LFS EDI Working Group
November 20, 2020
2pm-3pm

Attendees: Melody Wang; Anisha Sandhu; Karen Lee; Will Valley, Gabriella Sunario
Next meeting: December 11, 2020, 2pm-3pm
https://ubc.zoom.us/j/9900297322?pwd=Vkk5eXJsRjFBOWhqeEh2MTVqL2pEUT09

Agenda
- Check-in
- Report back on any EDI activities from past month
    - New report - Identifying and Countering White Supremacy Culture in Food Systems
        - Connections to UN SDGs?
- Review APSC EDI Report
- Outcome Measurement Framework review/progress
- AOB?

ACTION ITEMS
    ALL
- Reach out to your associated stakeholder group to determine interest in EDI related activities
- Track and record any EDI activities that occur between meetings so we can keep a current record for reporting (send to Karen (karen.lee@ubc.ca) and Will
- Think about value adds/perks we can organize for this group
- Add ideas to the OMF doc and color code or put your initials next to your comments
- Think about Term 2 event that we can organize and offer together

Notes
1. Report back on any EDI activities from past month
    a. LFSUS EDI Sub-Committee
        i. Events
        ii. Outreach
        iii. Social Media (e.g., LFS US EDI Instagram)
        iv. https://equity.ubc.ca/get-involved/equity-student-advisory-council/ - encouraging a student from LFS to join this UBC group
    b. LFS Communications
        i. Action Plan
            1. Dairy Centre + UBC IRSI - Land acknowledgements, recognitions and developing relations with Indigenous communities
        ii. Metrics + Capturing Data through Provost office

2. Review APSC EDI Report

a. The APSC model has been thematic (see themes below)
   i. Curriculum and Classroom Environment
   ii. Co- and Extra-curricular programming
   iii. Metrics, Competencies and Policies
   iv. Faculty Training
   v. Staff and TA/GRA Training
b. LFS seems to be moving towards a stakeholder group orientation for now, although this may change in the future
   i. LFSUS (undegrad)
   ii. Graduate
   iii. Staff
   iv. Faculty

3. [Outcome Measurement Framework](#) review/progress
   a. Process of completing the framework (and in light of APSC model) has brought us to better articulating what this group might be
      i. LFS EDI Committee - which is comprised of individuals who are chairing/leading subcommittees associated with our different stakeholder groups in LFS
      ii. LFS US - Gaby, Melody, Anish
      iii. Staff - Karen, who will reach out to Boahua, Clare and Jessica to organize and strategize EDI related events, activities etc with staff
      iv. Faculty - Will, plus other faculty members who are interested in EDI
      v. Grad - Linda
   b. Metrics in LFS
      i. Karen to lead, Will to support
      ii. Monthly reporting of activities related to EDI in LFS through subcommittee/stakeholder group leads, which will help our reporting internally/externally, add to our public facing (soon to be created) outreach material, and build greater likelihood of collaboration within LFS
4. Value-Add Ideas
   a. Benefits/perks to being a member of the LFS EDI Group
      i. Workshop with expert?
      ii. Book club?
      iii. Professional development?
      iv. Other ideas?
   b. Once we have decided what we would like to work on together, we can ask for supporting funds
5. Term 2 event, December ideas - LFS US lead

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October Meeting Minutes

Agenda
- Check-in
- Survey Results
- OMF

ACTION ITEMS
- **Will**
    - Send/archive resources for creating community agreements and body work activities
    - Confirm spelling of names in survey results
    - Send follow up email with link to Google folder and include Clare and Jessica (clare.cullen@ubc.ca) and (jessica.latus@ubc.ca)
- **All**
    - Think about your own self interest in this group and what will keep you coming back
    - Add ideas to the OMF doc and color code or put your initials next to your comments

Discussion Topics
- **Survey Results**
    - 32 responses to date, but will do another push and leave it open until the middle of November
    - How would you rate LFS in terms of EDI
        - lower end of the scale for diversity
        - Grateful people were open enough to provide honest feedback in the open ended results especially the participant that indicated a harmful statement
        - We could ask faculty to report back on labour based on gender
        - Targeted approach of EDI with faculty vs. students
        - Feeling of support of moving forward, but how do we go forward
        - Use the survey as a data collection tool in conversations with others
- **Outcome Measurement Framework** SEP
    - Could students get credit to do this work as directed studies
    - Working group with a webpage, etc.
        - Karen proposes a centralized, and holistic rollout so we can acknowledge work of whole faculty
    - How to develop this group's capacity because we currently lack credentials
- **AOB**

September Meeting Minutes

Agenda
- Introductions
- Past + Current EDI related projects
- Opportunities for coordination within LFS

ACTION ITEMS
- **Will**
    - ~~Create google drive folder~~
    - ~~Create meeting minutes~~
    - ~~Create scheduling poll~~
    - Create survey for collecting baseline data
    - Send/archive resources for creating community agreements and body work activities
- **All**
    - Collect baseline data through survey and conversations
    - Record general themes, experiences, ideas and activities that emerge from data collection methods
    - Be prepared to report back themes/ideas in next month's meeting

Discussion Topics
- Google Drive Folder created to manage and archive documents related to our working group - https://docs.google.com/document/d/1E8kzoDFmgB-i7Z3atK6ViaEZX4QdYhWA9W2V2nCf67Q/edit?usp=sharing
- Baseline data - we need to get a sense of how individuals in LFS perceive issues of EDI in the faculty.
    - **Survey Content/Questions**
        - DRAFT - https://ubc.ca1.qualtrics.com/jfe/form/SV_5o2lHVJP3DhlEHz
        - Explanation of purpose or survey
        - EDI - definitions
        - Q: How would do you rate LFS in terms of promoting and addressing issues related to EDI
        - Q: What are some ways in which LFS can better promote and address issues of EDI
        - Q: Would you like to get involved in EDI activities in LFS [submit email]

    - **Conversations with colleagues** - We also discussed recording anonymous insights from colleagues and peers over the month, in terms of their experiences in LFS, at UBC, or beyond
    - Enter insights here - https://docs.google.com/document/d/1E8kzoDFmgB-i7Z3atK6ViaEZX4QdYhWA9W2V2nCf67Q/edit?usp=sharing

- Resource Sharing

- Archive EDI related resources in the Resource Folder (e.g., Community Agreement templates, body work activities)
- Finding a time to meet each month - please indicate a time of the week that works for you for Term 1.
    - https://www.when2meet.com/?9914096-rrQOU
- To be considered moving forward
    - Workshops that integrate Instructor + student + staff perspectives and objectives
    - What are the fundamental EDI knowledge and skills that need to be cultivated in LFS and how would we develop programs/workshops/activities to reach these learning goals?
- Awareness campaign - issues and support (e.g., UBC EIO, SPARC Resources)
- Tri-council requirements - are we supporting students to be successful?
- Highlight current initiatives - Just Food TLEF; Jerry's Kasten's work; Jen Black; Hannah Wittman; Eduardo Jovel; LFSUS; etc