

**RFHS Equity, Diversity and Inclusion Meeting
MINUTES**

Tuesday, January 21, 2020

9:00 – 10:30am

141 Apotex Boardroom

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

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
 - Revised draft based on feedback (Janesca, Marcia and Jackie)
- Values (2.1)
 - Working on making it clearer
- There is a new section on procedures
 - Procedure statement – some are old policies
- Prevention of Mistreatment Policy
 - Add Anti-racism policy once its complete
 - Reference will be used
- 1.4 –Strategic plan will be updated in 2020
 - 2 year review then a 5 year review after that
- 2STLGBQ+ - 2 spirited
 - 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
 - Admissions
 - MMI
 - Indigenous panel
 - Implementation group to implement the policy

4. Next Steps

- Talk about implementing at the next meeting
- Revisit the priorities I.e. working groups
 - 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*
 - 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
 - Look into student break
 - Maybe there needs to be an incentive
- Looking at doing an Environmental Scan *action*
 - What everyone is doing at EDI
 - Bring back to EDI committee
- Lalitha will ask if she can bring Environmental Assessment to EDI *action*
- Communication Plan
 - Make public aware of policies, updates
 - Revise the commitment letter and have the Dean sign it
- Dude Walls
 - Shows the history of medicine – balanced
 - Neutral perspective on showing care
 - Will there be history of other college pictures going up (Pharmacy, Dentistry)
 - Jackie will speak to Marketing about adding narratives *action*
 - 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