

**Highlights from LDFP Equity, Diversity and Inclusion Working Group Meeting
Tuesday, July 27, 2021 at 10:00 to 11:30 a.m. | via Zoom (virtual)**

Following the introductions there was a presentation on the direction for the LDFP EDI Working Group. The content of the presentation was as follows.

STRATEGY:

- The goal of the working group is to develop an EDI strategy and draft Terms of Reference (TOR) for an EDI Standing Committee at LDFP to support a healthy learning and work environment for all members of the Faculty.
- Definition of strategy: A set of guiding principles that, when communicated and adopted in the organization, generates a desired pattern of decision making.
 - How people throughout the organization should make decisions and allocate resources to accomplish key objectives.
 - A good strategy provides **a clear roadmap**, consisting of a set of guiding principles or rules, that defines the actions people should take (and not take) and the things they should prioritize (and not prioritize) to achieve desired goals.
 - One element of the overall strategic direction that leaders must define. This will be done by the Dean.
- Considerations:
 - Although members have been assigned to a specific area, the strategy needs to reflect inputs from all members of the EDI Working Group
 - How to develop an evidence-based strategy
 - Require clear ideas about what to focus on and why
 - Need to gather and analyse data
 - Ensure that the strategy is cohesive, dynamic and comprehensive

A 15 minute presentation on promising EDI practices followed, which provided an overview of the working group's five sub-groups, associated objectives, and EDI strategies related to each sub-group implemented at other institutions.

AIMS/OBJECTIVE OF THE SUB- WORKING GROUPS:

- Each sub-group will focus on one component of the overall strategy
- Implementation is not our task, but accountability for implementation should be a part of our strategy.
- Five areas of focus (sub-working groups):
 - (1) Recruitment, Retention and Career Development

Objectives:

 - (i) To incorporate the principles of EDI in our recruitment and career advancement practices with regards to faculty, staff and students
 - (ii) to ensure the makeup of our committees and decision-making bodies is inclusive and works to reflect the diversity of our department.
 - (2) Continuing Education & Training:

Objectives:

(i) To develop EDI training opportunities for all members of our community to address issues of unconscious bias, mistreatment and implementation of EDI into practice;

(ii) to develop engagement opportunities within the University of Toronto and broader communities to promote EDI within pharmacy and pharmaceutical sciences.

(3) Curriculum:

Objective: To assure that our programs and curricula prepare our graduates to meet the needs of the diverse communities they will serve in their careers in Canada and around the world.

(4) Data strategy:

Objective: To develop a data strategy to collect, maintain and interpret data on EDI. The mandate also includes reporting mechanisms to improve accountability and transparency.

(5) Feedback collection process:

Objectives: To develop a mechanism/framework for feedback within the Faculty.

- Each subcommittee is responsible for providing content for their respective area. This will inform recommendations. All groups will have time to give feedback on the content.
- Each subcommittee will meet independently. During team meetings we will set aside time to share content and gather feedback.

The sub-working groups met for approximately fifteen minutes. During this period the following topics were discussed:

- The Pharmaceutical Science equity group will reach out to the wider student body and get their input.
- EDI meeting highlights will be shared on the soon to be launched EDI Faculty website.
- The working group discussed inviting external speakers relating to the topic of EDI. As University of Toronto is under censure we will seek speakers internal to the University in the immediate future. External speakers will be pursued once the censure is lifted.

Prior to the conclusion of the meeting the Chairs stated that the sub-working groups will be expected to update the larger working group at the September meeting and that the working group aims to finalize the strategy document by early December.