



Anti-Racism Initiatives Fund

2021 RECIPIENTS

UBC Vancouver

Name of Project	Recipients	Description
Series: African Women's Leadership: Resilience, Intelligence, and the Bedrock of Development	Faculty of Land and Food Systems, Liu Institute Network for Africa (LINA) and School of Public Policy and Global Affairs (SPPGA) (Student Initiated Project)	This series aims to accomplish three core outcomes, 1) to celebrate African women's outstanding contributions and examine the prevailing challenges that still require intensified investments for change to empower women, 2) to deepen the emerging network that the Liu Institute Network for Africa (LINA) has been cultivating by connecting researchers in African studies and African diaspora studies who are working across British Columbia, and 3) to integrate African music and artistic expression as a connection to community, learning, and advocacy.

<p>Diversity Mentorship Program for Prospective Graduate Students in Psychology</p>	<p>Faculty of Arts (Department of Psychology) (Faculty Initiated Project)</p>	<p>The Diversity Mentorship Program will provide mentorship to students from diverse, underrepresented, and/or marginalized backgrounds who are interested in graduate school in Psychology, thus enhancing diversity within the field. This program will also provide current Psychology graduate students with training and mentorship experiences for working with undergraduate students from diverse backgrounds.</p>
<p>Witnessing Session with Indigenous Staff and Students</p>	<p>Enrolment Services – Strategic Indigenous Enrolment Initiatives (Staff Initiated Project)</p>	<p>Indigenous staff and students will join President Ono and senior administration for two discussion sessions with the intention of creating recommendations and next steps for identifying adequate systems of support to work towards addressing systemic racism and challenges faced by Indigenous staff and students. The outcome of this approach will be the creation of a participatory process that supports the specific and unique needs of Indigenous students and staff. The importance of creating such spaces has been documented in the Indigenous Strategic plan and the UBC Strategic plan and will work to guide and inform the Anti-Racism and Inclusive Excellence task force.</p>
<p>Anti-Black Racism Awareness Workshops for Faculty and Staff</p>	<p>Faculty of Applied Science (Department of Mechanical Engineering) (Faculty Initiated Project)</p>	<p>The Mechanical Engineering Anti-Black Racism Awareness workshops for faculty and staff will build some of the competencies identified in the Faculty of Applied Science Competencies plan, focusing on learning about key fundamentals of anti-Black racism understanding, and learning how to become more inclusive leaders. A debrief workshops, facilitated by the Mechanical Engineering EDI committee, will help the department translate the new knowledge to impactful, measurable action items.</p>
<p>Wellness Centre IBPOC program for Student Health and Wellbeing</p>	<p>Health Promotion and Education, Student Health and Wellbeing (Staff Initiated Project)</p>	<p>The Wellness Centre IBPOC (WC-IBPOC) program is a pilot program whose activities will launch in September 2021. The program is being developed to support the specific wellbeing needs of IBPOC students at UBC-V and to facilitate opportunities for students to feel empowered in navigating and advocating for their own health and wellbeing within the communities in which they live and learn. Central</p>

		to implementing the WC-IBPOC program activities and services will be the IBPOC Wellness Mentors- trained student staff who will hold one-on-one and group mentorship conversations. The Mentors will also host monthly events that highlight a wellbeing topic or activity.
A Public Health Symposium and Workshop on Racism in the Healthcare System	Faculty of Pharmaceutical Sciences and Health and Faculty of Medicine (Faculty Initiated Project)	This pilot project seeks to educate faculty, staff and students in UBC's health and human services programs about racism in the healthcare system and its health-related impacts on those who experience it (either as a patient or a care provider). This multi-disciplinary, two-phase symposium and workshop will provide the context for faculty health professional educators and their trainees to reflect on their positionality in the healthcare system, and promote the development of more compassionate, culturally mindful and anti-racist healthcare providers.
Co-Learning and Co-Developing with a Community Collective	Department of Family Practice, Innovation Support Unit (Staff Initiated Project)	The goal of this project is to increase the Innovation Support Unit's (ISU) ability to meaningfully partner with communities that experience historical and ongoing barriers to health and wellness. Primary outcomes include: 1. Learning from communities how we can best partner with them in decolonizing, sustainable, and meaningful ways. 2. Developing and implementing a model to support the appropriate compensation of communities for their valued knowledge and insight and demonstrating appreciation by purchasing local Indigenous art and gifts for community collaborators. 3. Growing a financially-supported Community Collective that guides the work of the ISU.
Decolonizing Wellness: A Dialogue Series on Indigenous Women's Perspectives on Care and Practice	Indian Residential School History and Dialogue Centre (Staff Initiated Project)	The IRSHDC is facilitating a series of Dialogues centering Indigenous women's voices who are leaders in areas such as healthcare, policy, nursing, and traditional wellness. This project serves to create space and capacity for discussions and dialogue relating to dismantling systemic racism in the healthcare system. Led by Indigenous women, and operating at both the policy level as well as at the

		community level, this series will cover a breadth of topics and perspectives, with the shared goal of decolonizing healthcare and wellness practices both in the Canadian healthcare sector and without it, in Indigenous communities and circles of care. An additional goal of this project will be highlighting how Indigenous ways of being and systems of knowledge can be seen as guiding practices in care and elaborate on the vital work being done to decolonize wellness.
Beta-Testing UBC's Anti-Racism Module	Centre for Student Involvement and Careers and Equity and Inclusion Office (Staff Initiated Project)	Gathering invaluable feedback from students across the UBC Vancouver and Okanagan campuses is critical to the successful development of UBC's Anti-Racism module. This feedback will be used to make content more relevant and applicable for students prior to the module's launch across both campuses in Fall 2021, as well as to inform future anti-racism actions on campus. The goal of the funding will be to acknowledge students for the labour involved in reviewing the module.
Mentorship of Racialized Graduate Students	Faculty of Medicine and Faculty of Graduate and Postdoctoral Studies (Student Initiated Project)	The initiative will facilitate discussions on the successes, challenges, and possible areas of improvement in mentoring racialized graduate students. It aims to support more effective mentorship of these students and to amplify the value of ethnic/racial diversity at the core of graduate education (research and systemic learning).
IBPOC Voices in Physical Activity and Health	Athletics & Recreation and School of Kinesiology (Staff Initiated Project)	This initiative will center IBPOC voices, values, and beliefs in traditionally Eurocentric physical activity and health spaces and programs through focus groups that will lead to the development and implementation of more inclusive, culturally relevant physical activity, health and campus recreation programming, education, and spaces.
IDEAS@UBC Student Mentorship Initiative	IDEAS@UBC club and Faculty of Arts (School of Information) (Student Initiated Project)	This initiative will kickstart a network of support and mentorship for IBPOC students studying library, archival, and information sciences at the UBC School of Information (iSchool). It will build upon the momentum of an existing speaker series program and establish a much-needed support system, organized

		by the Inclusion, Diversity, Equity, Access and Safe Space (IDEAS) club at the iSchool.
Anti-colonial Healthcare in a Box	Health Arts Research Centre (Faculty Initiated Project)	The <i>Anti-Colonial Healthcare in a Box</i> project will be a safe way to engage folks in anti-racism work, will utilize educational processes previously tested by the Shift Lab in Edmonton, will be supported through engagement with a variety of northern Indigenous knowledges and cultures, and be developed by a diverse team of Indigenous folx, settlers of colour, and white settlers. These aspects of this project will foster uptake in subscriptions for faculty, staff, and students in the Northern Medical Program, thereby making the program more welcoming, more culturally agile and equitable for folx from a diverse range of experiences, and ultimately strengthen research standards and learning opportunities for students, faculty, staff, and alumni.
Anti-Racism and Anti-Oppression Curriculum in Internal Medicine Residency Training	Faculty of Medicine (Department of Medicine and School of Population and Public Health) (Staff Initiated Project)	This project will create a multi-faceted, mandatory anti-racism and anti-oppression curriculum for Internal Medicine Residents at UBC to increase awareness among trainees in the Internal Medicine Residency Program of racism and other forms of oppression, from the structural and systemic forces that shape differential health outcomes, to the interpersonal ways that power and privilege manifest within the healthcare system. Trainees will be equipped with the skills to be able to provide culturally safe, trauma-informed care to patients, as well as practical skills in advocacy and knowledge of relevant public policy.
ARTIVISM: The Art of Being: Queering the Self in the Digital Age	Faculty of Arts (UBC Arts and Culture District) (Student Initiated Project)	ARTIVISM, is an annual UBC student initiated and run art festival which was founded in 2018 as 'A Festival of Creative Resistance. ARTIVISM gives youth the opportunity to create, exhibit, perform and share their artistic activism. Student-driven, this initiative will create learning opportunities through diverse mediums (presentations, exhibitions, workshops, trivias and cultural performances) open to staff, faculty, alumni, students and the general public. The objective for this coming year is to take an intersectional approach on

		<p>topics such as: Experiences in the LGBTQIA+ Community as BIPOC, Decolonizing The Arts, Drag & Identity, Online Dating and Race, How Microaggressions Perpetuate White Supremacy, Experiences with Identity Within Marginalized Groups and Race in the Digital World. This will also create space for highlighting creative minority voices in community, including faculty, staff, students, alumni and other local artists and groups by demonstrating how they use their art and creative practice to express and advocate for themselves and their experiences in the digital era.</p>
<p>Varsity EDI Committee</p>	<p>UBC Athletics & Recreation (Student Initiated Project)</p>	<p>This committee serves to increase education and drive tangible change at the student level in the areas of equity, diversity and inclusion within UBC Athletics. The committee's goals lie in three core sections: education, allyship and community outreach. The primary reach of the Varsity EDI Committee is the population of ~650 UBC Varsity athletes. The Varsity EDI Committee will be implementing a mandatory Anti-Racism Training Module via Canvas for all Varsity athletes, coaches and staff to complete in the fall of 2021.</p>

UBC Okanagan

Name of Project	Recipients	Description
Anti-Racist Thought and Activism in History	Faculty of Arts and Social Sciences (History and Sociology), Barber and Faculty of Creative and Critical Studies (Faculty Initiated Project)	Hosting a virtual speaker series that will be open to the public and will help guide a discussion on how past experiences and historical models of anti-racist activism can continue to give guidance to ongoing thought and anti-racist work.
Anti-Racist Feminisms: A Speaker Series	Faculty of Arts and Social Sciences (Gender and Women's Studies and Community, Culture, and Global Studies) (Faculty Initiated Project)	This speaker series will benefit students and faculty a UBC Okanagan's camp by hosting internationally renowned experts on anti-racist feminisms, an area of expertise lacking in current course offerings. It will be of specific value to racialized students, who have requested more equitable and inclusive representation in Gender and Women Studies (GWST) courses.
Diversity in Biology Speaker Series	Irving K. Barber Faculty of Science (Department of Biology) and	This speaker series will invite Early Career Researchers from diverse underrepresented communities to showcase their research. The speakers will benefit by having invited talks to add to their CVs, and our students and faculty will benefit from seeing the excellent science achieved by people from under-represented groups.
The UBC Anti-Racist Reading Book Club and Reading Series	Faculty of Creative and Critical Studies (Faculty Initiated Project)	This online reading series will bring in two high-profile writers of colour who have written recently about racism in society, and also in writing and publishing with the goal of increasing awareness of how reading and writing creative writing is affected by racism.
Advocacy and Allyship for Racialized Engineering Students	Faculty of Applied Science (School of Engineering)	This initiative will increase awareness of the experiences of racialized students in the School of Engineering; encourage students, staff, and faculty to become allies to racialized students; and signal the

	(Faculty Initiated Project)	School's ongoing efforts to become a more welcoming and inclusive place.
Enhancing Racial and Cultural Inclusivity in UBCO's Interprofessional Clinic	Irving K. Barber Faculty of Arts and Social Sciences (Department of Psychology) (Student Initiated Project)	This program evaluation will yield actionable information as to how the UBCO Interprofessional Clinic (IPC; which offers mental health services) can be more inclusive and anti-racist. In particular, we aim to work collaboratively with the clinic director and faculty members to identify barriers to accessing the IPC for marginalized groups.
Picturing Anti-Islamophobia: An Exhibition of Cartoons Challenging Racism	Interdisciplinary Graduate Studies (Digital Arts & Humanities) and Faculty of Creative and Critical Studies (Student Initiated Project)	This project will create an engaging and accessible event and permanent resource for educators and facilitators in the form of a physical and online exhibition and catalogue of curated cartoons that promote critical thinking about Islamophobia, change racist attitudes and foster empathy for Muslim communities.