



THE UNIVERSITY OF BRITISH COLUMBIA

Department of Cellular & Physiological Sciences

Faculty of Medicine

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

Friday January 20, 2023

11:00 AM - 12:00 PM, via Zoom

Present: Dr. Elizabeth Rideout, Dr. Majid Alimohammadi, Dr. Tim O'Connor, Dr. Lesley Hill, Mark Mendoza, Zaira Khan, Shalini Iyer, Caris Tin

Regrets: Dr. Hakima Moukhles

This meeting was called for:

1. Approval of agenda
2. Approval of minutes from last meeting
3. Matters arising from the minutes - Preferences regarding formal titles
4. Co-chairs update
5. Developing and targeting survey questions
6. Providing feedback on a CPS lab's EDI policy
7. Other Business

Dr. Rideout announced that Dr. Majid Alimohammadi has joined the REDI committee as the new co-chair. Dr. Oyedele is currently on sabbatical and by the time he returns, his 3-year term will have ended.

1. Approval of agenda

The agenda was approved.

2. Approval of minutes from November 7 and December 14

The meeting minutes were approved.

3. Matters arising from the minutes

Dr. Rideout asked the committee members how they would like to be referred in the meeting minutes. She raised a concern about a possible discrepancy between the members who are referred to with their formal doctoral titles (i.e., Dr. xx) and the members who are referred to by their first names in the minutes. The members shared their preferences regarding their titles using the chat function on Zoom.

4. Co-chairs update

Dr. Rideout reminded the committee members of the three REDI Workshops presented by the FoM REDI for Faculty, Staff, and trainees. Some of the workshop contents have been modified based on the department's feedback and suggestions.

Dr. Rideout asked everyone to encourage people in their department groups to attend the session. Ayaka will be sharing all the workshop information and Zoom links with the committee members.

Dr. Alimohammadi joined the meeting, and each committee member introduced themselves and welcomed the new co-chair of the committee.

5. Developing and targeting survey questions

Dr. Rideout thanked the members who have indicated which questions are relevant to each department group, such as faculty, undergraduate students, staff, etc. There was broad agreement among committee members that virtually all the questions were relevant to most people. Dr. O'Connor agreed and mentioned a few of them may not be appropriate for the undergraduate students.

Dr. Alimohammadi suggested creating three different surveys to target specific groups. Dr. Rideout agreed this producing different surveys with the same questions would be ideal. The phrasing of the questions would be the only thing that would differ between the groups.

Dr. Rideout had identified 5 themes within the questions suggested by committee members, and grouped the questions according to theme.

Theme 1: Do we agree on what is needed?

Dr. Rideout asked everyone what kind of questions would fit the theme 1. Shalini suggested "What activities would increase your knowledge and engagement with EDI activities? Please check all that apply and comment on any additional initiatives you would like to see." Drs. Rideout and O'Connor agreed.

Dr. Rideout suggested making working groups to tailor each question for different department groups (e.g., faculty, staff, graduate students etc.). Dr. O'Connor agreed.

Theme 2: What are the needs?

Dr. Rideout asked for everyone's thoughts on the second theme – "What are the needs?" Dr. Alimohammadi responded that it is similar to the first theme and suggested combining those themes. Shalini mentioned that for the second theme, we may ask people what issues they want to be addressed. Dr. Rideout responded that the 4th theme includes the questions about barriers, and the second theme is covered by the theme 1 and 4. Shalini agreed.

Theme 3: Do we meet your needs?

Dr. Rideout suggested a question: Is the CPS REDI committee supporting/meeting your needs to increase your knowledge and engagement with EDI activities. Shalini suggested an agree to disagree scale and adding a comment box.

Theme 4: What are barriers to meeting your needs?

Dr. Rideout suggested a question: “I face barriers to equity/inclusion in my interactions with the department. If you feel comfortable sharing any barriers you faced, please use the comment box” Dr. Alimohammadi suggested adding “all that apply” and a comment box. Leslie pointed out that it may be difficult for us to produce a comprehensive list of barriers.

Dr. O’Connor raised a concern about confidentiality; the respondent would be sharing sensitive information with a large committee and we may get some push back on this. Dr. Rideout agreed and suggested the first question with the agree to disagree scale and adding another question such as “How would you like to communicate those barriers with the department?” Dr. O’Connor agreed. Zaira suggested removing “with the department” as it may sound that the barriers would be shared within the entire department. Dr. Rideout agreed and changed the question to: “How would you like to communicate which barriers (if any) to equity and inclusion you face?”

Dr. Rideout was adding “Please check all that apply (online tool, REDI committee, Faculty of Medicine, Student affairs, in-person, learner mistreatment tool),” and Caris suggested adding “Prefer not to communicate.”

Zaira suggested providing links to EDI support and resources at the end of the survey. Dr. Rideout agreed that the end of the survey should have links to websites such as the UBC equity and inclusion website and the Faculty of Medicine learner mistreatment tool.

Theme 5: How to communicate your needs/thoughts?

Dr. O’Connor mentioned that this is an integral part of the survey; to get feedback from people as to what they want from us, how do you want us to communicate with them and if the committee is on the right path. Dr. Rideout suggested a question: “What kinds of activities would you like the REDI committee to lead?” Shalini suggested “initiatives” instead of “activities.” Everyone agreed with Shalini’s suggestion.

The committee discussed how to differentiate the theme 1 question and the theme 5 question. Caris asked if the activities are the mode of delivery, or the category of activity, such as a workshop. Zaira suggested providing follow-up choices for each question with which people would see the difference. Based on the discussion, Dr. Rideout suggested a question: “What is your preferred format and frequency for REDI communications (email, in-person, townhall, newsletter, workshops, presentations)? Please check all that apply.” Dr. O’Connor agreed.

Dr. Rideout requested everyone reflect the questions below, so the committee can finalize the survey at the next meeting. ([Link to the Google doc with the survey questions](#)). The agenda item 5. Providing feedback on a CPS lab’s EDI policy will also be discussed at the next meeting.