

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



**BRANDON
UNIVERSITY**

Meeting Date: January 23, 2025
Meeting Time: 12:30 – 13:30
Meeting Location: MS Teams for all participants

PRESENT:

C. Byman (Recorder)
C. Waddell-Henowitch, Co-Chair
Princess Chisom Eze – student Co-Chair
J.M. Graham
J. Adair
C. Baxter
Derrick Donovan – student
Divina Suazo – student
Silindile Mabaso – student

REGRETS:

GUEST:

Agenda Item	Discussion	Recommendation/Actions to be Taken	Action By
1.0 Call to Order:			
	The meeting was called to order at 12:33, led by P. Eze.		
2.0 Approval of Agenda:			
	The agenda was reviewed, as circulated.	Approved, by consensus.	
3.0 Adoption of Minutes:			
	The minutes of the November 2024 were reviewed.	The minutes of November 20, 2024 were approved by consensus.	

4.0 Business Arising			
4.1	EDI Lunches -Brandon Campus <ul style="list-style-type: none"> • Questions and answers circulated prior to this meeting; copy is available on teams for further review. • 25 students attended (mixture from BScPN and BN). <ul style="list-style-type: none"> ○ Hot food was well-received! • Suggestions for improvement: <ul style="list-style-type: none"> ○ More diverse faculty needed. ○ Incorporate cultural learning and stress management support. ○ Need for approachable professors; delays in email responses noted. ○ More opportunities for student feedback. ○ Open discussion forums suggested. ○ Celebrate various ethnicities beyond Black History Month. ○ Connect nursing and psychiatric nursing students through events. 	C. Waddell-Henowitch to approach acting dean L. Ross re: ongoing budget/funding for EDI committee.	C. Waddell-Henowitch

-Winnipeg Campus

- 25-30 students attended, though many did not stick around to participate with the questions due to emphasis on BIPOC students (approximately 12 students participated); of the questions posed, only two were answered.

-Themes of being believed and not dismissed were prevalent at both campus discussions. Students also requested more resources on handling microaggressions and racism with less focus on anti-racism, more on experiences of discrimination based on religion, gender, sexual identity, and academic accommodations. Students also requested means for anonymous feedback options throughout the term.

-P. Eze and C. Waddell-Henowitch let members know that fact sheets are in development, with the aim to be complete by the fall semester. Focus of the sheets will deal with witnessing racism from various sources and responding to claims of racism. Members felt it was also important to go beyond racism and focus on other “isms” and how to deal with them. Emphasis was placed on the importance of problem-solving and having difficult conversations. Discussion: members felt this was a very positive and worthwhile initiative and suggested sharing these resources (once developed) with the greater BU EDI committee when complete. Members felt it was important to do the work first (so the work indeed gets completed) and then share the resources. C. Waddell-Henowitch suggested collaborating with a graphic designer to make the fact sheets engaging, approachable, and shareable. Possible funding sources were discussed.

-Re: faculty and student education, a guest speaker lunch-and-learn model was floated (with virtual participation from the Winnipeg Campus) – students would see it as a worthwhile learning/networking opportunity, and faculty could offer bonus marks towards final exams for attendance.

-P. Eze shared an online SIM resource with committee members re: encountering racism in clinical settings (<https://can-sim.ca/responding-to-racism/>); discussion: how can we pay for this type of ongoing educational support? Members felt it was important for this committee to have a permanent operating budget. Members also discussed accessing this support material via our BU library/Health Studies research contacts.

<p>4.2</p>	<p>Engaging BUHSSA</p> <p>-P. Eze advised members that BUHSSA has been approached to share social media resources re: FHS EDI; more details to follow at future meetings.</p> <p>-BUHSSA president was in favour of supporting the EDI committee and circulating FHS EDI committee initiatives/promoting EDI student representatives via their social media page.</p>		
<p>4.3</p>	<p>End-of-Year Evaluations</p> <p>-C. Waddell-Henowitch clarified that the feedback loops for EDI questions on year-end evaluations have been closed i.e. EDI data will be forwarded to this committee c/o the BN curriculum committee and the BScPN CQI committee.</p> <p>-C. Baxter advised of this year’s BN grad survey results:</p> <ul style="list-style-type: none"> • Comments highlighted issues of fairness and equity among BIPOC individuals in clinical settings. Concerns were raised about clinical instructors treating all students fairly and respectfully. • Actions taken include hiring a diverse clinical instructor from Nigeria; there was an acknowledgement for the need of more mentorship and education for clinical faculty. • It was stated that this survey was significantly more positive than previous years regarding staff relationships – ongoing work is needed, despite positive feedback. 		
<p>4.4</p>	<p>Research Project</p> <p>-J. M. Graham gave an update on the EDI research project; focus group was conducted by C. Fleming on January 20 – audio data has been forwarded and will be reviewed/discussed at the next meeting.</p>		
<p>4.5</p>	<p>Year 2 Orientation</p> <p>-C. McCallum, student advisor for BScPN Brandon, was in-favour of adding EDI information to her orientation presentations. She has requested presentation slides to add to her existing orientation presentations (slides to included overview of the committee, and contact details).</p> <p>-committee members were encouraged to bring ideas regarding content to the next meeting.</p>		

5.0 New Business

<p>5.2</p>	<p>Interruption to Program Progression Policy -a short discussion was held surrounding the current BN Interruption to Program Progression Policy as viewed through the lens of inequity; members were encouraged to read the policy more in depth in order to more thoughtfully discuss at the next meeting. -It was noted that the BScPN program has reverted back to a remediation-based policy, considering BScPN clinical rotations are scheduled at different times from the BN department.</p>	<p>Members to read the Interruption to Program Progression Policy – C. Byman to circulate to members.</p>	<p>All members/C. Byman</p>
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5.0 Date and time of next meeting: March 20, 2025 at 12:30

6.0 Adjournment: the meeting was moved to adjourn by consensus at 13:43.

APPROVED: C. Waddell-Henowitch

DATE: May 22, 2025