Vice Presidential Strategic Implementation Committee for Equity and Diversity

Reporting to a Vice Presidential oversight group which includes the Provost and Vice President, Academic, the Vice President, Human Resources, the Vice President, Students, and the Deputy Vice Chancellor for the Okanagan Campus, the Vice Presidential Strategic Implementation Committee for Equity and Diversity (‘the Committee’) provides advice and recommendations on actions and implementation to VPOG. Using this advice, the VPOG act to enhance the implementation of the Equity & Inclusion Strategic Plan through their portfolios.

The Committee will specifically focus on providing advice and recommendations with respect to:

- Identification of priorities and resource commitments pertaining to the needs of students, faculty and staff;
- Implementation of and approach to substantive equity issues in the campus climate
- Assessment and monitoring of progress against the strategic initiatives outlined in reports and plans such as *Valuing Difference: A Strategy for Advancing Equity and Diversity at UBC, Renewing Our Commitment to Equity and Diversity: UBC’s response to the Task Force Recommendations*, the *Intercultural Understanding Strategic Plan*, the *Aboriginal Strategic Plan* or other strategies, reports or plans related to equity and inclusion.
- Provide input and/or advice to the Office of the University Counsel in relation to the creation or revision of policies of the UBC Board of Governors related to equity and diversity.
- Form working groups specific to strategic initiatives as established by reports and plans such as *Valuing Difference*, the *Intercultural Understanding Strategic Plan*, the *Aboriginal Strategic Plan* and *Renewing our Commitment to Equity & Diversity*

Membership

The membership of the Committee will be broadly representative and include:

- Associate Vice President, Equity & Inclusion (Chair)
- Lead Vice President to the EIO Portfolio (currently Vice President, Human Resources [or designate])
- Provost and Vice President, Academic (or designate)
- Vice President, Students (or designate)
- Deputy Vice Chancellor (or designate)
- University Counsel (or designate)
- A Dean or Associate Dean
- Ombudsperson
- Senior Advisor to the President on Aboriginal Affairs and/or the Director of the First Nations House of Learning
- At least 1 Graduate student representative from UBC-O or UBC-V
- At least 1 Undergraduate student representative from UBC-O or UBC-V
- Representatives of Staff and Faculty employee groups
- Chairs of the Working Groups (as outlined below)
- Representative from the Sustainability Initiative

The Committee will meet 5-6 times per year with at least one meeting chaired from UBC-O. The committee will be chaired by the AVP with a Vice Chair appointed from the existing membership by the lead Vice President.

Members will normally serve for a two-year term, renewable. Quorum will require the attendance of the lead Vice President (or designate), the Associate Vice President and at least half of the Working Group chairs.

**Working Groups**

To create a structural model that is flexible and responsive to the needs of the UBC community, the Committee will form Working Groups relevant to specific strategic initiatives and recommendations identified in reports and plans. The mandate of the Working Groups is to create action-oriented recommendations to the Committee on the implementation of strategic initiatives.

On the advice of the Committee, the AVP will invite subject matter experts from across both campuses to join the Working Groups. A Chair will be identified who will sit as a member of the Committee for the duration of the life of the Working Group. A member of the Equity and Inclusion Office will support each Working Group and provide administrative and research support.