



THE UNIVERSITY OF BRITISH COLUMBIA

Department of Cellular & Physiological Sciences

Faculty of Medicine

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

Monday, January 31st, 2022

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, Laura Andrews

This meeting was called for:

1. Approval of agenda (1 min)
2. Approval of minutes from last meeting (1 min)
3. Matters arising from the minutes (3 min)
4. Co-chairs update (5 min)
 - REDI recommendations for new hiring protocols accepted by faculty
 - REDI recommendations for teaching up for vote in Feb
5. Finalize survey on Dept demographics (10 min)
6. Begin initial planning steps for EDI education sessions (40 min) (Moved to next meeting)
 - Session goals
 - Audience groups
 - Format
 - Frequency

1. Approval of agenda

- Agenda was approved. There was a quick introduction of the committee members since Laura Andrews is the new admin support for the committee.

2. Approval of minutes from last meeting

- Meeting minutes from the last meeting were approved.

3. Matters arising from the minutes

4. Co-Chairs update

Dr. Rideout reported that the REDI recommendation for the hiring process, awards, and research were approved, and all received well at the last faculty meeting. The REDI recommendations for teaching will be presented at February's faculty meeting. Rebecca asked if our recommendations are shown anywhere on our website for students to see. Dr. Rideout decided we can add the recommendations

that have been approved to the website (hiring process, awards, and research recommendations). Laura will update the website.

5. Review questions for a survey on Dept demographics

Dr. Rideout presented the Qualtrics Survey that Laura drafted. Changes listed below:

- Add question number and progress bar at the top of the survey.
- Question 1
 - Make the question mandatory.
 - Change the “I prefer not to answer” to “Other affiliation” and a text box. Zaira mentioned that it would not be valuable to have “I prefer not to answer” from a data analysis point of view.
 - Allow for multiple answers for individuals that might have multiple roles.
 - Reword the question: Select the option that best describes your current affiliation with the Department
 - Zaira mentioned it might be good to separate Postdoctoral Fellow and Research Associates. The committee agreed to separate these titles.
- Dr. Rideout shared concern that adaptations to standardized questions from Statistics Canada and the Tri-Council could make the survey less inclusive. She encouraged feedback from the committee. Dr. O’Connor likes the survey as is. Zaira and Dr. Moukhles think it would be best to have more standardized questions to ensure we are not excluding key groups. Charlotte shared the [UBC Employment Equity Survey](#) and stated that it might be a good resource to adapt questions from. Dr. Hill agrees it should be standardized but it is important to have the space for people to add an option that may not be listed. Dr. Rideout explained that the Tri-Council does not separate Gender Identity and Gender Expression, but we decided to because they are not the same.
- Charlotte stated that Question 3 is worded incorrectly, she mentioned that usually questions regarding gender expression will ask “which of the following do you identify with” and not exclusively ask for an individual’s gender expression.
- Rebecca pointed out that in our survey Non-Binary and Two-Spirited can be selected in both questions 2 & 3, whereas the question from the UBC survey is more straightforward. Charlotte explained that gender expression and identify are complex situations as not all non-binary individuals identify as transgender and some people do not like to be labelled as one or the other, so she thinks the options should be listed in both questions. Dr. Rideout shared that the Tri-Council and Statistics Canada’s standardized questions combine sexual orientation and trans-experience into one question, whereas the UBC survey separates sexual orientation, trans_experience and gender identity into individual questions. Charlotte shared that the UBC survey could be improved by adding a text box for individuals to add their own response, so the survey is more inclusive as two-spirited individuals may not identify with woman, man or non-binary as listed in the UBC survey. Dr. Rideout agreed it is important to allow for multiple answers.
- Question 2-4 in our survey will be adapted from the questions 1-3 in the UBC survey.
- Laura asked what type of information we are looking to extrapolate from the survey. Dr. Rideout explained the survey will show the presence of underrepresented groups within our department. Dr. Oyedele shared that in past there was initial survey that generally asked about underrepresentation within the department, so this survey builds upon the initial survey to give us more information on specific demographics and identities. Charlotte

shared that the survey data can be used to show a diverse representation of our department which will break down barriers that underrepresented groups may face.

- No questions were raised about the question regarding disability.
- Question 6 focuses on demographics. Dr. Rideout shared that we initially adapted the Statistics Canada question regarding demographics, but Pacific Islander was added as an option. She also expressed that it might be best to go back to the standardized Statistics Canada question as to not exclude anyone or repeat certain groups. Mark mentioned that Filipino falls under Pacific Islander so it would be a repeat and may cause confusion. Mark and Zaira explained that Pacific Islander is a broader group than Filipino. Dr. [Moukhles](#) mentioned that Arab could be broken down into more specific categories as well. The committee agreed on using Filipino/Pacific Islander and to use the standardized Statistics Canada list, so we are not excluding key groups. It is also important to include a text box for individuals to list a demographic they with which they self-identify. Dr. Rideout and Dr. Oyedele will reach out to a contact at UBC to expand the list of demographics as the committee does believe there are gaps in the Statistics Canada standardized list.

6. Begin initial planning steps for EDI education sessions

Moved to next meeting.

Action Items

- REDI Recommendations for research, awards and hiring process to be added to the website. (Laura)
- Updates to the Department Demographics Survey (Laura)
- Dr. Rideout and Dr. Oyedele will reach out to a contact at UBC to expand this list of categories for demographics.