



# The President's Diversity and Equity Committee

## Meeting Particulars:

**Date:** January 21, 2021      **Time:** 1:00 p.m. – 3:00 p.m.  
**Purpose:** Committee meeting      **Meeting Lead:** Dr. Alan Davis

## Attendance:

Alan Davis	President & Vice Chancellor / Chair	
Romy Kozak	Director of Diversity	
Joshua Mitchell	Senior Director, Student Affairs	VP Students designate
Ann Marie Davison	Faculty, Biology	KFA appointee
Jenna Smith	Events & Communications Specialist, FSO	BCGEU appointee
Sucheta Singh	Media Specialist, External Relations	Professional Staff 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 Lillico	Confidential Assistant to the University Secretary	
Iain Hunter	Director, Facilities Services	
Rajiv Jhangiani	Acting Vice Provost, Teaching and Learning	
Nick Phillips	Director, Counselling Services	
Magdalena Mot	Student Success Coach, School of Business	
Sydney Jeffers	Confidential Assistant, KPU International	
Sarah Burn	International Student Exchange Coordinator	
John O'Brian	KSA Advocacy Coordinator	
Josephine Wong	KSA Marketing and Communications Coordinator	
Jewelless Smith	KSA Policy Coordinator	
Jeremy Law	KSA Social Justice and Equity Committee	
Lesli Sangha	KSA Social Justice and Equity Committee	
Josephine Wong	KSA Marketing and Communications Coordinator	
Jewelless Smith	KSA Policy Coordinator	

## Regrets:

David Burns	Senate Vice Chair	
Josephine Chan	Special Asst. to the Provost on Policy & Ac. Affairs	Provost designate
Teresa Smith	Senior Manager, Org, Dev. and Employee Exp.	AVP, HR designate
Renu Seru	Counsellor	KFA appointee
Waheed Taiwo	International Student Life Coordinator	BCGEU appointee
Marika Wagner	KSA Queer Students Rep	
Dhanwant Singh	KSA Students of Colour Rep	
Abhay Singh Cheema	KSA Mature Students Rep	
Gurdial Dhindsa	KSA International Students Rep	
Simranjit K. Dhaliwal	KSA Women's Rep	
Vacant	KSA Indigenous Students Rep	
Vacant	KSA Students with Disabilities Rep	

Carole St. Laurent	AVP (interim), KPU International	
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Guests:

Asma Sayed	Faculty, ENGL/ Chair, Task Force on Antiracism/CRC	
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## Minutes

1. The Chair opened the meeting with a land acknowledgement and called the meeting to order at 1:00pm. All new attendees to PDEC were recognized and welcomed, including guest, Dr. Asma Sayed.
2. The Agenda was approved with amendments:
  - a. In the absence of T. Smith there will not be a Human Resources update.
3. The Minutes of November 26, 2020 were approved as circulated.
4. Follow up on Action Items from previous meeting – Follow up re: policy HR16 deferred to next meeting. **ACTION**
5. Guest Presentation – Dr. Asma Sayed, Chair, KPU Task Force on Anti-racism (TFA)
  - a. Dr. Sayed provided a brief overview of TFA indicating the team has been meeting since August 2020. For further information on this task force, such as the mandate, please refer to their webpage <https://wordpress.kpu.ca/antiracism/2020/08/06/kpus-task-force-on-antiracism-to-begin-its-work-in-september/>.
  - b. Dr. Sayed further indicated the task force is attempting to work in a multi-programed way to address education and policy on anti-racism. They will be rolling out a series of workshops for staff and students which will be conducted separately. An employee workshop on cultural appropriation will be held on February 11<sup>th</sup> and a Today@KPU announcement will forthcoming to provide details.
  - c. They are also developing a KPU Speaks blog on the topic of racism and all committee members are invited to share a 400-word piece. Please see <https://wordpress.kpu.ca/antiracism/category/kpu-speaks/> for posting so far.
  - d. The Task Force is also gathering resources for anti-racism pedagogy, as well as developing policy for anti-racism within the next month.
6. Director of Diversity Report – Dr. R. Kozak
  - a. Dr. Kozak advised that KPU (through Dr. Sayed's CRC position) will be involved in an EDI symposium hosted by VIU on March 24-25. KPU employees will have access to some associated events
  - b. Dr. Kozak offered clarification of the role of the EDI Action Plan Steering Committee. This is a small group whose focus is to put together an EDI action plan for KPU. The first step is to gather data via the upcoming CCDI Diversity Meter survey. PDEC will be involved in consultations as the action plan is further developed.
  - c. The Pride Advocacy Group is continuing to meet and progress is being made on the creation of an LGBTQ2+ student award and the installation of Rainbow Crosswalks.
  - d. The Disability Inclusion Group (DIG) has met a couple of times and is working on a Terms of Reference to establish and guide the group more formally.
  - e. Dr. Kozak has met with Dr. Steve Cardwell Natalie Wood-Wiens regarding the next event in the Indigenous Dialogue Series, tentatively scheduled for April 13<sup>th</sup> or 14<sup>th</sup>. Dr. Kozak also reported on attending the most recent Indigenous Advisory Committee meeting.

- f. The Faculty of Arts will be having an Indigenous Department. It is suggested we should invite someone from this Faculty to attend the next meeting. **ACTION**
  - g. JEDI awards – due to various administrative delays, it was determined to extend the deadline for submissions until February 1<sup>st</sup>.
  - h. The next deadline for PDEC Sponsorship applications is now February 17, 2020.
  - i. The Multicultural Calendar subscription has been renewed for another 3-years and an announcement will be going out soon.
  - j. The Student Assistant position is still vacant. If any member knows of a prospective candidate, please contact Dr. Kozak.
7. Reports from PDEC Members:
- a. Indigenous Services – N. Wood-Wiens
    - i. The Indigenous Book Club was launched in the fall with great results. A new book has been promoted for the next dialogue session.
    - ii. The department has been working on the launch of the Indigenous Mentorship program which has tremendous opportunities for indigenous students to mentor other indigenous students.
    - iii. The department is looking at expanding the Elders Program and is working with the Indigenous Advisory Committee on this task.
  - b. Accessibility Services – J. Mitchell
    - i. J. Mitchell advised there have been some organizational shifts in their department starting with a new Director of Accessibility Services and Manager of Accessibility Services. Nick Phillips is now the interim Director of Accessibility Services. Laura Vail has left KPU for new opportunities.
  - c. Teaching and Learning – Dr. R. Jhangiani
    - i. The department continues to provide a series of workshops on various topics such as EDI, inclusive design, open pedagogy, anti-racist pedagogy, etc.
    - ii. The department is collaborating in more ways with the library and is looking at ways to offer workshops from the commons.
  - d. Human Resources – no report (per item 2).
  - e. Facilities Services – I. Hunter
    - i. I. Hunter advised his department is waiting on the report from the Rick Hansen Foundation regarding the WSOD building. Once received, in consultation with an architect, priorities will be made for building revisions.
    - ii. The touch-free doors in two campuses are progressing and should be completed by the end of April.
    - iii. Accessibility buttons have been installed for the elevators at Surrey Main and Fir buildings.
    - iv. As mentioned previously, a new project will be the Rainbow Crosswalks.
    - v. Facilities is working with HR and Student Services to do an accessibility audit for washrooms.
    - vi. The washrooms in the Surrey Fir building main floor are nearing completion.
  - f. Pride Advocacy Group – S. Vanan

- i. The group met last week and, in addition to discussing the previously-mentioned Rainbow Crosswalks, they came to an agreement on the criteria for a new student award. The next step is to develop an endowment.
- ii. Also under development is a resource guide for LGBTQ2+ students. Spring and Summer events are being considered including a Trans Day of Visibility and then something during June Pride month.

#### 8. New Business

- a. Employment Equity Policy – deferred per item 2.
- b. KSA Announcement – J. Smith
  - i. J. Smith announced that her last day with KSA will be January 29<sup>th</sup>. Jewelles has accepted a position with the Council for Canadians with Disabilities.
    - 1. The committee collectively congratulated J. Smith and thanked her for her contributions to PDEC over the years.
  - ii. Lesli Sangha, a student at KPU and Jeremy Law, KSA rep for Cloverdale, will be regular members at PDEC.
- c. Territorial Acknowledgement – A. Davis
  - i. Dr. Davis advised he sent an open letter to Surrey City Council regarding their rejection of the motion of acknowledging territorial lands.
- d. Appointment of JEDI Awards Committee – R. Kozak
  - i. Dr. Kozak invited suggestions for appointees to the JEDI Awards Committee. Members offered a range of suggestions. Dr. Kozak thanked them for their input and will follow up as appropriate.
- e. Review/Revision of HR15 – Diversity and Inclusiveness Policy (update) – R. Kozak
  - i. R. Kozak provided an overview of some suggested areas for revision. This document will be circulated in future so that committee members may have a more fulsome discussion at a future meeting. **ACTION**
- f. Training for Faculty – R. Kozak
  - i. The Pride Advocacy Group would like to have PDEC's support in moving forward to propose the creation of training materials for faculty regarding Queer and Trans students. While the committee agreed it is also noted that training for other staff is also needed.

#### 9. Ongoing/Open Items

- a. PDEC Priorities/Work Plan 2020/21 – tabled

#### 10. Challenges and Success Stories – tabled.

#### 11. Next Meeting

- a. February 25, 2021

#### 12. The meeting was adjourned at 3:02 pm.