



THE UNIVERSITY OF BRITISH COLUMBIA

**Cellular & Physiological Sciences
REDI (Respect, Equity, Diversity, and Inclusion) Meeting
Wednesday, March 17, 2021
3:00 - 4:00 PM, via Zoom**

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

This meeting was called for:

1. Approval of agenda
2. Approval of minutes from Feb. 17 meeting
3. Matters arising from the minutes
4. Update from co-Chairs on survey progress
5. Suggested speakers for CPS REDI seminar
6. Resources for CPS website - update
7. Best EDI practices for Awards, Promotion, and Tenure
8. Discussion on best practices and how to implement them in CPS - open discussion

(Underlined 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 mentioned the REDI page on CPS website. She suggested that Ayaka will create REDI meeting minutes tab, agenda tab, event calendar and resource pages on the CPS website. She also added that the committee should find any internal/external REDI resources and let Ayaka know, using the Teams. (@Ayaka in the Team)

Update from co-Chairs on survey progress

Dr. Rideout gave an update to the committee that she and Dr. Oyedele have hired Lena Ignatovich, who will be analyzing the survey. It will take Lena about two weeks to complete the initial analysis. They will examine different survey parameters if there is something particularly they want to dig deeper into, and meet with Lena to discuss further. The goal is to complete the report around the end of April.

Suggested speakers for CPS REDI seminar

Dr. Rideout suggested one speaker: Jodi-Ann Burey who is a Seattle based speaker/writer, who would describe the lived experience of someone who belongs to an underrepresented group at work.

Khan pointed out that the committee may want to see what other people are doing on their EDI activities, starting UBC EDI office, because the committee should know the budget for a speaker, and figure out what kind of speaker (racism, respect etc) the committee would like to hire.

Wat suggested a Canadian speaker: Sage Franch, who started a start-up technology business and also works in advocacy/respect/equity/diversity speaker. She goes by the trendy techie handle and is an up-and-coming face in the world of EDI.

Dr. Rideout suggested:

1. The committee will be brainstorming on the team's channel to get more speaker names, then narrow it down and find out about cost, once they have a few more people.
2. Hosting a viewing of TED talks – the committee can make use of resources online, curate them and host watching parties.

Khan asked the committee how often (e.g. once or twice a year, monthly etc) wants to have a speaker and what kind of occasion (e.g. viewing party at a faculty level, lunchtime series, seminar etc) it would be.

Wat responded that once or twice a year would be enough because if it is monthly, the committee would run out of topics and it would get repetitive.

Dr. O'Connor suggested that the committee could pick a few worldwide events and work seminars into the events (e.g. Gender equality seminar on international women's day)

Khan suggested that at the beginning or end of a CAPS class, they can view a 15-minute video if there is a free spot in the lab schedule.

Liu noted that she agreed with the fewer frequency - once a semester on notable dates. She added that 303 Lab, which has 30 Honors students, has dates where they do not have labs, and the committee could easily hold 15-30 minutes.

Dr. O'Connor mentioned that 430 Lab some free Fridays that can be used for the 15-min video.

Dr. Rideout suggested that the 15-min video can be done at 303 Lab, 430 Lab and then the committee can reach out to grad students and faculty at CPS research day.

Dr. O'Connor suggested that there are researchers out there, and someone can present it at the research day.

Khan pointed out that those can be started by Dr. Rideout reaching out to Sally and Doug and ask their schedule.

The committee agreed on the ideas above.

Dr. Rideout encouraged the committee to brainstorm speakers, resources and videos on MS Teams.

Resources for CPS website - update

Dr. Rideout stated that as initially discussed, the committee members should let Ayaka know resources that the committee member would want to see on the website, and indicate what to put where by classifying things, such as a UBC internal Faculty of Medicine link or external link, using the Teams.

Best EDI practices for Awards, Promotion, and Tenure

Dr. Rideout presented the 5-page PowerPoint slide to the committee. (Please refer to the PowerPoint she shared via email.)

Discussion on best practices and how to implement them in CPS - open discussion

Dr. O'Connor shared his thoughts that the language for the EDI award should be for any member of the department - anybody who is contributing to EDI in any way, including staff, should be eligible.

Khan shared her idea that the committee should look into creating awards for the research staff and administrative staff, not just an EDI award.

Dr. Rideout asked the committee if there should be an EDI award.

The majority of the committee agreed.

Dr. O'Connor pointed out three things:

1. The metrics for promotion tenure are decided between the university and the Faculty Association. All the department does is that they don't set the metrics but they adjudicate; they can write in the letter and highlight that people contribute to EDI.
2. There are many awards dictated at the university level, and the metrics are completely independent of EDI, and what the committee could possibly do is that, if a student felt that they were unjustly left out of an award because of reverse EDI, we can still identify demographically who they are. The most control we have is over our own Dept's awards. In this case, we can set the metrics to include EDI.
3. The committee can start talking to the Faculty Association and try to have that language added to some of the university or Faculty of Medicine awards; trying to influence the people in the Faculty Association.

Dr. Rideout shared her opinion that it will be a slower process to change the recognition of the EDI as a valuable activity, however she thinks that the processes can be changed – making a library of successful awards applications or making sure that the committee that nominates people for awards has a full list of all the demographics of faculty, or a list of all the students that could potentially be eligible for an award.

Wat agreed with Dr. Rideout because sometimes she does not know what kind of awards are out there and what she is eligible for.

Dr. Rideout mentioned that the committee can make an awards tab, and list regular research awards, teaching awards for faculty, students and staff awards, and an award for EDI work, when it becomes available, and then they can try to build a library of successful applications.

Khan noted that the awardees and archive should be on the department website, however, she does not think that the research day awards are there. She will ask Metha where to find the awards for any faculty, students, staff etc - it's usually posted on our website.

Dr. Rideout asked the committee if they should start building a library of successful awards applications.

Wat agreed and she pointed out that would help applicants to build their own application and know what the adjudicators are looking for.

Dr. Rideout asked the committee for their thoughts on her idea: making a form, (e.g. Google Forms), for all members of the department, taking into account many different eligibility criteria, and have a database, so people that are thinking of nominating or asking people to apply for an award has all the names of the people who are eligible, rather than selecting someone they know.

Wat suggested a quiz for potential nominees: they fill in their eligibility and based on answers they selected, it shows the awards that they could apply for.

Khan asked how the committee could change the process. She explained to the committee that there is a university and a faculty requirement for faculty awards.

Dr. Rideout responded that it is easier to identify the faculty because there's fewer and they are here for longer periods. She added that she thinks having the spreadsheet/ accurate database can help find students and even postdocs to nominate.

Dr. Rideout asked the committee if they agree with the general approach where the working groups (e.g. "Awards group" - Dr. Rideout, Dr. O'Connor and Liu) will discuss separately after their presentation, create action items and post them on the Teams, and then next working group will present at the next meeting.

The majority of the committee agreed.

Khan raised her concern that the graduate students have been missed out. She shared her opinion that the best way to capture them is talking at a faculty meeting and ask for their help, and because all research faculty have grad students. When it comes to nominating for an award, faculty should be supporting their own students, because the department does not have a grad program.

Dr. O'Connor responded that he thinks that the committee can come up with recommendations and then present at the faculty meeting. Then, the faculty will have their discussion and feedback.

The committee decided that the hiring working group will deliver their presentation at the next meeting.

Action Items

1. The committee will brainstorm EDI speakers, website resources and videos on the Teams
2. Dr. Rideout will reach out to Dr. Osborne and Dr. Allan and ask them when to schedule a 15-min EDI video viewing during their classes
3. Khan will ask Metha where to find the awards for any faculty, students, staff etc
4. The Awards group - Dr. Rideout, Dr. O'Connor and Liu will discuss, create action items, and post them on MS Teams
5. The hiring group (Khan, Mendoza, Hill and Dr. Oyedele) will prepare their presentation for the next meeting.
6. Ayaka will send out a poll and coordinate the next meeting