteToken=f22ef3ff58b2e14d03bac15c8854f15431b7007ad299295820bc83da507531c1&utm_source=email>

Blog - <https://blogs.ubc.ca/salaedi>

Minutes

Introductions

* If we could include everybody's name on the website - with pronouns
* Sara (she/her)
* Tam Ross (she/her) - staff rep for SALA in EDI - podcast
* Abby (she/her) - Alumni rep
* John Bass (he/him) -
* Sara Jacobs (she/her) - landscape faculty rep
* Shasha (she/her) - FaFa director
* Zahra (she/her) - Alumni rep
* David Law - VP NOMAS
* Liana (she/her) - NOMAS pres - Bdes student
* Lauren -

EDI Committee Report

* The strategic plan got stalled because of the pandemic
* Community engagement policy -> a set approach to how we take on studio work or elective courses that want to do work with community groups
  + How to write up policies to do so
* Curriculum
* Engage & Delegate
  + Organized approach to delegating work to ad hoc groups
  + Project based initiatives
  + Committee can have more of an oversight role

Work in Progress:

* EDI in the classroom awards
  + Goal to find other sources of funding to embed the work into core courses
  + Need to get the work out earlier
  + ARCH Themes class - good candidate for having it as a built in component of the class
  + John : Introductory workshop having it dedicated and consistent part of the course
* Training for faculty and students
  + Anti- oppression training
  + Tamara: breakout discussion groups were good - a bit long and overwhelming - might be worth organizing something that is more SALA specific
* Land Acknowledgement Guidelines
  + JB: no real update, worked on it on the summer with student help, suggested small ad hoc group that could focus on getting it done
  + JB: who is it for? What is the purpose - complex questions
  + JB: is it policy or is it an orientation tool - less policy more tool about understanding what and how to make one on your own
  + SS: take it to the outreach committee to see what they say/ test it out on them to see what it could be
  + SS: can we share it with SALA, is there interim steps
  + JB: could get input from different groups - when do you want to be reflected and personal and when do you need just a quick 2 sentence thing
  + TR: land acknowledgements are often personal, and more effective if they are real - UBC training program on how to create your own land recognition - works if it’s a guideline
  + JB: doesn't know if it should be a policy - more of a guideline - since SALA doesn't have it on the website
  + SS: have to ask SALA to complete these requests
  + SS: guidelines are often easy to ignore - guidelines about individual class meetings - public meetings have to be acknowleded - but do lecturers have to do it I nevery class
  + JB: sent document draft - where do you decide when its public and when its internal - send thoughts
  + LW: bigger questions need to be answered before we move forward - who is this for and why are people doing it - shift in peoples personal relationship to the land acknowledgement
  + LW: move out of UBC policy - connect people to why they are doing it
  + JB: wht are you doing actively as an institution
  + LW: virtual land acknowledgement raises interesting questions - cant move forward without answering it
  + SS: we don’t need a green light - we just want to build the appropriate audience and have everyone present to say that we think it is the right call
  + LW: fallback acknowledgement for people who are less comfortable

Decision Tree

* Where students can take their concerns
* Any number of things tht can go wrong - instructor says something
  + ABBy: her brother works there would know the best person for help in these situations

Respectful Engagement Guidelines

Faculty Hiring Process

* 2 tenured preferential hires for BIPOC candidates
* Applying for the preferential hire process
* TR: need approvals before taking it to the Bc human rights applications
  + Waiting for approvals - hoping to get them soon
  + Training for hiring committees
* Might be able to use for future hires in the school as well
* Mari Fujita as the chair - JB as the EDI rep
* JB:; minimum standard for that commiittee wold be attending a bias workshop

Invite Indigenous students to participate

* SS will send out personal emails to indigenous students and invite them too join
* Could potentially be a subset ad hoc committee

New Business

* NOMAS: LZ: main goal is surrounding high school students
  + Work with Mari and other SALA faculty to jumpstart project pipeline
  + Gets high school students connected into design and inspire them and let them know that this is a career that is available to them and offer guidance from the start of school to after graduation
  + Potential workshops and help incoming BDEs students to prepare them and be a support system
  + Summer workshops to reach out to even younger kids
* FaFa: SW: still in planning stages
  + Outreach to include people from all sectors of SALA past March
  + Theme: Decolonizing Design
  + Planning a series of events - game/movie nights/ book club to center around the greater theme
* MLA: not here
* March: LW

Scheduling

* Doodle poll another one so we can see what works for people

Movement to Teams

ABBY: suggestions

* Students taking Contemporary Practice
  + Professional Practice Class - really important forum for these conversations
  + Time dedicated to students who are graduating to knoow how important it is to implement
  + AIBC Architect Act are representations of us and we need to shape those
  + Prohibitively selective of what types of people fit into these norms
  + These topics should be brought up in those class
  + Language in the accreditation exam
  + Avenue to express accountability
* SS: Architecture Lobby
* Profession being exclusionary male

End of Meeting

* Explained the tool to the new Committee members
* Google Drive privacy issues - moving over to Team

SJ: wondering if theres guidelines about meetings and how to talk during the meetings

SS: Make room for students to bring things to the table

* Used to rotate who was MM

SJ: Decision Tree comment

* Sexual Harassment reporting
* Is there an option for sexual harassment reporting outside of school
* What does it mean to remain anonymous - legal implications, what it means for
  + Go back to the steps on how too report sexual harassment and maybe check with them
  + What does it mean to be anonymous?