



THE UNIVERSITY OF BRITISH COLUMBIA

**Cellular & Physiological Sciences
REDI (Respect, Equity, Diversity, and Inclusion) Meeting
Friday, January 22, 2021
2:00 - 3:00 PM, via Zoom**

Present: Dr. Elizabeth Rideout, Zaira Khan, Dr. Olusegun Oyedele, Dr. Timothy O'Connor, Dr. Hakima Moukhles, Lianna Wat, Lesley Hill, Rebecca Liu, Mark Mendoza

This meeting was called for:

1. Approval of agenda
2. Approval of minutes from Nov. 20 meeting
3. Matters arising from the minutes
4. Discussion of which questions to filter by career stage.
5. Discussion of how to analyze survey results.
6. Discussion on how to disseminate survey results.
7. Deciding which Department committees are relevant for transforming our equity, diversity, and inclusion practices.
8. Matching interests of committee members with relevant Department committees (e.g. making focus groups).
9. Open discussion and other items.

(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

Deciding how to analyze this survey data and establishing the structure of how the committee will proceed with the survey results.

Survey Result

Dr. Oyedele shared the ISAT Survey Response rate as below:

(Total Number: 58)

Faculty – 22, Staff – 20, Graduate – 8, Postdocs – 7, Undergraduate – 1

Dr. Rideout raised concern about the low response rates of the postdocs, the graduates and the undergraduates.

Wat mentioned that a few graduates did not fill in the survey because the questions did not seem relevant to them. She also pointed out that the survey email was not very clear about the people the committee was targeting.

Khan also pointed out that there should be explanations at the beginning of survey, how to identify the groups they belong to, such as staff – technicians, faculty - tenured, non-tenured etc.

Dr. Oyedele agreed with Wat and Khan, and asked the committee if they should re-open the survey for graduate students, undergraduates and postdocs.

Hill suggested that the survey can be brought up at the CPS research day next Friday, where many undergraduates, graduates and postdocs will be attending.

Dr. Rideout agreed with Hill and the committee can ask if they can say a few words before people leave.

Dr. Oyedele stated that the committee has a consensus that the survey for the graduate students, the undergraduates, and the postdocs will be re-open.

The committee assessed whether they should re-open for the staff. However, they decided that they will not re-open the survey for the staff because about half of them completed the survey.

Wat clarified her remark earlier that the committee should write things such as, “We are aware that many questions seem unrelated to you, however, we would like to know if you know about...” in the email that addresses specifically to the trainees.

Dr. Oyedele agreed and he noted that he will work on the email with Dr. Rideout, and before sending the email out, he will consult with Wat.

Liu asked the committee how the survey was circulated amongst the undergrads, and if there's anything she can do to help with that. She also noted that she did not receive the email with the survey, and she can mention the survey in her lab.

Khan suggested that the survey should be sent out using class list. The committee may obtain the class list from Faculty Service Centre.

Dr. Oyedele agreed with Liu and Zaira. He stated that he will consult with Khan so he can obtain the class list.

Discussion of which questions to filter by career stage.

Discussion of how to analyze survey results.

Dr. Rideout raised concern that there are some questions that students feel that they are adequately represented in faculty – the senior rank. She also shared her thoughts that it is important to know what the students think because they have a different point of view from the faculty.

Dr. O'Connor suggested that because there is a broad range of respondents, the committee should break it down, based on the broad categories, then even within categories.

Dr. Rideout mentioned that she may be able to run through the surveys, get the overall pie charts, and then split into faculty stuff, and early career.

Dr. Moukhles agreed that the committee should collect the data first, and then decide on how to analyze the data.

Dr. Oyedele noted that he had come to the conclusion himself that each of the questions should be analyzed by the different categories to see what the response rates are and what the respondents are feeling about.

Dr. Rideout agreed with Dr. Oyedele. She also mentioned that she knows a graduate who might be interested in analyzing the survey results. She will be contacting her through the data science program.

Discussion on how to disseminate survey results.

Dr. Moukhles suggested that the survey results should be put on the website.

Wat agreed. She also mentioned that she likes the idea of a seminar where people can go through the survey results and the best REDI practices for our department because she knows that there previously was a great REDI seminar.

Dr. Oyedele agreed with Dr. Moukhles and Wat. He commented that the committee should put the result on the website first, and then run a seminar in addition.

Khan noted that she can talk to Metha about developing the REDI section on the website and put the items and the survey results.

Deciding which Department committees are relevant for transforming our equity, diversity, and inclusion practices.

Dr. Oyedele asked the committee whom they think needs to be approached in order to come up with a plan to implement the survey results.

Khan shared her idea that the committee needs to let the head know what the committee have found and what the suggestions and recommendations would be, and then the REDI committee can discuss the findings and the recommendations with the hiring committee.

Dr. O'Connor noted that he thinks that the hiring committee is the most important committee that should be focused on. He also suggested that the REDI committee should make every chair of the committee aware that diversity should be recognized as much as possible. He also mentioned that the committees he has would be very hard to approach because they have a very restricted group.

Dr. Rideout asked Dr. O'Connor regarding the PNT committee that, if it is possible to be adjusting the criteria by which the committee operates and the terms of reference can be modified so the value of the EDI work would be considered.

Dr. O'Connor responded that it would be good for the merit committee and an additional EDI work can be added to a CV, which is recognized as being meritorious in contributions to the Department. However, for promotion, there are well-described group of items that contribute to a CV and the committee would not be able to write into the promotion and tenure, that you have to show some experience in EDI, for example.

Dr. Rideout stated EDI work is not in the criteria, therefore you do not get value for it, therefore people do not do the work. It should be in the list of criteria that is existing for awards, and be integrate work in this area because it is work.

Khan mentioned that EDI work does add to the university service or community service and it is recognized at the Merit committee level, as long as it is on a CV or a reference letter.

Wat shared her experience that she has been told that the getting an award is entirely dependent on the papers and experience such as, community services and leadership positions are not considered.

Dr. Oyedele commented that he sees both limitations and opportunities to implement the committee's ideas and suggestions in the light of existing structures in the university. He shared his experience that when he was a part of a hiring committee/ search committee in UBCO, and all of the committee members had to take diversity training and there were people who helped the committee to restructure all the criteria in consideration of diversity. He concluded that the committee should come back to the discussion above and it will be a standing item on the agenda and for future meetings.

Matching interests of committee members with relevant Department committees (e.g. making focus groups).

Dr. Oyedele stated that he would love to find an opportunity to approach people in the teaching committee and the Merit Committee and see how the survey results can apply to the work they do. He also asked the committee for their thoughts.

Dr. Rideout responded that she would be willing to look into best practices, and help shape our recommendations, and work with the Merit and PNT committees.

Dr. O'Connor suggested that after getting the survey results, the REDI committee creates a statement that represents the committee and what represents what should be seen on all the other committees, and then the statement should be applied to all the committees.

Dr. Oyedele agreed with Dr. O'Connor and he also shared his idea of the REDI committee proposing a mission statement for the department that goes on every committee's agenda and applies to every committee's work.

Hill agreed with Dr. O'Connor and Dr. Oyedele's idea, and mentioned that the REDI committee may have additional recommendations that are specific to each committee, depending on the survey results. She also noted that if the Drs could compile a committee list, that would help her and the trainees to see which committees to approach.

Open discussion and other items

Khan stated that the vision statement should be modified and it will also come up in the department review.

Dr. Oyedele, Khan, and Dr. Rideout discussed the vision statement and decided that Dr. Rideout would mention that the committee would like to modify the departmental mission statement that reflects EDI issues at the next faculty meeting.

Dr. Rideout suggested that how the committee can revise the statement and building EDI resources to put on the website can be the topics of the next REDI meeting.

Dr. Oyedele agreed with Dr. Rideout.

Action Items

1. One of the committee members will bring up the survey at the research day.
2. Dr. Oyedele will work on the survey email for the trainees with Dr. Rideout, and before sending the email out, he will consult with Wat.
3. Liu will mention the survey and inform the people in her lab.
4. Dr. Oyedele will consult with Khan so he can obtain the class list to send out the survey email.
5. Dr. Rideout will contact the graduate student through the data science program, who initially expressed her interest in analyzing the survey results.
6. Khan will discuss with Metha developing the REDI section and putting the items and the survey results on the website.

Topics for the Next Meeting

1. How the committee can revise the departmental statement
2. Building EDI resources to put on the CPS website.