



THE UNIVERSITY OF BRITISH COLUMBIA

## Department of Cellular & Physiological Sciences

Faculty of Medicine

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

Monday April 24, 2023

12:00PM - 1:00PM, via Zoom

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

**Regrets:** Shalini Iyer

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This meeting was called for:

1. Approval of agenda
2. Approval of minutes from last meeting
3. Co-chairs update
4. Finalizing the REDI Qualtrics survey
5. Other Business

Dr. Rideout began the meeting with land acknowledgement.

#### 1. Approval of agenda

The agenda was approved.

#### 2. Approval of minutes from April 3

The minutes will be distributed prior to the next meeting.

#### 3. Co-chairs update

Dr. Rideout reported that the Faculty of Medicine had invited the EDI leads of each department, including Dr. Rideout, to the EDI joint interest group. The objective of this group is to address barriers that the departmental EDI groups are facing to achieve their goals. Dr. Rideout encouraged the members to share their thoughts regarding the departmental EDI barriers via the Qualtrics survey once it is distributed.

#### 4. Finalizing the REDI Qualtrics Survey

The draft of this survey was shared with, reviewed, and tested by the committee members prior to the meeting, and they agreed that it is not necessary to review again at this meeting.

Ayaka asked: Questions 6 – even if the respondents do not feel comfortable to share their concerns, they need to rank how they want to share their concerns such as via Online tool, REDI committee etc. Dr. Rideout responded that if they do not feel comfortable, they may just move the “I do not feel comfortable” option to the top and disregard the rest of the options. Dr. Hill and Caris agreed.

Ayaka also asked even if the respondents have not faced/witnessed barriers (Question 5), they would still need to answer how they want to communicate barriers (Question 6). Caris suggested changing

the question 5 to how “would” you communicate barriers, so people who have not experienced/ witnessed barriers can also provide their answers. Dr. Rideout agreed.

Dr. O’Connor asked if once people complete the survey, the data would recognize if they did not change the order of the options for the rank-order questions. Ayaka responded that they must move the options in order to submit; however, she does know how it would reflect on the survey results.

Dr. O’Connor indicate that we need to instruct people to drag and drop for every rank-order questions. He also pointed out that there are 8 options for the questions 3 and this may be difficult for people to rank all of the options. Dr. Rideout agreed that they may not give their full attention to all the options; however, we can assess the options that are most often ranked in the top 1-3. Dr. O’Connor agreed.

The committee agreed on distributing the survey to the department after the aforementioned changes are made. Dr. Rideout mentioned that it is good time to get feedback on the committee from the department because most of the members will step down from the committee, and it will be a great start point for the new committee members.

Drs. Rideout and Alimohammadi suggested the following timeline;

1. The survey will be distributed tomorrow (April 25) and open for 3 weeks.
2. After 3 weeks, the results will be shared with Drs. Rideout and Alimohammadi, prior to the next meeting.
3. At the end of May, the committee will meet and assess the survey results.
4. Then plan for the next steps for the committee accordingly.

Dr. Rideout asked the committee if the respondents should be provided a link to collect the respondents’ names and emails when they complete the survey, so they can be entered into a draw for a prize. Dr. O’Connor responded that the faculty may not need to be incentivized. Dr. Hill agreed and mentioned that as this is a simple survey and people would be keener to respond, compared with the last survey. Caris responded that incentivizing may be useful if we target the undergraduate students; however, it may not elicit high-quality responses.

The committee decided not to provide an incentive for the survey this time; however, if the students’ response rate is low, the committee may distribute another survey with an incentive and target the students.