RFHS Equity, Diversity and Inclusion Meeting
MINUTES
Tuesday, January 21, 2020
9:00 – 10:30am
141 Apotex Boardroom

<table>
<thead>
<tr>
<th>Attendees:</th>
<th>Regrets:</th>
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<tbody>
<tr>
<td>Angela Shank</td>
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<tr>
<td>Audrey Richard</td>
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<tr>
<td>Lalitha Raman-Wilms</td>
<td>Janilyn Arsenio</td>
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<tr>
<td>Donna Martin (via polycom)</td>
<td>Tania Gottschalk</td>
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<td>Devi Atukorallaya</td>
<td>Marina Rountree-James</td>
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<td>Valerie Williams (tri-Chair)</td>
<td>Sheri McKinstry</td>
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<td>Sara Goulet (tri-Chair)</td>
<td>Hanna Kilas</td>
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<td>Jackie Gruber (tri-Chair)</td>
<td>Stephanie Bansee</td>
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<tr>
<td>Ilanet Goren</td>
<td>Rebecca Lang</td>
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<td>Delia Douglas</td>
<td>Sara Smith</td>
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<td>Patty Thille</td>
<td>Sarah Olsen</td>
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<td>Colin Kazina</td>
<td>Carla Shapiro</td>
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<td>Debra Beach Ducharme</td>
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<td>Marcia Langhan</td>
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<td>Maribel Abrenica</td>
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<td>Janesca Kydd</td>
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<td>Funmi Owoade</td>
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1. Introductions and Welcome

2. Update on working groups: learner mistreatment, diversity of learners survey and Schirle (gender pay differential)
   - Diversity of Learners Survey
     - Halfway through the draft
     - Students also encouraged to give feedback
   - Schirle
     - Growing data
       - Break down by Colleges
       - Including staff in leadership roles
       - Waiting to hear back from Finance

3. Review of draft of the RFHS EDI policy
   - Met with Stix and other students
Feedback was consistent
  o Revised draft based on feedback (Janesca, Marcia and Jackie)

Values (2.1)
  o Working on making it clearer

There is a new section on procedures
  o Procedure statement – some are old policies

Prevention of Mistreatment Policy
  o Add Anti-racism policy once its complete
  o Reference will be used

1.4 – Strategic plan will be updated in 2020
  o 2 year review then a 5 year review after that

2STLGBQ+ - 2 spirited
  o 3 full day training sessions sponsored by Deans Council

Every College will be using the Rady Faculty of Health Sciences (RFHS) policy

Anti-racism policy will be in 1.6

All search committees must have
  o Admissions
  o MMI
  o Indigenous panel
  o Implementation group to implement the policy

4. Next Steps

  • Talk about implementing at the next meeting
  • Revisit the priorities i.e. working groups
    o Working groups are included in terms of reference
  • Jackie will send out the terms of reference action
  • Membership list – make sure they are updated action
    o Are there any students who are interested in joining
  • One member of each working group should give a 10 minute presentation at an EDI meeting
  • Professional Statement – will be in letters of offers-Staff, Faculty and Students
  • Presence Task Force
    o Look into student break
    o Maybe there needs to be an incentive
  • Looking at doing an Environmental Scan action
    o What everyone is doing at EDI
    o Bring back to EDI committee
  • Lalitha will ask if she can bring Environmental Assessment to EDI action
  • Communication Plan
    o Make public aware of policies, updates
    o Revise the commitment letter and have the Dean sign it
  • Dude Walls
    o Shows the history of medicine – balanced
    o Neutral perspective on showing care
    o Will there be history of other college pictures going up (Pharmacy, Dentistry)
    o Jackie will speak to Marketing about adding narratives action
    o Put in newsletter to bring awareness and why they were put up, who donated it
- Pictures of Deans on the wall does not include everyone that forms the College of Medicine
- Names and places (story) is important
- Maybe this can be raised at the next Deans Council

• Schedule the next meeting in mid March via doodle poll