**EDI Committee Meeting 6**

**Agenda**

1. March 2023, Zoom

Welcome & Land acknowledgment 10:00 – 10:05

Departmental Equity Audit 10:05 – 10:35

* Meet with Melanie Matining

Strategic Plan Update 10:35 – 10:45

Culture of Learning Policy Guidelines 10:45 – 10:55

New Business, Discuss April Meeting Date 10:55 – 11:00

**Minutes**

* **PDF slides from presentation can be found in the** [**EDI Teams Equity Scan folder**](https://ubcca.sharepoint.com/:b:/r/teams/ubcSALA-gr-EquitydiversityandinclusionCommittee/Shared%20Documents/General/Equity%20Scan/SALA%20Equity%20Scan%20Presentation.pdf?csf=1&web=1&e=eCybC9)

Equity Scan:

Melanie Matining:

* The goal of the equity scan is to address systemic inequities in the department, particularly related to diversity in faculty and staff and in the student body. Scan helps determine where the organization is in terms of contributing to equity and diversity, identifies gaps and opportunities for change, defines organizational accountability, and creates benchmarks for measuring impact.
* Works with two additional consultants, Adeline Huynh and Tracy Wideman, for equity scan projects. The consultants will conduct interviews, review policies and practices, and provide insights and recommendations in a report.

Tam Ross:

* We are going through recruiting some faculty, and admissions right now, is there a better time to start?

MM:

* The best time to start depends on the audience. For example, it might be difficult to engage students and student groups during summer or the end of the semester.
* Understanding the trigger for change and the current environment is important before engaging people – is there anything that might need to happen before asking for engagement

Sara Stevens:

* How will equity scan understand and account for the contexts that SALA is embedded within? Applied Science, and larger UBC, and also other schools of architecture and landscape architecture globally and in Canada.
* We have been told by equity organizations within UBC that it is hard to do demographic analysis here as SALA is a very small community.

MM:

* Beneficial to look at existing UBC benchmarks to develop SALA-specific benchmarks.
* Researching initiatives at other institutions that might be beneficial to apply within SALA

SS:

* Want to add alumni as part of the stakeholder groups

TR:

* engaging with adjunct faculty during the scan engagement, as many adjuncts are alumni

SS:

* takeaways are to start engagement with the school, faculty, and staff and preparing for the equity scan project before selecting the advisory committee, and fairly compensating them.

Sara Jacobs:

* what do we do with the information gathered from the equity scan project.
* How do you approach engaging people who are hesitant to the process

MM:

* Assessments are used to understand people's experiences and perceptions related to EDI. The purpose of the assessment is not necessarily to create immediate change, but to prepare for future change.
* Honest feedback is important for understanding recommendations and identifying potential resistance to EDI efforts within certain communities.
* There is a need to prepare people to receive and implement EDI goals, so working to understand how to best support people so it isn’t intimidating, and so receiving the final report isn’t shocking
* Bringing people into the process through engagement and leadership coaching can help with accountability and support for EDI efforts.
* It's important to challenge and guide decision-makers towards EDI, while also making it a supportive and less intimidating process.