



THE UNIVERSITY OF BRITISH COLUMBIA

Department of Cellular & Physiological Sciences

Faculty of Medicine

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

Tuesday January 23, 2023

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

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

Regrets: Dr. Kurt Haas

This meeting was called for:

1. Approval of agenda
2. Approval of minutes from last meetings (January 23rd)
3. Co-chairs update
 - List of potential EDI speakers from which we are choosing; we should rank in order of preference and share that ranking.
4. Matters arising from the minutes
 - Choosing a new REDI co-chair.
5. Discussion of the survey report, Theme 5 and minor revisions Themes 1-4
6. Future directions and next steps

1. Approval of agenda

The agenda was approved.

2. Approval of minutes from January 23rd

The minutes were approved.

3. Co-chairs update

- **BMB EDI speaker**

Dr. Rideout informed the committee members that the BMB-led EDI seminar initiative, co-sponsored by CPS, is also co-funded by Microbiology and Immunology department. The departments voted for Dr. Kim TallBear as a first-choice speaker to invite to give an EDI seminar, followed by Dr. Joseph Osmundson. Dr. Rideout mentioned that the seminar is aimed to occur after the completion of the teaching term, in late spring.

- **Employment Equity Advisor Training**

Dr. Rideout shared that there is an opportunity for faculty and staff members to undergo the Employment Equity Advisor training, facilitated by UBC Equity & Inclusion office, which encourages as many people on search committees to take part. The goal of the training is to educate participants on inclusive, up-to-date hiring practices. Dr. Rideout shared her positive experience during the training and mentioned that she will distribute a document containing more information.

- **Multifaith room**

Dr. Rideout informed the committee members that a multi-faith room is going to be on the first floor, but the exact location of the room is yet to be identified.

4. Matters arising from the minutes

- **Choosing a new REDI co-chair.**

Dr. Rideout informed that the REDI Committee is in search of two committee co-chairs, as Dr. Alimohammadi is stepping down from the role as well. Dr. Rideout added that, based on the Terms of Reference, all group representatives are welcome to express interest, and the service term is typically 3 years for faculty and 1 year for graduate students. Dr. Krebs suggested that the decision could be made by acclamation. Dr. Alimohammadi stated that for the sake of continuity, one of the co-chairs should be faculty or staff. Shalini suggested inviting external individuals to express interest in serving as co-chairs if current committee members are unable to take on the role. Dr. Alimohammadi suggested that the roles should be filled by the people serving on the committee within the department, as they will be most familiar with challenges the department faces. He also clarified that Dr. Rideout and he will remain on the committee even after stepping down, ensuring a smooth transition of responsibilities. Dr. Rideout mentioned that she will consult with Dr. Haas for his perspective on the role and discuss potential changes to the Terms of Reference with Dr. Moore, the CPS Department Head. This would involve changes to the Terms of Reference to allow a singular chair, instead of two, to accommodate the current situation of prolonged co-chairs search.

5. Discussion of the [survey report](#) (last updated Nov 27, 23)

Dr. Rideout asked the committee member whether the changes for Themes 1 to 4 are accepted on the revised survey report. The committee members accepted.

Theme 5. There are differences between department members in experiences of EDI-related barriers and preferences related to resolving these barriers.

Dr. Rideout shared that there are differences in the collected data based on the departmental groups, with undergraduate students voting the highest in agreement with facing or witnessing barriers to equity, diversity and/or inclusion in their interactions with the department. Dr. Krebs expressed concern regarding the survey's outcomes, emphasizing the need for a comprehensive action plan to address the issues. Shalini agreed and shared her perspective as a graduate student, pointing out that there might be a lack of awareness. She noted that it is generally easier to stick to the predominant culture than to go against it, which eventually forces marginalized people to leave the department. Rita shared her experience as an undergraduate student, emphasizing a

lack of resources to voice the barriers that exist to EDI, and minimal responsiveness when the barrier is reported.

Dr. Rideout shared the preferred outlets for the departmental groups to communicate the barriers to based on the survey.

As for the *Action Plan*, Dr. Rideout shared Dr. Haas's point, which is communicating the barriers through the established UBC channels rather than REDI committee, as it might involve sharing personal sensitive information. Dr. Alimohammadi agreed, noting that while the REDI committee can provide individuals with UBC established protocols and act on common concerns, it may not handle the case-by-case instances. Dr. Krebs supported this, adding that the committee should work on institutional EDI barriers by devising an action plan based on practices of other universities. Dr. Krebs also suggested figuring out the greatest concerns, among those reported, and work through them on a priority basis. Shalini agreed and suggested preparing a list of resources for those reaching out to the REDI committee. Rita, as an undergraduate representative, agreed. Dr. Rideout suggested an idea of a flowchart to be put up on the website.

Dr. Rideout also shared that CPS department has research and teaching recommendations for REDI, developed in consultation with the chairs of those committees and suggested revising and updating them. Dr. Krebs replied that the REDI committee should collect the recommendations from other CPS committees to create an action plan to redesign the current practices. Dr. Alimohammadi raised a question regarding the action plan for collaboration itself – whether it should be a representative from the other committee attending the REDI meeting or a REDI member attending the other committee's meeting. He suggested having a representative of the other committee attend the REDI meeting to learn about the issues from different perspectives. Shalini proposed workshops tailored specifically for CPS, including activities such as group work to answer EDI-related questions. Dr. Liu suggested conducting more in-depth research on the exact concerns of the department members so that the action plan can be tailored accordingly. Shalini shared her positive experience attending events like town hall, where participants submit questions before the panel and the participants think of a solution collectively, if there is no immediate response or solution.

Dr. Rideout added that she is going to make adjustments to the document and circulate among committee member prior to sending the document to Dr. Moore. Dr. Krebs agreed and mentioned that she will add the resources to the document

Meeting adjourned at 12:00 pm.
