

## Faculty of Medicine Equity Committee (FOMEC)

Thursday, February 27, 2020, 3:00-4:30

2001 McGill College, Suite 1310-B | Montreal, H3A 1G1

### AGENDA

**Members Present:** Dr. Saleem Razack (Chair, SACE Director, non-voting); Pascale Caidor (Secretary, SACE Manager, non-voting), Seeta Ramdass (Community, via Zoom), Hiba Zafran (Faculty), Patricia Tonin (Faculty), Sara Saunders (APP rep), Gianjeet Ramburn (UGME (MSS))

**Regrets:** Nicole Li-Jessen (WPC Chair), Kent Saylor (Faculty), Craig Mandato (Faculty), Michael Shevel (Faculty), Melissa Park (Faculty), Robin Grantner (ISoN), Louisa Mussells Pires (ISoN), Jennifer Chan (SPOT).

Meeting chaired by S. Razack.

AGENDA ITEM	RESPONSIBLE	ACTION
<b>1. Welcome</b>		
<b>2. Approval of agenda</b> The new items were added to the agenda; <ul style="list-style-type: none"><li>- EDI plan for the campus</li><li>- Academic Affairs</li></ul>	<b>S. Razack</b>	Approved Patricia Tonin seconded by Hiba Zafran
<b>3. Approval of past minutes</b> Minutes from December 5, 2019, will be approved at the next meeting.	<b>S. Razack</b>	
<b>4. Chair's Report</b>  <b>Diversity surveys updates:</b> <ul style="list-style-type: none"><li>▪ Faculty diversity survey is completed, and the survey is in the process to be analyzed. The report should be available in three weeks. The response rate is around 30%.</li><li>▪ Graduate student response rates for partially completed survey 40% and fully completed 35%. The intention is to implement the graduate survey in other faculties. The idea is to have a common trunk as well as more specific questions.</li></ul>	<b>S. Razack</b>	

<ul style="list-style-type: none"> <li>▪ <b>Accommodation of disabilities:</b> The SACE Office met with the Vice-Dean Education concerning student's experience with the Well Office. This issue was brought up to the Dean's operating committee. The plan is to brief the assistant deans in the Well office on the situation. The Well Office processes will be reviewed in June. The SACE office will write a memo to clarify the mandate of the SACE Office vs. the Office for students with disabilities (OSD) and the Well Office. A point to be added to the memo is the notion of minimum standard or technical standard. Highlighting in the memo the non-alignment between the technical standard set requires to practice medicine and the standards put forward in the student selection and interview process (MMI). It should be noted that some technical standards could be challenged. Another point to be added to the memo is the definition of <i>technical standard</i> for each school (communication skills, physical skills, resilience). Another point to be added to the memo is the clarity of pathways for students (roadmap and different pathway for each school). Committee members proposed that Rachel Desjourdy the new (Accessibility Advisor) should be a member of this committee. Another point to be added to the memo: the role of the committee and the SACE Office should be to advise on equity issues related to students with disabilities.</li> </ul>		<p>SR to write a memo  SR to follow up with Rachel Desjourdy (Accessibility Advisor)</p>
<p><b>5. AAMC Gender equity proposal</b></p> <ul style="list-style-type: none"> <li>▪ AAMC has created a statement on gender equity. AAMC wants McGill (Faculty of Medicine) to accept leadership accountability for gender equity and to appoint an individual for this new initiative. The nomination for this appointment should go through the Nominating Committee. The goal is to find an individual with expertise in the field. This initiative is a great opportunity to be exposed to National US best practices and bring this knowledge at McGill. SR to come up with a one-page job description. The committee should explore the possibility to have a backup in place. Put this item on the agenda again at the next FOMEC meeting in April.</li> </ul>	<p><b>S. Razack</b></p>	<p>PC to follow up with the leadership at the AAMC – to have a better idea of AAMC expectations.</p> <p>PC will put on FOMEC agenda for April.</p>

<p><b>6. Inclusive language policy</b></p> <ul style="list-style-type: none"> <li>Provide a brief and short resource available on the web. The SACE Office found an inclusive language guideline from 2010 that need to be updated and contextualized. The Indigenous Health Office should approve the content related to Indigenous inclusive language. For consultation services about inclusive language we should refer Faculty members to the Office of the Provost. The web content should provide links to further resources.</li> </ul>	<p><b>P. Caidor</b></p>	<p>PC to follow up with the Office of the Provost and develop a potential text that is compliant with the guideline of the Provost Office.</p>
<p><b>7. Arranging a session on Respectful engagement within a context of academic freedom</b></p> <ul style="list-style-type: none"> <li>Student Affairs Office could be a good resource. FOMEC to sponsor a session about respectful engagement. Space when we could have difficult conversations around power dynamics and humor. FOMEC can partner with the students' Equity committee to organize this session. Dean will be invited. The target audience is students and faculty members. The session will take place in May or September.</li> </ul>	<p><b>S. Razack</b></p>	<p>GR will share the information with the Equity committee</p>
<p><b>8. Award for equity and community building</b></p> <p>There is a new call for nominations.</p>	<p><b>S. Razack</b></p>	<p>PC will send an e-mail with the details for this call for nominations.</p>
<p><b>9. Establishment of FOMEC Subcommittee to review Graduate students, Faculty and surveys</b></p> <p>Tabled to next meeting</p>	<p><b>PGME</b></p> <p><b>S. Razack</b></p>	

<p><b>Trans Health Event and QHM 2021</b></p> <ul style="list-style-type: none"> <li>▪ Queer subcommittee will create a guideline of dos and don'ts around events with a preamble around challenges the idea of biomedical neutrality. Putting the information on a website in collaboration with the Office of the Provost &amp; VP, Academic. Queer subcommittee to sponsor a trans-affirmative health event for the Queer history month with collaboration of the SACE Office. The Dean will be invited. The organization of this event will begin around mid-April.</li> </ul>	<p><b>HZ</b></p>	<p>SR to inform the Dean this upcoming event.</p>
<p><b>10. Equity issues in postdoctoral studies</b> Tabled to next meeting</p>	<p><b>SR</b></p>	
<p><b>11. Reasonable Accommodation of religious difference</b> Tabled to next meeting</p>	<p><b>SR</b></p>	
<p><b>12. Disability</b> Tabled to next meeting</p>	<p><b>SR</b></p>	
<p><b>13. Varia</b></p>		

Meeting adjourned 4:35 pm.