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## **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**

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#### **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.