



# The President's Diversity and Equity Committee

## Meeting Particulars:

**Date:** September 21, 2023      **Time:** 1:30pm – 3:00pm  
**Purpose:** Committee meeting      **Meeting Lead:** Dr. Alan Davis

## Attendance:

Alan Davis	President & Vice Chancellor / Chair	
Alberta Mwangi	EDI Advisor, Human Resources	
Abdullah Randhawa	KSA – International Student Rep.	
Alicia Gowan	Sustainability Specialist, Campus & Comm Planning	
Amrita Uppal	Confidential Assistant, KPU International	
Ann Marie Davison	Faculty, Biology	KFA appointee
Asma Sayed	Special Advisor, Strategic Initiatives	
Catherine Schwichtenberg	Senate Co-Chair	
Craig Wright	Teaching & Learning Strategist	
Iain Hunter	Director, Facilities Services	
Jeff Yip	Web Content Writer, External Relations	Professional Staff rep.
Jenna Smith	Specialist, Community Engagement & Major Events	BCGEU appointee
John O'Brian	KSA Advocacy Coordinator	
Jose Areekadan	Associate Dean, Melville School of Business	
Joshua Mitchell	Associate Vice President, Student Affairs	VP Students designate
Lesli Sangha	KSA VP Student Life/Students with Disabilities Rep	
Lindsay Wood	Faculty, Work Integrated Learning, MSOB	
Lynda Beveridge	Director, Counselling Services	
Nadia Mallay	VP, Equity and Inclusive Communities	
Natalie Wood-Wiens	Manager, Indigenous Services for Students	
Romy Kozak	Director of Diversity	
Salma Husain	Testing Administrator, ATS	BCGEU appointee
Shalini Vanan	Director, Student Wellness	
Trina Prince	Manager, Equity, Diversity & Inclusion, HR	VP, HR Designate
Tristan Li	Policy & Academic Affairs Specialist	Incoming Provost desig.
Zena Mitchell	VP, Students	
Caroline Lillico	Confidential Assistant to the University Secretary	

## Regrets:

Carole St. Laurent	AVP, KPU International	
Destiny Lang	KSA – Queer Student Rep	
Diane Purvey	Provost & Vice President, Academic	
Gunoor Kaur	KSA – Women's Rep	

Gurpreet Kaliyan	KSA – Mature Students Rep	
Fiona Whittington-Walsh	Lead Advisor, Disability, Accessibility and Inclusion	
Jaspreet Shokar	KSA – Students of Colour Rep	
Kitin Aggarwal	KSA – KSA Social Justice & Equity Committee	
Magdalena Mot	WIL Coordinator, Melville School of Business	
Tanya Boboricken	Faculty, Mathematics	KFA appointee
Usha Gunatilake	KSA – Students with Disabilities Rep	

## Guests:

## Minutes

1. The meeting was called to order at 1:02pm and Dr. Davis provided a Territorial Acknowledgement and also welcomed Catherine Schwichtenberg (Co-Chair, Senate) and Dr. Nadia Mallay (VP, Equity and Inclusive Communities).
2. Approval of Agenda – the agenda was approved with an addition to Item #7
  - a. Add item 7.d – Sponsorship request “Brandon Wint: A Poetry Performance”
3. Approval of June 8, 2023 Meeting Minutes
  - a. Item 5.h.ii – statement should indicate the parking stall was intended specifically to be for a van.
4. Follow up on Action Items from previous meeting:
  - a. Inclusive convocation attire:
    - i. Mortarboard alternative – A. Davis
      1. Still under discussion with providers.
    - ii. Every Child Matters Flag Pole (to be updated at the October meeting)
5. Reports from PDEC Members:
  - a. Accessibility Committee – AM Davison
    - i. The committee produced a great deal of work over the summer with the result of producing a document that KPU can use going forward. There are quite a number of recommendations for KPU to make things more accessible. <https://www.kpu.ca/accessibility-plan>
    - ii. On Friday, October 27<sup>th</sup> the committee is hosting an event to launch the “Accessibility Plan”.
  - b. Manager, Equity, Diversity and Inclusion – T. Prince
    - i. HR is still working with the Diversity Institute to update 6 policies and to create the new Accessibility Policy. The policies will be posted on the blog as Phase Two.
    - ii. Feedback from employees was received for the Equity, Diversity and Inclusion Action Plan. The data has been reviewed and the findings have been handed over to Nadia Mallay.

- iii. An online version of the Relearning Gender Workshop is 90% complete and should be launched later this fall.
  - iv. Emails have been sent with an invitation to join in on a listening/feedback session with TransFocus consulting. They have been hired to consult with multiple groups across the institution and will be creating an inclusive washroom guide for facilities and campus planning to use to create safer washroom spaces for gender diverse people.
- c. Pride Advocacy Group – S. Vanan & R. Kozak
- i. PAG has received funding for the PAG award. Applications for these will be due in January 2024.
  - ii. A new initiative is being launched with support from Office of EIC (Equity and Inclusive Communities) and Student Health. It's a Pride Peer Program operating out of KSA Pride Space at Surrey. KSA is also looking to financially support student working in this program. Hoping to eventually expand to the Richmond campus.
  - iii. Had several Pride events over the summer. Vancouver Pride parade, Surrey Pride and Langley Youth Pride (at the Langley campus). Thank you to Facilities for all your support for the Langley event.
  - iv. Trans Day of Remembrance (Nov. 20) – event with visiting writer Smokii Sumac to be held November 21<sup>st</sup> – working with KDocs Outreach to organize
- d. Indigenous Services for Students – N. Wood Weins
- i. The new Indigenous Counsellor started in September – Natashia Pellatt
  - ii. They're hoping to soon post for an Indigenous Recruiter and a Coordinator.
  - iii. April Lapret is the new Indigenous event and communication coordinator.
  - iv. Indigenous Services has now moved over to Nadia Mallay's portfolio.
  - v. Hosted several events that were very successful.
  - vi. Flag raising ceremonies will be hosted at other campuses in future.
  - vii. Truth and Reconciliation Day is at the end of the month and many events are planned. Please refer to their Facebook page for the list of events.
  - viii. September 28<sup>th</sup> is the launch of the Indigenous Studies Department.
- e. Facilities Services – I. Hunter
- i. Final phase of the multi-campus elevator upgrades has been completed. DIG and Rick Hansen Foundation were both involved in the large project review.
  - ii. Hands Free Door Project – Richmond Main will be receiving these exterior door upgrades next. The Melville Conference centre doors are on back order and will be a wave sensor style activation.
  - iii. Birch 2<sup>nd</sup> floor washroom modernization has been completed.
  - iv. Richmond 2<sup>nd</sup> & 3<sup>rd</sup> floor washroom – design is underway.
  - v. Accessible Electric Vehicle charging stalls – a working group and consultant team is in the final stages of completing an EV charging infrastructure plan for all campuses. The Rick Hansen Foundation was consulted to ensure accessible EV parking stalls are included.

- vi.
- vii. Library improvements – all campuses – working closely with the Library for adjustable height tables. Langley campus will have a more accessible service counter.
- viii. Accessible classroom – Surrey Main – led by Fiona Whittington-Walsh. Power operated doors were added to the 2<sup>nd</sup> and 3<sup>rd</sup> floor accessible washrooms.
- ix. Rick Hansen Foundation Building Audits (all campuses) – funding was approved and a start up meeting scheduled to complete RHF accessibility audits at all remaining buildings that have not been done. The audits will provide recommendations and guide improvements to enhance accessibility further in all buildings. Funds have been requested to complete similar audits in all campus open space areas.
- x. National Day for Truth and Reconciliation – Exterior Accent Lighting – this weekend crews will be installing the exterior accent lighting rented to highlight public facing areas of all campuses in orange. The lighting will be in place for the week ahead.
- xi. Exterior Accent Lighting – Permanent Design and installation – KPU recognized the value of the above noted accent lighting to highlight numerous days of commemoration as well as days of celebration throughout the year. Using the basis of design from the rental installations, design is 80% complete for permanent lighting for Langley and Surrey and design is to begin for Richmond and Tech campuses. A working group will review and approve the final designs before all 4 campuses go out for a single tender after Christmas.
- xii. The following projects previously in the queue for completion or wrapping up final design have been paused while funding is sourced through KPU’s capital budget process.
  1. Richmond North Exterior Accessible Ramp (tender ready design)
  2. Richmond South Exterior Accessible Ramp (80% design completed)
  3. KPU Tech Exterior Hands-Free Doors (design not started)
  4. Surrey Cedar and Richmond Main West wing Washrooms (design not started)
- f. Policy Update – T. Li
  - i. The Provost’s office (OPro) has been working hard on the preliminary proposal for the Faculty of Graduate Studies and are currently seeking feedback from the university community. Some feedback has been received and in particular individuals from the First Nations communities.
  - ii. As a reminder, feedback is welcomed on the KPU policy consultation engine or feel free to email Josephine or Tristan.
- g. Accessibility Services/Counselling – L. Beveridge
  - i. Thanks to everyone who has offered feedback on Policy ST14. Feedback from DIG has been received as well as from the Office of EIC. Once all feedback has been incorporated Lynda will be bringing the draft forward to PDEC.
- h. Student Services – J. Mitchell

- i. The new policy ST1 – Student Awards is in development. Consultations have begun, and public posting for feedback will begin in the fall.
- 6. Director of Diversity Report – R. Kozak
  - a. Dr. Kozak, T. Prince and Dr. Mallay met with the Alumni Association in regards to making their language and approach a bit more gender inclusive.
  - b. Dr. Kozak has had meetings with the naming committee with ongoing conversations regarding the names on parchments.
  - c. Attended a PowWow event with Drs. Davis and Mallay.
  - d. Over the summer was involved in a meeting at Surrey City Hall regarding the establishment of a Pride Community Centre based in Surrey.
- 7. New Business
  - a. Dr. Nadia Mallay, Vice President, Equity and Inclusive Communities
    - i. Dr. Mallay introduced herself and offered for people to reach out to meet with her if they wish.
    - ii. Dr. Mallay spoke about the role she takes at KPU, and the benefits of having a specific office focusing on equity and inclusion. Indigenous Leadership (Gayle Bedard and Natalie Wood Wiens) has moved to this portfolio; other staff include Dr. Romy Kozak, Trina Prince, Alberta Mwangi, and Zahra Mohamud. Other posted positions include a DBM, and Executive Director position, and AVP Indigenous Leadership. An organizational chart is being developed and will be shared with PDEC at a later time.
  - b. Policy and Procedures HR15 – R. Kozak
    - i. Hoping to bring a draft HR 15 to the next PDEC meeting. Dr. Kozak has been working with Dr. Mallay and there will be quite a number of changes, including to the composition of this committee.
    - ii. Dr. Mallay spoke how HR 15 will be a foundational piece for Office of EIC – where they will want to encourage, upskill, and support people across KPU and are looking at HR 15 as being the document that does that.
  - c. Presentation – 2022 Student Satisfaction Survey – Luka Wall, OPA
    - i. L. Wall provided a substantial presentation on the survey which was subsequently circulated as a PDF to all PDEC committee members after the meeting.
    - ii. L. Wall was thanked for the extensive presentation.
  - d. Sponsorship Request
    - i. “Brandon Wint: A Poetry Performance”, requesting \$250.00
      - 1. Approved unanimously.
- 8. Next meeting is scheduled for October 19, 2023 – 1pm - 3pm.
- 9. The meeting adjourned at 2:42pm