



THE UNIVERSITY OF BRITISH COLUMBIA

Department of Cellular & Physiological Sciences

Faculty of Medicine

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

Monday June 17, 2021

3:00 - 4:00 PM, via Zoom

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

Regrets: Dr. Hakima Moukhles

This meeting was called for:

1. Approval of agenda
2. Approval of minutes from May 17 meeting
3. Matters arising from the minutes
4. Update from co-Chairs – CPS ISAT Survey report
5. REDI meetings in the summer
6. 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

- The research sub-group will give their presentation in the next meeting, as Dr. Moukhles is absent today.
- Wat has posted the teaching recommendations document on MS Teams for the committee members to review.
- Dr. Oyedele will post the hiring recommendations on MS Teams.
- Drs. Rideout and Oyedele are working on the award recommendations and will forward them to the faculty.
- Khan suggested that the committee members upload their documents in the appropriate folder on MS Teams to keep it clean.

REDI meetings in the summer

Dr. Rideout suggested the following timeline for the committee;

1. having one meeting in July for the research best practices presentation
2. having a break in August
3. discussing the survey report in September or the beginning of October
4. writing the executive summary in October

The committee agreed to have a meeting in the week of July 12 before the summer break, so Drs. O'Connor and Moukhles can present their research recommendations.

Update from co-Chairs – CPS ISAT Survey report

Dr. Rideout informed the committee that

- the application for the Faculty of Medicine EDI fund had been submitted.
- instead of UBC EDI office, the Faculty of Medicine REDI office will run the EDI sessions for the undergraduate courses in the fall.

Dr. Rideout noted that she would present the format of the survey report during this meeting and hear feedback/suggestions from the committee members. Then, the committee will review the survey report and have discussions on that. Drs. Rideout and Oyedele will write an executive summary about the report to present it to the CPS faculty.

Dr. Rideout shared the format of the survey report with the committee members.

- Faculty and staff's response rate was reasonable; however undergraduate students' response rate was quite low. Dr. Rideout mentioned that the next survey should be shorter so it is easier to complete.
- Many people started the survey; however, they did not complete it. The report includes their responses if at least 30% of the survey is completed.
- This time we have quantitative data; people give a score, such as, *not started, developing, progressing and transforming*. However, each of them has a very different idea of scoring. (e.g. Having established REDI committee is "developing" for some people, and for others, it is "preparing".) Next time, the committee should try to get more qualitative data.

Liu suggest that the committee split up and tailor the survey to each group, such as student, staff and faculty, so they can fill out the relevant parts of the survey and the survey would be shorter. Dr. Rideout agreed on her suggestion.

Dr. Rideout pointed out that the survey shows that the biggest barrier is knowledge about department activities and EDI best practices and recommendations. She thinks that generally people are willing to engage in the best practices if they know what those are and how to work them in.

Dr. O'Connor mentioned that it was a very long survey and there were many repetitive questions. Dr. Rideout agreed with him.

Khan mentioned that the comments are valuable; however, she questioned the validity of the numbers and percentages in the survey because the survey was very long and repetitious. Dr. O'Connor added that it was hard to evaluate whether it is preparing, developing, progressing etc.

Dr. Rideout responded that she agreed with Khan and Dr. O'Connor's points; however, Lena has done an excellent job in the analysis, and the recommendations in the report are based on the qualitative data. The data and comments show that more EDI education is needed for the department.

Dr. Rideout presented the report and explained how it is structured:

- Score chart with percentages
- Table of comments from each group (i.e., Undergraduates, Staff, Faculty etc)
- Summary of comments
- Action Items

Dr. O'Connor commented that people who had not served hiring committees are not aware of the department's hiring policies and best EDI practices, and he suggest the department have a webpage about the policies and the best EDI practices. Dr. Rideout responded that the recommendations that the REDI committee is developing would help the department become more transparent in the policies and its activities.

Dr. Rideout noted that she would post this report on MS Teams. The committee members should review the report and leave comments if they have any feedback/suggestions on how to improve the formatting or accessibility of the document. Then, Drs. Rideout and Oyedele will meet with Lena and finalize the report. The committee should have a longer meeting to discuss the report in the beginning of October.

Khan suggested that the committee give all the faculty, staff and students an opportunity to provide their feedback and comments when the executive summary is shared with the department. Dr. Rideout agreed with Khan and stated that it is an excellent idea, because everybody in the department needs to be engaged and it is a collaborative effort to improve EDI in our department.

Action Items

1. The research sub-group will prepare their presentation for the next meeting.
2. The committee members will review the teaching recommendations on MS Teams that Wat provided.
3. Dr. Oyedele will post the recommendations, and the committee members will discuss them on MS Teams.
4. Dr. Rideout will post the survey report on MS Teams for the committee members to review.
5. The committee members will provide comments and feedback on the report.