



THE UNIVERSITY OF BRITISH COLUMBIA

## Department of Cellular & Physiological Sciences

Faculty of Medicine

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

Monday November 7, 2022

1:00 - 2:00 PM, via Zoom

**Present:** Dr. Elizabeth Rideout, Dr. Olusegun Oyedele, Dr. Tim O'Connor, Mark Mendoza, Zaira Khan, Caris Tin, Shalini Iyer

**Regrets:** Dr. Hakima Moukhles, Dr. Lesley Hill

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This meeting was called for:

1. Introductions and welcome to new members
2. Approval of agenda
3. Approval of minutes from last meeting
4. Matters arising from the minutes
5. Co-chairs update
6. Next steps for REDI Committee in promoting systemic change
7. Discussion: REDI committee to review EDI policy for Labs
8. Any Other Business

Dr. Oyedele began the meeting with a land acknowledgement.

#### **1. Introductions and welcome to new member**

Dr. Oyedele announced and welcomed the new REDI committee member, Shalini Iyer. She is a PhD student in the Cembrowski Lab. Each member introduced themselves.

#### **2. Approval of Agenda**

The agenda was approved.

#### **3. Approval of minutes from last meeting**

Approval of minutes from the last meeting was approved.

#### **4. Matters arising from the minutes**

Dr. Oyedele noted the committee co-chairs will shortly discuss the scope of the training sessions for graduate students and postdoctoral fellow with the Faculty of Medicine REDI presenters, Dr. Neila Miled and Robyn Campol.

## 5. Next steps for REDI Committee in promoting systemic change

Dr. Oyedele outlined the REDI activities during the past 18 months.

- Conducted ISAT Survey
- Analyzed, discussed and created the executive summary for the survey
- Created 4 sets of REDI recommendations for the department

Dr. Oyedele then shared the ISAT executive summary for everyone to see. Below is the summary of 4 themes identified from the survey.

- Theme 1: Limitations of the ISAT survey tool.
- Theme 2: Widely divergent understanding of EDI practices and principles.
- Theme 3: Lack of representation and diversity among faculty leadership.
- Theme 4: Department EDI perception and practices

Dr. Oyedele presented [the Google Doc](#) and initiated a discussion on next steps for the REDI committee on how we can create meaningful impact in the department. The members were encouraged to add their ideas about the committee's next steps in the Google Doc prior to the next meeting.

Shalini suggested an EDI workshop for faculty and graduate students on the definition of EDI and collecting input from the participants and learning what barriers are from undergraduate students and a workshop for labs on how to implement EDI better in labs.

Dr. Oyedele found [the article about an experiment](#) by Harvard Business Review impactful. The results of the experiment indicated that EDI training did not affect the behavior of men or white employees overall; however, it had a positive effect on the attitudes of the equity-seeking groups.

Dr. O'Connor mentioned that the department should address where we are with EDI and if it has been progressed since the committee provided the recommendations. Zaira agreed and suggested a small focus group for each level, such as faculty, postdocs, students, to collect their feedback. Dr. Rideout raised a concern that in-person meetings would be challenging if people are not comfortable sharing their concerns about REDI's activities, and suggested a short, anonymized survey instead.

Caris noted that for the undergraduate peer group, the committee will need to provide incentives or persuade them to fill out the survey; not everyone understands the importance of engaging with EDI initiatives. There was an EDI survey conducted for students (by Faculty of Science?). Her experience from engaging with that survey was that not everyone is interested in actively participating in EDI-related activities. Students who have experienced microaggressions were also mentioned, and they are eager to see their ideas implemented by the university. Unfortunately, the student community has faced barriers in seeing meaningful change happen despite contributing their feedback via surveys and focus groups.

Dr. O'Connor suggested a question "What would you like to see from the REDI committee?" for the survey. Dr. Oyedele agreed.

Dr. Rideout suggested starting a Google doc to brainstorm questions for the survey and discussing them at the next meeting. Questions can be around the executive summary and what we will focus on. Dr. Oyedele agreed.

#### **7. Discussion: How do you feel about a lab (and other potentially) asking us to review their EDI policy?**

Drs. Oyedele and Rideout have received requests from both UBC and external personnel to review lab EDI policies and practices and provide feedback. Dr. Rideout asked the committee how they feel about this. Dr. O'Connor expressed an interest in providing feedback because it indicates people like what the EDI committee does. The vast majority of the committee expressed their agreement.

Dr. Rideout added that there are other people interested in joining the committee, and we may ask for their help on these activities to broaden our reach within the department and increase engagement. Dr. O'Connor agreed.

#### **Action Item**

- The committee to Create a Google doc to start brainstorming the short survey questions