



# Sue's REDI Corner

Hey SPPH community!

I'm excited to share my first newsletter on what's happening in REDI at SPPH and how you can get involved. Whether you're a student, faculty, or staff member, there's an opportunity for you to contribute to our efforts.

I want to acknowledge the range of REDI issues that are arising in various contexts and let you know that the REDI committee will address them at our next meeting.

Please check out the REDI Leader section shared monthly in the SPPH and student newsletters. Keeping up with our work helps us all stay informed and engaged in advancing equity and inclusion at SPPH.

Best wishes, Sue Mills, SPPH REDI Lead

## GET INVOLVED!

### Join the REDI committee

- **One student** (paid position) and **two staff** positions available
- Visit the REDI webpage at [spph.ubc.ca/redi/redi-committee](http://spph.ubc.ca/redi/redi-committee) for the committee statement, terms of reference and members profiles.

### Be part of the REDI Working Groups

Opportunities to join our working groups: (Students will receive a gift card)

- **Community Conversations**- Co-led by Connie Wu & Sue Mills
- **Towards Creating Inclusive Spaces** - Led by Susan Cox
- **REDI Action Plan** - Co-led by Sue Mills & Suiqiong Fan

\*Find more details about each working group on [spph.ubc.ca/redi/redi-committee](http://spph.ubc.ca/redi/redi-committee)

If you are interested, contact me at [sue.mills@ubc.ca](mailto:sue.mills@ubc.ca).

## STUDENT ENGAGEMENT

Great news! Our recent communications survey revealed that 65% of students that responded feel 'very informed' about REDI at SPPH. To keep the momentum going, we are:

- Continuing informal coffee chats with student reps and leaders. Please reach out to REDI Lead to initiate one!
- Developing the REDI newsletter so everyone stays up to date (this is the first one!). Welcome feedback.
- Creating a one-page guide on REDI's scope, issue-raising processes, and available support - coming in April.





## INDIGENOUS STUDENTS & RESIDENTS

MHA Indigenous Admission committee reviewing and recommending admissions for September 2025.

- The committee has four Indigenous members.
- Applications are evaluated using a holistic framework that recognizes prior learning and lived experiences.

MPH program continues to offer Indigenous applicants a supported pathway to admission.

- Applications from self-identified Indigenous applicants are now reviewed by an Indigenous reviewer.
- The program is working School-wide on building a network of Indigenous students/alumni/healthcare leaders, in partnership with Indigenous health leaders in BC.
- For the 2025 academic year, a top Indigenous applicant will receive approximately \$10,000 to cover their two-year tuition.
- A second Indigenous student will be awarded approximately \$5,000 to cover their first-year tuition.

PHPM program continues to offer Indigenous applicants a supported pathway to admission. All applicants are evaluated using a holistic framework that recognizes prior learning and lived experiences.

## REDI LEAD NETWORKING

- Sue is connecting with a range of Departments (e.g., Psychiatry, Physical Therapy, and the Sauder School of Business) to share best practices, initiatives and ideas.
- She also participates in the REDI Office Joint Interest Group and UBC's EDI Action Network initiatives.
- Building these connections strengthens our ability to advance REDI efforts at SPPH!

## ADVANCING EQUITY IN ADMISSIONS

REDI Lead met with admission committee chairs to discuss EDI:

- Admissions committees for all SPPH programs continue to ask prospective students about how they will contribute to advancing REDI while at SPPH.
- We need better data collection to inform future planning. UBC PAIR Office has provided student census data for 2023 that will be reviewed.
- A portal for EDI-related admissions documents is in the works.
- REDI Lead and Dr. Chris McLeod met with UBC G+PS to discuss the development of a graduate student diversity survey that will be hopefully, implemented in 1-2 years.

## OTHER INITIATIVES

- **Faculty EDI Engagement:** Data from 2024 Annual Reports is being extracted and synthesized to share with community
- **UBC Data Staff and Faculty:** UBC Pair Data will be reviewed for planning and education.
- **REDI Forum:** We're exploring REDI forum for late Spring/early Fall 2025 to help us develop a REDI roadmap.
- **External Review:** REDI Lead assisting staff/faculty in completing EDI components.

**Stay Connected!**  
[spph.ubc.ca/redi](https://spph.ubc.ca/redi)