

SUSTAINABILITY SCHOLARS PROGRAM

Fall 2020

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 sustainability across the region.

Note: Projects must be completed remotely during the COVID-19 pandemic.

- Visit the [Sustainability Scholars Program website](#) to learn [how the program works](#) and to [apply](#).
- Be sure to review the [application guide](#) to confirm your eligibility before applying.

Applications close at midnight on Sunday September 20, 2020.

Research project title: Restructuring models of leadership to reflect women's realities and ambitions in the post-COVID era

Sustainability Goal or Operations Plan objective

Sustainable Cities and Communities: Healthy communities and societies require the representation and contributions of women in all levels of leadership. COVID-19 has exacerbated existing barriers to gender equality and women's access to leadership positions. The objective of this project is to explore ways that women can remain in and have greater access to positions of leadership post-COVID.

Project description

Overview:

In BC and beyond, we are seeing how women are bearing the brunt of the economic impacts of COVID-19, holding the majority of domestic labour and childcare responsibilities. Many women recognize that working full-time while also homeschool teaching full-time and taking care of a household is simply not sustainable. We expect to see the numbers of women leaving the workforce increase in September when school starts again. We are interested in exploring ideas around how our workplaces can be better structured to accommodate the conditions of women's lives. What are some untraditional ways that leadership can be remodelled to ensure that women are not restricted from rising to the levels of their ambitions (co-director positions, for example)?

Purpose of the Project:

This research project will explore the ways that gender inequality has been exacerbated by the current pandemic, the ongoing implications for women's leadership, and concrete solutions for how leadership can be restructured in the workplace to address these inequalities. This will be an applied research

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project as Minerva BC works with many of BC's biggest companies to advance inclusive practices in these organizations. The progressive solutions that emerge from this research could be put forward in our engagement with these business leaders as well as introduced into discussions of inclusive leadership at our events.

For the past few years, Minerva has released a Scorecard that provides a current picture of the representation of women and Indigenous peoples on corporate boards and in senior executive leadership with a focus on BC-based companies. We have decided that we will not release a Scorecard this year given the dramatic impact COVID-19 has had on the workforce. Instead, we are exploring releasing a report in the Fall on the impact of the pandemic on women's leadership. This research project could inform this work.

Scope of Work:

- Conduct desktop research exploring the impact of COVID-19 on women in the workforce with a focus on leadership positions. This research would include looking at local equity-seeking initiatives as well as identifying key models from other countries that could be adopted in BC.
- Research HR policies, models of leadership, and technologies that contribute to the sustainability of women's leadership
- Conduct between 5 and 10 virtual interviews with experts on women's leadership and progressive work practices to identify specific leadership models that advance gender equality in the workplace
- Identify key policies and leadership models to include in final report in consultation with lead Minerva staff at the final stage of the project.
- Create a status report of the current impact of the pandemic on women's leadership that includes evidence-based projections of future trends and puts forward possibilities for restructuring models of leadership that reflect women's realities and ambitions.

Deliverables

Note that a final deliverable (either a full report or, if the report contains confidential information, an executive summary) is required by the end of the program (March 12, 2021). The deliverable will be archived in the online public-facing [Scholars Project Library](#).

The Scholar will deliver a final report containing a summary of their completed work complemented by a final presentation to key stakeholders. The report should include:

- Summary report of interviews with experts
- A high-level summary of findings that can be shared with Minerva board and key community and business partners
- Final report highlighting research findings and detailed list of recommendations
- Final PPT presentation to key Minerva staff
- A final report for the UBC Sustainability Scholars online project library.

Time Commitment

The program runs for 22 weeks from October 19, 2020 to March 12, 2021, during which students work an average of 12 hours per week for a total of 250 hours.

- This project will take **250** hours to complete.

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- This project must be completed between October 19, 2020 and March 12, 2021
- The Scholar is to complete hours between 9 am and 5 pm Monday to Friday, approximately 12 hours per week.

Required/preferred Skills and Background

- Excellent research and writing skills
- Familiarity with research methodologies and survey techniques
- Community engagement experience
- Ability to work independently
- Comfortable interacting with strangers to conduct public/in person surveys
- Interest in issues related to feminism and gender equality
- Interest in progressive workplace practices and advancing women's leadership an asset

Applications close **midnight Sunday September 20, 2020.**

Apply here: <http://sustain.ubc.ca/scholarsapply>

Contact Karen Taylor at sustainability.scholars@ubc.ca if you have questions

Useful Resources

Below are some links to useful resources to help you with your resume and cover letter (there are many more online). Some of these resources also provide information on preparing for your interview.

Resume workshop for prospective Sustainability Scholars: <https://www.eventbrite.ca/e/resume-workshop-for-prospective-sustainability-scholars-tickets-117422877989>

<https://students.ubc.ca/career/career-resources/resumes-cover-letters-curricula-vitae>

<https://www.grad.ubc.ca/current-students/graduate-pathways-success>

<https://www.grad.ubc.ca/cover-letter-cv-resume-templates-ubc-career-services>