

Announcing the relaunch of Pharm Sci Equity, Diversity, and Inclusion Forum (and how to get involved)

Hello Pharm Sci Community!

We are excited to announce the relaunch of the Pharm Sci Equity, Diversity, and Inclusion Forum (EDIF). As EDIF co-chairs, we (Mandy Khara and Linda Herbert) are currently soliciting expressions of interest for individuals interested in joining the *EDIF Planning Group*. This Faculty funded group has the support of the Faculty's EDI Advisory Committee.

A huge thank you to the former EDIF co-chairs Tim Lim and Brent Page, and past EDIF membership, for their dedication in developing all the past EDIF events and initiatives, and in advancing the Faculty's EDI goals.

What is the Equity, Diversity, and Inclusion Forum (EDIF)

EDIF aims to foster an inclusive community and culture within Pharm Sci that is welcoming to all by:

- Providing educational programming and events for Faculty of Pharmaceutical Sciences faculty, staff and students across a wide-range of EDI topics and interests (Faculty approved budget available).
- Acting as a hub to connect, support, and advance affinity groups and community-led initiatives in within the Faculty (Faculty approved budget available).
- Serving as a conduit to promote awareness of EDI issues, initiatives, and events (internal and external).
- Supporting the EDIAC in advancing the Faculty's long-range and strategic EDI initiatives and planning.

How you can get involved

1. Join the *EDIF Planning Group* as a committee member or Faculty Advisor (see below).
2. Share your ideas/info/questions/concerns/etc. with us or other members of the EDIF Planning Group.
3. Support and attend EDIF events and initiatives (open to all Pharm Sci members).

What is the EDIF Planning Group

This group will plan and execute EDIF events and initiatives, and support the relaunch of EDIF by developing an operating framework (solidify the *Planning Document*, develop members roles and responsibilities, co-create a framework and process for supporting Pharm Sci affinity groups, etc.).

Membership is open to faculty, staff, postdoctoral fellows, and students within the Faculty of Pharmaceutical Sciences. We aim to have a composition representative of our Pharm Sci community (i.e. including individuals from varying equity-deserving groups, and individuals who representing varying expertise, perspectives, and lived experiences).

How to indicate your interest in joining the EDIF Planning Group

- Review the attached *Planning Document* for the proposed expectations, roles and responsibilities for planning group members.
- Complete our [Expression of Interest Survey](#) to indicate your interest in joining (**Deadline March 31st**)
- We will contact interested folks with next steps in early April.

Don't hesitate to reach out if you have any questions in the interim. You can reach us at our new EDIF email account pharmsci.edif@ubc.ca or via our personal email addresses below.

Can't wait to get started!

Linda & Mandy

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The Pharmaceutical Sciences Equity Diversity and Inclusion Forum Planning Group

Planning Document

Our Vision

To foster an inclusive community and culture within Pharm Sci that is welcoming to all.

Purpose

1. Planning and execution of EDI Forum: educational programming and events for Faculty of Pharmaceutical Sciences faculty, staff and students across a wide-range of EDI topics and interests.
 - Mandate to host a minimum of 3 EDI Forums (events) per year
 - Budget to support the above provided by Dean's Office
2. Act as a hub to connect, support, and advance affinity groups and community-led initiatives within the Faculty.
3. Promote awareness of EDI issues, initiatives, and events (internal and external).
4. Support the Faculty's *Equity, Diversity and Inclusion Advisory Committee* (EDIAC) in advancing the Faculty's long-range and strategic EDI initiatives and planning.

Membership

- The Co-chairs (2) will be appointed by the Dean, in consultation with the *Pharm Sci EDI Advisory Committee* (EDIAC).
- Membership on the Planning Group is open to faculty, staff, postdoctoral fellows, and students within the Faculty of Pharmaceutical Sciences. EDI Forum events are typically open to all Pharm Sci community members.
- Members shall serve a two-year term and are eligible for renewal.
- A commitment to equitable and diverse membership guides the selection process for this group. The Pharm Sci EDIF Planning Group will aim to have a composition representative of our Pharm Sci community. This includes individuals from varying equity-deserving groups and individuals representing varying expertise, perspectives, and lived experiences.
- 6-8 core members.

Possible Member Roles

- Meeting and administrative support (appointed by Dean's Office) (1)
- Event planner(s) for EDI Forum (workshops, seminars, webinars, cultural celebrations, etc.)
- Education/Awareness coordinator(s)
- Book club – pick/source books, lead book club group/discussions
- Lead/co-lead an affinity group
- Faculty advisor(s): Attend select meetings and advise on EDI initiatives
- Support for land acknowledgements (i.e. a resource for Pharm Sci folks preparing their own land acknowledgements)

Guests and Faculty Advisors may be invited to join specific meetings or portions of specific meetings at the discretion of the Co-chairs.

Expectations for members

- Willing to commit to on-going education and professional development (minimum of 4 hours per year).
- Participation expectations:
 - Attendance at meetings
 - Attendance at events
 - Members are expected to actively participate in the group. (e.g., commit a minimum of 1-2 hours/month of work time to the group (outside of meeting hours and individual education) to help organize and execute initiatives and events.
 - Members who miss multiple meetings and who are unable to fulfill their commitments may be asked to step down and apply to rejoin the planning group at a future date when their schedule allows.

Meetings

EDIF Planning Group will meet monthly at the outset (first 3 months) and then move to bi-monthly and then quarterly as the group gets established. Meetings of the Pharm Sci EDIAF Planning Group are scheduled at the call of the Co-chairs, as business arises, with a minimum of one (1) week of notice.

Preliminary Timeline for Next Steps

- Distribute Expression of Interest via Daily FYI (week of March 13th)
- Zoom drop-in info/orientation session to answer questions and confirm interest (early April)
- Finalize membership by early-mid April
- Meet over spring/summer
- First event in the fall

Additional Notes

- Admin support: to be provided by Indigenous Strategic Initiatives Manager