Did you get a chance to answer the pre-session questions?

Go to pollev.com/aliciaharder803

- How much experience do you have with equity, diversity & inclusion (EDI)?
- Does your institution or dept have an equity-type committee?
- What word(s) come to mind when you think of trying to build EDI capacity in your workplace?
Building Capacity for Diversity & Inclusion in Higher Ed

A Teaching & Learning Centre’s Perspective
Before we begin - Territory acknowledgement
Some questions to consider

Go to pollev.com/aliciaharder803

- How much experience do you have with equity, diversity & inclusion (EDI)?
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How much experience do you have with equity, diversity and inclusion (EDI)?

None, that is why I am here

Some, but I would like to learn more

Lots! I should be up there with you presenting
Does your institution or dept have a committee dedicated to EDI?

No

Yes
what word(s) come to mind when you think of trying to build EDI capacity in your workplace?

fairness
What’s in a word?

Interaction Institute for Social Change (interactioninstitute.org) | Artist: Angus Maguire (madewithangus.com)
A bit of recent EDI history at UBC

2013
- September: Student-led UBC Commerce Undergraduate Society FROSH chants
- October: The Task Force on Intersectional Gender-Based Violence and Aboriginal Stereotypes (IGBVAS) established

2014
- The Provost develops action plans to reiterate UBC’s commitment to equity and diversity

2015
- CTLT develops a document to reiterate CTLT’s commitment to equity and diversity
- Equity and Diversity Working Group (EDWG) established in CTLT
A bit of history (continued)

2016
● EDWG creates an implementation plan for CTLT.
● CTLT approves the EDWG’s Terms of Reference and structure.

2017
● Achieved representation from all CTLT teams on EDWG.
● EDWG transitioned into a standing committee - Equity & Diversity Standing Committee.
What we’re about

- To action the commitments laid out in CTLT’s document in support of the Provost’s response to the IGBVAS Task Force Report.
- To integrate equity and diversity content into CTLT’s programs and services, as well as deepen understanding of equity and diversity internally, by the group members liaising with CTLT’s programs and service leads.
Work we have done so far

- Integration of the value of equity and inclusion into CTLT’s practice (e.g., hiring, staff orientation materials)
  - Currently -- Managers guide
- Student orientation program - integration of materials that focus on place and relationship with Musqueam, whose unceded lands our university is built upon
- Capacity-building case study for use with our teams
- Collaboration with Sexual Assault and Awareness Month (SAAM) committee -- hosted a Responding to Disclosure session in collaboration with the AMS Sexual Assault Support Centre
Challenges we experienced along the way

- Getting buy-in and membership from all our teams
- Leadership transitions at UBC & changing priorities/directions
- Stepped away from task completion to focus on our committee dynamics
  - Created group guidelines
  - Committee Goal Setting work
  - Developed a case study to help build internal staff capacity (used for EDSC and also CTLT teams)
Activity - 15% Solutions

The invitation → What’s 1 small action big impact activity you could action in your unit?

- Brainstorm individually.
- Record your 15% solutions on cards (one idea per card).
- Then, discuss in a group of 2-4.
- Choose 1 idea per person to use later.
- Put save/aside cards till closing activity.
Resource - Case study

“I’m for equity and inclusion but…”

http://edsc.ctlt.ubc.ca/resources/edsc-case-study/
Work we are doing now

- Subcommittees
  - Internal learning plan
    - Currently planning 2 different workshops for CTLT folks
      - Conflict engagement workshop for all staff
      - Inclusive and equitable hiring practices
  - Website (see next slide)
  - CTLT Guidelines for addressing harassment, discrimination and a respectful environment (in progress)
  - Working with Student Diversity Initiative staff embedded at CTLT to strengthen knowledge and content and the team level
What’s next

Website in development: edsc.ctlt.ubc.ca

- Provide information and resources both within and beyond UBC
- Act as a repository for the work of the EDSC
Activity - 25/10 Crowdsourcing

The invitation → Think back to the 15% Solutions activity we did a few minutes ago and the ideas you generated…

- What first step would you take to get started?

- Choose 1 of your ideas to use in this activity that you feel would help mobilize action/give a sense of accomplishment/start to chip away at culture change.
Thank you!

*Education is the most powerful weapon you can use to change the world.*
Nelson Mandela

*Creative thinking inspires ideas. Ideas inspire change.*
Barbara Januszkiewicz

Stay in touch…
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Resources

Equality/Equity Cartoon
- Interaction Institute for Social Change (interactioninstitute.org)
- Angus Maguire (artist) (madewithangus.com)

CTLT’s EDI Case Study

UBC’s Student Diversity Initiative

Liberating Structures
Past and present members

**PRESENT**
- SMT
  - kele fleming (TLPD)
  - Alicia Harder (PAC)
  - Christina Hendricks
- CTLT
  - Sunah Cho (PFP)
  - Will Engle (TLPD)
  - Nicole Ronan (CCS)
  - Erin Yun (TLPD)
  - Abdel Azim Zumrawi (TLT)
- SDI
  - Hélène Frohard-Dourlent (CCS)
  - Hanae Tsukada (TLPD)

**PAST**
- Jonathan Aiello (PFP)
- Andrea Han (SMT/CCS)
- Carrie Hunter (CCS)
- Janey Lew (TLPD)
- Amy Perreault (TLPD)
- Allyson Rayner (CCS)
- Ilia Starr (PFP)