



Faculty of Education EDID Committee

Terms of Reference

(August 2022)

Equity, Diversity, Inclusion, and Decolonization (EDID) are central to UBC's strategic plan to "ensure inclusion across students, faculty, staff and alumni, and through all external interactions"¹. Consistent with UBC's vision, the Faculty of Education (FoE) is committed to promoting an environment that "values diverse positions and perspectives" and is "determined to support the growing racial and Indigenous diversity of our student population, faculty and staff, and to address issues of institutional and individual racism on campus, and particularly within the Faculty"². These commitments articulated in the Faculty's strategic plan and the Task Force Report on Race, Indigeneity and Social Justice (TF Report), are foundational to fostering a community built on values of equality, inclusivity, and diversity.

Mandate

The Faculty EDID committee will continue and amplify the Faculty's efforts and commitment to EDID and be attentive to the aspirations of UBC's Indigenous Strategic Plan (ISP), the Task Force on Anti-Racism and Inclusive Excellence (ARIE) and the Inclusion Action Plan (IAP), among other institutional strategic plans and reports. The committee will lead the efforts to enhance equity, foster inclusive excellence, promote diversity, advance efforts in decolonization, promote climate action, and further the work of reconciliation in the FoE. The mandate of the committee will be strategic and advisory

¹ Shaping UBC's Next Century -Strategic Plan 2018-2028, available at: <https://strategicplan.ubc.ca/wp-content/uploads/2019/09/2018-UBC-Strategic-Plan-Full-20180425.pdf>

² Page 2 of Task Force on Race, Indigeneity and Social Justice | Final Report, available at : <https://educ.ubc.ca/task-force-on-race-indigeneity-and-social-justice-final-report/>

in nature. An overarching mission is to address EDID issues around race, Indigeneity, gender, sexual orientation, age, language, religion, ability, religion, and their intersections that impact faculty, staff, and students of the FoE community.

Committee Objectives:

- Provide guidance on the review and development of Faculty EDID policies, processes, and initiatives.
- Initiate and coordinate projects, initiatives, and activities that advance Indigeneity, anti-racism, decolonization, and broader EDID objectives.
- Provide advice on, and guidance for, events, workshops and programs related to EDI, anti-racism, decolonization, and related matters.
- Provide advice and guidance on collection and analysis of Faculty EDID data and reports.
- Create a roadmap for implementation of short-, medium-, and long-term recommendations of the TF Report³.
- Plan and coordinate the implementation of the recommendations of the Task Force report on Anti-Racism and Inclusive Excellence at the Faculty level.
- Coordinate, and implement UBC's Inclusion Action Plan (IAP) at the Faculty level.

Committee Membership and EDI Representatives

The chair of the committee will be the Associate Dean, Equity & Strategic Programs (E&SP). The core membership will consist of EDI Representatives (henceforth EDI Rep), one each from the Department of Educational & Counselling Psychology, & Special Education (ECPS), Department of Curriculum and Pedagogy (EDCP), Department of Educational Studies (EDST), Department of Language and Literacy Education (LLED), School of Kinesiology (KIN), the Okanagan School of Education (OSE), the Teacher Education Office (TEO), and the Office of Indigenous Education (OIE). Additionally, EDI Reps from other units or schools, staff, and students may also be part of the membership.

³ Page 34 of Task Force Report

Invited guests may include the Associate Deans, Heads, Directors, and other colleagues depending on the focus of committee meetings.

Working closely with the Associate Dean, E & SP, EDI Reps will contribute to EDID efforts within the departments and across the Faculty. Responsibilities of the EDI Reps are listed in the next section. They will be selected in part for their understanding, knowledge, and awareness of EDI, or prior engagement with anti-racism, decolonization, and indigenous knowledges in their teaching, research, leadership, community engagement, or day-to-day work at the university. Department or unit heads will nominate an EDI representative.

Roles and Responsibilities:

Chair

- Coordinate the committee's activities and oversee its mandate and purpose.
- Create a safe space at committee meetings for respectful and productive discussion of EDID matters where all voices and perspectives feel welcomed.
- Plan committee meetings and decide on the meeting agenda.
- Oversee the preparation of an annual report on the committee's work
- Establish mechanisms to evaluate committee's work.
- Oversee the creation of a list of priorities, goals, and objectives at the end of each term for the upcoming term of the committee. This list will be generated in consultation with the EDI Reps to ensure the priorities of the department or unit are addressed.

EDI Representative

- Attend committee meetings, or on occasions when attendance is not possible send a designate to attend on their behalf.
- Familiarize themselves with the UBC Inclusion Action Plan, Indigenous Strategic Plan, Faculty Strategic Plan, Final Report on the Task Force on Race, Indigeneity, and Social Justice, President's Anti-Racism and Inclusive Excellence Task Force recommendations, UBC Climate Action Plan 2030, and other EDID related

documents.

- Assist the committee in developing, promoting, and leading EDID initiatives, as required.
- Represent the unit/department at committee meetings, and in turn, communicate to the department on the committee's discussions and decisions. Reciprocity of communication between the department and the committee will be an important tenet to ensure that the priorities of the department or unit are represented.
- Contribute to committee's efforts in advancing EDID goals in the department and across the Faculty through advice and expertise so that the committee can make informed decisions on EDID matters.
- Contribute to the committee's annual report to the Faculty.
- Contribute to the committee's efforts in promoting the Faculty's EDID priorities, as required.

These Terms of Reference, and roles and responsibilities will be reviewed and updated annually, as required.

Meetings Schedule & Committee Term

The annual term of the committee begins in September of each year, and ends on June 30th, the following year. In the first year, between October 2022, and June 2023, the committee will plan on meeting monthly. The chair may call ad hoc meetings, if required. The schedule and frequency of meetings will be revisited after the first year. Smaller working groups of committee members may be formed to work on specific committee tasks.

Length of Meetings

Each meeting will be 90 minutes.

Administrative Support

Administrative support will be provided for:

- taking minutes and making notes
- preparing and distributing materials and information to committee members prior to, and between meetings
- assisting the Associate Dean, E &SP, and the committee in preparing an annual report at the end of the term
- communicating with departments, units, the Faculty, and the wider UBC community on committee related matters, as required
- other coordinating tasks, as required