THE UNIVERSITY OF BRITISH COLUMBIA
Department of Cellular & Physiological Sciences
Faculty of Medicine

REDI (Respect, Equity, Diversity, and Inclusion) Meeting
Friday May 26, 2023
12:00PM - 1:00PM, via Zoom

Present: Dr. Elizbeth Rideout, Dr. Majid Alimohammadi, Dr. Lesley Hill, Zaira Khan, Shalini Iyer, Rita Jin

Regrets: Dr. Hakima Moukhles, Dr. Tim O'Connor

This meeting was called for:

1. Approval of agenda
2. Approval of minutes from last meetings
3. Matters arising from the minutes
4. Co-chairs update
5. Discussion on survey results
6. Other Business; POSE

Dr. Rideout began the meeting with land acknowledgement.

1. **Approval of agenda**

   The agenda was approved.

2. **Approval of minutes from April 3 and April 24**

   The minutes were approved.

3. **Co-chairs update**
   Dr. Alimohammadi introduced Rita Jīn, undergraduate student, who has replaced Caris Tin. Rita introduced herself to the committee, and the committee warmly welcomed Rita.

4. **Discussion on survey results** (Link)
   Dr. Alimohammadi announced the number of the responses we have received;

   - Faculty – 22
   - Postdoctoral fellows & Graduate students – 9
   - Staff/Tech/RA – 12
   - Undergraduate students – 10

   Dr. Alimohammadi presented the summary of the survey results from faculty and highlighted the following points;

Question 1: The CPS REDI committee is supporting an increase in my knowledge of, and engagement with, EDI practices and initiatives. Please indicate your level of agreement with this statement.

- o There are two people selected "Strongly Disagree," while 11 people selected "Strongly Agree" or "Agree". No comments were provided from the two people that strongly disagreed with the statement.

Question 2: In order of priority, which activities would be most effective at enhancing your knowledge and/or promoting engagement with REDI initiatives?

- o Dr. Alimohammadi recorded the respondents' top 3 selections in the survey summary sheet.
- o The result suggests the most desirable options were: 2. Invited speakers from experts in EDI (selected by 20 people) and 4. Course material via Equity and Inclusion Office or Center for Teaching and Learning Technology (selected by 15 people).

Question 3: In order of priority, which steps can be taken by the department to promote greater equity, diversity, and/or inclusion in your working environment?

- o The result suggests the most desirable options were: 2. Providing resources to support inclusion among diverse groups (selected by 16 people), and 1. Career development opportunities tailored to diverse groups (selected by 12 people).

Question 4: Based on your personal preference, please choose your Top 3 preferred formats for REDI committee communications.

- o The result suggests faculty members' preferred formats for REDI Committee communication are 6. Faculty meetings (selected by 21 people) and 1. Emails (selected by 19 people) while the students prefer social media for the format of communication.

Question 6: In order of priority, please indicate how you prefer to communicate barriers (if any) to equity, diversity and/or inclusion you have faced, or witnessed?

- o The result suggests the most preferred format to communicate barriers are: 2. through REDI committee (selected by 14 people), 3. Faculty of Medicine (selected by 14 people), and 4. Faculty Association (selected by 13 people).

Dr. Rideout suggested forming working groups to visualize and present the data for each group at the next meeting, using graphs as the co-chairs and the committee members need to prepare a survey report. Dr. Alimohammadi agreed. Dr. Hill also agreed and mentioned that the summary Dr. Alimohammadi prepared would be useful to create graphs.

The committee agreed on the following working group arrangement:

- **Faculty**: Hakima Moukhles and Majid Alimohammadi
- **Staff/RA/Tech**: Zaira Khan and Lesley Hill
- **Grads/Postdocs**: Shalini Iyer and Tim O'Connor
- **Undergrads**: Elizabeth Rideout and Rita Jin

Drs. O'Connor and Moukhles were absent, they were assigned to a group (see above).

Drs. Alimohammadi and Rideout suggested the members completing this task by the next committee meeting, which should be scheduled for the last week of June, and they agreed to start drafting the survey report after the meeting. Once the committee members approve the report, the co-chairs will present it at the faculty meeting. The committee members agreed.

Dr. Alimohammadi mentioned that despite the low numbers of responses, especially from the undergraduate group, he feels that the data we have can be trusted as he sees some patterns in their responses.

Zaira pointed out that undergraduate students were unaware of the REDI committee based on their responses and suggested introducing the committee to all undergraduate students registered in our program during the first week of September. Drs. Rideout and Alimohammadi agreed with Zaira.

Dr. Rideout mentioned that she and Dr. Alimohammadi will arrange a talk by the FoM REDI office for the CAPS 303 class in September.

Dr. Rideout also noted that she and Dr. Alimohammadi will develop an email to recruit new committee members as the majority of the current members are expected to complete their 3-year term and step down before September.

Dr. Alimohammadi introduced the Program for Open Scholarship and Education (POSE) offered by the CTLT. There are variety of resources available for educational purposes which would be useful for those who are interested in EDI. Dr. Alimohammadi will prepare a brief introduction of the program to post on the departmental website.