



The President's Diversity and Equity Committee

Meeting Particulars:

Date: April 22, 2021 **Time:** 1:00pm – 3:00pm
Purpose: Committee meeting **Meeting Lead:** Dr. Alan Davis

Attendance:

Alan Davis	President & Vice Chancellor / Chair	
Romy Kozak	Director of Diversity	
Josephine Chan	Special Assistant to the Provost on Policy & Ac. Affairs	Provost designate
Joshua Mitchell	Senior Director, Student Affairs	VP Students designate
Teresa Smith	Senior Manager, Org. Dev. and Employee Experience	AVP, HR designate
Lesli Sangha	KSA Mature Students Rep/Social Justice and Equity Com.	
Jaya Dhillon	KSA Students with Disabilities Rep	
Natalie Wood-Wiens	Manager, Indigenous Services for Students	
Fiona Whittington-Walsh	Faculty, Sociology	
Shalini Vanan	Manager, Sports, Recreation & Health Promotion	
Samantha Jack	Indigenous Students Council	
Caroline Lilloco	Confidential Assistant to the University Secretary	
Iain Hunter	Director, Facilities Services	
Sydney Jeffers	Confidential Assistant, AVP International	
Jasna Rowse	PDEC Student Assistant	
John O'Brian	KSA Advocacy Coordinator	
Jeremy Law	KSA Social Justice and Equity Committee	

Guests:

Brent Elliot	Director, Planning, Sustainability, and Development	
Brock Endean	Consultant, Red Pier Group	

Regrets:

David Burns	Senate Vice Chair	
(Vacant)	(vacant)	Academic Council rep
(Vacant)	KSA Queer Students Rep	
(Vacant)	KSA Students of Colour Rep	
(Vacant)	KSA Women's Rep	
(Vacant)	KSA International Students Rep	
(Vacant)	KSA Indigenous Students Rep	
Ann Marie Davison	Faculty, Biology	KFA appointee
Renu Seru	Counsellor	KFA appointee
Jenna Smith	Events & Communications Specialist, FSO	BCGEU appointee
Salma Husain	Testing Administrator, ATS	BCGEU appointee
Sucheta Singh	Media Specialist, External Relations	Professional Staff
Rajiv Jhangiani	Acting Vice Provost, Teaching and Learning	

Magdalena Mot	Student Success Coach, School of Business	
Carole St. Laurent	AVP, KPU International	
Nick Phillips	Interim Director, Accessibility Services	
Josephine Wong	KSA Marketing and Communications Coordinator	

Minutes

1. The meeting was called to order at 1:00pm by Dr. Davis. Dr. Davis welcomed everyone and Dr. Kozak provided an acknowledgement of the Indigenous land territories.
2. Approval of Agenda – approved as circulated
3. Approval of the March 25, 2021 meeting minutes – approved as circulated
4. Follow-up on Action Items
 - a. Support for Single Parents – A. Davis
 - i. Dr. Davis provided a brief update in KPU’s efforts to research the feasibility of a daycare on the Surrey campus. As things progress Dr. Davis will advise the committee. **ACTION**
5. Director of Diversity Report – Dr. Kozak
 - a. Dr. Kozak advised that meetings with the Pride Advocacy Group, Disability Inclusion Group, Task Force on Antiracism, EDI Steering Committee, and Indigenous Dialogue series working group are ongoing. Dr. Kozak also provided support and assistance to Jasna Rowe in developing the upcoming Instagram posts.
 - b. Dr. Kozak reminded committee members that we’ve purchased another license for the multicultural calendar and invited everyone to download a copy to their calendars.
 - c. Dr. Kozak advised that she met with Catherine Dubé regarding Policy HR18 (Job Accommodation). She was advised that after HR sought consultation they had decided to scale back on the specifics in the policy. It was determined that the appropriate place for specifics is not in a policy. Further development on this policy is underway and once a draft is ready for review and feedback HR will be bringing the draft to various groups including the Disability Inclusion Group.
 - d. Dr. Kozak indicated she met with Dr. Davis to work on the PDEC Work Plan which will be reviewed later in the Agenda. Of note, there is a new Student Satisfaction Survey coming out and it would be good to have someone from the Office of Planning and Accountability to attend PDEC and present the findings.
 - e. At the June meeting we are hoping to invite Len Pierre to speak about his aspirations for his new role at KPU.
 - f. Dr. Kozak advised that her position now has 50% release which will allow her more time to focus on PDEC.
 - g. The Task Force on Antiracism met in early April. It advocated that KPU sign the Scarborough National Charter on Anti Black Racism. Dr. Kozak will circulate this information for the next meeting. **ACTION**
6. KPU Draft Indigenous Strategy – B. Elliott and B. Endean
 - a. B. Elliott provided a brief overview of the draft Indigenous Strategy which will be largely tasked by the Student Services Department.
 - b. He indicated this strategy wasn’t starting from scratch, but is being built upon the Academic Plan, Vision 2023 and also the Official Campus Plan.

- c. B. Elliott reported that he has been working with IAC in identifying challenges, barriers and also the current principles.
 - d. Over the summer months they'll bring together lessons learned, and then in September they'll be shaping the collective experiences.
 - e. The strategy is in its early days, and there will be more conversations to be had. Len Pierre's input will be very valuable.
 - f. Dr. Davis thanked B. Elliott and B. Endean for attending PDEC and providing this update.
7. Reports from PDEC Members:
- a. Indigenous Services – N. Wood-Wiens
 - i. N. Wood-Wiens advised that they now have a new student assistant and another one will be hired in the fall who will be working on the student peer program. She also advised that they are searching for a new full-time coordinator.
 - ii. Planning for June's National Indigenous People's Month is underway. Dr. Davis and Kim Baird will be doing short video clips, and there will be 3 – 4 live events. As well, there will be many virtual events.
 - b. Accessibility Services – J. Mitchell
 - i. J. Mitchell advised that enrollments for the summer term look strong with a significant intake of international students. His department has a great deal of work to do regarding accommodations.
 - c. Teaching and Learning – no report
 - d. Human Resources – T. Smith
 - i. The Diversity Meter survey closed on March 31st. There was a 44% response rate and CCDI will compile a report with their findings. KPU will share the results in the fall.
 - ii. T. Smith thanked everyone who responded to the Employment Equity Policy Survey and mentioned that the survey is still open until mid-May.
 - e. Facilities Services – I. Hunter
 - i. I. Hunter advised the flag poles have been installed with the Pride flag hoisted.
 - ii. The Pride Crosswalk project is continuing. They will be meeting soon with a contractor.
 - iii. There was a question from a committee member regarding Indigenous Language at other campuses. I. Hunter reported that the design team are working on this and mentioned that the Richmond campus is next. Dr. Davis indicated he will discuss this matter with Len Pierre. **ACTION**
 - f. Pride Advocacy Group – S. Vanan
 - i. S. Vanan reported they hosted a Trans-focused workshop on March 31st which was their best attended one yet. There are plans to host another one later on this year.
 - ii. The group is also working with Facilities on the planning and installation of the Rainbow Crosswalk.
 - iii. The group is developing their communication plan, which will also have an educational piece.
 - iv. S. Vanan advised they are hoping to put on a PRIDE event in June and hope to have this coincide with the Rainbow Crosswalk installation.

- v. The group is moving forward in establishing Student Awards and have a meeting with KPU Advancement to discuss.
 - vi. Dr. Kozak met with Leann Waddington to see how to include teaching LGBT2Q+ issues for faculty. The student survey data will help in making a strong case for this.
- g. Disability Inclusion Group – R. Kozak
- i. The group met again this week and approved their Terms of Reference. There was a great deal of discussion regarding student issues that are being brought forward.
 - ii. The group will be inviting a representative from BCGEU to the committee.
8. Ongoing/Open Items
- a. PDEC Priorities/Work Plan 2020/21 – R. Kozak
 - i. Dr. Kozak advised that in working with Dr. Davis they have divided the work plan into two sections – A & B. A is Institution-wide processes and B are the other focused areas.
 - ii. Dr. Kozak provided the work plan on-screen and ran through each item indicating our current position.
 - iii. Dr. Kozak will provide a copy of the Work Plan via email to committee members.
ACTION
9. Challenges and Success Stories
- a. J. Dhillon and L. Sangha expressed their concerns regarding the availability of scholarships for students with disabilities. They also expressed concerns that students with disabilities would not qualify for the Dean’s Medal awards because they don’t fulfill the required course-load of nine credits.
 - i. J. Mitchell advised that students with disabilities can apply for all scholarship and award programs and are not excluded because of a disability. In decision-making, course-load is reconsidered for students with disabilities. He further explained that KPU has a large unmet need which is about \$5 - \$6M per year – that is unfunded student need. J. Mitchell advised that he will consult with SAFA team to get more clarification. **ACTION** This information would be useful at the next DIG meeting.
 - ii. Dr. Davis will follow up regarding the Dean’s Honour Role to get more information and report back. **ACTION**
10. Next meeting – May 20, 2021
11. Adjournment
- a. Having no other business, the committee adjourned at 2:51pm.