Vice Presidential Strategic Implementation Committee for Equity and Diversity
Meeting Minutes

Date: October 5, 2016
Time: 3:00 pm to 4:30 pm

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

UBC-O  Deborah Buszard, Ian Cull, Pauline Brandes, Shirley Chau, Adrienne Vedan, Isuru Gamalath, Jeannine Keummerle, George Athens

Opening Remarks – Lisa Castle & Sara-Jane Finlay
  • Territorial Acknowledgement – Musqueam Territory & Lands
  • Introductions

1. VPSICED Terms of Reference – Sara-Jane Finlay welcomed comments and feedback.

ACTION
Add additional reports to the document (e.g. pay equity, SMART report, Taskforce on Gender Violence and Aboriginal Stereotypes). These should all be added to the VPSICED page of the EIO website.

2. WORKING GROUP REPORTS

Race & Leadership
Handel Wright provided an overview. The group has met several times, developed ToR, and is looking to expand representation from racialized groups on both campuses. The members are identifying systemic barriers which exist to impede qualified racialized faculty and staff. They would like to develop a mechanism for accountability.

ACTION
Terms of Reference for the working groups will be posted on the VPSICED website along with any recommendations made by the working group to the Committee.
Trans, Two-Spirit and Gender Diversity
Mary Bryson shared recommendations from the working group.

Recommendation:
- Amend Policy #3 to include gender identity and gender expression.

**ACTION**
Angela Redish to recommend this change to the President.
Recommendation:
- Development of a framework for the recognition of Musqueam and Okanagan Nation territories and the unique histories/interpretations of trans, two-spirited, and gendered identities.

**ACTION**
Working group reminded to follow the established protocol on each campus for work with Musqueam and Okanagan Nation.

**MOTION**
Mary Bryson moved that the Trans, Two-Spirited and Gender Diverse Working Group proceed with its plan to design, carry out consultations with the Musqueam and Okanagan First Nations, as well as Two-Spirit and Indigenous sexual health organizations.
Margot Young seconded.
Carried.

**ACTION**
At the next meeting we will consider the process for recommendations.