

Equity, Diversity, and Inclusion Task Force
Wednesday, October 23, 2019
5:00 PM
Friesen House
MINUTES

Present: Yalda Ahmadi, Adrienne Chan, Martha Dow, Christina Forcier, Emmett Gebhart, Shawn Johnston, Alyson Seale, Joanna Sheppard, Shelley Stefan, Marnie Wright, James Mandigo, Joanne MacLean (Chaired the meeting)

Regrets: Satwinder Bains, Jerri-Lynne Cameron, Tripat Sandhu

1. WELCOME

1.1. Welcome from President MacLean

Joanne welcomed the group to the first EDI Task Force meeting, thanking everyone for putting their names forward to be a part of this important work. Joanne highlighted that this is the start of a journey for UFV, and the meetings will be a safe place to speak with open dialogue.

2. TASK FORCE PRIORITIES

2.1. Draft a Terms of Reference (ToR)

- What is the work of the task force?
- How will we measure results?
- Create definitions for key concepts including equity, diversity, and inclusion
- Charter/framework
- Look at ToR from other institutions

2.2. Engage in research to identify where UFV currently is with EDI

- Will contribute to our “period of discovery”
- Collect data regarding strengths and gaps in EDI at UFV – some of this will be easy to see, while others we may not realize until we learn more about EDI
- What are the gaps we can change now/fix easily?
- How can we actively engage with faculty, staff, and students?
- Data collection will require the use of a platform like thoughtexchange or Civicspace and forums to elicit responses to important EDI questions, look at options where submitters can remain anonymous
- It is imperative that UFV has safe spaces to have difficult conversations – ignorance will remain until people feel their questions can be asked and answered without fear – it all boils down to respect
- It was noted that feedback mechanisms need to be available throughout all parts of our EDI journey

- Celebrate what we are doing well and increase visibility of the good things UFV is already doing to maximize impact
- **ACTION:** Joanne, James, Adrienne, and Joanna will research platforms/means of engagement options.
- **ACTION:** Marnie will look into how SFU recently engaged in similar work.

2.3. Research locations of best practice

- Will contribute to our “period of discovery”
- Educating ourselves will help establish parameters and goals
- **ACTION:** Shelley and Alyson have agreed to start this research. They will bring back information to the November meeting regarding institutions that are considered leaders in EDI. It was agreed a research student could be funded to assist with this project. It was also suggested members of RAN may be willing to assist.

2.4. Discussion

The findings of items 1 – 3 will help inform the work of the Working Groups. It is important that we have “intellectual humility” – ie. Understanding that we don’t know everything, or what we do know may be wrong – and this will increase our open-mindedness during the period of discovery in items 2 and 3.

3. OTHER CONSIDERATIONS

3.1. Communications plan

- To raise awareness of the work of the Task Force and the great services UFV has
- Decrease speculation/increase transparency (be aware that lack of information can cause misinformation)
- Website
- Other possibilities? eg. Blog, chats, thoughtexchange, etc.

3.2. Visual campaign

- Design-based, digital, youthful

3.3. Others who may need to be included in the Task Force for their perspective and/or expertise

The group was encouraged to bring forward any suggestions.

3.4. What may be discussed by the Task Force with others at UFV?

“What’s learned here, leaves here.”

3.5. Co-Chairs

Adrienne Chan and Joanna Sheppard put their names forward and were appointed as Co-Chairs of the Task Force.

4. NEXT MEETING

The group will meet monthly and the next meeting will be from 5 – 7:30pm during the third week of November; Christina will set this up.