

## Faculty of Medicine Equity Committee (FOMEC)

Monday, December 2, 2018, 14h-15h30  
2001 McGill College, suite 1310| Montréal

### MINUTES

**Members present:** Saleem Razack (Chair, SACE Director, non-voting), Sameer Zuberi (Secretary, SACE Manager, non-voting), Alex Allard (IHPP, alternate), Elizabeth Hillier (Graduate student rep), Nicole Li-Jessen (WPC Chair), Leah Moss (Associate Director, Educational Units, corresponding member, non-voting), Seeta Ramdass (Community, via Zoom), Patricia Tonin (Faculty), Hiba Zafran (Faculty, via Zoom).

**Invited guests in attendance:** Shanice Yarde (Equity Education Advisor (Anti-Oppression & Anti-Racism, Office of the Provost and Vice-Principal (Academic))).

Meeting chaired by S. Razack; minutes by S. Zuberi. Quorum not reached.

AGENDA ITEM	RESPONSIBLE	ACTION
<b>1. Welcome</b> Meeting opened at 14h10.	S. Razack	
<b>2. Approval of agenda</b> Agenda approved.	S. Razack	
<b>3. Approval of past minutes</b> The October 25, 2018 minutes were reviewed, but not approved, due to lack of quorum.	S. Razack	October 25, 2018 minutes to be presented for approval at next meeting.
<b>4. Black History Month</b> Shanice Yarde, Equity Education Advisor and coordinator of McGill's Black History Month (BHM) gives a synopsis of events to take place February 2019. BHM first official celebration at McGill took in 2017. Events for BHM 2017 can be found at the Facebook page: <a href="http://www.facebook.com/BHMMcGill">www.facebook.com/BHMMcGill</a> .	S. Yarde	

<p>The BHM Opening Ceremony will take place on Jan 31.</p> <p>On Monday, February 18, the Melville Project is organizing an event through the Department of Pharmacology and Therapeutics to Celebrate the Legacy of Dr. Kenneth Melville, one of the first Black graduates of McGill’s MDCM program and former Chair of the department. SACE and BHM McGill are sponsoring the event. Information can be found at <a href="https://www.facebook.com/events/622772431475668/">https://www.facebook.com/events/622772431475668/</a>.</p> <p>It was suggested that S. Yarde reach out to human genetics professor Dr. Loydie Jerome-Majewska to see if synergies can be had between main campus events and the Glen site.</p> <p>The Committee asked Shanice to consider location of an event, with an eye to doing something off campus, for example at the Glen.</p> <p>Members of FOMECE offered to share BHM events.</p>		<p>SZ to share BHM events with FOMECE.</p> <p>SZ to facilitate publicity of Feb 18 events: Med Communications, SACE social media.</p>
<p><b>5. Faculty and Staff Diversity Survey</b></p> <p>FOMECE Faculty Survey working group, S. Razack and P. Tonin, to meet with McGill’s Employment Equity Advisor, Tynan Jarret, on Thursday, December 6. Group will review survey questions to be distributed to Faculty, or academic staff. Goal is to reduce the number of questions asked.</p> <p>H. Zafran brought up the critical reflection tool: <a href="https://www.limenetwork.net.au/wp-content/uploads/2017/10/Interactive_CRT_FINAL.pdf">https://www.limenetwork.net.au/wp-content/uploads/2017/10/Interactive_CRT_FINAL.pdf</a>.</p> <p>The data from the survey will be compiled into a report, to be presented to Faculty Leadership Council, and publically available on the SACE site.</p> <p>For example, want to catch experiences of minority faculty members as compared to majority in the environment.</p> <p>Need to have comparative data with the Canadian Census.</p>	<p>S. Razack and P. Tonin</p>	<p>Action: Opening statement may need to expressly address how cells will not be reported upon if less than 5.</p>

<p>Timeline: Survey completion expected to be in January. Dissemination in February or April.</p>		
<p><b>6. Equity Training Modules</b></p> <p>Equity training for all academic searches are required.</p> <p>Tynan Jarrett, McGill Employment Equity Advisor, and S. Razack with Dr. Leslie Fellows's Office are working on an online module.</p> <p>All search committee members have to have participated in equity training.</p> <p>Will be an interactive module.</p> <p>With Dr. Miriam Boillat, S. Razack a Chair series on Equity, Diversity and Inclusion. Booster session will be given in April.</p> <p>Help is being sought from FOMECE volunteers to join in an effort with Fac Dev Office to join the scientific committee of a ½ day Equity, Diversity and Inclusion workshop, tentatively planned for Oct 2019. The training should be relevant to health professions and non-medical health professions. Volunteers would meet monthly from Jan to May. Volunteers would potentially facilitate small group work, and help in designing material.</p> <p>H. Zafran is interested. Saleem will approach C. Mandato and Dr. Lisa Munter. Potential applicability outside of the Faculty of Medicine.</p>	<p>S. Razack</p>	<p>SZ to bring copies to the next FOMECE meeting.</p> <p>SR reach out to FOMECE members to work on Equity Training.</p>
<p><b>7. Varia</b></p>		

Meeting adjourned at 14:30h.