



THE UNIVERSITY OF BRITISH COLUMBIA

Department of Cellular & Physiological Sciences

Faculty of Medicine

REDI (Respect, Equity, Diversity, and Inclusion) Meeting

Monday May 17, 2021

2:00 - 3:00 PM, via Zoom

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

This meeting was called for:

1. Approval of agenda
2. Approval of minutes from Apr 19 meeting
3. Matters arising from the minutes
4. Update from co-Chairs
5. Best EDI practices for Teaching – Dr. Oyedele and Wat with Dr. Moukhles as additional voice
6. Discussion on best practices and how to implement them in CPS
7. Other business

(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

- Khan has provided a list of department awards. The committee will try to obtain successful applications for past awards and post them on the website.
- REDI Resource page has been posted on the website. The committee members are encouraged to view [the webpage](#) and continue to provide EDI resources on MS Teams.
- The committee approved the awards recommendations that were developed and posted on MS Teams.

Update from co-Chairs

Dr. Rideout informed the committee that the Department will implement an EDI Award. She asked the committee whether they need to rotate through different groups in the department so the same people would not be awarded.

Dr. Oyedele shared his opinion that the rotation system might not be required, however, it should be mentioned specifically in the award criteria that attention will be paid that this award is given to the different levels of membership of the department. He also suggested the committee should schedule another meeting to discuss the criteria for this award, and meanwhile, the committee members should brainstorm and develop a Google doc before the meeting.

Dr. Rideout noted that the next meeting would be the research sub-group's presentation, and the committee could schedule another meeting to discuss the EDI award criteria and whether the award should have monetary value or not.

Drs. Rideout and Oyedele updated the committee on the following items:

- Workshops for the undergraduate students: the work shop will still be delivered, however, it is not yet determined whether the workshops will be conducted by the UBC EDI office or Faculty of Medicine REDI staff.
- Survey analysis: the survey analysis is now complete. Drs. Rideout and Oyedele will present the executive summary of the survey analysis at the third REDI meeting from this meeting. Then, the committee will discuss action items and start developing a strategic plan.
- Application for the FoM EDI funding: the committee collaborates with LSI and the Centre for Blood Research and will apply for the FoM EDI fund. The proposal for the fund is to organize a series of workshops for faculty, staff and students.
- Mendoza has prepared the documents regarding best practices for hiring and admin process. The document will be posted on MS Teams

Best EDI practices for Teaching – presented by Dr. Oyedele and Lianna Wat

*For more details, please refer to the PowerPoint presentation, *REDI 8: Best REDI practices for teaching*

Dr. Oyedele commented that the "[Overview | What I Learned in Class Today \(ubc.ca\)](#)" was an impactful project in the Faculty of Arts; indigenous students' voices were collected.

Dr. Rideout appreciated the teaching sub-group's work and mentioned that the committee could make recommendations and help the teaching committee implement the pre-course survey, so the instructors would know what group they are working with and how they can best serve their students.

Wat will prepare the document with recommendations for teaching and post it on MS Teams.

Dr. O'Connor asked the committee if they can review and edit the terms of reference for the Science Teaching Committee before the next faculty meeting. There will be a vote on the terms of reference during the faculty meeting. The committee agreed.

Dr. Rideout suggested that the recommendations could be mentioned at the teaching retreat. Dr. O'Connor agreed.

Liu gave her feedback on the website that the award page was not easy to navigate. She suggested adding a separate tab for a list of awards for undergraduate and faculty and how to apply.

Khan suggested creating a Work-Learn research positions for Indigenous students. The department review pointed out the lack of representation from Indigenous groups. She added that the proposal needs to be submitted by summer for the winter terms.

Dr. Rideout mentioned that the committee will review the hiring recommendations created by Mendoza and discuss on MS Teams. The department is hiring a new faculty member and the recommendations should be implemented soon.

Action Items

1. The committee members will view [the REDI webpage](#) and continue to provide EDI resources on MS Teams.
2. The research sub-group will prepare their presentation for the next meeting.
3. Wat will post the teaching draft recommendations on MS Teams.
4. Mendoza/Dr. Oyedele will post the hiring recommendations and the committee members will discuss on MS Teams.