



THE UNIVERSITY OF BRITISH COLUMBIA

**Cellular & Physiological Sciences
REDI (Respect, Equity, Diversity, and Inclusion) Meeting
Monday, October 19, 2020
2:00-3:30 PM, via Zoom**

Present: Dr. Elizabeth Rideout, Zaira Khan, Dr. Olusegun Oyedele, Lianna Wat, Priya Kaur, Rebecca Liu, Lesley Hill, Mark Mendoza

This meeting was called to: approve the Minutes from the last meeting (September 16, 2020), discuss matters arising from the previous minutes, review and refine the terms of reference, assign action items for the next meeting, and to select the next chair.

(underline text = action items / for next REDI meeting agenda)

Approval of Agenda

- Agenda was approved

Approval of Minutes

- Minutes were approved

Matters arising from the Minutes

Dr. Rideout shared the Short-Term Goals and Tasks of the REDI Committee that addresses a proposed short-term group of tasks / meeting structure as a potential way forward.

Terms of Reference

Dr. Rideout asked the committee for feedback regarding the “**committee membership**” section in the **Terms of Reference for the CPS Respect, Equity, Diversity, and Inclusion Committee** document.

Khan raised concerns with the proposal of having a rotating REDI committee chair, feeling it may make meetings inconsistent. She also noted Dr. Rideout (serving as Chair of this meeting) has considerable responsibilities as a researcher. She proposed the committee pick a consistent chair and perhaps also an associate chair.

Members of the committee agreed on having a consistent chair and supported Dr. Rideout as being well suited for the role, as long as the work load is dispersed throughout the committee members.

Wat stated that in her opinion, some of the issues in REDI originate at the faculty level and subsequently trickle down to postdocs and students. Therefore, she suggested the committee include tenured faculty.

Kaur agreed and mentioned that the burden of dismantling the current problems shouldn't fall on people of colour or people that are not the same rank or stature as tenured faculty members.

The committee discussed previous concerns regarding the potential for a power imbalance between senior faculty and junior committee members. However, the committee concluded they desire inclusion of more experienced faculty members as part of the committee. Moreover, the committee members agreed to having one member per rank. Dr. Rideout proposed that they carefully select a senior faculty member that will be in favor of listening to all members of the committee and amplify their voices.

Wat referred to comments in the prior committee meeting regarding the apparent diversity of the CPS student population. In particular, she noted that from her perspective, the student body is not diverse, and therefore, she would like to see data collected on this subject.

Dr. Rideout agreed this is important information to collect and needs to happen.

Dr. Rideout pointed out a comment brought up in the previous meeting by Dr. Nabi; the importance of the committee having a leader (or Chair) that understands the experience of being in an underrepresented group. In this regard, she suggested that Dr. Oyedele be co-chair for the time being to help.

Wat supported the suggestion of joint chair's as it may address concerns of marginalized groups of people.

Hill pointed out that Dr. Rideout represents a white female, another underrepresented group.

Dr. Rideout changed Chair to "there will be co-Chairs of the committee who represent diverse perspectives to ensure the work of the committee reflects the needs of all groups while not overburdening underrepresented groups."

The committee members reviewed the section titled "**The purpose of the committee is to advise the Head on**" within the draft **Terms of Reference for the CPS Respect, Equity, Diversity and Inclusion Committee**. Following considerable discussion, 10 points were agreed upon and drafted accordingly (see revised **Terms of Reference for the CPS Respect, Equity, Diversity and Inclusion Committee**).

Khan asked if the REDI committee should have a section on the department website that shows what the REDI committee is about and makes the committee's information and documents readily available to everyone.

Dr. Rideout responded that in the future, once the REDI committee Terms of Reference and strategic plan are each complete, the committee will share it on the departmental website. As an initial step, once Dr. Moore approves the Terms of Reference, it will be sent to faculty members for approval and posted on the website. Once the committee collects data from the inclusion self-assessment tool, this information will also be made public.

Action items for next meeting

Dr. Rideout asked committee members to edit the Terms of Reference if they feel changes should be made, and she too will make edits herself before presenting it to Dr. Moore, REDI members, and to faculty at the next faculty meeting.

Dr. Rideout mentioned that committee members will need to read “the inclusion self-assessment tool”(TeamShare).

Dr. Rideout will send a poll to the committee members for the next REDI meeting in mid-November.