

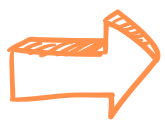
FHSD EDI NEEDS ASSESSMENT SURVEY

UBC is committed to using an Indigenization and anti-oppression lens to integrate Equity, Diversity, and Inclusion (EDI) into all learning environments.

As part of the process to evaluate the current status of EDI within its Schools, the Faculty of Health and Social Development (FHSD) EDI Committee launched a survey to better inform strategies to best support our colleagues and students in this area.



82 faculty and staff responded. We learned that :



Continued Education

Teaching & Curriculum



There is a need to provide instructors with tools to appropriately support students

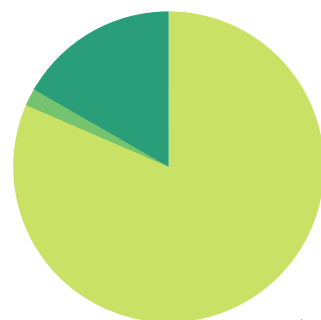
"I want to be able to teach with confidence and genuine understanding, compassion and knowledge of the community tent I am introducing to my students. My desire/dedication to this has markedly improved through the support of our EDI leaders."

*Quote from an FHSD colleague

Instructors indicated that they are implementing EDI related changes to their courses

81.5%

Neither Agree/ Nor Disagree
16.7%
Somewhat Disagree
1.8%



Agree/ Strongly Agree
81.5%

Safe Learning & Working Environments



There is a need to learn how to create safe spaces in different contexts

"We need to develop accountable safe environments for students, staff, and faculty. Accountability needs to focus on consistent learning and unlearning. We need to teach and hold standards that do not allow for minimization, dismissal, rationalization, or disguising of discriminatory behaviour and perspectives. This approach is our current status quo."

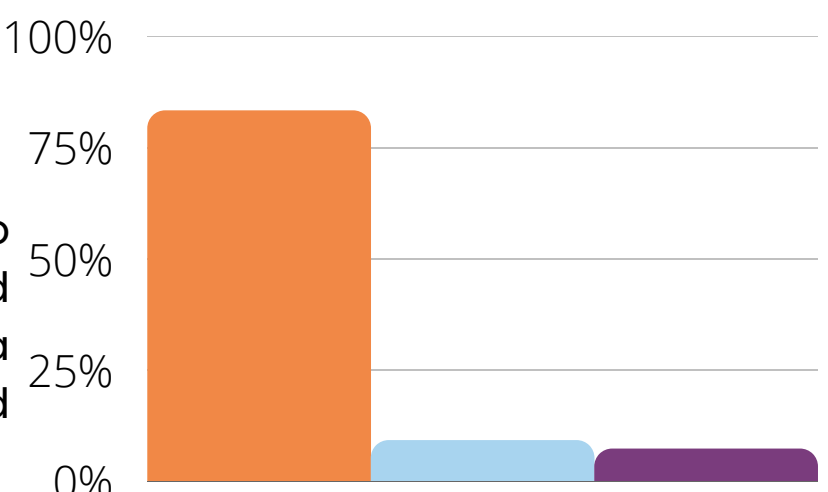
*Quote from an FHSD colleague

EDI-Related Tasks

- Somewhat Agree/ or Strongly Agree
- Neither Agree/ Nor Disagree
- Somewhat Disagree/ Strongly Disagree

81.3%

Instructors indicated they know how to carry out EDI related tasks such as, a meaningful land acknowledgment

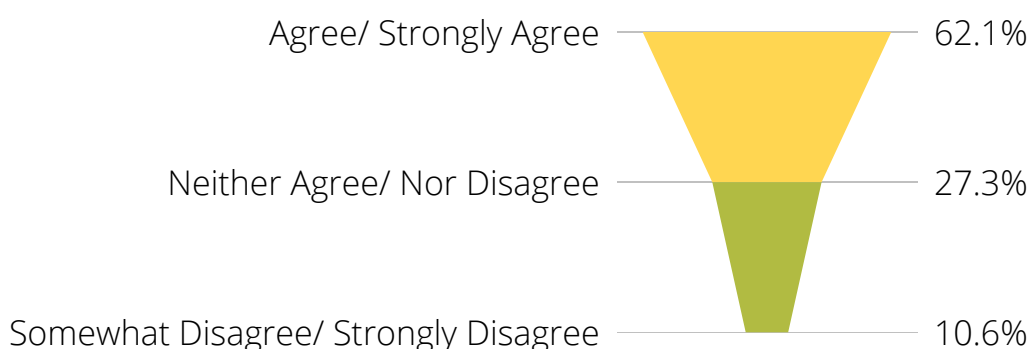


FHSD EDI NEEDS ASSESSMENT SURVEY



Hiring, Retention and Promotion

The majority of our colleagues feel that FHSD is incorporating the principles of EDI with recruitment of faculty and staff



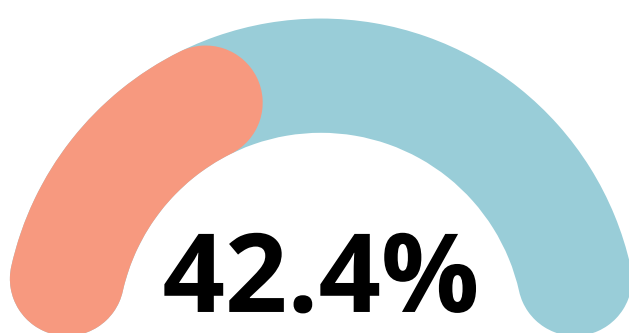
"[Dedicated] policies to protect time and resources to improving and supporting EDI; especially those that will assist with ongoing support of E&I."
 *Quote from an FHSD colleague



Faculty and staff also indicated a need to focus on:

- Ensuring hiring policies and practices include EDI principles
- Using EDI principles when hiring leadership positions in FHSD
- Re-assessing merit and promotion criteria
- Ongoing support and resources to ensure retention of faculty and staff members
- Increasing diversity and inclusive leadership

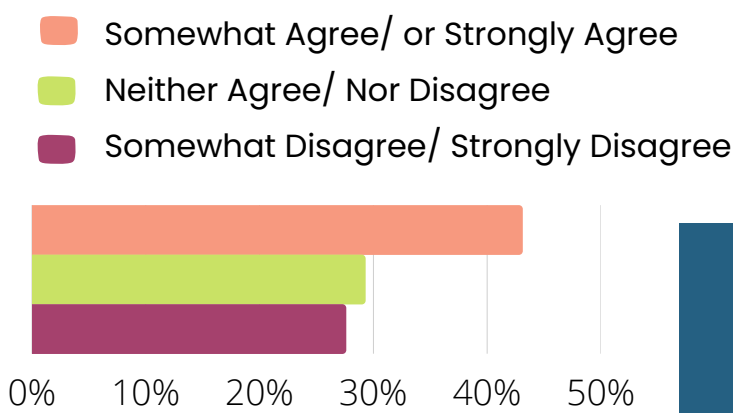
FHSD needs to work on providing ongoing support/resources to ensure retention of faculty and staff, only 42.4% thought that this is being implemented.



Communications and Dissemination of Knowledge

Policies and Internal Processes

43.1% of faculty and staff expressed having a strong understanding of the current EDI policies within UBC/FHSD/the School



"Routes for accountability, reporting and consequences [should be] made more transparent. And routes for transparent and respectful and collegial interaction with leadership staff and faculty to be made plain, transparent and expected."
 *Quote from an FHSD colleague

Training and Tools



Our colleagues requested support and guidance

Suggested ways to implement EDI principles/tasks:



There is a Need For:

- Online Courses
- Workshops
- Webinars
- Resources & activities

"In person discussion centered on Whiteness and our role in oppression. This is key....and we need to get over our discomfort with it. Frank, open, honest discussions on how we are perpetuating systems of inequity."
 *Quote from an FHSD colleague