



THE UNIVERSITY OF BRITISH COLUMBIA

Department of Cellular & Physiological Sciences

Faculty of Medicine

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

Monday December 13, 2021

2:00 - 3:00 PM, via Zoom

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

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
 - REDI recommendations for awards and research accepted by faculty
 - REDI recommendations for teaching and admin/hiring up in Jan for vote
5. Review questions for a survey on Dept demographics

1. Approval of agenda

- Agenda was approved

2. Approval of minutes from last meeting

Dr. Rideout informed the committee that she will upload the meeting minutes from the last meeting on MS Teams this week. The minutes are very long and Drs. Rideout and Oyedele require more time to complete their review.

3. Matters arising from the minutes

4. Co-Chairs update

Dr. Rideout reported that the REDI recommendations for awards and research had been voted and approved by faculty. The REDI recommendations for teaching and admin/hiring are under discussion and require more edits, and more details will be added. Those recommendations will possibly be voted in the next faculty meetings.

5. Review questions for a survey on Dept demographics

Dr. Rideout reiterated that during the last meeting, the committee had decided to conduct a survey to collect information on the demographic data from the individuals in the department in order to monitor progress and increasing equity, inclusion and diversity within the department.

Dr. Rideout shared the screen and presented a demographic survey from another organization so the committee can discuss their survey based on it.

Which Type of membership do you currently hold?

- Undergraduate Student
- Masters-level Student
- Doctorate-level Student
- Medical Student
- Postdoctoral Fellow
- Research Associate
- Principal Investigator
- Administrator
- Technician
- I prefer not to answer

Dr. Oyedele confirmed that Medical students were not affiliated with the department and Khan suggested “Postdoctoral Fellow / Research Associate”, “Faculty” rather than “PI”, “Administrative staff” rather than “Administrator” and “Technical Staff” rather than “Technician.” The committee agreed.

Select Option(s) that best describe your current gender identity:

- Gender-fluid, Man, Non-binary, Trans man, Trans woman, Two-Spirit, Woman, I prefer not to answer, I self-identify with an option not listed

Chao suggested removing “Trans women” and “Trans men” and splitting this question into two:

- 1) Gender Identity (men, Women, Non-Binary, Gender-Fluid)
- 2) Identity (CIS gender, transgender, or other): “Two-spirit” may fall under here or above.

Dr. Rideout agreed and appreciated the feedback. She noted that she will share the Google Doc link via MS Teams so the committee members can edit this survey.

Select the sexual orientation(s) that best describe how you currently think of yourself:

- Asexual, Bisexual, Gay, Heterosexual, Lesbian, Pansexual, Queer, Two-Spirit, I prefer not to answer, I self-identify with an option not listed

Liu suggested adding definitions for each term above. Chao mentioned that Qmunity has a glossary and Trans Care BC is a good resource as well. She also noted that Two-Spirit might not belong to this question.

Do you identify as a person with a disability as describes in The Accessible Canada Act?

- Yes, No, I prefer not to answer, I self-identify with an option not listed

The committee had no comments on this question.

Select the population groups that you identify with:

- *Arab, Black, Chinese, Filipino, Indigenous, Japanese, Korean, Latin American, South Asian, Southeast Asian, West Asian, White, None of the above, I prefer not to answer, I self-identify with an option not listed*

Dr. Rideout that the participants are allowed to self-identify and select multiple options. She asked the members for their thoughts on this question, and they asked and mentioned the following:

- Dr. O'Connor asked if there was an overlap between West Asian and Arab. Dr. Moukhles responded there many Arab countries across Asia and Africa, and Iranians and Afghan are West Asian and not identified as Arabs.
- Mendoza mentioned that he had never seen so many options for Asians and he was not sure if this is necessary. Liu responded that it is possible to collapse options; East Asia – China, Japan, North & South Korea and Taiwan. Mendoza suggested the Pacific Islander. Liu agreed.
- Khan asked if this question is about ethnicity or geography. Dr. O'Conner responded it's mixed.

Dr. Rideout suggested that the committee search other resources such as Canadian Census, a UBC survey or a survey from another university and discuss this category/question in the next meeting. Dr. Oyedele agreed.

Dr. Moukhles pointed out that "None of the above" and "I self-identify with an option not listed" are basically the same and we do not need both options. Dr. Rideout agreed and noted that "none of the above" would be removed.

Chao suggested splitting this question in to two; Cultural background and racial back ground. Dr. Rideout responded that she would rather use a validated and widely accepted tool than developing our own questions. Liu, Drs. O'Connor and Moukhles agreed with Dr. Rideout.

Dr. Rideout listed a website link and also requested more tools/resources posted on MS Teams. Drs. Hill and Oyedele also posted website links on chat.

- https://www.statcan.gc.ca/en/statistical-programs/instrument/3901_Q2_V6
- <https://www.statista.com/statistics/271215/ethnic-groups-in-canada/>
- <https://www12.statcan.gc.ca/nhs-enm/2011/as-sa/99-010-x/2011001/tbl/tbl2-eng.cfm>

Dr. Hill suggested indicating where the options/categories were adopted from so we would not offend anyone. Dr. Rideout agreed.

Which language did you first learn at home in childhood and still understand?

- *English, French, I prefer not to answer, other*

Which language(s) do you speak most often at home?

- *English, French, I prefer not to answer, other*

Dr. Rideout mentioned that these questions did not seem as relevant for the department. Dr. Moukhles agreed. Chao suggested asking their English proficiency level, as English is the the main

language at UBC and it is helpful to know if there are any language barriers in the department. Dr. Hill pointed out that this survey is to collect demographic data and the questions above may not be suited for this particular survey. Dr. Rideout mentioned the committee may reflect on this question, and this matter can be addressed in REDI recommendations for communication.

Please share any EDI-related questions or concerns you have (optional)

Please share suggestions on how we can use the information we collect to provide the best network experience possible for you (optional)

Email address (optional)

Dr. Moukhles suggested removing “email address”. Dr. Rideout agreed.

Dr. Oyedele recommended keeping this survey short and reserving these types of EDI issues for the next ISAT survey. Dr. O’Connor agreed.

Dr. Rideout stated that once she posted the Google Doc, the committee can start editing. The next meeting will be scheduled for the last week of January where the committee may vote and finalize the survey.

Action Items

- Drs. Rideout and Oyedele to post the meeting minutes from November 19
- The committee members to search resources about “population groups”
- Dr. Rideout to post the link to the draft survey on MS Teams
- The committee members to comment and edit the draft survey