PATHOLOGY AND LABORATORY MEDICINE
EDI WORKING GROUP MEETING
MINUTES

Date: Wednesday, March 24, 2021
Attendees: Jacques, Rebekah (Chair)
Cabrera, Ana
Chakrabarti, Subrata
DeCandido, Angela
Driman, David
Wylie, Lloy

Key Discussion Points

1. Cataloguing Working Group’s Activities: Minutes, Website Presence
   - It was agreed that Angela would begin taking formal minutes at our meetings.
   - Angela and Kathilyn will identify a space on our website to post-EDI related items.

2. San’yas Accessibility to Sessions, Dictate to Text on Sessions (impaired hearing)
   - To date, we have 10 faculty and staff who have expressed interest in San’yas training.
   - Angela and Susan will coordinate registration and follow-up communication.
   - Rebekah also suggested to begin using the Live Transcription feature in Zoom.
   - This accessibility feature is beneficial for anyone with impaired hearing.
   - At a minimum, this feature should be enabled for department meetings.

3. PaLM EDI Working Group Composition: Learner Representation
   - Angela put forth the suggestion that we invite learners to join the committee.
   - The suggestion was well-received and Rebekah agreed to draft a call for applications.
   - Ideally, a resident and non-resident representative will be chosen.
   - In this context, Ana inquired about her role (and other members’) on the committee.
   - Given that the current committee membership arose organically through participation in Schulich’s Anti-Racism retreat in September 2020, it was acknowledged that a review of roles, responsibilities and composition should be conducted.

4. Needs Assessment Survey (NAS)
   - We have accumulated samples of needs assessment surveys from other institutions.
   - The purpose of a NAS would be to obtain a baseline snapshot of "who we are, what are the gaps and how to measure progress is closing those gaps."
   - There was discussion on the NAS in terms of:
     o How does it differ from a self-identification survey?
     o Is Schulich or Western planning a similar survey? If so, should we delay?
5. Schulich Anti-Racism Progress

- Angela agreed to follow-up with Schulich to see what next steps are being taken at the School level so that we can focus our efforts at the departmental level.

6. Other Business

- Other priorities include how to adopt and integrate an Indigenous-centric framework in our teaching, research, and service work.
- Brainstorm activities that could bring us together with the purpose of cultivating a culture of EDI (e.g. Identity Walk, Blanket Exercise).
- As an act of reconciliation, Indigenous Land acknowledgements will be normalized in our department meetings and other committee settings.
- Rebekah will provide a brief update on our committee’s progress at our June department meeting.