

## StEAR Implementation: Interim Update | December 2024

**The StEAR Implementation Interim Update provides a brief update on the Equity and Inclusion Office’s efforts to advance implementation of the Strategic Equity and Anti-Racism (StEAR) Framework. The Interim Update is published in December each year, at the halfway point between major progress reports.**

While this update is focused on work led by the EIO, institutional updates are collated annually and are provided in the [StEAR Progress Report](#), a comprehensive report submitted annually to UBC’s Board of Governors. Much of the EIO’s work is done in collaboration with other UBC units and departments, as noted below.

### Progress updates: June to December 2024

#### Institutional strategic actions (central interventions)

Institutional-level interventions are represented in the strategic actions of the StEAR Roadmap for Change, with each action having a designated lead or leads. Progress notes on selected strategic actions are provided below.

Strategic Actions	Progress Notes
1.1C Administer annual (or bi-annual) university-wide inventory/assessment of decentralized efforts	Published a <a href="#">Catalogue of Decentralized EDI Efforts</a> across UBC and the <a href="#">2024 StEAR Inventory Supplementary Report</a> , which provides a deeper qualitative analysis into the inventory responses, identifies common barriers and themes.
1.4D Expand Faculty, Vice-President portfolio, and departmental level Equity Leads as part of networked leadership	Expanded programming for <a href="#">Equity Leads</a> Community of Practice
1.7A Establish an accessibility committee and develop an accessibility plan to comply with the BC Accessibility Act	Established an <a href="#">Accessibility Committee</a> , feedback mechanism, Accessibility Planning Team, and Institutional Accessibility Coordinating Team
2.3A Pilot online course on integrated EDI in research programs, with associated resources	In collaboration with VPRI, <a href="#">published the EDI In Research online course</a>
2.3H Pilot an Employment Equity Advisor Training Program for CRC processes (scale up to faculty hiring)	Hosted 3 <a href="#">capacity-building retreats</a> for Employment Equity Advisors
3.1B Develop university-wide faculty hiring guidelines (including protocols for restricted hiring)	Published the Guide to <a href="#">Equitable Hiring Practices: Faculty Recruitment</a>
3.1C Develop university-wide staff hiring guidelines aligned with collective agreements	<a href="#">Guide to Equitable Hiring Practices: Staff Recruitment nearing completion</a>
3.1G Develop systems and infrastructure for hiring with accountability check	The new Hiring Equity course will launch in Spring 2025 (in partnership with HR)

## Governance Model Activation

The [StEAR governance model](#) establishes lines of accountability, reporting, communication, and collaboration. Updates this period include:

- As part of our commitment to community engagement and collaboration, the EIO [held 20 engagement sessions with UBC leadership](#) and community members, from May-June 2024, engaging over 400 students, faculty and staff.
- The EIO is establishing implementation mechanisms to support units named as leads on institutional strategic actions. Currently, the EIO is supporting 56 actions with either project management, subject matter expertise or both.

## Strategic learning and implications (continuous assessment)

As part of the StEAR evaluation framework, strategic learning provides valuable insights to make real-time changes that refine our processes. Updates this period include:

- Applying learnings from our ongoing assessment, the EIO published a minor revision of the [StEAR Roadmap for Change](#). Small edits were made to clarify the intended scope of each action, offer greater transparency, and streamline future rounds of reporting. All changes are detailed in the “Roadmap Version History” section at the end of the Roadmap document.

## Resources to Advance StEAR Priorities

Resourcing is a vital component of advancing equity and anti-racism priorities. Updates this period include:

- The second annual [StEAR Enhancement Fund](#) application ran from August to December. A total of \$300,000 will be awarded to community-led initiatives that advance broad campus equity and anti-racism goals and priorities aligned with UBC’s StEAR Framework and Roadmap for Change.