

RFHS Equity, Diversity and Inclusion Meeting

MINUTES

Tuesday, March 16, 2021

9:00 – 10:30am

Zoom

Attendees:	Regrets:
Jackie Gruber (tri-Chair)	Tania Gottschalk
Debra Beach Ducharme	David Vo
Valerie Williams (tri-Chair)	Carlos Cruz
Sara Goulet (tri-Chair)	Martha Ainslie
Patty Thille	Devi Atukorallaya
Diana Sanchez-Ramirez	Sarah Smith
Colin Kazina	Stephanie Bansee
Donna Martin	Carla Shapiro
Naomi Armah	Janilyn Arsenio
Maribel Abrenica	Marcia Langhan
Janesca Kydd	Isaane Schacter
Vimy Mutalik	Angela Bhatia-Gaune
Hamideh Alai-Towfigh	Caroline Kukielka
Jean Lyon	
Audrey Richard	
Ellie Caslake	
Angela Shank	
Lalitha Raman-Wilms	
Funmi Owoade	

1. Introductions and Welcome

2. Review of Implementation Plan

- Each item is attached to the policy
- EDI Community of Practice with Valerie Williams
- Handbook embedding EDI in Hiring and Recruitment being worked on
- Connect with Raman to see what Rady employees have in terms of orientation

Schirle Working Group

- Include the summary report in the minutes
- Move beyond gender. i.e. Look at historically underrepresented groups
- Qualitative analysis would be done next
- Valerie would be able to create a VIP report by salary

- We need more skill building workshops. We should look into Faculty and staff mentorship programs. Donna Martin would like to help out with this

Pride 2021 – Looking at a RFHS Townhall with panelists

Human Resources

- Develop Exit Interviews. We can leverage on what Pharmacy is currently doing

Mid-term Priorities

- We should have uniform competencies, standards and minimum level people in our community need to meet
- Anti-racism against Indigenous people. Helping people understand the issues in a safe place: add standing agenda item on the above for continued discussions.
- Our Path to Reconciliation – Debra Beach Ducharme, Valerie Williams facilitate
- EDI Townhall for faculty/staff/students: open EDI meetings with 2-3 key questions
- Develop workshops based on diversity goals we would like to meet

Framework to Incorporate Implementation Plan

- It might be difficult to ensure that short-term and research clinicians are following policies as some of them do not have UofM email addresses

3. Racial Equity Impact Assessment (REIA)

- The draft Racial Equity Impact Assessment was presented to the committee and people were requested to sit on the working group: Valerie, Ellie, Funmi and Debra indicated interest

4. Events

- A few people are interested in being a member of an events working group

5. Next Steps

- *Action everyone* advise if you would like to sit on REIA Working group or recommend someone from your area who may be interested
- *Action everyone* collects names of members interested in being a member of events working group
- *Action Funmi* next meeting should be 2 hours long
- *Action Funmi* add standing agenda item on EDI and Anti-racism competencies
- *Action Jackie* connect with Raman to see what Rady employees have in terms of orientation