



THE UNIVERSITY OF BRITISH COLUMBIA

## Department of Cellular & Physiological Sciences

Faculty of Medicine

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

Thursday, July 15, 2021

3:00 - 4:00 PM, via Zoom

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

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This meeting was called for:

1. Approval of agenda
2. Approval of minutes from last meeting
3. Matters arising from the minutes
4. Co-chairs update
5. Research recommendations for improving EDI integration
6. Discussion of recommendations
7. Other business

(underline text = action items / for next REDI meeting agenda)

#### **Approval of Agenda**

- Agenda was approved

#### **Matters arising from the Minutes**

- Wat has uploaded the teaching recommendations on MS Teams.
- Dr. Rideout has posted the survey report on MS Teams. The committee member should provide their feedback and comments on the report.

#### **Update from co-Chairs – CPS ISAT Survey report**

Dr. Oyedele mentioned that the committee will have a break in August and return in September to discuss the ISAT report.

Dr. Rideout informed the committee members that Dr. Oyedele and she will have a meeting with a representative of the Faculty of Medicine REDI to arrange EDI workshops in CAPS undergraduate courses for September 9<sup>th</sup> and 16<sup>th</sup>.

## Research recommendations for improving EDI integration

Dr. O'Connor shared his screen and presented his slide deck.

### Strengthening Research Excellence Through Respect, Equity, Diversity and Inclusion (REDI)

- *Including elements of REDI in research design and analysis, researchers have greater access to study subjects, their data is more widely applicable and the results are of more benefit to society. In addition, it is recognized that a diverse research team leads to greater productivity and impactful research.*

### Research Question

Considerations:

- *Is biological sex considered in the development of the research question?*
- *For human work, is there an understudied population that would be relevant to your research question?*
- *For human work, is the diversity of your cohort being considered? Do you have a wide distribution that considers disadvantaged people?*
- *Have you taking variables such as biological and socio-cultural factors in consideration in your research question?*
- *Are you eliminating any bias in your question?*

### Study Design

Considerations:

- *Will your design allow you to capture data that preserves the information on sex, race and disadvantaged people?*
- *Are you getting data/samples from diverse populations?*
- *Can you capture metadata on different dimensions of identity that may influence your result (e.g. Is biological sex/gender information available?)*
- *Making sure you are statistically powered to answer the question you want to ask.*

Dr. Moukhles presented the slide deck below:

### Research Team

Considerations:

- *Have you assembled a diverse and inclusive research team? (See best practices for hiring)*
- *Are all members of your team treated the same? i.e. mentorship, training, schedule, access to tools and equipment?*

Khan asked Dr. Moukhles if the “research team” means research labs, and who are included in the “research team”. Dr. Moukhles responded that this presentation was designed for research specifically; however, it can be applied more broadly.

Wat mentioned that holiday schedules should be also considered for people from different cultural backgrounds. Dr. Rideout suggested adding a sentence such as: “Have all of your team members actively engaged in creating an inclusive, equitable, and links to our hiring recommendations and UBC guidelines.

#### Data Collection and Analysis

- *Is all data collection carried out so that you can preserve the assignment of sex, race or other distinguishing factors?*
- *Are you analyzing data separately to assess differences due to sex, race or other distinguishing factors?*
- *Do all members of your research team have the same access to analytical tools?*

#### Research Dissemination

- *Is your data accessible to all, including physically and economically disadvantaged people?*
- *In team presentations, are you being inclusive and diverse?*
- *Have you provided your research findings to specific relevant identified populations?*
- *Have you integrated sex and gender considerations in the dissemination of your research where applicable?*

Dr. O’Connor mentioned that researchers must try to ensure that everyone, including economically disadvantaged people, has access to their research; however, he finds it challenging as not everyone can afford to access or subscribe to a journal.

Dr. Rideout shared her idea that the committee can recommend posting research to bioRxiv and researchers’ own websites, though it is not allowed to post a typeset version of a published manuscript on a website.

#### **Discussion of recommendations**

Dr. Oyedele suggested recommending a consultation with the REDI committee when a PI hires a research team member, so the committee can help them assess candidates.

Dr. Rideout and Liu share their thoughts that the REDI committee should act as a resource and empower people to make their own hiring decisions by educating them, instead of the committee making hiring decisions for them.

#### **Other business**

Dr. Oyedele requested that Drs. O’Connor and Moukhles finalize the recommendations in the particular format and upload the document on MS Teams.

Khan noted that the recommendations should be reviewed by Dr. Moore, before presented at the faculty meeting and posted on the website.

Dr. Rideout mentioned that the REDI committee should identify stakeholders for each set of recommendations and collect their feedback. She asked the committee how to proceed this.

The faculty members in the committee and Khan assessed this matter and determined that:

1. The REDI committee request that Dr. Moore reviews each set of recommendations and obtain his feedback.
2. Dr. Moore passes it on to the stakeholders, such as appropriate individuals or committees and the REDI committee collects their feedback.
3. The committee presents the recommendations to the faculty members and collects their feedback.
4. The recommendations are posted on the website.

Dr. Rideout mentioned that each REDI webpage on the website is not linked to one another, and it is hard to navigate. She will work with Ayaka to fix this issue.

Khan suggested that the committee members view [BMB EDI webpage](#). Dr. Ciernia has created an excellent EDI resource page.

Wat suggested discussing how to turn over the committee representative in September as she will not be able to serve on the committee later this year.

#### **Action Items**

1. Drs. O'Connor and Moukhles finalize the recommendations in the particular format and upload the document on MS Teams.
2. Dr. Rideout will work with Ayaka to improve the REDI webpages navigation.
3. The committee will discuss how to recruit a new committee member in September.