

**Brandon University  
FACULTY OF HEALTH STUDIES  
EQUITY, DIVERSITY, AND INCLUSION COMMITTEE  
Meeting Minutes**



**BRANDON  
UNIVERSITY**

**Meeting Date:** October 26, 2022  
**Meeting Time:** 15:30 – 17:00  
**Meeting Location:** Zoom for all participants

**PRESENT:**

Jan-Marie Graham (Co-Chair)  
Stephanie Spence (Co-Chair)  
Mariam Warsame  
Carly Mantharack  
Chris Byman (Recorder)  
Catherine Baxter  
Michelle Cleland  
Olufunke Sophia Adeleye

**REGRETS:**

**ABSENT:**

Agenda Item	Discussion	Recommendation/Actions to be Taken	Action By
<b>1.0 Call to Order:</b>			
	Meeting was called to order at 15:33; Introductions and Acknowledgement of the Territories by J.M. Graham		
<b>2.0 Approval of Agenda – Additions or Amendments:</b>			
	-the agenda as circulated was reviewed, and amended	The agenda as amended was approved by consensus.	
<b>3.0 Adoption of Minutes:</b>			
	Deferred – minutes of the September 2022 meeting were not formally reviewed.		
<b>4.0 Business Arising</b>			
<b>4.1</b>	<b>Reflections on Student Experiences</b> -J.M. Graham led a debriefing discussion regarding a racially-motivated student experience relayed at the previous meeting, prior to a presentation by C. Fleming. It was noted that the student’s nursing journey has been impacted by their experience and situation. -discussion; concerns and questions were raised as to EDI’s role with respect to resolution. What piece of this issue is ours to address? How do we promote these issues respectfully to the rest of faculty? If this were to happen again, how do we intervene earlier? What supports may we offer to those who feel effected? -C. Mantharack relayed a student experience from one of her Winnipeg classmates. There were comments made in class by one student that made multiple students feel uncomfortable. C. Mantharack noted that students felt the instructor provided an	Students experiencing issues regarding EDI can reach out to Cheryl Fleming, Diversity and Human Rights Advisor for Brandon University ( <a href="https://www.brandonu.ca/diversity/">https://www.brandonu.ca/diversity/</a> ); this includes students at the Winnipeg Campus  Students are encouraged to reach out to the (Acting) Dean of Health Studies, should they feel their experience is effected by a faculty performance issue.	

	<p>inadequate atmosphere to debrief the comments with students, missing an opportunity to engage in meaningful and educational discourse in the moment. Present faculty members agreed it was their job to facilitate environments in the classroom where discussions can be held respectfully.</p> <p>-Committee members are empathetic and supportive as we move forward working through items in our action plan; students are still encouraged to share their experiences with the FHS EDI.</p>		
<p><b>4.2</b></p>	<p><b>Strategic Enrolment Management Plan</b></p> <p>-FHS new admission policy/processes were reviewed as a group</p> <p>-C. Baxter led the group through a discussion and overview of the process, including the creation of equity seats and how that will look moving forward</p> <p>-Confirmed that students will self-report their status</p>		
<p><b>4.3</b></p>	<p><b>Anti-Racism Action Plan – Action Updates</b></p> <p>-discussion re: ‘health studies as ivory tower’</p> <p>-S. Spence relayed her experience joining the faculty of health studies as jarring; with mostly white students, the faculty can feel like an unwelcoming environment for BIPOC students.</p> <p>-committee members noted a clique atmosphere, which creates divides in cohorts and classrooms.</p> <p>-committee members were asked what would make it more welcoming; it was decided that a health studies inclusivity focus group is needed to address this issue, consisting of many voices from across the faculty (SWOT analysis, quality assurance)</p> <p>-ARAP Discussion and Action updates</p> <ul style="list-style-type: none"> <li>• 2.2 – Learning Plan for Faculty <ul style="list-style-type: none"> <li>○ Mandatory EDI training for clinical and sessional hires needed (M. Cleland confirmed that a half-day EDI workshop was provided by the university for all new faculty hired in August)</li> <li>○ Anti-racism and unconscious bias training for students during orientation needed, annually delivered to each cohort</li> </ul> </li> <li>• 2.5/2.6 – Student Evaluations <ul style="list-style-type: none"> <li>○ EDI information in student program evaluations to be reviewed and made a priority for quality assurance</li> </ul> </li> </ul>	<p>ARAP Sections 2.4, 2.5, 2.6 were highlighted to be worked on for 2022-2023. Sub-Committees to be formed to work further on these issues.</p>	<p><b>Committee Members</b></p>

<p><b>4.4</b></p>	<p><b>Relaying FHSEDI Work and Information to Students/Faculty/Stakeholders</b>          -committee members discussed the most efficient ways to share information regarding EDI in the Faculty of Health Studies          -Moodle posts on student advisor pages was suggested          -A section for EDI on the Acting Dean’s webpage with annual EDI action plans and EDI committee meeting minutes; this can be maintained by the administrative assistant assigned to the EDI committee.</p>	<p>C. Byman to connect with the Acting Dean’s office to facilitate webpage creation</p>	<p><b>C. Byman</b></p>
<p><b>5.0 New Business</b></p>			
<p><b>6.0 Communication, Kudos, News, and Future Ideas</b></p>			
<p><b>7.0 Date and time of next meeting:</b> November 23 at 15:30 – 17:00 via Zoom (link to follow)</p>			
<p><b>8.0 Adjournment:</b> meeting adjourned by consensus at 17:10</p>			

**APPROVED** By Consensus

**DATE:** November 23, 2022