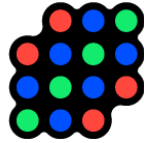


CIRTN-R2FIC EDI COMMITTEE MEETINGS

- **Date:** Thursday, July 15th, 2021
- **Time:** 9 AM PT | 10 AM MT | 11 AM CT | 12 PM ET
- **Location:** [Zoom virtual meeting](#)
- **Attendees:** Liz Rideout, Gareth Lim, Tamadher Alghamdi, Taylor Morriseau, and Tina Dafoe
- **Chaired by:** Gareth Lim
- **Minutes recorded by:** Tina Dafoe
- **Next meeting:** August 19th, 2021
- [Link to Google Doc agenda](#)

Meeting Minutes

- Tina presented the EDI webpage on the CIRTN-R2FIC site and it was approved by the rest of the committee for posting.
 - ★ **Action item:** Tina to make page public and announce it to the network in the next monthly update email.
- The broader goals of the EDI Committee activities were discussed and the following ideal outcomes were identified:
 - Address areas we are deficient in by tracking metrics over time.
 - Implement workshops and outreach events for trainee and PI needs.
 - Give trainees the tools to speak up and advocate for themselves.
 - Encourage faculty to have EDI conversations within their institutions.
 - Educate members on specific EDI ideals and best practices.
 - Lay EDI groundwork so all members are well-versed in it and it becomes a given.
- The upcoming network survey was discussed and some questions from [the UBC EDI survey](#) were chosen to be adapted for the network survey.



- ★ Action item: Gareth to compile questions and reword them to make them applicable to CIRTN-R2FIC. All committee members to vote for the most relevant ones for the preliminary survey.
- The committee agreed to use the agreement level to statement format for survey questions, (e.g. strongly disagree, disagree, neutral, agree, strongly agree) with the option to elaborate below each question. Detailed comments are to be encouraged.
- Liz suggested we separate basic demographic information from the actual EDI survey to maximize confidentiality and encourage participants to be as honest as possible without the fear of being identified from their answers. The committee agreed that this was important and that a basic demographics survey will be sent out separately.