

LFS EDI Working Group
October 23, 2020
2pm-3pm

Attendees: Baohua Wang; Melody Wang; Anisha Sandhu; Linda Lu; Karen Lee; Will Valley, Clare Cullen, Jessica Latus

Regrets: Gabriella Sunario

Agenda

- Check-in
- Survey Results
- OMF

ACTION ITEMS

- **Will**
 - Send/archive resources for creating community agreements and body work activities
 - Confirm spelling of names in survey results
 - Send follow up email with link to Google folder and include Clare and Jessica (clare.cullen@ubc.ca) and (jessica.latus@ubc.ca)
- **All**
 - Think about your own self interest in this group and what will keep you coming back
 - Add ideas to the OMF doc and color code or put your initials next to your comments

Discussion Topics

- **Survey Results**
 - 32 responses to date, but will do another push and leave it open until the middle of November
 - How would you rate LFS in terms of EDI
 - lower end of the scale for diversity
 - Grateful people were open enough to provide honest feedback in the open ended results especially the participant that indicated a harmful statement
 - We could ask faculty to report back on labour based on gender
 - Targeted approach of EDI with faculty vs. students
 - Feeling of support of moving forward, but how do we go forward
 - Use the survey as a data collection tool in conversations with others
- **[Outcome Measurement Framework](#)**
 - Could students get credit to do this work as directed studies
 - Working group with a webpage, etc.

- Karen proposes a centralized, and holistic rollout so we can acknowledge work of whole faculty
- How to develop this group's capacity because we currently lack credentials
- **AOB**

September Meeting Minutes

Agenda

- Introductions
- Past + Current EDI related projects
- Opportunities for coordination within LFS

ACTION ITEMS

- **Will**
 - ~~— Create google drive folder~~
 - ~~— Create meeting minutes~~
 - ~~— Create scheduling poll~~
 - Create survey for collecting baseline data
 - Send/archive resources for creating community agreements and body work activities
- **All**
 - Collect baseline data through survey and conversations
 - Record general themes, experiences, ideas and activities that emerge from data collection methods
 - Be prepared to report back themes/ideas in next month's meeting

Discussion Topics

- Google Drive Folder created to manage and archive documents related to our working group - <https://docs.google.com/document/d/1E8kzoDFmgB-i7Z3atK6ViaEZx4QdYhWA9W2V2nCF67Q/edit?usp=sharing>
- Baseline data - we need to get a sense of how individuals in LFS perceive issues of EDI in the faculty.
 - **Survey Content/Questions**
 - DRAFT - https://ubc.ca1.qualtrics.com/jfe/form/SV_5o2IHVJP3DhIEHz
 - Explanation of purpose or survey
 - EDI - definitions
 - Q: How would do you rate LFS in terms of promoting and addressing issues related to EDI
 - Q: What are some ways in which LFS can better promote and address issues of EDI
 - Q: Would you like to get involved in EDI activities in LFS [submit email]

- **Conversations with colleagues** - We also discussed recording anonymous insights from colleagues and peers over the month, in terms of their experiences in LFS, at UBC, or beyond
- Enter insights here - <https://docs.google.com/document/d/1E8kzoDFmgB-i7Z3atK6ViaEZx4QdYhWA9W2V2nCF67Q/edit?usp=sharing>
- Resource Sharing
 - Archive EDI related resources in the Resource Folder (e.g., Community Agreement templates, body work activities)
- Finding a time to meet each month - please indicate a time of the week that works for you for Term 1.
 - <https://www.when2meet.com/?9914096-rrQOU>
- To be considered moving forward
 - Workshops that integrate Instructor + student + staff perspectives and objectives
 - What are the fundamental EDI knowledge and skills that need to be cultivated in LFS and how would we develop programs/workshops/activities to reach these learning goals?
- Awareness campaign - issues and support (e.g., UBC EIO, SPARC Resources)
- Tri-council requirements - are we supporting students to be successful?
- Highlight current initiatives - Just Food TLEF; Jerry's Kasten's work; Jen Black; Hannah Wittman; Eduardo Jovel; LFSUS; etc