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## **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

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### **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 with 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 a 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.