



THE UNIVERSITY OF BRITISH COLUMBIA

Department of Cellular & Physiological Sciences

Faculty of Medicine

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

Monday October 3, 2022

1:00 - 2:00 PM, via Zoom

Present: Dr. Elizabeth Rideout, Dr. Olusegun Oyedele, Dr. Tim O'Connor, Dr. Hakima Moukhles, Dr. Lesley Hill, Mark Mendoza, Caris Tin

Regrets: Zaira Khan

This meeting was called for:

1. Approval of agenda
2. Co-chairs update
3. Review feedback for undergraduate REDI training
4. Discuss graduate student and postdoctoral fellow REDI training
5. Review REDI ISAT results as a group and Reflect on REDI next steps

Dr. Rideout announced and welcomed the new undergraduate REDI committee member, Caris Tin. Each member introduced themselves.

1. Approval of Agenda

The Agenda was approved.

2. Co-chair's update

3. Review feedback for undergraduate REDI training

Dr. Rideout reported that the REDI Training by the FoM REDI office, Robyn Campol and Dr. Neila Miled was held in the CAPS 303 class recently. This was the first in-person REDI training session. The session was held in lab settings in the Bioscience Building. The students were sitting on lab stools during the two-hour session without a break. Dr. Rideout reported that the students were very tired during the session. The anti-racism video could not be viewed at the session due to technical issues.

Dr. Rideout shared the feedback on this session provided from Dr. Sally Osborne. (Link to [the training Material](#))

- A break should be taken before Slide 50 or earlier (before slide 30 or 41)
- The presenters went through some of the content at a more rapid pace:
 - Slide 20 - needed more time to explore and differentiate between equality, equity and inclusion
 - Slide 30 - need more time to read these examples

- Slide 40 –the example should be tailored to the students

Caris participated in the training via Zoom last year. She said it was a great experience overall; however, a break would have been welcomed as it was a lengthy presentation. She also pointed out that the presenters may have moved through some materials faster when they saw students disengaged.

Dr. O'Connor suggested a shorter presentation for students. The session is very extensive and detailed, and it could be tailored specifically to students. Dr. Moukhles agreed. Cutting down on the slides and keep the most pertinent slides would be ideal to send the same message and keep the students engaged.

Dr. Oyedele suggested more activities to make the session more engaging and interactive. Dr. Rideout agreed.

4. Discuss graduate student and postdoctoral fellow REDI training

Dr. Rideout noted that there will be REDI training for graduate students and postdoctoral fellows as well as another training for faculty and staff. She suggested having the next REDI meeting in the beginning of November and have the training sessions later in November if Dr. Miled and Robyn have availability. The members agreed.

She also noted that in the next meeting, the committee will develop and tailored the scenarios for each group (i.e. postdocs, graduate students).

Dr. O'Connor mentioned that there will be a similar workshop for the Neuroscience graduate program, and it is important that we do not overwhelm the student with multiple similar sessions. Dr. Rideout responded that she will discuss with Dr. Roskelley and co-advertise the training with the CELL Graduate Program.

5. Review REDI ISAT results as a group and Reflect on REDI next steps

Dr. Rideout presented the Inclusion Self-Assessment Tool (ISAT) Report Executive Summary. 4 themes have been identified from this survey.

Theme 1 – Limitations of the ISAT Survey Tool

It was a lengthy survey and not tailored for each group. Next time, the survey will be heavily modified so that more people will participate.

Theme 2 – Widely divergent understanding of EDI practices and principles

This summarizes that people are at different stages in understanding EDI. This also includes action items suggested by the person who analyzed this report.

Theme 3 – Lack of representation and diversity among department faculty and leadership

Theme 4 – Department EDI Perception and Practices

Many people expressed their support to integrate EDI into the activities; however, there is uncertainty of how it will be implemented.

Dr. Rideout suggested the committee reading the executive summary and prioritizing action items and developing a plan for the next few months of activities in the next meetings.

Dr. Oyedele suggested creating a Google doc where the committee members can record their thoughts and ideas for the themes above and start the discussion based on them in the next meeting.

Dr. Rideout agreed. The ISAT Survey Report with the executive summary will be uploaded to [MS Teams](#).

Action Items

- Drs. Rideout and Oyedele to setting up dates for postdocs & Grad REDI training sessions
- Dr. Rideout to create a Google doc for the members to record their thoughts on the themes identified from the ISAT Survey.