



THE UNIVERSITY OF BRITISH COLUMBIA

**Cellular & Physiological Sciences
REDI (Respect, Equity, Diversity, and Inclusion) Meeting
Wednesday, February 17, 2021
1:00 - 2:00 PM, via Zoom**

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

Regrets: Lesley Hill

This meeting was called for:

1. Approval of agenda (1 min)
2. Approval of minutes from Jan. 22 meeting (1 min)
3. Matters arising from the minutes (3 mins)
4. Update from co-Chairs on survey progress (5 mins)
5. Department mission statement editing (15 mins)
6. Resources for CPS website - what resources should be included? (15 min)
7. Brief overview of survey responses (5 mins)
8. Moving forward while survey data is analyzed - open discussion (10 min)

(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

- The committee will discuss some action items from the minutes.

Update from co-Chairs on survey progress

Dr. Rideout updated the committee on the survey progress that the committee has received about 20 responses from each group, 70-80 in total and the survey is still open while the results are analyzed. She also thanked the members for encouraging their friends and colleagues to complete the survey.

Dr. Rideout noted that she has someone helping with the survey data analysis, however, it will take time to get the survey analyzed and updated.

Dr. Rideout shared her screen and showed the committee a page of the report that indicates the number of the responses. She added that she will share the big PowerPoint report with the committee and ask them to keep it with the committee at this point.

Dr. Rideout shared the one of the comments received; "This Survey is a total waste of time! Questions are no inclusive to all especially when this is coming from REDI Committee." She stated that the survey is constructed by UBC and none of the members is personally responsible for the questions. She would like the committee members to let her or Dr. Oyedele know if any members encounter such attitude.

Department mission statement editing

Khan pointed out that the department will discuss a vision statement once Dr. Moore is reappointed in July. She is not certain if the committee should discuss it now.

Dr. Rideout responded that if the committee creates a sentence, that could be integrated into the new statement.

The committee agreed with Dr. Rideout.

The committee discussed and edited the current CPS Department Mission Statement to include equity, diversity, inclusion, and respect issues.

Current CPS Department Mission Statement:

"Through our Research and Teaching the Department of Cellular & Physiological Science strives to improve our understanding of structure-function relationships in health and disease. Our research focus is on the development and integration of molecular and cellular networks and how they influence the function of organ systems in the context of whole organisms. Our foundational science teaching in numerous programs is focused on excellence and innovation and strives to educate students in the critical understanding of normal body structure and function."

The committee added the sentence below:

"The Department is committed to reflecting upon, adapting, and transforming its practices to integrate matters of equity, diversity, and inclusivity into all of its teaching, research, and administrative activities, thereby ensuring a respectful and safe environment to work and learn."

Dr. Rideout asked the committee for their thoughts on editing the undergraduate program mission statement.

Khan responded that the departmental statement captures the EDI message and it covers the program mission statement.

The committee decided that they would not edit the undergraduate program mission statement.

Dr. Rideout noted that she will take care of the departmental mission statement going up on the website at some point.

Resources for CPS website - what resources should be included?

Wat suggested resources related to EDI-related conflict and process for making complaints.

Khan added that there was a situation at the grad program, and the complaint went to the program director and the department head. She shared her opinion that it should outline in the resource.

Dr. Rideout suggested REDI committee minutes and committee members, so people know that the committee is transparent about what has been discussed.

Dr. Rideout suggested resources related to best practices emerging from other institutions (DORA recommendations) and Resources related to UBC practices. Khan added that the link should be provided.

Dr. Oyedele suggested a module that relates to bias, being culturally sensitive and culturally aware, which was developed by the faculty development unit in the Faculty of Medicine. He explained that the module has links to the work on unconscious bias. He also suggested links to the current world-wide best EDI practices that the committee can update regularly.

Wat suggested an implicit bias test.

Dr. Rideout suggested "Contact us" function/comment box where people can suggest and a calendar with cultural event/holiday.

Wat agreed with Dr. Rideout that it is good for everybody to recognize special cultural celebrations/holidays because there are people who want to take time off for their own cultural holidays/celebrations. It would help others to understand the reason for the time off and the importance of cultural celebrations.

Dr. O'Connor mentioned that UBC published the religious holidays years ago.

Dr. Rideout noted that she will consult with Metha to see if there is a calendar for the CPS department and those events/holidays can be added to it.

Dr. Moukhles suggested that health days, such as Movember, can be included in the calendar.

Khan informed the committee that Ayaka works closely with Metha on the CPS website and she can update the calendar, events and resources on the website.

List of the suggested resources:

- *Resources related to EDI-related conflict, process for making complaints*
- *REDI committee minutes and committee members, terms of reference*
- *Resources related to UBC practices (hiring), learning modules, online resources, presentations*
- *Resources related to best practices emerging from other institutions (DORA recommendations, CIHR, NSERC, SSHRC, implicit bias test)*
- *“Suggest additional resources” form in the website*
- *Calendar of holidays/events?*

Moving forward while survey data is analyzed - open discussion

Dr. Rideout mentioned a seminar from someone specialized in EDI issues, which Wat suggested during the previous meeting.

Khan suggested a speaker outside of the university. She mentioned that she will look up potential external speakers.

Dr. Rideout agreed and she will also look up EDI speakers and the cost.

Dr. Rideout suggested that the members form small “interest groups”, that research best practices in the specific area, such as teaching, research etc, and report back to the committee.

Wat agreed with Dr. Rideout.

List of suggested items:

- *CPS website updates*
- Seminar from someone specialized in EDI issues – Nana/Maria Hubinette/Naznin Virji-Babul/others (external)*
- *Forming “interest groups” to look up best practices*
 - *Teaching*
 - *Research*
 - *Admin Processes (hiring & student recruitment)*
 - *Awards/Promotion/EDI related work recognition*

Dr. Rideout suggested that in the next meeting, the committee can decide and form subcommittees/ groups in the four areas (Teaching, Researching, Admin process and Awards/Promotion) and then the committee will decide on the structure of the next four meetings for each area.

Dr. Oyedele suggested that before the next meeting, each committee members can select their areas of interest and one of the groups could volunteer that they can present what they researched to the committee for the next meeting.

Dr. Rideout agreed with Dr. Oyedele.

Wat suggested using a Google doc. Dr. Rideout agreed and she will send it out to the members.

Action Items

1. Dr. Rideout will consult with Metha regarding the departmental calendar and putting the resources up on the BMB website.
2. Khan and Dr. Rideout will look up external EDI seminar speakers and the cost.
3. Dr. Rideout will send out a Google doc for the committee members to select their interest areas.
4. Each committee members fill out the Google Doc and select their interest areas.

Topics for the Next Meeting

1. One of the groups will present on one of the four areas.