

LFS EDI Committee Meeting

November 26, 2021 2-3pm

Attendees: Azita Madadi Noei, Will Valley, Dana-Lyn Mackenzia, Sofia, Juli Carillo, Pia Lim, Shannon Wong, Rob Kim

Agenda:

- Check-in
- Round table updates
- ISP Next Steps
- Future Casting: What should we consider in 2022

Minutes:

- **Updates**
 - Website development
 - Blogs section removed for now, collecting content
 - Everyone is welcome to submit 200-300 words to explain a blog post link to the blog post
 - Documents = meeting minutes
 - Flowchart on what to do if your experience a form of oppression - Shannon
 - Airtables - Anisha
 - Juli: Sex and Gender Inclusivity in Biology
 - Looking for graduate student to join
 - Azita: Hiring Committee forming and wondering how to go about with an EDI lens
 - Gap in LFS protocol
 - Science Associate Dean EDI to support Will and provide presentation for faculty hiring which will happen during a LFS town hall or community meeting in January
- **ISP Next Steps**
 - Went through first four questions
 - Continue discussions Thursdays before committee meetings
 - Reflected a lot on processes and thought about looking at the work we are doing in our own lenses
 - Work on bring our own identities and histories
 - Keep Eduardo and Tabitha in the loop (meeting invites and minutes)
 - This is NOT the faculty going through the ISP self-assessment tool
 - This IS a small group "test-driving" the self-assessment to get a better understanding of how to better do this at the faculty level
 - Anisha to find an ideal time on Dec 16 for ISP self-assessment part 2
 - Anisha to find an ideal time on Dec 17 for LFS EDI committee meetings
- **Article discussion [Agenda Amendment]**
 - <https://nationalpost.com/news/canada/minority-professor-denied-grants-because-he-hires-on-merit-people-are-afraid-to-think>

- DL: emphasize that meritocracy is not neutral.
- Azita: More education on what EDI is
- Rob: System wasn't made for minorities; what does merit mean?
- Juli: students struggling with meritocracy and EDI, somewhere because EDI and doesn't feel deserving.
- Amanda: parallel to Trans right in the UK; Kathleen Stalk
 - Claimed to be silence but quit job because trans students protested against her violence against trans women
- **Future Casting: What should we consider in 2022?**
 - To be discussed at our December meeting