



# The President's Diversity and Equity Committee

## Meeting Particulars:

**Date:** June 8, 2023      **Time:** 1:30pm – 3:00pm  
**Purpose:** Committee meeting      **Meeting Lead:** Dr. Alan Davis

## Attendance:

Alan Davis	President & Vice Chancellor / Chair	
Abdullah Randhawa	KSA – International Student Rep.	
Alicia Gowan	Sustainability Specialist, Campus & Comm Planning	
Amy Jeon	Senate Vice Chair	
Ann Marie Davison	Faculty, Biology	KFA appointee
Asma Sayed	Chair, Task Force on Antiracism	
Craig Wright	Teaching & Learning Strategist	
Jeff Yip	Web Content Writer, External Relations	Professional Staff rep.
John O'Brian	KSA Advocacy Coordinator	
Jose Areekadan	Associate Dean, Melville School of Business	
Lesli Sangha	KSA VP Student Life/Students with Disabilities Rep	
Romy Kozak	Director of Diversity	
Trina Prince	Manager, Equity, Diversity & Inclusion, HR	VP, HR Designate
Usha Gunatilake	KSA – Students with Disabilities Rep	
Caroline Lillico	Confidential Assistant to the University Secretary	

## Regrets:

Alberta Mwangi	EDI Advisor, Human Resources	
Amrita Uppal	Confidential Assistant, KPU International	
Asad Husain	KSA – KSA Social Justice & Equity Committee	
Carole St. Laurent	AVP, KPU International	
Destiny Lang	KSA – Queer Student Rep	
Diane Purvey	Provost & Vice President, Academic	
Gunoor Kaur	KSA – Women's Rep	
Gurtepreet Kaliyan	KSA – Mature Students Rep	
Fiona Whittington-Walsh	Advisor - Disability, Accessibility and Inclusion	
Iain Hunter	Director, Facilities Services	
Jaspreet Shokar	KSA – Students of Colour Rep	
Jenna Smith	Specialist, Community Engagement & Major Events	BCGEU appointee
Jeremy Law	KSA Social Justice and Equity Committee	
Josephine Chan	Special Ass't. to the Prov. on Policy & Acad. Affairs	Provost designate
Joshua Mitchell	Associate Vice President, Student Affairs	VP Students designate
Kitin Aggarwal	KSA – KSA Social Justice & Equity Committee	

Lynda Beveridge	Director, Counselling Services	
Magdalena Mot	WIL Coordinator, Melville School of Business	
Natalie Wood-Wiens	Manager, Indigenous Services for Students	
Salma Husain	Testing Administrator, ATS	BCGEU appointee
Sarah Olson	EDI Advisor, Human Resources	
Shalini Vanan	Manager, Sports, Recreation & Health Promotion	
Shelley Boyd	Dean, Faculty of Arts	Academic Council Rep
Tanya Boboricken	Faculty, Mathematics	KFA appointee
Teresa Smith	Senior Manager, Org. Dev. and Employee Exper.	
Zena Mitchell	VP, Students	

### Guests:

Tristan Li	Policy & Academic Affairs Specialist	Incoming Provost desig.
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## Minutes

1. Dr. Davis called the meeting to order at 1:30pm and provided a Territorial Acknowledgement. Dr. Davis also welcomed Tristan Li to PDEC who will be taking Josephine Chan's place as of September.
2. The Agenda was approved as circulated.
3. The Minutes of May 11, 2023 were approved as circulated.
4. Follow up on Action Items from previous meeting:
  - a. Inclusive convocation attire:
    - i. Mortarboard alternative – A. Davis
      1. Progress is slow, but they're still working with Gaspard.
    - ii. Every Child Matters Flag Pole
      1. N. Wood Wiens provided an update via email. This item was brought forward at Tuesday's (June 6<sup>th</sup>) Indigenous Advisory Committee meeting. A separate email will be sent to the membership for additional comments and support from those who were not in attendance.
5. Reports from PDEC Members
  - a. Human Resources/EDI Action Planning – T. Prince
    - i. The Community Guidelines have officially launched. Response has been excellent and people are excited to be sharing with their teams. Please refer to [Community Guidelines \(sharepoint.com\)](https://kpuemp.sharepoint.com/sites/EquityDiversityandInclusion/SitePages/Truth-&-Reconciliation.aspx)
    - ii. With the idea from Deepak, budget support from Diane's office, and in collaboration with Gayle and Natalie, and Indigenous Studies, and Arts, they have 4,000 copies of the TRC Calls to Action Booklets. They are now available and more information can be found here <https://kpuemp.sharepoint.com/sites/EquityDiversityandInclusion/SitePages/Truth-&-Reconciliation.aspx>

- iii. Pride At Work sent out an email calling on individuals to sign a petition: [Tell the Government of Canada to #Act4QueerSafety - Momentum \(momentumcanada.net\)](#). People are encouraged to share across KPU. T. Prince will get more information and send details as needed.
  - b. Teaching & Learning – C. Wright
    - i. During a department-wide cataloging Craig found a site that would be useful to some members <https://wordpress.kpu.ca/techaccess/>
    - ii. Teaching & Learning is trying to be more deliberate in supporting trauma-informed education. They are trying to develop some strategies which will allow them to move forward with care in education.
  - c. Policy Review
    - i. J. Chan provided an update which was circulated with the agenda package.
  - d. Office of Antiracism – A. Sayed
    - i. Two workshops were held since last PDEC. One was on Inclusive Communications and the other one just completed this afternoon – Unlearning Anti-Blackness. Today’s workshop was very successful. With that, they have completed their first series of 4 workshops offered through the Office of Anti-racism and now will start with a new series.
    - ii. Dr. Sayed has delivered 4 talks during the month of May, all related to anti-racism and equity.
    - iii. Dr. Sayed delivered one at the Polytechnics Showcase in Calgary as part of a panel on all KPU EDI initiatives.
    - iv. She also gave a talk at Royal Roads University as part of their anti-racism initiative through their Office of Human Rights.
    - v. She also gave a talk for the Federal Government’s Women, Gender and Equity department, again through their EDI Committee on Asian Heritage Month.
    - vi. Another talk was for Nottingham Trent University, in an interview style.
    - vii. Black Studies program is moving forward.
    - viii. She had several meetings with Facilities at KPU.
    - ix. BC Government has just released information on anti-racism legislation and is sending out a survey. <https://news.gov.bc.ca/releases/2023AG0044-000865>
  - e. Indigenous Student Services – update provided via email
    - i. Save the Date – xé?ełł KPU Pathway to Systemic Transformation Launch Event on Tuesday, June 20 9:30 – 2:30 (Surrey Conference Centre). This framework reflects KPU’s commitment to uphold the responsibilities expressed through the Truth and Reconciliations’ Calls to Action and the United Nation’s Declaration Rights of Indigenous Peoples. Included on this day will be a celebration of National Indigenous Peoples Day (one day before the 21st) with a blanketing ceremony, performances and of course, delicious food!
    - ii. The new Orange t-shirt designed by an Indigenous student will be unveiled. Further details on the day’s event will be forthcoming very soon including a link to the RSVP form.
    - iii. Searches continue for vacant positions– priority continues to be on building capacity

- iv. Planning is underway for Indigenous student Welcome/Orientation events for Fall
  - v. June is National Indigenous History Month/National Indigenous Peoples Day  
June 21
  - vi. They've compiled a short list of external community events, both in person and virtual, that people may wish to check out – can be found on their webpage, Indigenous Peoples Month.
- f. Facilities Services – no update
- g. Accessibility Committee – AM Davison
- i. They've had 3 meetings in the past month and are working on a list of barriers and recommendations to review. Fiona is working on drafting some sections of the plan, and Josh and Ann Marie are working on other sections. The first draft will be available in a couple of weeks.
  - ii. They've put a call out for "what good things are already happening for removing barriers at KPU", and have received quite good feedback so far. If anyone else can contribute something, please let Ann Marie or Joshua know. This list will be compiled and included in their report.
- h. Disability Inclusion Group – AM Davison
- i. DIG met this past month and discussed its relationship or existence in light of the Accessibility Committee. It was decided that since the mandates are different, that DIG will continue on for a while yet.
  - ii. There are still no clear disability parking stalls for vans at Langley campus.
- i. Pride Advocacy Group – R. Kozak
- i. They're continuing to organize some major events for the summer. Surrey Pride will take place on June 24<sup>th</sup> (3pm – 9pm). If anyone is interested in volunteering, please let Romy know.
  - ii. The Langley Youth Pride event is co-hosted with Foundry and will take place at the Langley campus on August 3<sup>rd</sup> (2pm – 5pm). Again, volunteers are welcome.
  - iii. Vancouver Pride will occur on August 6<sup>th</sup> and again they'll be doing the Toonie Brigade. Volunteers are needed.
  - iv. The student assistant is preparing the swag and putting in marketing requests.
  - v. Work on the video and teaching module work is continuing.
  - vi. Trans Focus audit on washrooms will be underway soon.
  - vii. There was a discussion with Zena Mitchell and Nadia Henwood regarding trans students names on parchment and legal considerations.
  - viii. John O'Brian announced that KSA will be funding a research project for Tara Lyons. More details to come.
- j. Accessibility Services/Counselling – Lynda Beveridge
- i. Accessibility services
    - 1. Their department is still busy even in the summer semester
    - 2. They are conducting intake meetings with new Fall students.
    - 3. Policy ST14 – they've consulted with legal and now preparing for wider consultations.

- ii. Counselling Services
    - 1. Next week they'll be conducting interviews for the Indigenous Counsellor
    - 2. The waitlist is minimal – less than 1 week
    - 3. They are planning on offering more counselling groups, especially for the international student, in the Fall/Winter session.
  - k. Lead Advisor on Disability, Accessibility & Inclusion – No update
  - l. KPU International – No update
- 6. Director of Diversity Report – R. Kozak
  - a. There were some concerns expressed at the Arts Faculty Council by some students that the naming processes weren't quite working as desired. Dr. Kozak is contacting the students to try to get some samples.
  - b. Dr. Kozak will be attending a meeting that is convened by the Centre for Sexual and Gender Diversity at McEwan and it's an open invitation nationwide. The Runner is doing another article about Pride season so Dr. Kozak will be speaking with them next week.
  - c. Drew Dennis from Advancement will be joining PAG at its next meeting.
  - d. Dr. Kozak reported speaking as part of a KPU Panel at the Polytechnics Showcase in Calgary
- 7. New Business
  - a. Discussion Items vs Reports – R. Kozak and A. Davis
    - i. R. Kozak reported receiving some feedback on the structure of the meetings and notes that the information/updates portion of the meetings appear to be growing in length. There is concern that these updates are taking more and more time on the Agenda. PDEC members provided the following thoughts:
      - 1. Updates need to be more focused on EDI lens.
      - 2. More time is needed to talk about specific issues or topics.
      - 3. It might help if reporting groups were divided and that one set of reports at one meeting and the second group reports and the subsequent meeting.
      - 4. Any "Call to Action" reports must have time on the Agenda.
      - 5. Another option is not requiring groups to provide updates; instead, they give updates they feel are important.
      - 6. PDEC Members may contact Dr. Kozak if they have a specific topic or specific speaker they'd like to invite to PDEC to speak.
      - 7. If other PDEC members have some updates or information to provide, there is that option as well. For example, KSA or Melville School of Business.
    - ii. Online meetings vs In-person
      - 1. Dr. Kozak invited members to provide feedback on whether online meetings should continue or go back to having them in-person.

2. It's noted that attendance at meetings is better when the meeting is conducted online.
  3. It's suggested to have two in-person meetings a year – one in each semester.
  4. Chairing a blended online/in-person meeting is challenging.
8. The meeting was adjourned at 2:42pm