

**Highlights from LDFP Equity, Diversity and Inclusion Working Group Meeting
Tuesday, June 1, 2021 at 10:00 to 11:00 a.m.
via Microsoft Teams (virtual)**

The terms of reference (TOR) for the Working Group was introduced and its timing. The working group will meet ideally every month until December 2021. Meetings will be 1.5 hours in duration.

The task of the working group is to develop an EDI strategy that will be presented to Faculty Council and the Dean of the Leslie Dan Faculty of Pharmacy (LDFP). We will going forward, ensure that we start our meeting with the land acknowledgement (<https://memos.provost.utoronto.ca/statement-of-acknowledgement-of-traditional-land-pdadc-72/>). A member of the working group will read the land acknowledgment at the start of every meeting.

The Co-Chairs noted that their role is to guide the discussion, facilitate the process and ensure that the members of the Working Group operate in a position of kindness and forgiveness.

The working group invited Jodie Glean, Director Anti-Racism and Cultural Diversity Office (ARCDO) to present to the group the resources available throughout the University. It was noted that the TOR of the LDFP EDI working group was responsive to the many areas for change and growth. Slides from the presentation will be circulated to the working group. In future the working group will connect with other EDI groups and various seminars and workshops will be organized for faculty, staff and students.

The group will reconvene in July to discuss areas of EDI work, in advance of the meeting group members have been asked to submit their ideas using a Microsoft Forms link, submissions will remain anonymous. A second survey will be circulated to identify what areas members are interested in contributing to.

A question was asked about how attendees can change their display name to include their preferred pronouns. With the change to meeting via the Zoom platform instructions will be circulate on how users can make the change to their display name.

The group agreed that they want to proceed as transparently as possible. The EDI committee will work with the Communications Group at the Faculty to update the planned EDI webpage on the Faculty website to include information about the Working Group, posting of meeting highlights, and EDI resources.