

School of Social Work University of British Columbia	Policy #	Effective Date: October 22, 2014
		Mandatory Review Date: October 22, 2017
	Approved By: School Council	
Title		
ANTI-DISCRIMINATION AND ANTI-RACISM POLICY		
Background and Purpose		
<p>The UBC School of Social Work is committed to the promotion of an inclusive, respectful and welcoming environment for students, staff, faculty, and other community members; one that is free from discrimination and racism and which actively encourages and supports fair and equal access for all who wish to participate in our academic, employment and community efforts.</p>		

1.0 Statement of Principles

The School of Social Work is committed to a vision of social justice and an ethic of care. Consistent with this foundation is our commitment to achieving excellence through the active promotion of equity and diversity of knowing and being and the fostering of anti-discriminatory and anti-racist practices.

The School of Social Work, through its Director and School Council, will uphold the principles outlined within this Policy to ensure that students, staff, faculty, field advisors, community members and others have the opportunity to study, work, and participate successfully in all activities offered within our school in an environment free of racism and discrimination.

2.0 Scope

This Policy shall apply to all policies, procedures, and activities implemented by the School of Social Work. All current and future policies developed by the School will be required to be compliant with the principles and particular requirements specified within this policy. The scope of the above requirements will include all aspects of the School's activities, including its working environment, classrooms, practicum placements, committees, and various public events. In addition, this scope will include ongoing relationships with individuals and community groups as specified in the Statement of Principles, as well as with the university and other institutions.

This policy is intended to supplement and support the BC Human Rights Code and related University of British Columbia policies. (see Appendix 1: Legislation, Policies & School Council Motions).

3.0 Definitions

3.1 Discrimination - is the denial of opportunities and equal rights to individuals and groups because of prejudice or for other arbitrary reasons¹ as set out in the *British Columbia Human Rights Code* (see below). This includes adverse effect or systemic discrimination².

3.2 Prohibited Grounds of Discrimination - According to the BC Human Rights code are race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex (including gender identity), sexual orientation, age, and/or conviction for a criminal offence that is unrelated to the employment or intended employment or membership. Beyond the Code, the School of Social Work also acknowledges that social class/socio economic status and immigration status also operate as grounds for discrimination.

3.3 Mutual respect - means respect for diversity or difference. It refers to an appreciation of the diverse ways that individuals and groups with varied social characteristics experience the world, including how they identify and address problems, and their visions for the future while at UBC.

¹ Schaefer, R. (2008). Discrimination. In R.Schaefer (Ed). *Encyclopedia of Race, Ethnicity and Society*. Thousand Oaks: Sage

² See UBC Policy #3, Discrimination and Harassment, S. 3.6

³ See UBC Policy #3, Discrimination and Harassment, S. 3.6 <http://diversity.ubc.ca/valuing-difference/equity-and-inclusion>

3.4 Equity - the concept of equity is rooted in a vision of social justice. Equity is about achieving social and economic justice and fairness through equal access –to education, to employment- and equal opportunity to succeed in these domains³. “Equity is not the same as *formal equality*. Formal equality implies sameness. Equity, on the other hand, assumes difference and takes difference into account to ensure a fair process and, ultimately, a fair (or equitable) outcome (*substantive equity*).”

3.5 Racism – is a belief that race is the primary determinant of traits and capacities and that racial difference produces an inherent superiority of a particular race.⁴ This belief when entrenched in the systems and daily operation of institutions results in racial exclusionary practices, denial of rights and privileges in access to employment and education, and various forms of discrimination. The concept of racism recognizes that the distribution of power--and its expression in structures, ideologies, and practices at various institutional and social levels--is significantly racialized in contemporary society and the intersection of race, ethnicity, culture, class and migration status in the everyday experiences of racism.⁵

4.0 Roles and Responsibilities

The School Director, Program Chairs, School Administrator and the Equity Committee all have a responsibility to support and promote the principles of this policy. Each is committed to making best efforts to be available to concerns raised by students, staff, faculty, and other community members, and to take all reasonable steps to support resolution of those concerns. In addition, the Equity Committee has a responsibility to foster educational opportunities and to develop and recommend materials that address and support anti-discrimination and anti-racism for consideration by the above named groups.

5.0 Limitations

This Policy articulates the position of the School and demonstrates its support and commitment to an environment that is free of discrimination and racism. It is not intended to supersede or supplant the several bodies or processes available to individuals or groups wishing to pursue avenues of formal complaint or redress.

³ Equity and Diversity: Definitions and Philosophy at <http://diversity.ubc.ca/valuing-difference/equity-and-diversity---definitions-and-philosophy/>

⁴ Yee, J. Y. (2008). Types of Racism. In R.Schaefer (Ed). *Encyclopedia of Race, Ethnicity and Society*. Thousand Oaks: Sage

⁵ Definition based on "The Changing Meaning of Race" by Michael Omi, in Neil Smelser, William Julius Wilson, and Faith Mitchell, editors, *America Becoming: Racial Trends and Their Consequences* (Washington, D.C.: National Academy Press, 2001).

6.0 Implementation

This Policy is intended to demonstrate the School's commitment to an anti-discriminatory and anti-racist environment. The implementation of this Policy is a public acknowledgement that the School will continue to make best efforts to ensure that all who wish to participate are able to do so in an environment free of racism and discrimination.

7.0 Policy Review

This Policy shall be reviewed by the Director, the School Council and the Equity Committee within the first three years of implementation. That review will include canvassing the student body, staff and faculty to receive input on the effectiveness of the policy and to inform processes for ongoing development and improvement. Following the first three-year review, this Policy will be reviewed every five years.

8.0 Appendices

Appendix 1: Legislation, Policies and School Council Motions

BC Human Rights Code

http://www.bclaws.ca/Recon/document/ID/freeside/00_96210_01

UBC School of Social Work Admissions Policy (School Council Motion)

UBC Statement on Respectful Environment for Students, Faculty and Staff

<http://www.hr.ubc.ca/respectful-environment/files/UBC-Respectful-Environment-Statement.pdf>

UBC Employment Equity Policy

<http://www.universitycounsel.ubc.ca/files/2010/09/policy2.pdf>

UBC Discrimination and Harassment Policy

<http://universitycounsel.ubc.ca/files/2013/08/policy3.pdf>