



THE UNIVERSITY OF BRITISH COLUMBIA

Department of Cellular & Physiological Sciences

Faculty of Medicine

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

Thursday, October 7, 2021

2:00 - 3:00 PM, via Zoom

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

This meeting was called for:

1. Approval of agenda
2. Approval of minutes from last meeting
3. Welcome back
4. Matters arising from the minutes
5. Co-chairs update
 - EDI training for undergraduates
 - Recommendations under discussion
6. Survey review and planning next steps (rest of time)
(underline text = action items / for next REDI meeting agenda)

Dr. Rideout started the meeting with the land acknowledgement, stating that we are located on the traditional, ancestral, and unceded territory of the Musqueam people.

Approval of Agenda

- Agenda was approved

Approval of minutes from last meeting

- Minutes were approved

Welcome back

Dr. Rideout noted that as the new school year has begun, the students in this committee may continue to serve or leave this committee. The student members can always reach out to Dr. Rideout to let her know whether you want to continue or not.

Dr. Rideout also introduced Charlotte Chao, the new committee member from Dr. Rideout’s Lab. Lianna will step down from the committee as she is leaving UBC. Each committee member greeted Charlotte and introduced themselves.

Co-chairs update

Recommendations under discussion

Dr. Rideout reported that the co-chairs are in contact with the relevant committees and presented a set of recommendations for teaching, research, awards and hiring. They have received the first round of feedback from the committees and Dr. Moore on Monday and are currently modifying the recommendations documents. They expect to receive another round of feedback in a few weeks. Once the documents are completed, Dr. Rideout will post them on MS Teams and notify by email so the committee can approve or comment on the recommendation documents.

EDI training for undergraduates

Dr. Rideout also reported that the EDI training sessions for undergraduate students, CAPS 303 & 430, were excellent and the students truly enjoyed the sessions. Once she has received the recording of the session, she will share it with the committee so the members can see the contents. This session could potentially be a template for training sessions for the entire department.

Survey review and planning next steps

Dr. Rideout shared her screen and presented the survey report. ([Link](#))

Dr. Rideout noted the first step is to identify urgent matters that need to be addressed. The committee will plan a 2-hour meeting for November to examine the survey report, then Drs. Rideout and Oyedele will prepare the executive summary of the survey.

The survey contains 32 questions divided into five sections:

- Section 1. Campus Climate and Culture as it relates to the Department (Q 1-6)
- Section 2. Recruitment, Retention, and Success regarding the Faculty in our Department (Q 7 -12)
- Section 3. Recruitment, Retention, and Success regarding the undergraduate students, graduate students, and postdocs in our Department (Q 13 – 18)
- Section 4. Recruitment, Retention, and Success regarding the Staff in our Department (Q 19 – 23)
- Section 5. Department’s Programs and Services (Q 24 – 32)

The scoring system used to answer the questions is:

Blank	
Not applicable to the Department ¹	e.g. the department does not do such an activity
Not applicable to me	e.g. a grad student answering a faculty related question
Not started	We have not considered this possibility before
Preparing	We are aware of the need for change/ We have started planning for this.
Developing	This is happening for only a limited number or people, programs, or activities. *Policies and processes on this topic are not implemented consistently across

	<p>the unit/department.</p> <p>*We don't have a plan yet for maintaining or sustaining this.</p> <p>*Data/evidence has informed our approach to this only minimally.</p>
Progressing	<p>e.g. This is consistently implemented across the unit/department; however, we have yet to receive feedback and collect data on how to improve.</p>
Transforming	<p>*This has become inherent in our way of working.</p> <p>*We are regularly reviewing and updating this.</p> <p>*Data/evidence is central to our decision-making about this.</p> <p>*We are evaluating the impact of this and acting upon our learnings.</p>

Participation in survey: 140 department members participated in the survey. Only the responses of the participants who completed more than 30% of the survey, 67 people in total, were included in the final analysis.

Findings: For every question, you will see

- Data (a chart)
- All the comments and who (faculty, staff, postdocs etc) made the comments
- Summary of department practices and hopes identified in comments
- Issues raised by the comments
- Action Items

Dr. Rideout showed the committee the comments on the question 1 as examples. The comments are very informative as they imply many issues, such as lack of awareness of the importance of the EDI issues or department activities.

Dr. Rideout requested that the committee members read the report, particularly the comments and action items, check if you agree with the issues raised by the comments and identify the pressing issues and which action items need to be prioritized.

Khan asked if the recommendations would be revised once the above process is complete. Dr. Rideout responded that they should be living documents and if more best practices are identified, they can be added to the documents accordingly and the committee should revisit the documents on a regular basis. Dr. Oyedele agreed.

He also suggested that each committee member select a particular section/topic in the report that they want to focus on and review as the report contains 66 pages. Dr. Rideout agreed and noted that she will post a Google Doc where the committee members can select a topic.

Action Items

- Dr. Rideout will post a Google Doc and the committee members will select a topic within a few days.
- Dr. Rideout will post the recommendations documents on MS Teams and notify the committee by email so they can approve or comment on the recommendation, once she has modified the documents based on the faculty's feedback.
- Dr. Rideout will share the recording of the undergraduate EDI session with the committee.