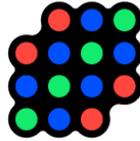


CIRTN-R2FIC EDI COMMITTEE MEETINGS

- **Date:** Thursday, February 17th, 2022
- **Time:** 9 AM PT | 10 AM MT | 11 AM CT | 12 PM ET
- **Location:** [Zoom virtual meeting](#)
- **Attendees:** Cara Ellis, Gareth Lim, Liz Rideout, Taylor Morriseau, and Tina Dafoe
- **Chaired by:** Liz Rideout
- **Minutes recorded by:** Tina Dafoe
- **Next meeting:** March 17th, 2022
- [Link to Google Doc agenda](#)

Meeting Minutes

- Tina reported that her maternity leave replacement has been hired and will start training on March 1st. The committee asked if this replacement can take on the related administrative duties and Tina agreed to train him on these. She will introduce him at next month's meeting.
- The current standing meeting time is sandwiched between lab meetings for Cara/Tina and Liz.
 - ★ **Action item:** Tina to sort out meeting times with Pat MacDonald and will report back if the committee needs to look at changing the standing meeting day/time and/or the host of the Zoom calls.
- The committee discussed setting up an email address tied to the islets.ca domain (e.g. edi@islets.ca) and were in favour of this. This address will be used for all EDI matters and can be tied to a contact form on the EDI webpage where users can message the committee with the option to add identifying information (i.e. name and/or email address) or not.
 - ★ **Action item:** Tina to get in touch with David about getting this established.



- Cara and Tina presented the first draft of the EDI report they have put together based on the results of the self-identification survey. The committee went through the report and came up with the following suggestions/edits:
 - 1 Treat the current report contents as a results section (i.e. without analysis) and add a discussion section at the end. Some of the results suggest that there are active barriers to career progression for women and BIPOC. These data mirror what other studies have reported and the committee was in agreement that it is important to touch on this in the report.
 - 2 Explicitly state that this survey was voluntary and that each question had the option of “I prefer not to answer” included.
 - 3 Reiterate that as this was the inaugural self-identification survey, these data represent a baseline and trends will be monitored over time as the survey is repeated.
 - ★ Action item: Cara and Tina to integrate these changes—along with some other small edits—and send the revisions to the committee ahead of next meeting.
- Due to time constraints, discussion of the longer EDI survey was tabled, but the committee agreed that this should be disseminated after the EDI report.