**Meeting 6 Minutes**

**April 26 2022, 930AM-1030AM**  
**Zoom Meeting**

Attended: JA, AM, AT, KL, ZA, TR,  
Regrets: RA, JL, SW, LW

Anti Racism and Exclusion Report

TR: UBC had a presentation of their task force report on anti racism and inclusion

* 6 or 7 individuals who ran focus groups
* Produced a document where groups had a section and recommendations for how the institution can become actively anti racist and inclusive
* There is a video of the whole conversation if anyone wants to listen to it specifically Steven’s part

Play “White Noise” that is introducing people to work that is to be done within this context. At the Firehall Center

JB: APSci Level of Indigenous Engagement committee

* Working on a module that is being developed that is half a day of training or learning in relation to the various issues of reconciliation
* Directed towards faculty and staff
* When EDI Meets reconciliation – should the issues be part of this committees work or should it be a separate committee
  + Because they are really distinct questions

TR: if you're working towards being an inclusive organization then the works should be shared and done by everyone

* Maybe we more clearly form a sub committee that is more directed towards specific groups or work that needs to be done

AM: it would be nice to have a whole separate team but it seems unrealistic with staffing issues. It is important to focus the work.

**IMPORTANT: It is needed in SALA to have a specific committee that focuses on reconciliation and Indigenous focused work.**

Interdisciplinary Design Fellowship

* 5 women 6 men long list
* There were people within the interview process that accepted positions elsewhere so they have ended up with a short list of 2 people
* TR sent out the recording for the interviews and you can look at them and check out to

Note: 2 tenure track positions being posted to the UBC website this week and will be open for 3 months to allow for applicants

Studio Culture Policy

* If everyone get a chance to look at it and write some notes on it
* Seemed heavy on the student side vs being more about everyone involved in the review
* Next steps is this going to the SALA Council and then faculty an staff for approval
* Next phase of this work would be to pull the document apart and produce concise 1 page bullet point documents that are pointed towards specific participants

Do we produce multiple documents or just one that is a short version for different people

Synthesizing the ideas in the document and making them more easily understood and digestible

Producing a “ready made tool”

ZA: not really fair to ask incoming people to read this long document so it would be more useful if we had a shorter version that they could look over quickly

TR: outliing our values and finding ways to tie it back to why we are asking people to do it in a certain way

**ACTION ITEM: JB sending the draft of the document to SALA council**

AM: Reviewer sheet to maybe have a draft that we can send out in the e blast and allow for other students to comment on it so we can have it ready for the fall

JB: FaFa has done a lot of great work about vetting reviewers and we could share the document with them as well

EDI Candidate Evaluation Rubric

**ACTION ITEM: Check out the Rubric and give comments on how to evaluate Candidates for IDF candidates and their awareness or understanding of EDI issues.**

* Would also be used in future for other interviews potentially tenure track etc.
* Posting for Tenure track will be posted.
* Check wording, and terminology as well as reevaluate the points presented
* Need to have it ready for interviews starting in late September
* Will be up and ready for feedback until the end of July

AM: the word advocacy instead of advancing EDI

New Business

TR: Douglas Cardinal – capture his story at UBC and move toward and engagement process with him

* Sarah Dupont – rep at the indigenous library
* Oral story capturing – reaching out to Douglas and capturing his story and having it on record at UBC
* Want to capture his story the way he tells it about his experience here

Questions from the Strategic Plan

* TR wants to get a group together with people who weren't involved in the first session tp work through some questions that came up before the final draft gets sent out to SALA community

**ACTION ITEM: email TAM if you would like to participate in the session**

**ACTION ITEM: if you would like to be involved in producing the 1 page document from the Studio Culture Policy**