PATHOLOGY AND LABORATORY MEDICINE
EDI WORKING GROUP MEETING
MINUTES

Date: November 29, 2021
Attendees: Jacques, Rebekah (Chair)
           Aziz, Sarah
           Cabrera, Ana
           Chakrabarti, Subrata
           DeCandido, Angela
           Driman, David
           Hammond, Rob
           Wang, Linda
           Wylie, Lloy

Regrets: Darling, Mark

Minutes from September 27, 2021; Circulated and Posted to Website

Key Discussion Points

1. Introductions and Welcome

   - Welcome to our newest members:
     o Hong Lin (Linda) Wang, MSc Candidate
     o Dr. Sarah Aziz, PGY4

2. Western Equity Census (WEC)

   - The Western Equity Census was launched in October 2021.
   - The first release of data will occur in mid-December.
   - It was noted that equity surveys typically have a low response rate.
   - Will we perform a departmental Needs Assessment Survey as a follow-up to the WEC?
     o Without a departmental NAS, how can we action on gaps?
     o The WEC didn’t include PaLM staff at LHSC – this is a large group missing.

   - Decision:
     o To wait for the WEC results and then determine next steps as it relates to a NAS.
     o Dr. Jacques will re-circulate the draft NAS for review.

3. Future Departmental Activities

   a. Educational Activities, Suggestions for Seminar/Grand Round Speakers

      - Dr. Lisa Willis: https://willisglycobiologylab.com/bio/
b. Recruitment

- Does our working group have a role in recruitment?
- Dr. Jacques was asked to help structure AFC interview questions.
- Should we consider reviewing our CaRMS interview process as well?
- There was support for developing recommendations in regards to:
  - Advertising
    - Advertising beyond traditional venues (e.g. IPAC)
    - Requesting an “EDI Statement of Intent” in all job postings
  - Interviewing
  - Orientation


c. Access to Resources

- Updating our PaLM EDI webpage to include:
  - Glossary of terms
  - Bias tests
  - Links to other sites
  - Links to workshops

4. Meetings

- Dr. Jacques suggested we begin future meetings with a "sharing circle".
- The purpose of the sharing circle is to connect and build relationships.
- The sharing can be of a personal or professional nature.

5. Other Business

- Dr. Chakrabarti noted that Western will be making a specific call for faculty applications from Indigenous Scientists. We will circulate and post the ad once it has been released.