



THE UNIVERSITY OF BRITISH COLUMBIA

Department of Cellular & Physiological Sciences

Faculty of Medicine

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

Friday February 23, 2024

1:00PM- 2:00PM, via Zoom

Present: Dr. Kurt Haas, Dr. Elizabeth Rideout, Dr. Majid Alimohammadi, Dr. Manouchehr Madani, Dr. Claudia Krebs, Dr. Kenneth Liu

Regrets: Shalini Iyer, Rita Jin

This meeting was called for:

1. Approval of agenda
2. Approval of minutes from last meetings (January 23rd)
3. Co-chairs update
 - Welcoming new REDI co-chair Dr. Kurt Haas and ongoing search for REDI co-chair.
 - Joseph Osmundson will be the EDI speaker for the seminar supported by BMB, M&I and CPS because Dr. Kim TallBear had no 2024 availability; tentative date is May 13, 2024
4. Based on the survey report, prioritizing tasks and planning for the future
5. Closing remarks from Dr. Haas

1. Approval of agenda

The agenda was approved.

2. Approval of minutes from February 23rd

The minutes were approved.

3. Co-chairs update

- **New REDI co-chair and ongoing search for REDI co-chair**

Dr. Rideout informed the committee that Dr. Alimohammadi and her are stepping down as co-chairs and announced the new co-chair, Dr. Kurt Haas.

Dr. Haas shared his experience being a co-chair for International Brain Research Organization, where he was involved in promoting science among underprivileged populations worldwide. IBRO runs approximately 12 diversity programs across North America. Additionally, Dr. Haas mentioned his role in founding the Indigenous Summer Research program at UBC.

- **Joseph Osmundson as the EDI speaker, supported by BMB, M&I and CPS; tentative date is May 13th, 2024**

Dr. Rideout shared that Dr. Kim TallBear, the initial choice as the EDI speaker for the seminar supported by BMB, M&I, and CPS, is unavailable. Therefore, the selected speaker will be Dr. Joseph Osmundson. The tentative date for the seminar is set for May 13th, 2024. Dr. Rideout noted that she will distribute the seminar poster once it becomes available.

4. Based on the survey report, prioritizing tasks and planning for the future

- **UBC Equity and Inclusion Office website tools**

Dr. Rideout briefly mentioned that the UBC Equity & Inclusion Office website contains tools to help committees in developing activities and planning initiatives.

- **Theme 1. REDI activities support an overall increase in knowledge and engagement with equity, diversity, and inclusion (EDI) – related topics.**

Dr. Haas proposed utilizing class time to make EDI statements and to provide the undergraduate students with resources to address the related issues. Dr. Alimohammadi suggested setting up information tables during orientation to distribute committee pamphlets along with coffee and snacks to promote the engagement. Dr. Krebs emphasized the need for faculty development interventions to train the department on implementing the inclusive practices. As an example, she mentioned a piloting neuroscience course that was co-developed by a student, which focuses on inclusivity and ethics of neuroscience. Therefore, she agreed that having informational tables could aid in recruiting individuals to codevelop CPS EDI initiatives. Furthermore, she recommended incorporating explicit diversity statements into course syllabi. Dr. Haas suggested initiating a discussion on adding ethics course to the curriculum. Dr. Krebs added points such as incorporating Henrietta Lacks story as a core part of the curriculum and removing the eponyms from the program.

Dr. Rideout proposed organizing a joint activity with the CPS Teaching Committee to revise the syllabi to reflect mentioned initiatives. Dr. Krebs suggested seeking funding for undergraduate academic assistants during the summer to work on syllabi with REDI committee. She also noted that students are interested in topics such as sex and gender differences, transgender inclusivity in anatomy, and endocrinology of sex hormones. Dr. Alimohammadi suggested liaising with the Research Committee as well.

Dr. Haas shared his experience serving on a search committee for SBME, noting the rotating title of an EDI representative, which he suggested could be implemented in every CPS committee. Dr. Rideout also reminded the committee of the Employment Equity Advisor training facilitated by UBC Equity & Inclusion Office for members serving on hiring committees. Additionally, she suggested adopting some of the UBC Faculty of Science guidelines which would encompass the training. The committee members agreed to mandate the EDI course for all members participating in the hiring committees.

Dr. Alimohammadi raised a question regarding extending the CPS REDI approach to all students coming from various departments who take part in CAPS courses. Dr. Krebs suggested that the students might have their own departmental EDI strategies and approaches, therefore should not be interfered with. However, she added that if feedback on CAPS course delivery is provided to their respective department offices, it should be communicated to CPS REDI.

Dr. Rideout mentioned the idea of a flowchart posted on the website, which would direct the appropriate plan of action based on the existing UBC policies for different types of issues encountered throughout the department. Minor concerns and questions that don't require involvement of other offices can be reported to REDI Committee.

Dr. Rideout suggested devising a plan to support and learn about the EDI initiatives mentioned. Dr. Madani raised a question about collaborating with other REDI committees. Dr. Rideout replied that there is a Faculty of Medicine EDI Joint Interest Group where departmental EDI representatives share their strategies. Dr. Krebs also mentioned that there are centralized UBC EDI documents like Indigenous Strategic Plan and Anti-racism Act.

Dr. Liu proposed assessing the readiness of the faculty and increase awareness and preparedness if needed before incorporating the initiatives. Dr. Rideout informed that the full survey report would provide insights into the faculty's level of understanding of the EDI concepts. Dr. Rideout will share the report upon Dr. Moore's permission. Dr. Haas suggested having forums to have open discussion and resource sharing.

Meeting adjourned at 2:00 pm.
