

ANTI-RACISM AND INCLUSIVE EXCELLENCE

PRESENTATION TO THE UBC SENATE

SEPTEMBER 2022

Presenters:

- Dr. Handel Kashope Wright, Professor in the Faculty of Education and Senior Advisor, Task Force Co-Chair (UBCV)
- Dr. Shirley Chau, Associate Professor in the School of Social Work, Faculty of Health and Social Development, Task Force Co-Chair (UBCO)

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PRESIDENT'S TASK FORCE ON ANTI-RACISM AND INCLUSIVE EXCELLENCE

- The ARIE Task Force began its work in March 2021. It has been led by two co-chairs: Dr. Handel Wright, Senior Advisor to the President on Anti-Racism and Inclusive Excellence, and Dr. Shirley Chau, Associate Professor, School of Social Work, Faculty of Health and Social Development, UBC Okanagan. The Final Report was released in April 2022.
- The task force consisted of 34 members drawn from the faculty, student and staff from both campuses. It was comprised of 6 committees organized according to equity-deserving group (Indigenous, Black, People of Colour) and relationship to university (students, staff, faculty).
- The work of the Task Force was grounded in an anti-oppression framework and characterized by intersectionality.
- The Task Force developed 54 recommendations in total. In developing these recommendations, they drew upon a vast array of materials, including listening and witnessing sessions undertaken by the President, strategic and academic plans, and the individual and collective experiences, reflections, institutional knowledge and perspectives of the task force members.

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ARIE TASK FORCE RECOMMENDATIONS

In total, the Task Force developed 54 recommendations

Collectively, they underscore the reality that UBC, like any other Canadian institution of higher learning, has a deep-seated problem of institutionalized, systemic and other forms of racism that cut across its various units on both campuses, and affects Indigenous and racialized students, staff and faculty.

The recommendations can be read in two interrelated ways:

- (1) Holistically, with the recommendations from the six committees constituting a comprehensive set of recommendations to UBC.
- (2) Six distinct yet interrelated task force reports, each of them having a separate summary report and full set of recommendations related to a particular ethnoracial group or work/study constituency at UBC.

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SUMMARY OF RECOMMENDATIONS BY COMMITTEE (1/3)

Indigenous Committee recommendations

1. Racial discrimination and marginalization at the intersections of class, gender, sexual orientation, ability and nationality
2. Indigenous hiring, recruitment and retention
3. Decolonizing and indigenizing research and the academy
4. Protection of Indigenous Peoples' Rights, Representation, and Intellectual Property
5. Anti-racism praxis, recruitment, protection, support and retention of Indigenous Students

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In Action



Blackness Committee recommendations

1. Belonging, Health and Wellness
2. Enabling Infrastructure for Addressing Anti-Black Racism
3. Centering Blackness in the Academy (hiring of Black faculty and increasing Blackness in curriculum)
4. Anti-Black Racism in Professional Degree Programs

SUMMARY OF RECOMMENDATIONS BY COMMITTEE (2/3)

People of Colour Committee recommendations

1. Sustained anti-racist training and education
2. Improvements in the system for handling complaints involving POC
3. Improving IBPOC women's employment experiences and outcomes across UBC
4. Anti-racist and inclusive communications
5. Anti-racist recruitment and retention policies for UBC undergraduate and graduate students
6. Meaningful and effective corrections to workload inequity

Staff Committee recommendations

1. Infrastructures to support anti-racism
2. Accountability mechanisms
3. Supporting IBPOC talent
4. Culture change

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In Action





SUMMARY OF RECOMMENDATIONS BY COMMITTEE (3/3)

Faculty Committee recommendations

1. Increase representative diversity of IBPOC faculty: Recruitment, hiring, and retention
2. Enhance anti-racism and inclusive excellence in leadership
3. Educate all faculty members and leaders about anti-racism
4. Support career progress: Research, funding, wage equity, and award opportunities
5. Establish the UBC Anti-Racism Living Library
6. Enhance data collection and governance
7. Make complaint policy and procedure protective and transparent

Student Committee recommendations

1. Diversify the faculty, especially increase Black faculty
2. Campus life (resources and support)
3. Address mental health of Blacks at UBC, especially students
4. Diversify prospective student body- increase IBPOC and especially Black student numbers

HIGHLIGHTS OF INTERSECTIONAL RECOMMENDATIONS

- There are 6 additional comprehensive and intersectional recommendations that emerged from the TF work:
 - establishment of an Anti-racism and inclusive excellence office at UBC,
 - one on recognizing discrimination based on language and accents as intersecting with racism,
 - one on the intersection of race and sexual orientation- how 2SLGBTQ+ intersects with race and representation,
 - Acknowledging and addressing the specificity of anti-Asian racism at UBC
 - Responding to the crisis of Islamophobia, Muslim representation at the intersection of religious intolerance, xenophobia, racism and sexism.
 - Acknowledgement that the Latina/o/x community is particularly underrepresented in anti-racism work in general and hence a recommendation for greater representation of the Latina/o/x community at UBC.
- This list is not exhaustive but these recommendations underscore the importance of addressing the complexity of intersectionality and the specificity of representation of certain groups and sub-groups, such that anti-racism works for equity for us all, in all our difference and complexity.



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RECOMMENDATIONS FOR IMPLEMENTATION IN PHASE ONE

Several recommendations have been identified for the first phase of implementation:

- The need for sustained Anti-Racism training and education
- Increasing recruitment and retention of Indigenous, Black, and People of Colour (IBPOC) faculty
- Create pathways for IBPOC success within the talent pipeline: recruitment, hiring, performance, succession planning, retention
- Develop and establish mechanisms of accountability through race-based data and reporting
- Improve Black student mental health and wellness
- Racial justice commitment for change
- Improvements in the system for handling complaints involving IBPOC





IMPLEMENTATION TEAM

Dr. Arig al Shaibah, Associate Vice-President, Equity and Inclusion, will lead the implementation of the ARIE Task Force recommendations with the support of the Executive Leads for Anti-Racism, Drs. Ainsley Carry (VP Students); Rehan Sadiq (Provost and Vice-President, Academic *pro tem*, UBCO); and Gage Averill (Provost and Vice-President, Academic *pro-tem*, UBCV).