



## CIRTN-R2FIC EDI Committee Meeting

- **Date:** Thursday, October 20, 2022
- **Time:** 9 AM PT | 10 AM MT | 11 AM CT | 12 PM ET
- **Location:** Zoom
- **Attendees:** Amir Moghaddam, Cara Ellis, Chris Peacocke, Gareth Lim, Jana Palaniyandi, Jasmine Maghera, Liz Rideout, So-Yoon Won
- **Chaired by:** Gareth Lim
- **Minutes recorded by:** Chris Peacocke
- **Next meeting:** November 17, 2022

### Meeting Minutes

- The **EDI committee email** ([edi@islets.ca](mailto:edi@islets.ca)) continues to be monitored for inquiries
- The committee welcomed new committee members Jana Palaniyandi (Bruin lab) and Amir Moghaddam (formerly Rocheleau lab) with a round of introductions
- Chris is planning to update the EDI page on the CIRTN website later this year; committee members were asked to submit headshots if they are not on the page yet, or if they would like to update their existing picture
- The committee discussed final considerations for the upcoming CIRTN National Meeting
  - Should/can masking be recommended for the meeting?
    - It is agreed masking cannot be enforced (and during many events, such as mealtimes, would not be practical) but there is still a need to balance people's individual choices and the responsibility to keep the group safe
    - **Action item: The EDI committee will recommend to the meeting planning committee that mask-wearing is encouraged but not required, and free masks should be provided to attendees.**
  - Should the winner of the Leadership Award (trainee) be told in advance?
    - The group agreed not everyone is comfortable being surprised in group settings
    - **Action item: The committee will recommend to the meeting planning committee that the winning trainee be told privately in advance, such as on the morning of the meeting**
  - The committee wants to provide an accessible presentations guideline to all meeting presenters/attendees



- Action item: Chris will finalize the working document the group has been collaborating on, and post it in the EDI slack channel for final edits/approval before distributing it to meeting attendees
  - At the meeting there will a general business meeting with updates from the CIRTN leadership group and all CIRTN committee chairs
    - Action item: Liz is unable to attend the meeting. Gareth will provide an update on the EDI committee's initiatives and successes over the past two years, and outline priorities going forward
- Liz suggests that at the next EDI meeting, the committee should begin to discuss the roadmap for the next year
  - Priorities and projects for the next year
  - Different approaches that might be useful (e.g. coaching-based, action plans, goal setting)
  - Liz/Gareth to present another EDI seminar to the network?
  - Should certain EDI activities become mandatory for CIRTN membership?
- The group discussed the distribution of surveys and self-identification questionnaires
  - Gareth wants to double-check our surveys follow appropriate guidelines (our data collected is not published and is anonymized before use, but the group agrees the rules should be revisited to ensure compliance)
  - Action item: Cara will contact the U of A's Ethics team to make sure EDI surveys are compliant
  - The group discussed alternative ways of collecting data e.g. Zoom surveys?
  - The group discussed how to improve survey buy-in and increase response rate
    - Rather than longer surveys, should the surveys be shorter with more targeted questions, with a full survey less frequently
  - The group discussed the value of repeating the self-identification survey annually vs. every other year
    - Annually is preferred, because trends over time are important and CIRTN needs demonstrable measures of progress for CREATE program deliverables
- The committee discussed inviting **speakers to present during Journal Clubs/Seminar Series** in the fall and winter; the topics would be related to living with T1D or T2D, and on the importance of using respectful, inclusive language in the research community when talking to or about people living with diabetes
  - Action Item: Jasmine and Cara have speakers in mind who may be willing to present (Chris Jarvis, Karen Peat); they will reach out to them to gauge interest and then the committee can follow up with a formal letter of invitation if the speaker is available
  - Presentations would likely be in Nov/Dec 2022 or Jan/Feb 2023