

INDIGENOUS RECONCILIATION

PRIORITIES	MILESTONES (JUNE 2020 - JUNE 2021)	PROGRESS	TIMING
Advancing meaningful reconciliation and Indigenous human rights within the university	The Indigenous Strategic Plan launched	● ● ● ●	September 2020
	UBC is playing a world leading role by taking a human-rights based approach to the plan's implementation, including governance model, administrative support, communications, funding and reporting	● ● ● ●	September 2021
	Office of Indigenous Strategic Initiatives is created and staff hired	● ● ● ●	February 2021
	ISP Implementation governance structure is created through working group consultations, new committees formed, and existing committees refreshed	● ● ● ●	January 2021
	ISP website is live, including toolkit and workshops	● ● ● ●	May 2021
	Open call for pilot projects is underway	● ● ● ●	May 2021
Moving forward in a deeper engagement with Musqueam through a renewed Relationship Agreement	Concept Note and Terms of Engagement are formalized and discussions are underway (Note: Terms of Engagement signed Feb. 8, discussions pending)	● ● ● ●	February 2021
Further strengthening the relationship with the Okanagan Nation Alliance through a new Memorandum of Understanding	Negotiation structure is developed and discussions are underway	● ● ● ●	January 2022

EQUITY, DIVERSITY & INCLUSION

ANTI-RACISM/ANTI-DISCRIMINATION:			
Improving campus climate for our IBPOC faculty, staff, and students	External Review of Campus Security is completed	● ● ● ●	February 2021
	Recommendations arising from the review are presented to UBC Board	● ● ● ●	April 2021
	A report on the implementation of the recommendations is presented to the UBC Board	● ● ● ●	February 2022
Understanding systemic racism in our systems, policies and processes	Anti-Racism Task Force Co-Chairs and Executive Leads are appointed; members nominated; and Terms of Reference developed	● ● ● ●	February 2021
	Task Force consultations are underway	● ● ● ●	February 2021
	Task Force Interim Report is presented to UBC Board	● ● ● ●	September 2021

Legend:

●●● **Green light:** project or metric is meeting milestones or targets | **Yellow light:** project or metric requires monitoring | **Red light:** project has been deferred, halted, or is lagging

EQUITY, DIVERSITY & INCLUSION CONT'D

ANTI-RACISM/ANTI-DISCRIMINATION CONT'D:

Diversifying our faculty, students and staff	EIO Annual Equity Report and Employment Equity Report are prepared and presented to UBC Board		April 2021
Eliminating barriers to recruitment, promotion, and retention for IBPOC	Planning for an expanded complement of IBPOC faculty is underway		April 2020
Increasing Indigenous content in our curriculum	There is an increase in the number of new Teaching Learning Enhancement Fund (TLEF) projects with Indigenous content/methods/perspectives		November 2020

INCLUSIVE EXCELLENCE:

Treating each other with respect and consideration in our workplace	The Inclusion Action Plan operationalizes UBC in creating equitable, diverse, and inclusive campuses		June 2020
Supporting a respectful environment	Representation of designated equity groups are identified among students (Undergraduate Student Experience Survey) and faculty and staff through the Workplace Engagement Survey		April 2021
Reflecting a diversity of perspectives in the classroom	Applicants' survey results are leveraged in implementing diversity and inclusiveness initiatives		November 2021
Increasing applicant diversity across the university	The number of diverse applicants per equity group is increased as percent of the total number of applicants		November 2021








ACADEMIC RENEWAL

Expanding UBC's research impact and creating an exceptional learning environment for all students	The Accelerate Program is launched with a goal of 100 hires by 2024/2025; 84 in Vancouver, 16 in the Okanagan. Hiring is underway.		Nov 2020 - Mar 2025
Increased financial support is provided for PhD students	\$2.8M is approved in fiscal 2020/21 budget at UBCV; \$4M allocated from 2021/22 onwards at UBCO		April 2020
Campaign phase of PAEI planning underway	The campaign plan is developed in early 2021		April 2021
Academic Enhancements: Planning underway for Library, shared research platforms, housing/childcare	Planning is finalized in Summer 2021		July 2021
Financial Modelling for Accelerate program	Financial modelling is completed for the phased Accelerate Program		October 2020
Financial Modelling for Campaign phase	Financial modelling commences in November 2020 (Note: timing is delayed due to financial implications created by COVID-19)		April 2021






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CLIMATE ACTION & SUSTAINABILITY

Actions in response to the Climate Emergency	Climate Emergency Task Force report is presented to UBC Board		February 2021
	The university reports on progress towards climate action and sustainability goals		November 2021
Accelerate GHG emission reductions dramatically in support of the response to the Climate Emergency	Climate Action Plan 2030 (CAP2030) emerging directions and preliminary targets are prepared and presented to the UBC Board		February 2021
	Low Carbon Neighbourhood Energy Strategy is updated		January 2022
	Climate related behavior change campaigns are underway (Green Labs, Cool Campus, Sustain in Rez, etc.)		September 2021
Continue to advance Responsible Investment	UBC has completed the initial steps and transitioned to a lower emission fund		December 2020
	Responsible investment framework completed and is approved by UBC's Board of Governors		December 2020

OPERATIONAL EXCELLENCE

Transform administrative system infrastructure to support UBC as global educational institution	Workday, HR and Finance, point solutions and infrastructure are deployed		November 2020
Improve data quality and analytics to ensure HR and Finance realize the benefits of the system implementation	Workday, HR and Finance stabilization and hyper-care exit is underway (Note: while underway, process is complex given the number of business lines)		June 2022
Transform the student experience by implementing new technology and streamline processes to support student success	Benefits from the Workday implementation are realized		December 2021
Achieve the AEST mandate by implementing EPBC	Education Planner BC (EPBC) for undergraduate admissions are deployed		March 2021
Establish a dual campus operating model to support UBC's mission	Selected new initiatives are introduced and framework modelling is underway; e.g. Accelerate Program resources are leveraged across both campuses (Note: timing is delayed due to COVID-19 impacts)		March 2021

Legend:



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