

Faculty of Medicine Equity Committee (FOMEC)

Thursday, April 23, 2020, 3:00-4:30 pm

Online meeting by Zoom

MINUTES

Members Present: Dr. Saleem Razack (Chair, SACE Director, non-voting); Pascale Caidor (Secretary, SACE Manager, non-voting), Kent Saylor (Faculty), Hiba Zafran (Faculty), Michael Shevell (Faculty), Nicole Li-Jessen (WPC Chair), Patricia Tonin (Faculty), Gianjeet Ramburn (UGME (MSS)), Melissa Park (Faculty), Jennifer Chan (SPOT).

Invited guests: Lesley Fellows (Vice-Dean Academic Affairs), Aimee K. Ryan (Associate Dean)

Regrets: Craig Mandato (Faculty), Robin Grantner (ISoN), Louisa Mussells Pires (ISoN), Seeta Ramdass (Community), Sara Saunders (APP rep).

Meeting chaired by S. Razack.

AGENDA ITEM	RESPONSIBLE	ACTION
1. Welcome		
2. Approval of agenda To be added to the agenda: Equity issues related to Med-students' experience of stage and residency vs volunteering for COVID-19.		Approved Patricia Tonin seconded by Melissa Park
3. Approval of past minutes		Approved Patricia Tonin seconded by Melissa Park
4. Chair's Report The SACE Office is in the process of analyzing the Graduate student survey data. Results should be available for the next FOMEC meeting.	SR	

<p>5. Research Leadership Hiring Case Potential Lessons Learned (with Dr.'s Tonin and Ryan presenting briefly on the issues, and with Dr. Fellows as and invited guests).</p> <p>Potential equity issue with a hiring case situation at the Research Institute of the McGill University Health Centre (RI-MUHC).</p> <p>Context of the case: Possible equity issue with the hiring process in place to hire a new head director for the MUHC Research Institute. On April 2, 2020, a science article was published online (<i>"Female scientists allege discrimination, neglect of research on women at NIH's child health institute"</i> by M. Wadman) about the case. On April 3, 2020, a memo was sent out to the RI- MUHC research community from the president, the executive director of the MUHC, and the chairman of the board of directors referring to this specific article. The decision to hire the new head director was restated in the memo. Invitation to welcome comments was made by the memo signatories. In response to this invitation, a position statement was produced and signed by over 500 members of the Research Institute and McGill community regarding the hiring. The statement concluded that based on the criteria use for hiring and the serious allegations that were mentioned in the article that perhaps there was a potential issue in respect to equity and diversity.</p> <p>Lessons learned from the case:</p> <ul style="list-style-type: none"> ▪ McGill needs to insist (for external hire) on chairing or cochairing joint search committee. ▪ Insist on having McGill's representation on the joint search committee and have more active participation. ▪ Put in mentorship a more diverse pipeline in the RI to increase the diversity of the applicant pool. ▪ McGill should not just look at the search process but for all leadership positions, McGill should build into the performance reviews and the EDI indicators. (Ongoing metrics) 	<p>SR, PT</p>	<p>SR to send a memo to Dr. Fellows</p>
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<p>6. Review of the PGME Survey FOMECC subcommittee has completed the review of the diversity survey. The PGME survey will be sent to the Accreditation Office for translation and dissemination.</p>	<p>PC</p>	<p>PC will send the final copy of the PGME survey to the FOMECC members by e-mail.</p>
<p>7. Faculty diversity survey results</p> <p>Presentation of the highlights of the Faculty diversity report.</p> <p>Feedback from the FOMECC members:</p> <ul style="list-style-type: none"> ▪ Show the results for both size of the question for the Collegial Environment question. Send to each department filter results of the sociodemographic data. Submit the whole report to the Dean and maybe the results for each department specific data to set an intermediate diversity and equity goal. ▪ The report offers a comprehensive snapshot but there is a huge amount of data. The executive summary must get to the point that the data support. The faculty report is a good reference point for the accountability of the unit heads. ▪ It will be good to have the sum analysis for the gender data. It's not possible because of the low response rate of the gender data question. Put a note on the executive summary that indicates the percentage who did not want to self-identify. Add a comment. ▪ Good starting point. We should review some of the questions for the next round. ▪ The creation of a gender issue subcommittee. (To be added on the next meeting agenda). ▪ Safety in filling out the diversity surveys: Need to think about how we are going to collect this information. 	<p>SR</p>	<p>SR and PC to review the executive summary and send a final version of the report to FOMECC committee before the next FOMECC meeting.</p> <p>Department get specific data.</p>
<p>8. COVID-19 and equity sessions and events COVID 19 situation: Call for healthcare students to volunteer/be paid in CHSLD. Moral distress and ethical dilemma for med-student around the decision to volunteer for COVID-19. May affect their identity as medical professionals and students. Volunteering activities related to the COVID-19 are framed as humanitarian if students might feel that if they don't do volunteering work, they are not humanitarian. Issue of power wrap-up in this decision. Some groups of students might experience more uncertainty than others.</p>	<p>SR</p>	<p>(Item to be added on the next meeting agenda).</p>

9. Equity issues in postdoctoral studies (Tabled until next meeting)	SR	
10. Reasonable Accommodation of religious difference (Tabled until next meeting)	SR	
11. Varia	SR	