

LFS EDI Working Group

April 23, 2021

2pm-3pm

Attendees: Will Valley, Baohua Wang, Clare Cullen, Azita Madadi Noei, Gordon Ly, Melody Wang, Anisha Sandhu, Gabriela Sunario, Rob Kim, Amanda Rheaume

Regrets: Karen Lee, Dana-Lyn Mackenzie, Amanda Rheaume

Next meeting: May 21, 2021, 2pm-3pm

<https://ubc.zoom.us/j/9900297322?pwd=Vkk5eXJsRjFBOWhqeEh2MTVqL2pEUT09>

Agenda

1. Check-in + Reflections on 21 Day Racial Equity Habit Building Challenge
2. Reflections on Anti-Asian Racism Workshop
3. Priorities + Low Hanging Fruit

Notes

1. Reflections on Anti-Asian Racism (AAR) Workshop
 - Overall, committee felt the workshop was a success and that we should consider offering more sessions in the future
 - Provided an opportunity to feel connected (at the right time, with respect to AAR incidents unfolding locally and beyond)
 - Dr Yu brought a new perspective to LFS discussions, which is helpful when considering the breadth and scope of the issue
 - Consider setting the next workshop for 90mins
 - Format - consider alternating more plenary, small group, large group discussions throughout session
 - Events coming from LFS EDI committee make best use of "Faculty" authorization while still being inclusive (due to stakeholder group composition in the committee)
2. Priorities + Low Hanging Fruit for Sub-Committees
 - LFS EDI COmmittee needs to establish the following
 - Terms of Reference
 - Committee Agreement + Charter
 - Guiding Principles
 - Scope - Advisory, working group, other?
 - Goals/Objectives, such as education, support, consultation, other (see below for initial objectives developed in fall 2020)
 - Good start could be reviewing the UBC Equity + Inclusion Office [Activating Inclusion Toolkit](#)

Area	People
Metrics	Karen Lee, Will Valley, Dana-Lyn Mackenzie

EDI Competency Development + Mandatory Training (all stakeholder levels)	
EDI Research Support	Baohua Wang
Process/Pathways for Communicating EDI Concerns in LFS	Karen Lee, Will Valley
Unit Inclusion Self-Assessment	

LFS EDI Committee Objectives (Fall 2020)

- To hold space for conversations about issues related to equity, diversity and inclusion (EDI) in the faculty of Land and Food Systems
- To incorporate the perspectives of undergraduate students, graduate students, post-doctoral fellows, staff, and faculty to better understand and work towards improving LFS with respect to issues related to EDI
- To support and co-create opportunities to develop our collective EDI skills and competencies

Discussion (2:40 pm onwards)

- Where to go from here?
 - Establish working group's/ committee's vision, purpose, goals
 - Training for staff, faculty, and student leadership positions when onboarding
 - Equitable practices of hiring within LFS - staff/Work Learn/research/faculty (access, education and opportunities, biases)
 - Subcommittees
 - decolonizing curriculum
 - admissions process
 - concessions/accommodations for students/staff (UBC central?)
 - ongoing education and support for students/staff/faculty
 - reporting system for complaints/advocacy - and safety for reporters?
 - Discussion space

[Inclusion Self-Assessment Tool Getting Started Guide](#)

[Tools for EDI Planning, Learning, and Action \[toolkit\]](#)

[Prioritizing Your Inclusive Actions](#)