

Table of Contents

- 1 Overview**
- 1 Programs, Initiatives and Capacity Building Work**
- 4 Highlights of Education and Training Initiatives**
- 6 Equity and Related Events**
- 8 Benchmarking External Best Practices**
- 9 Information Sources**

OVERVIEW

Equity Office educational and training programs are designed to help UBC faculty, staff and students to benefit fully from the steadily increasing diversity of the University community. The Equity Office fosters a university community that values difference and respects the human rights of all students, faculty and staff. We promote diversity and equity to ensure that everyone has fair and equal access to and is encouraged to fully participate in the educational and employment opportunities of this community. Much of the work of the Equity Office is accomplished through education and training. This report summarizes that work in 2011.

A central pillar of the Equity Office's education and training is the **UBC Equity & Diversity Strategic Plan** (<http://diversity.ubc.ca/>). Since the creation of the Plan in February 2010, **Valuing Difference** (<http://diversityatubc.sites.olt.ubc.ca/files/2010/11/valuingdifference1.pdf>), a five-year plan, aims at embedding equity and diversity into UBC's planning and processes and provides an opportunity to engage the UBC community in dialogue about equity issues at UBC, and to expand opportunities and training on equity and diversity initiatives.

The Equity Office is a small office whose mandate covers a population of more than 50,000 students, faculty and staff. Even if the Office could oversee all equity-related activities on campus, we have found that change is most effectively implemented by working within existing structures. Thus, the Equity Office promotes change by acknowledging the autonomy of academic departments and service units. The training goal of the Equity Office is to enable them to integrate equity into their day-to-day operations.

In 2011, for the fifth consecutive year, UBC was selected as one of Canada's Best Diversity Employers. The award reflects the work of many units at UBC, including the Equity Office. The Equity Office's training and education initiatives were cited among the reasons for granting UBC this award.

Looking ahead, the Equity Office will continue to advance equity and training initiatives by working with Deans and Heads of Units to encourage them to consider equity issues in their planning, hiring and recruitment as well as collaborating with other units to provide training and education to advance equity at UBC.

Programs, Initiatives and Capacity Building Work

Equity Briefings for Search Committees

In 2010, the Equity Office and Faculty Relations introduced and co-facilitated equity briefings for Decanal searches and other senior academic positions. Equity training was also provided to faculty search committees in 2011. These initiatives, very well received, will continue and expand to include equity hiring guidelines.



Meetings with new Heads of Unit

The Equity Office began an initiative a year ago in which Equity Advisors meet with all new Academic Heads of Unit to provide them with information about the services and programs offered by the Equity Office. The initiative was expanded in 2011. Since then, the Associate Vice President, Equity and the Equity Advisors have met with 40 new Heads, Directors and Associate Deans. These meetings allow us to discuss UBC policies on Discrimination and Harassment and Employment Equity in addition to other equity-related matters that may be of a concern or interest to Heads and Directors.

Positive Space

The Positive Space Campaign began in 2002 on the Vancouver campus and continues to be well received. The Program raises the visibility of welcoming and supportive places for lesbian, gay, bisexual, queer, questioning, trans, gender-variant, two-spirit and intersex (LGBTQTI) people and issues on campus. Trained volunteer Resource Persons post a Positive Space poster or button at their UBC place of work, study or residence which identifies the space as safe and supportive of sexual and gender diversity and as a space that can be accessed for support, resources and referrals, if needed. To serve as a Resource Person, a mandatory training session is provided that increases and strengthens understanding of issues related to homophobia, heterosexism, transphobia, queer culture and local resources.



In 2011, workshops for potential new and returning Resource Persons were facilitated by Terri Kennedy, Anne Marie Long and Joanne Ursino of the Equity Office and by Darren Fernandez and David Anderson respectively a staff member in Alumni Affairs and a UBC Graduate Student. Thirteen regular and customized workshops were offered. Regular workshops are open to any UBC student, staff or faculty and customized sessions are offered to established groups, such as Counseling Services interns, AMS student leaders and student leaders in undergraduate societies and clubs.

Equity Representatives

Originally established in 2007, the Equity Representatives Program on the Okanagan Campus fosters a stronger flow of information and resources between the Equity Offices and the University community. Equity Representatives from departments and units receive introductory and on-going training on UBC's equity-related policies and procedures as well as equity and diversity issues and skills. As an outreach arm of the Equity Office, Equity Representatives share information about the Equity Office – events, new policies and educational information – and refer members to the Office and other resources to address discrimination and harassment concerns.

In 2011 Okanagan Equity Representatives continued to promote the Program and new Representatives received training. The full group also participated in a number of learning sessions including sessions on revisions made to Policy #3 and safety and stalking in the workplace.

Equity Matters Campaign

The Equity Matters Campaign on the Okanagan campus aims to increase the visibility and interconnection of various equity and diversity issues and events on campus and provide venues to connect like-minded individuals, thus building community and support for various issues simultaneously. The website provides information about upcoming equity-related events and educational information.



Campaign activities in 2011 included co-sponsorship of activities around campus such as OutWeek and commemorations for March 21st, International Day for the Elimination of Racial Discrimination. The campaign sponsored, for the second year, the Graduate Student Spotlight Series as graduate students shared their current equity or diversity-related research and discuss how it relates to current issues. The 2011 Series included:

- Tammy Davies, PhD Student: "Food fight," October 18, 2011
- Lindsay Diehl, Masters of Arts student: "Foucault goes to the animal research centre," November 16, 2011

Inclusive Campus Initiative

The Inclusive Campus Initiative on the Okanagan campus is a collaborative effort of the Equity Office, the Disability Resource Centre, Campus Security and Facilities and is endorsed by the Deputy Vice Chancellor's Committee on Human Rights and Equity. The Initiative aims to create a more welcoming campus and raises awareness of how and where to seek assistance in relation to physical accessibility barriers, personal safety concerns and discrimination. The decal has been placed in the new building on campus.

Fair Trade Fair – Okanagan campus

This year the *Equity Student Group* initiated the campus' first fair trade fair on November 23, 2011. Drawing in 18 local vendors, including the UBC bookstore, the fair sold a wide variety of fair trade and local food, jewelry, personal products and services. The event was well attended by the campus community and showcased the wide range of local and fair trade products available in this region. *Engineers Without Borders* supported the event, and members of the *Equity Student Group* have been working with them to bring more fair trade goods to campus. The vendors and organizers were very happy with the outcome and are looking forward to holding this event next year.

Breastfeeding Space Initiative

The Equity Offices on both campuses have collaborated with Human Resources and the Department of Health, Safety and Environment to help promote and create a network of breastfeeding-friendly spaces across campus. While UBC acknowledges and supports women's right to breastfeed anywhere on campus, this particular Initiative addresses the fact that some mothers prefer to breastfeed their children in more discreet settings for personal, religious or cultural reasons. To support this diversity, a network of private and semi-private spaces across campus continue to be identified to serve as breastfeeding-friendly spaces for students, staff and faculty. Locations for spaces on the Okanagan campus can be accessed at <http://www.ubc.ca/okanagan/hr/health/family.html>



while locations on the Vancouver campus can be found at <http://www.hse.ubc.ca/healthpromotion/healthyubc/breastfeeding-friendly.html>.

Scent Free Work-Place Initiative

Both Equity Offices maintain a scent-free work area and promote broader application of scent-free environments at UBC. The effects of scented and chemical based products can and do cause serious problems for many people, especially those with asthma, allergies or other environmental illnesses. By proactively moving to minimize and eliminate scents and avoiding the use of chemical based products in our shared environment, we are acting to achieve and present a healthy and safe environment for all those with whom “we share the air”.

Highlights of Education and Training Initiatives



In 2011, the two Equity Offices delivered a total of 37 workshops, 4 presentations, and participated in 14 information displays for university administrators, faculty, staff, and students. We offer standard and custom workshops that cover a variety of human rights and equity-related topics such as discrimination and harassment, sexual harassment, diversity, anti-racism, anti-heterosexism, accommodation under human rights law, and employment and educational equity. Workshops are typically two to three hours in length and include a mixture of lecture and interactive techniques such as question and answer periods, case studies, videos with discussion, and role playing. Presentations are similar in the range of topics discussed, but are typically less than two hours in length. Examples of this work in 2011 are as follows.

Standard Workshops

- “Positive Space”
- “Discrimination and Harassment Awareness/Overview”
- “Diversity ‘101”
- “Sexual Harassment”

Customized Workshops

- “Inclusive Leadership” Faculty of Graduate Studies, Engineering Undergraduate Society
- “Professional Boundaries”
- “Conversations about Race and Racism”

Presentations

- “Barriers to Access – Built Environments and Equity Issues”
- “Culture and Race in Social Work Practice”
- “LGBQTTI Myth Busting”
- “Welcome to the Equity Office” for graduate and undergraduate students at various orientation events

Information Displays

- Imagine UBC
- Create UBC
- First Nations Long House Open House and Welcome back BBQ
- Various new Faculty and new Staff orientations
- Outweek Awareness Fair
- Post Doc Fellows Orientation Fair
- New Graduate Student Orientation – Faculty of Graduate Studies

Equipment Accommodation and Equity Enhancement Funds

With annual funding of \$49,000 for the Vancouver campuses and \$20,000 for the Okanagan campus, UBC provides funding for the Equipment Accommodation Fund and the Equity Enhancement Fund which support the University in attaining its educational and employment equity goals.

Equipment Accommodation Fund

The purpose of the Equipment Accommodation Fund is to advance the recruitment and retention of persons with disabilities into faculty and staff positions by providing access to a funding source that can help offset extraordinary costs that are sometimes associated with specialized adaptive supplies and equipment needed to assist in accommodation measures for staff and faculty members. The Fund is allocated by the Associate Vice President, Equity and information and fund guidelines are available on Equity Office websites.

Equity Enhancement Fund

This Fund has existed since 1996 and helps academic and administrative units realize capacity for equity by providing funds to assist in the creation of new initiatives that enhance equity across the University. Initiatives considered can benefit students, faculty and/or staff and funds are allocated by the Associate Vice President Equity in consultation with the President's Advisory Committee on Equity, Discrimination and Harassment in Vancouver and the Deputy Vice Chancellor's Committee on Human Rights and Equity at the Okanagan campus. Invitations for proposals are sought from the campus community annually and information and application guidelines are available on Equity Office websites.

In 2011, the following initiatives on the Vancouver campus were funded at a total \$30,000.

- ***LAW - Law School Equity Vignettes***

This project seeks to empower UBC law students to take action when witnessing acts of discrimination, harassment and oppression within the law school environment and the legal profession. The learning objectives will be facilitated through a series of eight to twelve filmed vignettes which will generate discussion and self-reflection.

- ***Pacific Institute for the Mathematical Sciences (PIMS)/First Nations House of Learning - Emerging Aboriginal Scholars***

Through the implementation of a five week summer internship camp, students will take courses, working with the university community and learning about aboriginal culture and career possibilities. One major objective of this partnership project aims to increase Aboriginal student participation, retention and high school graduation rates by providing a more solid foundation in Mathematics, Science and English in preparation for admission and success in post-secondary

institutions, and to expose aboriginal students to real life working experience with faculty and other members of the university community while working on a field of their choice.

- ***Social Work - 2nd phase of Work Equity & Diversity Strategic Plan***

The goal of this continuing project is to develop a comprehensive and progressive educational equity policy and plan for the School that addresses employment, student recruitment and admission, teaching and learning and work and learning environment.

In 2011, three initiatives were approved for a total funding of \$17,000 at the Okanagan campus:

- ***Project Women in Engineering at UBC Okanagan project – First Year***

The goal is to develop programming to support current female engineering students in the program and to attract more female students to the engineering study and profession.

- ***Project Diversity, Intercultural Communication and Cultural Safety***

The aim is to ensure that all practicum students are provided with an opportunity to build the knowledge and skills necessary in order to engage with colleagues and clients, both in the classroom and in the community, in a manner that is inclusive and respectful of diversity. The Project also provides students with practical training in conflict resolution in order to enhance their abilities to effectively identify and manage conflicts that may arise while in practicum, including those related to issues of diversity, intercultural communication or cultural safety.

- ***Women In Science and Engineering Mentoring (WiSE) Program***

A mentoring program to promote the academic success and professional development of young women studying in sciences and engineering.

Equity and Related Events



OutWeek Celebrations

Both Equity Offices regularly partner with others and support the various activities and initiatives that celebrate sexual and gender diversity at UBC during OutWeek in February. In 2011 the Vancouver Equity Office met regularly with Pride UBC's OutWeek planning team and, as part of the week-long series of events, offered a Positive Space workshop to students, staff and faculty.

On the Okanagan campus, the Equity Office collaborated with various campus units, faculty and students to develop a week-long series of events that began with raising the Pride flag followed by a week of educational and outreach activities. The Equity Office sponsored a workshop titled Effective Ally, facilitated by an Equity Advisor from the Vancouver based Positive Space Campaign. Other activities included the "Two Spirits" film screening and discussion, an Ally Photo Shoot, a workshop entitled

Trans 101, and the film screening of “Dangerous Living.” The closing ceremony involved MLA Spencer Chandra Herbert from Vancouver (West End) and the Mas-queer-ade Ball.

Commemorating International Day for the Elimination of Racial Discrimination – March 21st

The Okanagan Equity Office collaborated with Campus Life, First Year Experience, and International Programs and Services in the development of a week of programming under the name “Rule Out Racism Week.” Programming included a number of film screenings, including “One Big Hapa Family.” Jeff Chiba Stearns, the film’s director, was on hand for a Q&A to share his journey of self-discovery as he explored why everyone in his Japanese-Canadian family married interracially after his grandparents’ generation.

Commemorating National Day of Action and Remembrance on Violence Against Women

The Equity Office was part of the organizing team for events to commemorate December 6th, the National Day of Action and Remembrance on Violence Against Women, again this year. Events included t-shirt silk screening workshops, a White Ribbon pancake breakfast, hosted by Allies UBC, and a fundraising dance, with proceeds of both going to help support services for women experiencing gender-based violence; a Memorial Service and reception for the 14 women who were murdered at l’Ecole Polytechnique de Montreal on Dec 6, 1989 and all those who have experienced gender based violence; and a Candlelight Vigil in the Student Union Building.

Holocaust and Genocide Education Forum

2011 marked the third year the Okanagan campus hosted a Holocaust and Genocide Education Forum, and the second year the Equity Office was involved. The Forum brings together community members, UBC scholars, high school students, and survivors of genocide, including the Holocaust, in a discussion of the causes and consequences of genocide. It is an opportunity to use education and self-awareness as a means to prevent future occurrences of genocide. The title this year was “Hope in a Time of Conflict and Confusion: Human Responses to the Holocaust and Genocide. 21st Century Solutions for the Next Millennium.”

The program involved an introduction to the topic of genocide; three keynote speakers (Dr. Rene Goldman about the Holocaust, and Angela White and Chief Robert Joseph about residential schools); a panel discussion; and a varied media contest which included, poetry, songs, essays and visual and fine arts.

Promoting UBC’s Respectful Environment Statement

The Equity Offices continue to work closely with other units to promote the Respectful Environment Statement across campuses.

In 2011 the Vancouver Equity Office staff continued to participate in a working group to advance awareness and promote the Statement to the student body. This group brings together representatives from various student service units, the Office of the Ombudsperson for Students, the Alma Mater Society and Graduate Student’s Society to develop strategies and tactics to raise awareness of the meaning and intent of the Statement to the student body.



Interdisciplinary Roundtable on Diversity Events



The *Interdisciplinary Roundtable on Diversity* (IRD) brings students, staff and faculty together in order to identify shared concerns around issues of equity, diversity and intercultural understanding. The group organizes events and opportunities for dialogue on campus.

The first Dean's Speakers Series on Equity, Diversity, & Intercultural Understanding was hosted by the Faculty of Education and included presentations from the graduate students of the IRD; the Dean of Education, Dr. Byle Frank; and faculty members Dr. Mary Bryson and Dr. Anusha Kassin.

The Deans' Lecture Series throughout the 2011 fall/winter academic terms culminating in the inaugural Equity, Diversity, and Intercultural Understanding Colloquium in the spring of 2012 featuring the work of graduate students and postdoctoral researchers across disciplines and across the university.

Benchmarking External Best Practices

In our efforts to network with other university equity offices, the Equity Office continues to collaborate and work with the Canadian Association for the Prevention of Discrimination and Harassment in Higher Education (CAPDHHE). CAPDHHE is an organization of human rights advisors/educators, discrimination and harassment officers and policy makers working in colleges and universities across the country. It provides professional development training to equity and human rights advisors (and those with diversity responsibilities in their portfolios) and its educational focus aims to provide tools for systemic and strategic change on campus. Annual conferences attract others who are interested in social justice and human rights in a campus or workplace context.



The Equity Office also connects with several participating universities in the International Equity Benchmarking Project along with Auckland University, the University of Melbourne, the University of Queensland, Queensland University of Technology, the University of Western Australia and the University of Nottingham.

UBC was recognized again in 2011 as one of *Canada's Best Diversity Employers*. The Equity Office was invited to present at the annual conference affiliated with this award and was specifically asked to present on our LGBTQ initiatives, a session entitled *Fostering an Environment of Inclusivity for LGBT Employees*.

The Council on Inclusive Work Environments with the Conference Board of Canada hosted a national conference entitled *LGBTQ: How Open in Your Workplace*. The Equity Office was asked to give a keynote address on *Implementing Transgender Inclusion: Comprehensive programming to ensure workplace equality*.

Information Sources



The Equity Office produces and distributes a series of five core brochures relevant to discrimination and harassment at UBC. This series is available in print and online and includes the following titles.

- Discrimination and Harassment Awareness
- Employment Equity at UBC
- Fostering an Anti-Racist Campus Community
- Recognizing Heterosexism and Homophobia, and
- The Student Guide to Discrimination and Harassment

We also produce other brochures, guides, reports and information materials that are distributed through a variety of channels and available by request or online. Titles of these materials include:

- Creating a Respectful and Inclusive Workplace for Employees with Disabilities
- Employment Equity and Census FAQ
- Exemplary Practices in Equity and Diversity Programming at UBC Vancouver
- Guide for Faculty and Staff: Frequently Asked Questions about Discrimination and Harassment
- Guide to Gender-Inclusive Single-Stall Washrooms at UBC Point Grey
- Guide to UBC's Policy on Discrimination and Harassment,
- Inclusive Language Guidelines (online only at <http://www.publicaffairs.ubc.ca/styleguide/>),
- The Positive Space Campaign: Sexual and Gender Diversity at UBC

Equity Office and Related Websites

Diversity at UBC <http://diversity.ubc.ca/>, the website that UBC created in December 2010 to launch **Valuing Difference – A Strategy for Advancing Diversity and Equity at UBC** <http://diversityatubc.sites.olt.ubc.ca/files/2010/11/valuingdifference1.pdf>, is a compilation of diversity and equity-related web links from across the university. Administered by the Equity Office, the website is intended to help facilitate the ability of all students, staff and faculty to find relevant UBC diversity and

equity related resources in the areas of employment, academic programs, research, university services, campus involvement and engagement, grants and awards.

The Equity Office websites www.equity.ubc.ca and <http://web.ubc.ca/okanagan/equity/welcome.html> serve as key communication and information tools for our offices. These sites provide extensive information on various forms of discrimination and harassment, services offered, and access to information materials.

We also maintain the following websites.

- <http://www.ubc.ca/okanagan/cyberabuse/welcome.html>, a resource dedicated to Cyber Abuse. Includes definitions, examples, prevention techniques and information on reporting and what to do if you feel like you are a target of cyber abuse.
- <http://equitymatters.ubc.ca/welcome.html>, website specific to the Equity Matters Campaign at the Okanagan campus, listing events and resources.
- <http://positivespace.ubc.ca/>, website specific to the Positive Space Program on the Vancouver campus.