

LFS EDI Working Group

March 19, 2021

2pm-3pm

Attendees: Will Valley, Baohua Wang, Clare Cullen, Linda Lu, Azita Madadi Noei, Gordon Ly, Melody Wang, Anisha Sandhu

Regrets: Karen Lee, Rob Kim, Gabriela Sunario, Dana-Lyn Mackenzie, Amanda Rheaume

Next meeting: April 16, 2021, 2pm-3pm

<https://ubc.zoom.us/j/9900297322?pwd=Vkk5eXJsRjFBOWhqeEh2MTVqL2pEUT09>

Agenda

1. Check-in
2. Report back on activities: undergrad, grad, staff, and faculty
3. On the Radar: Upcoming Events
4. Undergrad participation on LFS EDI Committee
 - LFS|US Code of Procedures / Transition Reports?
5. Anti-Asian Racism Workshop Planning
6. 21 Day Racial Equity Habit Building Challenge
7. Senate issues

Notes

1. Report back on activities: undergrad, grad, staff, and faculty
 - Undergrad
 - Events! Dr Wittman, Meeru Dhalwala, Food Sovereignty Focus, April 1 5-6 pm
 - New position in LFS|US - VP Engagement, overseeing EDI sub-committee
 - Social media activities...
 - Grad
 - Increase emphasis on grad-centred events moving forward, possibly through community engagement position
 - Increase social media presence for LFS grad students
 - Staff
 - Likely lots going on, but we should probably coordinate better
 - Faculty level
 - Affect, EDI, STEM Classrooms presentation by Will VALley, archived through [Lunch and Learn website](#)
 - Azita: Do we have mandatory courses aligned with EDI in LFS or at UBC more?

Training/ education opportunity: <https://equity.ubc.ca/how-we-can-help/training-and-education/programming/>

2. On the Radar Upcoming Events

- March 19, 12-1:30pm: UBC Equity Office Community Connections - In response to the violent anti-Asian racism in Atlanta, we offer our support & stand in solidarity with members of the Asian communities at #UBC. We invite those impacted by the ongoing anti-Asian racism & violence to join us in community & reflection: <http://bit.ly/3eUwNo8>.
- March 24: "The Deadly Intersections of COVID-19"
Dr. Sunera Thobani is hosting a webinar entitled "The Deadly Intersections of COVID-19" sponsored by Peter Wall Institute for Advanced Studies, Researchers and Academics of Colour for Equity (RACE) and Department of Asian Studies at UBC on March 24, 2021 at 11:00 am PST.
- **Panel Description:**
- The speed and force with which COVID-19 spread across the globe caught states, public health officials and healthcare systems unprepared. Initial measures implemented by governments of all political stripes were based on the premise that the pandemic would be 'an equalizer'. However, this assumption fell apart immediately as infection and death rates proved to be shockingly higher among communities already marginalized by race, class, age, gender, religion, sexuality, etc.
- This Webinar features researchers from an international team studying the asymmetrical effects of the pandemic. ***Highlighting how the pandemic interacted with racial, colonial and global structures of inequality, the presenters discuss the need for pandemic measures to actively counter these inequalities.***
- **Speakers:**
- Sunera Thobani, UBC, Canada
- Radha D'Souza, University of Westminster, UK
- Suvendrini Perera, Curtin University, Australia
- Farida Akhtar, UBINIG, Bangladesh
- Mieka Smart, Michigan State University, USA

Pre-registration is required for participation. Please pre-register here:

<https://www.eventbrite.ca/e/the-deadly-intersections-of-covid-19-tickets-145750643097>

- [21 Day Racial Equity-Habit Building Challenge](#) - April 5th to 25th
- 'Where are all the Black People?' Speaker Series
 - The presence of Blackness in Canadian academia exists on a continuum of underrepresented, significantly underrepresented, to negligible.

- The purpose of this speaker series is to foreground Black voices in fields where Blackness is particularly underrepresented, and provide actionable and measurable strategies to UBC to increase Black representation and Black excellence in these fields. Speakers from Canada and abroad will be highlighted.
 - For more details, visit events.ubc.ca/where-are-all-the-black-people/.
 - April 8, 10am-12pm: Through the Lens: Being Muslim in Higher Education: <https://equity.ubc.ca/events/through-the-lens-being-muslim-in-higher-education/>
 - May 12, 10am-12pm: Through the Lens: Finding Artful Activism at the Intersection of Race and Sexuality: <https://equity.ubc.ca/events/through-the-lens-finding-artful-activism-at-the-intersection-of-race-and-sexuality/>
3. Anti-Asian Racism Workshop Planning
- a. Here is the draft text for event promotion - please suggest revisions/edits

LFS Anti-Asian Racism Dialogue on March 29

Join us on Monday, March 29 (4:30pm-5:30pm) for a dialogue about Anti-Asian racism, with presentations from **Dr. Henry Yu** and **Colin Dring** followed by an Q&A

Instances of Anti-Asian racism have increased in Metro Vancouver over the past 12 months. Recent acts of violence in the U.S., racist labels used by politicians to describe COVID-19, and events on the UBC Vancouver campus that invoke terms such as “Yellow Privilege” and “Model Minority” indicate that we have a need to collectively discuss the discrimination, prejudice, and oppression experienced by individuals of Asian heritage in our community.

Event Structure Text

Presentation followed small and large group discussion

Anti-Asian Racism Dialogue

Date: Monday, March 29, 2021

Time: 4:00-5:00 p.m. PDT, check with Henry to see if we can start at 4pm

Registration: [Click here to register](#)

Questions: email will.valley@ubc.ca or karen.lee98@ubc.ca

Dr Henry Yu is an Associate Professor in UBC's Faculty of Arts. Dr. Yu teaches in the History Department and [the Asian Canadian and Asian Migration Studies program at UBC](#), and is the Principal at UBC's [St. John's College](#). He is the Director of the UBC [Initiative for Student Teaching and Research in Chinese Canadian Studies \(INSTRCC\)](#) and Board Member of the Chinese Canadian Historical Society of British Columbia (CCHSBC). His research and teaching centres the true histories of Asian migrants and acknowledge the harsh politics of white supremacy and discrimination they were faced with when moving to Vancouver, British Columbia, or Canada.

Colin Dring is a PhD candidate in the Integrated Studies in Land and Food Systems program in UBC's Faculty of Land and Food Systems. He studies how colonial governments, in the unceded, ancestral territories of the xʷməθkʷəy̅əm (Musqueam), sk̓wx̓wú7mesh (Squamish), and sel̓ílʷitulh (Tseil-Waututh) nations, attempt to shape agricultural futures in contexts of difference, complexity, and unpredictability. He is interested in the role that state planning plays in achieving justice in the food system. Concurrently, he is conducting scholarship and educational development on food justice pedagogies with three undergraduate students at UBC as part of a Teaching Learning Enhancement Fund project. This work inspires Colin's studies and actions oriented towards an application of decolonizing, anti-racist, anti-patriarchal, anti-heteronormative framings to advance sustainable and equitable food systems and greater civic engagement through food and agricultural planning.

- b. Plan to send out to the LFS community through our internal communication channels on Monday, March 22 (LFS Today, News Lettuce, LFS Grad Student, Alumni/other listserve, others?)
- c. Format
 - i. (5mins) Intro - Will/Karen/ Others?
 1. Land Acknowledgement
 2. Purpose
 3. Basic Ground Rules for Respectful Dialogue ([similar to this](#))
 4. Introduce speakers
 - ii. (10-12mins) Dr Henry Yu - Stories of resistance and resilience to white supremacy by Asian migrant communities in Vancouver and BC
 - iii. (10-12mins) Colin Dring - Unpacking "Yellow Privilege" and "Model Minority"
 - iv. (10mins) Small group discussions - give everyone opportunity to speak/share in a safe environment
 - v. (13mins) Large group discussion - hear and share about what was heard during small group discussions, opportunity to ask for Speakers' perspectives on the discussion points
 - vi. (2mins) Conclusion + Invitation to participate in [21 Day Racial Equity-Habit Building Challenge](#) - April 5th to 25th, individually, as a group or with LFC Discussion Group

Facilitators in small groups? Facilitator can seek consent to report back when we join back to the larger group and the facilitator can help share some of the thoughts that the participants are

not comfortable with sharing with the larger group of audience. Also can help people remain somewhat anonymous during the discussion. Will also help facilitate more open discussion

Use registration to create breakout room structure with facilitators

Send registrants curated resources after the event to help with self-care and processing trauma/sensitive discussion

Facilitators Guidelines and “Script”

Suggest security features:

- tech support monitoring chat/ q&a
- have waiting room with a message re. Zero tolerance on certain comments, etc.

Suggested Resource List

- :

Potential Facilitators

- Anisha
- Linda (Maybe -- I will be in the lab and will pop by if I am done before the event starts)
- Azita
- Gordon
- Clare (recognizing my privilege as a white-middle-age cis woman...so very willing to let others facilitate)

4. LFS Discussion Group [21 Day Racial Equity-Habit Building Challenge](#)

- a. [Register here](#)
- b. Discussion Group Logistics
 - i. Preferred date/time?
 - ii. Co-Facilitators
 - iii. Together or separate?

5. Goals, Scope, Priorities for LFS EDI committee

- Need to define purpose/mandate, goals, procedures, power to affect change to help guide what we do on this committee
- Baseline information will help with evaluation of committee work/implementation
 - There will be a sub-committee to work with the metrics resulting from the survey conducted recently
- Suggestion to come to the Dean, Rickey, with our ideas and requests of what our purpose and scope are (e.g. creating training/education for LFS students, staff, faculty)
- ACTION: Will, Gordon and interested others to meet at additional meeting to draft up proposal for Terms of Reference for committee

7. Senate Issues

<https://twitter.com/nataliepayer/status/1372404232968564741>

LFS EDI Committee to consider

Code of Conduct

Consequences for breaching

Julia Burnham - UBC Senate member working on Code of Conduct