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 the equity action plan, the School of Social Work adopts the goal of working toward 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.

UBC SCHOOL OF SOCIAL WORK recognizes that systemic discrimination exists at the School & is embedded in systems, procedures, classroom, work & day-to-day interactions.

Some Initial Actions

September 2013
Recruit & appoint students in each program to the position of equity liaison / facilitator.

September - October 2013
The Equity Committee (EC) is formed with two chairs (one faculty, one student) & a clear mandate.

September - December 2013
Implement recommendations of the 2006 Accessibility Audit of UBC Washrooms. We aim to provide welcoming, safe and accessible facilities for trans people & people with disabilities.

Strategic Commitments

1. The leadership of the School (Director & program chairs) & the Faculty of Arts (Dean, Associate Dean of Equity) make a commitment to implement the action plan & to ensure accountability through evaluation & involvement.

2. Develop & implement comprehensive equity, affirmative action & antidiscrimination policies & processes & ensure that management, faculty, staff & students are knowledgeable & put in practice these policies.

3. Remove barriers to access, admission & educational success for members of minoritized groups by strengthening community outreach, reviewing current admissions criteria & selection process for all programs, developing discretionary applicant categories, supporting mentorship programs & financial support.

4. Mandatory & ongoing decolonizing/anti-racism/anti-oppression education & training opportunities for all faculty, management & staff.

5. Develop criteria & a set of guidelines to address equity & inclusion of different worldviews & non-Eurocentric perspectives in course content & pedagogy.

6. Create, support & maintain spaces for people who identify as members of minoritized groups to come together (for example, Caucus, networks) as well as for storytelling.

7. Set up an annual evaluation process to monitor progress in relation to strategic goals.