

## EDI STUDIO FEE PILOT – FINAL REVIEWS

### CONTEXT

Equity, Diversity and Inclusion (EDI) are essential attributes of academic excellence and SALA is committed to improving its programs, processes and operations toward that end.

### WHAT IS PROPOSED

In support of this EDI commitment, SALA will pilot a 2022-2023 academic year initiative to compensate term end studio reviewers on a self-identified need basis.

### WHY ARE WE DOING THIS

Historically, ability to ‘volunteer one’s time’ has meant that only some have been able to say yes; and others have incurred loss of income or greater cost and inconvenience. This practice has disadvantaged some, disconnecting our students from diverse perspectives and learning in reviews of their studio work.

SALA intends to diversify the range of people, expertise and perspectives able to participate as studio critics in studio reviews by mitigating a potential economic barrier that may prevent some from accepting invitations to share their expertise with our students. We are thinking specifically of those reviewers who may not be otherwise compensated for their time or incur extraordinary expenses.

### SOME GUIDELINES

For many, participating in studio reviews might be considered part of their professional roles as a service to the profession and opportunity to network, recruit and learn. For others that participation may bring costs or loss of income.

Examples of where a fee may be appropriate:

- You need to take uncompensated time off from employment in order to participate in a review.
- You are participating in a review as a community member unaffiliated with a profession, group or agency being compensated for work on the project.
- In order to participate in a review, you would need to pay for child or other care support, or have accessibility costs that you wouldn’t otherwise need to find. (expenses such as parking or transit will be reimbursed in cash as per current practice)

### THE PROCESS

In this pilot, a studio reviewer fee of \$100 is offered on an ‘as requested’ basis through an online survey/application [HERE](#). Additionally, there will be some short questions on the survey so that we can learn more about need and demand for two semesters of the 2022-2023 academic year.

In order for SALA to pay this fee, the form will ask for personal information that will not be associated with any of the assessment data collected.

We will assess results and data collected at the end of Winter Term 2 (April 2023). We are also interested in any supplementary feedback you may have. Please forward those comments to Tam [tross@sala.ubc.ca](mailto:tross@sala.ubc.ca).