

## **Building a Culture of Respect, Responsibility and a Commitment to Ethical Principles**

Recent widely-publicized student activities at CUS FROSH have prompted the Sauder School to engage in a dialogue with students, faculty and staff about the importance of building a culture in which respect, responsibility and a commitment to ethical principles are embodied daily in our individual and collective actions.

One outcome of these initial discussions is the establishment of a set of key initiatives designed to strengthen the awareness of the importance of the values of respect and responsibility in every dimension of the School's activities. These initiatives range from curriculum development to include themes of social justice, ethics, Indigenous issues and corporate social responsibility, to Sauder-hosted events designed to build awareness and understanding on issues of diversity, inclusivity, respect and ethical leadership throughout the School.

CUS student leaders have already begun the process of building awareness on issues related to sexual violence, both through their training with the UBC's Sexual Assault Support Centre and also by attending workshops provided by the university's Access and Diversity office. These leaders will then apply their learning through active engagement with relevant community service projects. In addition, the CUS leadership has pledged to provide \$200,000 of funding (in addition to \$50K already committed) to support specialized counselling for students and educational outreach to the campus community on the nature and impact of sexual violence. This important contribution is subject to a vote by the CUS student membership in a student referendum on Oct 29-31, 2013.

To build understanding and awareness on Aboriginal issues and the effects of systemic racism on Indigenous communities, CUS leaders have met with Prof. Daniel Justice, Chair of UBC's First Nations Studies Program (FNSP). Together, they discussed the negative effects of the attitudes expressed in a FROSH chant demeaning to Aboriginal people and considered actions they can take as individual students and as a student society to make amends and prevent further demonstrations of cultural disrespect. To further build relationships and understanding with the Aboriginal community, the School is working with FNSP to put in place workshops for our students, faculty and staff that will become part of the school's ongoing education, outreach and engagement on Aboriginal issues.

While the Sauder School is committed to redressing the specific behaviours that emerged from the recent FROSH event, we recognize the importance of building a positive culture of respect and responsibility starting with developing a new orientation program designed and managed by the School to replace the previous CUS-led FROSH orientation. The School is committed to putting in place the necessary resources and personnel to undertake the onboarding of 1,000 new students annually to the Sauder School and will collaborate with the CUS, students, faculty and alumni in developing an orientation program that will serve as a model for the university community.

The Sauder School is deeply committed to this change process and looks forward to working with our UBC colleagues and the broader community to enact positive change and reinforce a culture of respect and responsibility throughout the university.

Robert Helsley  
Dean and Professor of Strategy and Business Economics  
Grosvenor Professor of Cities, Business Economics and Public Policy  
Sauder School of Business, University of British Columbia