



2024 Workplace Experiences Survey

Supplemental Resource Guide: Inclusion and Respect

At UBC, we recognize the foundational importance of inclusion and respect to our success as individuals, as a university, and as a community. In fact, inclusion and respect was identified as a significant priority for faculty and staff, which was captured in the [core area of People and Places](#) in our current [UBC's Strategic Plan: Shaping UBC's Next Century](#). Inclusion and Respect was also found to be one of the top drivers of workplace engagement in the 2024 WES results, and critically important to faculty and staff.

Purpose:

This resource guide is designed to support teams in using their WES survey results as a springboard to host conversations about your unit/team's engagement and awareness of inclusion and Indigenous focused professional development and programming and bridge gaps in accessing inclusion and respect resources for faculty and staff.

Scope:

There are several institutional and community level initiatives and resources designed to support:

1. Individual employees in accessing programming and support related to their own sense of inclusion and respect at UBC.
2. Units and teams seeking professional development tools to assist them in creating safe and inclusive classrooms and workplaces.

With your team, explore some of UBC's Inclusion and Respect resources outlined below to assess and identify actions that are appropriate to your local context which meet the needs of your unit/team.

Note: Refer to the [conversation guide template](#) to capture possible actions and any notes. Employees may identify specific actions they wish to take independently or collaboratively with their teams to enhance inclusion and respect and drive broader systemic and cultural change.

Networks, Clubs and Committees

UBC Community Networks, Resource Groups, Clubs and Equity Committee will empower many historically, systemically and persistently marginalized groups, create safe spaces on campus and amplify the voices of those who have often been excluded from mainstream narratives.

Level of involvement:



- **Estimated time commitment:** varies by the group
- **Individual and/or team activity**



Actioning Equity, Diversity and Inclusion through Systems Change



This tool supports planning committees in units to situate their equity, diversity, and inclusion (EDI) initiatives within a larger context of systems change, and to more precisely articulate the changes they are working toward.

EDI Systems Change Framework will help you and your units to understand the interconnectedness of individuals with their social contexts, structures, and environments.

When to use?

If your team already has a specific project or initiative planned around equity and inclusion, use the framework to map what kinds of changes you expect your initiative to make.

Level of involvement:



- **Estimated time commitment:**
~1-2 hours
- **Team activity**

Prioritizing EDI Actions



The purpose of this tool is to support units in prioritizing and refining potential actions or projects that would advance equity, diversity, and inclusion at UBC. With this toolkit, teams will have a shortlist of priority actions.

Team may choose from the following options or use the options in combination:

Option 1: Understand the degree of influence

Option 2: Assess the effort and impact

Option 3: Group by theme

Option 4: Vote as a group

When to use:

Determining EDI priorities by evaluating the degree of influence, estimated effort, and impact, followed by team discussions. To use this tool, you will need a list of potential action ideas your unit could take on to advance inclusion at UBC.

Level of involvement:



- **Estimated time commitment:**
~1-3 hours
- **Team activity**



Weaving Relations course

Weaving Relations is a self-directed course developed for all faculty and staff at UBC by the Faculty of Applied Science, the Faculty of Forestry, and the Faculty of Land and Food Systems. Through the lens of Indigenous-Canadian relationships, the course explores Indigenous histories, people, and contexts, as well as settler colonialism in Canada, and considers how we got to where we are now and how we can build a better future together.

When to use?

To deepen understanding of Indigenous knowledges and perspectives, decolonization, anti-racism, and anti-oppression frameworks.

Level of involvement:



- **Estimated time commitment:**
6 hours
- **Individual and/or team activity**

Indigenous Learning Pathways program

The Indigenous Learning Pathways (ILP) program is a self-directed, multi-course suite of training that supports new employees to meaningfully and respectfully engage with Indigenous histories, knowledges, perspectives, and realities in their role at UBC. Through a series of guided activities, reflections, and learning prompts, ILP orients learners to Indigenous focused resources already available to the UBC community, providing tips and ideas for how they can be creatively included and utilized in professional and personal development plans.

When to use?

As part of new hire orientation, when engaging with an Indigenous-focused project or piece of work, or as part of ongoing professional development.

Level of involvement



- **Estimated time commitment:**
8 hours (over a period of time)
- **Individual and/or team activity**

Appendices/Other Resources:

- [Respectful Dialogue Guideline](#)
- [Reconciling expression rights and equality rights to advance social equity](#)
- [Navigating Tensions and Paradoxes in Equity, Diversity, and Inclusion Planning and Actions](#)
- [Equity and inclusion glossary of terms](#)