

Equity, Diversity, and Inclusion Task Force
Thursday, May 28, 2020
2:00 PM
Videoconference
MINUTES

Present: Adrienne Chan (Chaired the meeting), Joanna Sheppard, Adrian Bontuyan, Alyson Seale, Betty Peters, James Mandigo, Jerri-Lynne Cameron, Lorna Andrews, Marnie Wright, Martha Dow, Satwinder Bains, Shawn Johnston, Shelley Stefan, Tripat Sandhu, Yalda Ahmadi, Christina Forcier

Regrets: Joanne MacLean, Karsten Renaerts, Emmett Gebhart, Marc Forcier

Guest:

1. MINUTES FROM PREVIOUS MEETING

1.1. Minutes from April 23, 2020 meeting

Approved with one change - that for consistency purposes, we refer to the Working Group Leads as Leads and not Liaisons

2. BUSINESS ITEMS

2.1. EDI Action Plan (Adrienne/Jo)

- **Update on project**
- **Breakout groups**

Instead of going into breakout groups, Adrienne led a discussion on the Action Plan with the entire TF, going through each of the 4 goals of the Action Plan. Adrienne requested ideas for action items to help meet each goal. Very detailed notes are available from this discussion, however the majority of ideas have been compiled into a draft Action Plan that will be included in the June agenda package.

2.2. Policy Working Group (Satwinder/Christina)

Satwinder provided an update noting that the WG is looking at all UFV policies and making recommendations in terms of ways to incorporate EDI into them if appropriate. The analysis will be brought forward to the June meeting for discussion.

2.3. Education/Training Plans Working Group (Marnie/Martha/Adrienne)

An update was provided on the discussions of the WG to date. The group has discussed education and learning models and has agreed the idea of a "one-stop shop" workshop is becoming outdated, especially in the EDI world. It was also acknowledged that because people have a wide range of experiences, comfort levels, discipline differences etc., a large scale workshop is often not an ideal mode of delivery. Instead, the group is exploring other possibilities including

coffee chats and a mentor/champion program. The WG will meet again in June and report back to the TF at the June meeting.

2.4. Video/Marketing Proposal (Yalda/Christina)

Yalda provided an update on ideas generated by the WG for EDI focused stand-alone videos and a video series. These are still in very draft form and Shelley asked that she join the group. The group will meet again in June and report back to the TF at the June meeting.

3. INFORMATION ITEMS

3.1. President's Office EDI Grant Proposal (Joanne)

Christina highlighted the purpose of the fund and how it would work. The Task Force liked the idea but recommended that EDI TF members would not be eligible for funding unless the project/initiative proposed included other UFV students/employees, so it isn't perceived as unfair and so that we can build momentum outside of the TF. This fund will be rolled out ASAP.

3.2. Employee Excellence Award Proposal (Joanne)

Christina discussed the proposal to have a new employee excellence award implemented in 2020-21 recognizing an employee with significant contributions to EDI. The TF loved the idea, but recommended that in its first year, no one on the TF could be eligible for the award. The President's Office will work on having this award created and communicated.

3.3. Stipend Application (Jerri-Lynne)

Jerri-Lynne discussed the Canada Research Chair EDI stipend application that was submitted in May. The request was for funding to cover the costs of an EDI Officer to help implement CRC EDI requirements. Jerri-Lynne will update the group when she has received a response.

3.4. Diversity Database (Jerri-Lynne)

Jerri-Lynne discussed the requests she has received from several other institutions in regards to UFV's interest in developing a diversity database.

4. NEXT MEETING

June 23, 2020 at 10:00am