UBC AMS EQUITY PLAN PROPOSAL

Presented by Adeline Huynh, CEO, the commons consulting
LAND ACKNOWLEDGEMENT
Informed by AMS KPIs & Focus Areas

🌟 **GOVERNANCE**

**Short Term (1-2 years)**
- Policies, - Internal (Operations, Governance) + External (Outreach, Consultation, Advocacy)
- Outreach
- Education & Training

**Middle Term (2-4 years)**
- Accountability & Transparency measures in hiring & compensation
- Department level EDI goals, actions & evaluation
- Outreach & Advocacy
- Reduction of barriers for HPS marginalized groups

**Long Term (5+ years)**
- 50% HPS marginalized groups representation goals achieved (Committee appointments, Council, Candidates)

🌟 **OPERATIONS**

🌟 **ADVOCACY**
Guiding Principles

Accessible  Accountable  Representative
PROJECT TIMELINE & DELIVERABLE 1: Developing the Project Support Structure

July 1 - Ongoing

RESEARCH
Early - Mid July

STAKEHOLDER ENGAGEMENT
Early - Mid July

PRESENT STRUCTURE
July 15

TERMS OF REFERENCES & DEFINITIONS; INVITATIONS
Mid-July - August

CONVENE ONGOING MEETINGS
First Meeting Early September
PROJECT TIMELINE & DELIVERABLE 2:

Develop Equity Plan

- Research & Project Plan: July 15 – September 1
- Design Student Engagement Process: July 15 – September 1
- Student Engagement: Ongoing (September 1 – October 15)
- Data Analysis & Feedback: October 15 – November 15
PROJECT TIMELINE & DELIVERABLE 2: Developing the Equity Plan

- **DEVELOP EQUITY PLAN**: October 15–November 25
- **STUDENT ENGAGEMENT: FEEDBACK**: October 25 – November 25
- **REVISIONS**: November 25 - 30
- **EQUITY PLAN IS FINALIZED**: November 30
PROJECT TIMELINE & DELIVERABLE 3: Developing the Equity Framework

- Research: December 1 – 15
- Develop Equity Framework: December 15 - 25
- Student Engagement: Feedback: January 1 - 25
- Revisions: January 25 - 30
- Equity Framework is Finalized: January 31
Guiding Principles

Accessible  Accountable  Representative
LEVEL OF ENGAGEMENT

From Consultation to Empowerment of Students who are part of groups that have been historically, persistently & systematically marginalized

INFORM
We will keep you informed.

CONSULT
We will keep you informed, listen to and acknowledge concerns and aspirations, and provide feedback on how public input influenced the decision. We will seek your feedback on drafts and proposals.

INVOLVE
We will work with you to ensure that your concerns and aspirations are directly reflected in the alternatives developed and provide feedback on how public input influenced the decision.

COLLABORATE
We will work together with you to formulate solutions and incorporate your advice and recommendations into the decisions to the maximum extent possible.

EMPOWER
We will implement what you decide.

INNOVATION 1: STUDENT ENGAGEMENT & VIRTUAL TECHNOLOGY
INNOVATION 2: Change Management

Primary Reasons for Applying Change Management

Increase probability of project success

Manage people’s resistance to change

Capture people-dependent ROI & Achieve KPIs

Build change competency into the organization
CHANGE MANAGEMENT PLANS

- Communications Plan
- Sponsor Roadmap
- Coaching Plan
- Resistance Management Plan
- Training Plan
INNOVATION 3: INSTITUTIONAL MEMORY

“...graphic recording is a form of witnessing, similarly to how we have witnesses at our potlatches.”

- Michelle Buchholz
INNOVATION 4: Honouring the labour of BIPOC & other HPS Marginalized Groups of Students

- Centering Lived Experiences & Perspectives
- Learning and Development Opportunities
- Honorariaums or Gift Cards
- Graphic Recording
## PROJECT BUDGET

<table>
<thead>
<tr>
<th>Item</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consultant fee</td>
<td>$9,000 - $18,000 + GST ($900)</td>
</tr>
<tr>
<td>Community consultation costs (honorariums or gift cards etc.)</td>
<td>$500 - $1000</td>
</tr>
<tr>
<td>Graphic Recording (4 sessions) + Summary Resource Poster</td>
<td>$2,400 + $1,200 + GST ($180)</td>
</tr>
<tr>
<td>Contingency</td>
<td>$1,000</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$9,500 - $10,000 $23,600 + ($1,080) - $24,680</strong></td>
</tr>
</tbody>
</table>
Adeline Huynh, MSW, RSW

Adeline is the CEO & Principal of the commons, a diversity + inclusion strategy firm. She is a certified PROSCI Change Management practitioner with over 10 years of leadership in the field of equity, diversity, and inclusion. She has worked at universities, non-profit organizations and with private sector businesses to bring about culture shift. Her organizational change leadership is characterized by a passion for EDI, a deep knowledge of current trends and best practices, a collaborative style, and the ability to synthesis complex data into meaningful stories that align with the vision and values of organizations and their people.
Michelle Buchholz

Michelle is a proud Wet’suwet’en woman and is a member of the Witset (Moricetown) Band and was raised in Smithers, BC. She is a member of the Gitumden clan and the Cassyex house. Michelle is a graphic facilitator and recorder and has been working with various clients including provincial and federal government, First Nation communities and organizations, universities, health authorities, consulting groups, and youth groups. Her passion is working with Indigenous communities to raise Indigenous people up, with an emphasis on the health and wellness of Indigenous peoples. Michelle holds a Master of Public Policy from SFU and completed her capstone project on developing policies to address anti-Indigenous racism in health care.
QUESTIONS