
Equity: A Strategic Vision and an Action Plan

Goal:

The School of Social Work recognizes that progress towards equity requires addressing issues and challenges in a systemic and holistic way. Through the acceptance of this plan, the School of Social Work adopts the goal of *working towards the realization of an equitable learning and working environment and creating open accountability measures for monitoring the implementation of this action plan* and establishes a strategic commitment to achievement of this goal.

Strategic Commitments

1. The leadership of the School (Director and program chairs) and the Faculty of Arts (Dean, Associate Dean of Equity) make a commitment to implement the action plan and to ensure accountability through evaluation and involvement.
2. Develop and implement comprehensive equity, affirmative action and antidiscrimination policies and processes and ensure that management, faculty, staff and students are knowledgeable and put in practice these policies.
- 3) Remove barriers to access, admission and educational success for members of minoritized groups by strengthening community outreach, reviewing current admissions criteria and selection process for all programs, developing discretionary applicant categories, supporting mentorship programs and financial support.
- 4) Mandatory and ongoing decolonizing/anti-racism/anti-oppression education and training opportunities for all faculty, management and staff.
- 5) Develop a criteria and set of guidelines to address equity and inclusion of different worldviews and non-Eurocentric perspectives in course content and pedagogy.
- 6) Create, support and maintain spaces for people who identified as members of minoritized groups to come together (for example, Caucus, networks) as well as ongoing spaces for storytelling and taking on the complexity of staff and student struggles around discrimination.
- 7) Set up an annual evaluation process to monitor progress in relation to strategic goals.



UBC School of Social Work

Building upon a foundation of social justice and an ethic of care, we are a community of learners actively engaged in the development of critical, transformative knowledge for social work practice.

The School of Social Work at the University of British Columbia is currently engaged in the implementation of a comprehensive and progressive Educational Equity and Diversity Strategic Plan. The School approved and adopted the Equity Action Plan at its Council meeting of May 30th, 2013.

UBC School of Social Work recognizes that systemic discrimination exist at the School and is embedded in systems, procedures, classroom, work and day-to-day interactions.

Some key actions in the timeline

Approval of Equity Action Plan: May, 2013

Approval Terms of Reference and formation of Equity Committee: May, 2014

Approval Anti Discrimination and Anti Racism Policy of the SSW: October, 2014

All Genders Washrooms: April, 2015