

## UBC Sustainability Scholars Program 2019

The UBC Sustainability Initiative (USI) is pleased to offer current UBC graduate students the opportunity to work on funded sustainability internship projects. Successful candidates work under the mentorship of a partner organization, and are immersed in real world learning where they can apply their research skills and contribute to advancing organizational sustainability goals.

For more information about the Sustainability Scholars Program and to apply to work on this project, please visit the [Student Opportunities](#) page.

Please review the application guide (PDF) before applying.

Applications close **midnight Monday February 25, 2019.**

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### Research project title

Understanding diversity, equity and inclusion practices and approaches within Human Resources and the workplace.

### Overview

Enhanced human and ecological wellbeing is essential to the success of all students, staff, faculty, Indigenous peoples, and university neighbours. Fundamental in achieving this is increasing intercultural understanding; a UBC priority under the current strategic plan, Place and Promise: The UBC Plan, by engaging in "... reflection and action to build intercultural aptitudes, create a strong sense of inclusion, and enrich our intellectual and social life." It aligns with and contributes to the Focus on People, which aims to develop a "sustainable, healthy workplace." In addition, we are committed to the institutional advancement of The Okanagan Charter: An International Charter for Health Promoting Universities and Colleges two Calls to Action:

Embed health into all aspects of campus culture, across the administration, operations and academic mandates.

Lead health promotion action and collaboration locally and globally.

Embedding inclusive practices across and within our work and learning environments is foundational to our wellbeing, and for a stronger, diverse and inclusive community.

### Scope and Value of Project

UBC Human Resources in collaboration with UBC Equity and Inclusion are seeking to understand effective diversity, equity and inclusion practices and approaches in the workplace to advance our strategic and institutional priorities in increasing and embedding intercultural understanding. The project includes:

1. Conducting a literature review on diversity, equity and inclusion practices and approaches that are effective in advancing diversity and inclusion in the workplace including understanding the demonstrable skills and behaviours in leadership, managers, and HR

- practitioners to support this work. Research to focus on Canadian organizations, specifically public sector and post-secondary institutions and across US post-secondary institutions.
2. Map all current UBC diversity, equity and inclusion workplace initiatives, communications, and related programs including related educational and learning opportunities.
  3. Research potential educational resources and content materials for on-boarding, academic leadership and managing programs that are inclusive of the Two-Spirit experience, gender neutral language and acceptable pronouns including recommending language related to persons with disabilities.

### **Deliverables**

- A final report containing a summary of completed work outlining effective practices and frameworks in embedding equity and inclusion in the workplace.
- Presentation to stakeholders.

### **Knowledge, Skills and Abilities**

- Experience in conducting literature reviews, data collection, and synthesizing qualitative and quantitative information
- Experience in interviewing, report writing and presenting
- Strong oral and written communication skills
- Strong technical, analytical, and communication skills
- Ability to work both independently and collaboratively
- Demonstrated interest and background in diversity, equity, and inclusion
- Excellent interpersonal skills
- Ability to organize, prioritize, and meet deadlines (basic project management skills)
- Enthusiastic, organized, responsible, shows initiative
- Excellent command of the English language (written and spoken)

Applications close **midnight Monday February 25.**

Apply here:

<https://sustain.ubc.ca/student-opportunities>

To learn more about the program here:

<https://sustain.ubc.ca/ubc-sustainability-scholars-program>

Read the application guidelines to confirm your eligibility to participate in the program here:

<https://sustain.ubc.ca/student-opportunities>

Contact Karen Taylor at [sustainability.scholars@ubc.ca](mailto:sustainability.scholars@ubc.ca) if you have questions.