VICE PRESIDENTIAL STRATEGIC IMPLEMENTATION COMMITTEE FOR EQUITY AND DIVERSITY (VPSICED)

Date
February 1, 2017

Attendees
UBC-V: Kimberley Beck, Mary Bryson, Francine Burning, Lisa Castle, Louise Cowin, Sara-Jane Finlay, Linc Kesler, Jennifer Love, Linda McKnight, Janet Mee, Shehnaz Motani, Alison Munro, Shirley Nakata, Gurdeep Parhar, Angela Redish, Jude Tate, Janet Teasdale, Nancy Vered, Handel Wright, Margot Young, Henry Yu

UBC-O: Pauline Brandes, Deborah Buszard, Ian Cull, Isuru Gamalath, Adrienne Vedan, Shirley Chau

Regrets
UBC-V: Hugh Brock, Miranda Huron, David Lance, Allison Matacheskie

UBC-O: Susana Caxaj

Location
UBC-V: Allard School of Law Boardroom

UBC-O: DVC Boardroom ADM 101

Opening Remarks
A Territorial Acknowledgement opened the meeting followed by introductions.

1. Review and approval of meeting minutes from October 2016

One amendment was made to the meeting minutes (Kimberley Beck attended the meeting by phone). The meeting minutes were approved.

2. Review of the Terms of Reference and Decision-making Processes

The Vice Presidents expressed the importance of hearing the recommendations from the Working Groups and their discussion by the members of the VPSICED. Concerns around accountability for action on the recommendations were raised by committee members.

3. Reports from the Working Groups

Retribution & Retaliation Working Group
The group provided draft terms of reference for feedback and shared the names of the group. Their key goal was to draft a policy or statement on the process for dealing with retaliation. Would require senior leadership support to be effective. The group was asked to consider how this would relate to the respectful workplace policy, the whistleblower policy and the existence in current policies for dealing with retaliation (e.g. Policy 3 and Policy 131).
**Action**

Group should consider adding a member from Faculty Relations

TOR should be revised to reflect feedback from the committee

**Race & Leadership Working Group**

Two documents were provided by VPSICED’s consideration – terms of reference and a list of recommendations. Membership had been added at UBCO.

**Recommendation 1 – Search Firms**

Search firms are directed to consider diversity in their processes. Members stressed the need for the search firms to improve their capacity and knowledge in thinking about diverse candidates and to consider the consequences for UBC if diverse people are not represented in senior leadership.

**Action**

The RFP for search firms should be reviewed and, if necessary, further qualifications and capacity around diversity should be included.

Provide a report back to the group on the profile of the short listed candidates for recent senior hires (e.g. sex & visible minority status in aggregate).

Report back to the group on the current profile of those in leadership positions (e.g. sex & visible minority status where possible for academic and administrative managers and leadership).

**Trans, Two-Spirited and Gender Diverse Working Group**

The update to Policy 3 to include gender identity and gender expression fulfilled one of the key recommendations from this group. The working group would like to understand its role now in ensuring compliance with the law. The working group continues to hear of areas where there is significant need for education and systemic change. While having the expertise, it lacks the resources to make systemic change. The working group can offer expertise from those with lived experience to the Equity & Inclusion Office.

4. **Professor Ashok Mathur Resignation Letter**

Key questions were raised about follow up to the letter and concern was expressed by many of the members that there should be a substantive response.

5. **Updates from the Chair**

The Chair provided updates on the Equity Enhancement Fund, the Sexual Assault Policy, the Student Diversity Initiative, the Employment Equity Plan, staffing changes at the EIO, and the details of an important event entitled Examining Whiteness: What’s at Stake for Canada to be held on March 20, 2017.