Equity, Diversity, and Inclusion Committee Meeting 01

11 October 2022

Attended: SS, TR, SJ, AP

**Agenda:**

### Membership

Faculty + Staff

EDI Work Learn – Arevik (Av) Petrosyan

* MARCH, LASA, MUD, etc. student reps
* FaFa and NOMAS
* Alums
* Indigenous student participation

### Big tasks for the year / goal-setting

* Continuing work from previous year
	+ Culture of Learning Policy / Guidelines (from Studio Culture Policy)
	+ Community engagement policy (with Mari Fujita)
* Preparing for new faculty members / hires upcoming
	+ Racial equity audit?
	+ EDI training for all SALA faculty, staff, students?
* Support for SALA Curriculum work
* Connecting with ApSci, UBC EDI work

**Minutes:**

Preparing for new faculty members

* Working on improving hiring practices is important, but so is working to ensure new hires aren’t then entering a school that is exclusionary.

Audit

Should include investigations into the following:

-Peer review process

-Course evaluations

-Awards process

-Student groups

-Evaluations for faculty & ARPT (Advancement, Review, Promotion & Tenure)

-Grading practices

-Admissions cycle – starting soon. Would be ideal for auditors to be hired soon enough to be able to evaluate the whole admissions process.

-Climate survey of students, faculty, and staff (and student groups) – could be part of scope or could be done through UBC resources

TR: Should explore how many options/resources are available for EDI evaluations and workshops within the UBC network as well. ApSci has EDI climate survey for students, faculty, and staff.

* Potential consulting firms to investigate further: Radius, Bakau, Kojo Institute, Team Dynamics, Yancey Consulting, Sage, The Woke Coach, Art Equity.

Potential barriers for studio guest critics

* Reviews conflict with potential billable hours, needs to be considered when providing compensation for guest critics.

SJ: Availability/affordability of childcare is a barrier for some.

TR: Architects need to meet quotas for yearly service hours for licencing; SALA could build partnerships with firms to help them meet these hours by helping with critiques.

ACTION ITEMS –

Tam – Reaching out to potential equity auditors

Sara Stevens­­ – Equity audit scope document

Sara Jacobs – Present to committee about Café Capital event in Ottawa at next EDI meeting

Arevik – Prepare spreadsheet of all EDI trainings available at UBC

Meeting 2 will focus on goal setting for this year.