Race & Leadership Working Group

Terms of Reference

Mandate:

The Race and Leadership Working Group shall be a standing committee with the following mandate:

- To identify systemic barriers which may impede qualified racialized faculty and staff from applying to, being hired in and being retained in senior leadership positions at UBC.
- To formulate recommendations designed to remove systemic barriers to racial diversity in remunerated and non-remunerated mid-level and senior leadership positions at UBC.
- To develop accountability mechanisms for appropriate institutional follow-up on committee recommendations.

Scope:

- Obtain and analyse data from existing University sources.
- Conduct independent research to obtain additional relevant, accurate and representative data on racialized individuals in leadership roles at UBC. Research will also focus on the relationship between current institutional practices and the scarcity of racial diversity in leadership positions at UBC and its consequences, and will include an analysis of hiring, retention, promotion criteria and practices, and levels of support available for racialized individuals currently in leadership roles.
- Review literature and other information on best practices in other institutions.
- Inform the university community on “Race and Leadership” issues at UBC.
- Formulate recommendations to:
  - address and correct the scarcity of racial diversity in remunerated leadership positions at UBC
  - create leadership opportunities for racialized individuals
- Connect periodically with other strategic implementation working groups for updates and discussion of intersectional and common issues shared by all equity groups during the life span of the committees.

Definitions

- Faculty and Staff leadership
  For the purpose of the Working Group, “staff and faculty leadership” includes, but is not limited to, Unit Heads, Associate Deans, Directors, Deans, Associate Vice Presidents, Vice Presidents, President.

- Racialized
  The committee will ensure throughout its work that the diversity inherent in the term “racialized” is recognized and will ensure that those differences (for example in representation) among racialized groups is reflected in its work and the committee’s composition.
Leadership

For the purpose of the Working Group, “leadership” includes: remunerated and non-remunerated (for example: committee membership) leadership positions

- Membership
  - Membership of the committee will include staff, faculty, students
  - Members shall hold expertise, experience and/or history of advocacy on racial justice issues
  - Both campuses shall be represented in the working group
  - There shall be a balance between adequate representation from racialized groups and a workable size.

Committee Membership recruitment

New members to the working group may be recommended by others or express interest directly by sending the co-chairs of the Working Group their intention/interest in joining the committee accompanied by a cv that includes any evidence of their connection with the topic. The suggestions will be discussed and decided by the Working Group.

Immediate Aims

- Produce as accurate as possible ‘snap shot’ of Race and Leadership at UBC Vancouver and UBC Okanagan, (current numbers, and relevant existing research on this topic)
- Ensure appropriate numbers and representation from both UBCO and UBCV

Immediate Needs

- Resources to hire at least one part-time Post Doctoral contracted person with an expertise in both qualitative and quantitative research methodologies to lead research team, and two fixed-term graduate research assistants (one with qualitative and another with quantitative focus and experience) to undertake data collection and analysis
- Capacity to review implementation progress and make further recommendations

Mid-Term Aims

- To produce a Faculty level unit instrumental case study of race and leadership at UBC
- To produce report on experience of racialized faculty, staff and students on hiring committees

Portfolio of Responsibility

- Vice President, Human Resources

Current Members October 2016

- Ashok Mathur (UBCO) Co-chair
- Handel Wright (UBCV) Co-chair
- Shirley Nakata (UBCV)
- Shehnaz Motani (UBCV)
• Linc Kesler (UBCV)
• Manjeet Birk (UBCV)
• Jessie Ravnsborg (UBCO)
• *EIO Liaison:* Jenica Frisque (UBCO)