



Task Force on Race, Indigeneity and Social Justice

MANDATE

To identify and address the barriers which prevent or discourage the realization of equity and inclusion for Indigenous and racialized peoples, and establish actions and processes to implement anti-racism, Indigeneity, sovereignty, and social justice. We recognize that we do not address all areas of systemic oppression, nor represent all forms of diversity. However, we aim to represent a variety of racialized and Indigenous voices, and to use an intersectional framework to inform our process. The Terms of Reference below will guide this work, which will be done through a lens of anti-racism, Indigeneity, human rights and social justice. In addition, the work of the Task Force will be informed by the related anti-racism, Indigeneity and social justice work at UBC in the Faculty of Education Strategic Plan¹, UBC Inclusion Action Plan², UBC Indigenous Action Plan³, Memorandum of Affiliation with Musqueam and UBC⁴, Memorandum of Understanding with Syilx and UBC⁵, as well as the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)⁶. The Task Force will share a report to the Faculty of Education providing recommendations and actions to systemically improve the experiences and outcomes for Indigenous and racialized students, employees, and community members.

TASK FORCE MEMBERS

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¹ Faculty of Education Strategic Plan: https://educ.sites.olt.ubc.ca/files/2019/10/FoE_StratPlan_LONG_2up.pdf

² UBC's Inclusion Action Plan: <https://equity3.sites.olt.ubc.ca/files/2020/01/UBC-IAP-Web-Jan2020.pdf>

³ UBC's finalized Indigenous Strategic Plan is expected to be launched in Spring 2020.

⁴ Memorandum of Affiliation with Musqueam and UBC: <https://indigenous.ubc.ca/files/2011/01/UBC-Musqueam-MOA-signed1.pdf>

⁵ Memorandum of Understanding with Syilx and UBC: <https://indigenous.ubc.ca/indigenous-engagement/affiliations/files/2016/04/2015-09-28-ONA-UBC-MOU-signed-by-RL-MCP-DB.pdf>

⁶ UNDRIP: https://www.un.org/esa/socdev/unpfii/documents/DRIPS_en.pdf

TERMS OF REFERENCE

1. Develop working definitions of key concepts with regard to race, racialization, Indigeneity, sovereignty, whiteness, white supremacy, (settler) colonialism, Eurocentrism, intersectionality, and social justice framed by human rights, equity, diversity and inclusion, which may be referenced by all members of the Faculty of Education on both Vancouver and Okanagan campuses.
2. Review, examine and document the existing institutional data – including policy documents, complaints, reports, surveys, course feedback, and more – to identify and inform policy and practice improvements.
3. Examine and document the current state of staff members, including those in leadership positions –recruitment, retention, advancement, workload, emotional labour, accountability, success, and belonging.
4. Examine the current state of faculty members, including those in leadership positions – recruitment, retention, advancement, workload, emotional labour, accountability, success, and belonging.
5. Identify and document institutional and structural barriers that limit and/or impede the admission, recruitment, success, belonging, and retention of students.
6. Identify and document the structures and practices that uphold whiteness/Eurocentrism and colonialism in curricula and pedagogy, and how we can embed anti-racism, Indigeneity, and social justice throughout curricula and pedagogy.
7. Examine and document the current practices in regards to research projects, grants, awards, service and merit, develop a database of expertise, and gather the information of Indigenous peoples and racialized people's experiences.
8. Consult with community members – including School Advisors, alumni, elders, and more – to identify and document the needs of racialized and Indigenous individuals, and how these can be more effectively met by the Faculty of Education.
9. Pursue and document other areas of inquiry that the Task Force on Race, Indigeneity, and Social Justice feels necessary to achieve the mandate.

WAYS OF WORKING TOGETHER (GUIDING PRINCIPLES)

1. Communicate with Compassion and Honesty – this could include listening, being relational, engaging in dialogue, and self-care.
2. Spirit of Collaboration – the structure of the institution can prevent this from happening, and this is directly tied to building community with check-ins and establishing trust and each other's human-ness.
3. Confidentiality – we need to keep our personal stories within those who are in the room, and building trust through this sharing.
4. Intentions & Impacts – intentions and impacts affect the work we do in multiple ways, which requires an open space to share and discuss.
5. Openness & Curiosity – this is complicated and messy work, so we need to find the space where we can accept vulnerability and be open to difficult and uncomfortable discussions.
6. Conflict as Opportunity – this can include thinking about power rank, intersectionality, and accountability. Check-ins can help to address group conflict, and thinking about for whom a conflict provides opportunity.
7. Respect Physical, Emotional, Professional, and Cultural Boundaries.
8. Acts of Reparation – when necessary, work on the actual reparation beyond your own internal guilt, and thinking about how are we actualizing these reparations.
9. Understanding Difference in Communication – this can include thinking about the space we take, and the space we make.
10. Holistic Wellbeing and Self-Care – be aware of the challenges and intentions that are brought into every meeting, and approach these while ensuring your own wellbeing