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 Rheaueme  
**Regrets:** Karen Lee, Dana-Lyn Mackenzie, Amanda Rheaueme

**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

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<thead>
<tr>
<th>Area</th>
<th>People</th>
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<tbody>
<tr>
<td>Metrics</td>
<td>Karen Lee, Will Valley, Dana-Lyn Mackenzie</td>
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<tr>
<td>EDI Competency Development + Mandatory Training (all stakeholder levels)</td>
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<td>EDI Research Support</td>
<td>Baohua Wang</td>
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<td>Process/Pathways for Communicating EDI Concerns in LFS</td>
<td>Karen Lee, Will Valley</td>
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<td>Unit Inclusion Self-Assessment</td>
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**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**