PaLM EDID Committee
Inventory of Activity and Progress

Date	Action Item
2020-Dec	Special Seminar: EDI and Anti-Racism in the Academy (Dr. Nicole Kaniki)
2021-Jan	Created the EDID Ambassador Role (Dr. Rebekah Jacques)
2021-Jan	Struck the EDID Committee
2021-Mar	Developed a webpage on the PaLM website
2021-Apr	Covered the cost of San'yas Cultural Safety Training (~12 participants)
2021-Jun	Initiated the practice of offering land acknowledgements at department meetings
2021-Jun	Initiated the practice of enabling auto-transcription on Zoom to enhance accessibility
2021-Sep	Committee met with Dr. Opiyo Oloya to receive Western EDI updates
2021-Sep	Added learner representation on the EDID Committee
2021-Sep	LPA donated $1,000 to Indian Residential School Survivors Society (NDTR)
2021-Oct	Western EDI Office launches Equity Census
2021-Nov	Updated departmental EDID webpage to include implicit bias tests
2021-Dec	Added an EDID statement into full-time faculty advertisements
2022-Mar	Equity Census results are disseminated (results aggregated at the Schulich-level)
2022-May	Grand Rounds: Council on Reforming Equity, Diversity, and Inclusion for Trainees
2022-Jul	10-1-1 Rounds: Using Color and Grayscale Images to Teach Histology to Color-deficient Learners
2022-Oct	Zhong Seminar: Strategies for addressing bias and discrimination in STEM (Dr. Lisa Willis)
2022-Dec	Presented inaugural PaLM EDI Award to the PaLM Social Committee
2023-Mar	First female keynote speaker at Research Day
2023-Jul	New PaLM EDID Ambassador is appointed (Dr. Mark Darling)
2023-Jul	Committee met with Dr. Sukhi Bains to receive Schulich EDI updates
2023-Sep	Expanded committee membership to include representation from LHSC (PaLM)
2023-Oct	Schulich EDID Community of Support was formed with membership from PaLM
2023-Nov	CREDIT Mentorship Program was launched for graduate students in Schulich
2024-Jan	Schulich EDID Community of Support Meet & Greet was held with participation from PaLM
2024-Jan	Added unconscious bias training and a confidentiality pledge for CaRMS selection panel members
2024-Feb	Western EDI Office launches the Western Inclusion, Diversity, and Equity (WIDE) Survey
2024-Apr	Schulich EDID Office launches Schulich Census
2024-Jun	Graduate Education Committee approves new funding model in response to affordability concerns
2024-Aug	PaLM Committee circulated a survey to seek input on priorities for 2024-25
2024-Sep	Updated the department on new Gender-Based Sexual Violence legislation and related policies
2024-Oct	Re-launched PaLM EDI Award

Ongoing efforts to:
- Diversify committee membership to ensure representation from both gender groups
- Improve recruitment practices to reduce bias
- Integrate EDID principles and values when a gap is detected
- Moving towards gender-neutral language (i.e., removing pronouns and salutations Mr./Mrs./Miss)