



THE UNIVERSITY OF BRITISH COLUMBIA

## Department of Cellular & Physiological Sciences

Faculty of Medicine

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

Monday April 3, 2023

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

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

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This meeting was called for:

1. Approval of agenda
2. Approval of minutes from last meeting
3. Matters arising from the minutes
4. Co-chairs update
5. Finalizing survey questions
6. Other Business

#### 1. Approval of agenda

The agenda was approved.

#### 2. Approval of minutes from January 30 and February 28

The minutes were approved.

#### 3. Co-chairs update

Through her communication with the other departmental EDI committees in the Faculty of Medicine, Dr. Rideout found out that all EDI committees and groups in the Faculty of Medicine are interested in gathering demographic data to establish a baseline for measuring their EDI progress in their unit; However, like us, no one has been given permission to do so.

Dr. Rideout mention that we should continue to pursue this matter.

#### 4. Finalizing the REDI Survey

Dr. Rideout noted that there will be display logic set up where respondents can select their employee/student group, and it jumps to the relevant block of questions tailored to each group.

The committee reviewed each survey questions for faculty group and made the following changes;

- Defined some acronyms, such as EIO, CTLT, base per Dr. O'Connor's suggestion
- Question 2 Option 4 - Added "indicate whether you'd like to get recognition for your time"
- Question 2 Option 6 – Changed to Small "interactive" sessions that are mediated by EDI experts per Dr. Moukhles suggestion
- Question 2 Option 1 – Changed to More "seminar-based presentations" from the FoM office.

- Question 2 Option 3 – Changed to “Faculty-organized and -led EDI projects and initiatives” from “Small focus groups/working groups/employee resource groups”.
- Question 2 – Changed the format to rank order from “Check that all apply” so people would not select all the options, per Mark’s suggestion.
- Question 4, having the respondents indicate their preferred frequency in the comment box, per Mark’s suggestion.
- Question 6 - Changed the format to Rank Order from “Check that all apply”
- Question 6 – Changed to “I do not feel comfortable communicating my concerns” from “I prefer not to answer” per Dr. Rideout’s suggestion
- Question 6, Option 4 – This option needs to be tailored to each group
- Question 6, Option 5 – Dr. O’Connor suggested giving examples for each group

The Committee reviewed the survey questions for the Graduate Students/Postdoc group.

Question 3 – Shalini suggested this question should keep in the “Check all that apply” format because there are more options available, and it would be difficult to rank all the options. Dr. Rideout pointed out that people may select many options or all of the options; if this was a rank-order format, we would know which options are more important for them. She added that the options should be tailored to each group.

Drs. Rideout, Shalini, Lesley, and Majid will work together offline to finalize the options for the Question 3. Once completed, all other members are invited to provide their feedback on the question via Google Doc. The survey will then be developed using Qualtrics and shared with members to review before our next meeting. During the next meeting, the committee will review the draft in Qualtrics and complete the survey.