UBC Equity & Diversity Strategic Plan

The President’s Advisory Committee on Equity, Discrimination & Harassment (http://equity.ubc.ca/who/provosts-advisory-committee-on-equity-and-diversity/) was asked by the Provost David Farrar in the summer of 2008 to develop a vision for an Equity and Diversity Strategy for UBC.

In early 2009, an Equity and Diversity Strategic Plan Development Working Group (http://diversity.ubc.ca/files/2010/11/discussion-paper.pdf) was established. Tasked with drafting the comprehensive equity and diversity strategy, the group was headed by co-chairs Dr. Anne Condon, Associate Dean in the Faculty of Science and Tom Patch, Associate Vice President Equity. The work required extensive consultation with interested individuals and groups on both the Vancouver and Okanagan campuses.

In the spring of 2009, the Working Group released a discussion paper and an online survey. Through the spring and summer of 2009, the Working Group met with interested individuals and groups on both campuses. The input it received from in-person meetings and online helped to inform a draft equity and diversity strategic plan. The draft plan was widely circulated and input was again received though meetings and online, and it was presented to the Committee of Deans, the Deputy Vice Chancellor’s Executive Committee and the Vancouver and Okanagan Senates.

The positive suggestions received were incorporated into the final plan, *Valuing Difference: A Strategy for Advancing Equity and Diversity at UBC*. It outlines how the University plans to move forward on its goals to foster an environment to which all faculty, students and staff can contribute and in which all can thrive.

In February 2010, the Draft Equity and Diversity Strategic Plan was presented to the UBC Executive. It was very well received. The Executive provided some helpful suggestions about implementation, and resources have been committed to launch the Plan in the fall of 2010. More information will be provided closer to the time.