



## The President's Diversity and Equity Committee

### Meeting Particulars:

**Date:** February 25, 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 Ass't. to the Provost on Policy & Ac. Affairs	Provost designate
Teresa Smith	Senior Manager, Org. Dev. and Employee Experience	AVP, HR designate
Ann Marie Davison	Biology Faculty	KFA appointee
Renu Seru	Counsellor	KFA appointee
Jenna Smith	Events & Communications Specialist, FSO	BCGEU appointee
Salma Husain	Testing Administrator	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	

Caroline Lillico	Confidential Assistant to the University Secretary	
Iain Hunter	Director, Facilities Services	
Nick Phillips	Director, Accessibility Services	
Sydney Jeffers	Confidential Assistant, KPU International	
Magdalena Mot	Student Success Coach, School of Business	
John O'Brian	KSA Advocacy Coordinator	
Jeremy Law	KSA – Social Justice and Equity Committee	
Sarah Burn	Int. Student Exchange Coord., Global Engagement	
Lesli Sangha	KSA Social Justice and Equity Committee	
Jasna Rowse	PDEC Student Assistant	

### Regrets:

Joshua Mitchell	Senior Director, Student Affairs	VP Students designate
David Burns	Senate Vice Chair	
VACANT		Academic Council rep.
Marika Wagner	KSA Queer Students Rep & VP Finance & Operations	
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 Students with Disabilities Rep	
Vacant	KSA Indigenous Students Rep	
Samantha Jack	Indigenous Students Council	
Rajiv Jhangiani	Acting Vice Provost, Teaching and Learning	
Carole St. Laurent	AVP, KPU International	
Josephine Wong	KSA Marketing and Communications Coordinator	

## Minutes

1. Land Acknowledgement and Call to Order
  - a. At 1:01pm Dr. Davis and Dr. Kozak provided a welcome message and land acknowledgement and called the meeting to order.
2. The Agenda was approved as circulated.
3. The Minutes of January 21, 2021 were approved as circulated.
4. Follow-up on Action Items
  - a. HR 16 – tabled to the March meeting
  - b. Indigenous Studies Department
    - i. Greg Millard and Shelley Boyd from the Faculty of Arts will be presenting at this meeting regarding the possible new department.
  - c. HR 15 revision follow-up
    - i. Dr. Kozak sent a link to all committee members and everyone is encouraged to add their input. Dr. Kozak will close the link in two weeks.
5. Director of Diversity Report
  - a. Dr. Kozak reported that the Pride Advocacy Group, Disability Inclusion Group, and Task Force on Antiracism are continuing to meet and make progress. More info will be relayed throughout the meeting.
  - b. There is a bit of a delay in the Indigenous Speakers Series as we look to confirm an available speaker. Dr. Steve Cardwell is looking into forming an internal Indigenous committee to implement events like this.
  - c. The JEDI Selection committee met and reviewed the nominations received. The committee selected two nominations to be recipients of the JEDI Award for 2021. Dr. Davis has already contacted the recipients and we are now working on the next steps. Dr. Kozak extended a big thank you to all JEDI Committee members for their work and commitment.
  - d. Dr. Kozak reported also attending several more workshops since the last meeting.
6. Reports from PDEC Members
  - a. Indigenous Services – N. Wood Wiens
    - i. The Indigenous Book Club was very successful and they are now making plans for fall sessions.
    - ii. They are also working on promoting a national Indigenous People’s month – instead of just one day. If anyone is planning on hosting any events in June, please let N. Wood Wiens know so that they can assist in the promotion.
    - iii. BCCIE is providing a free webinar for anyone interested  
<https://bccie.bc.ca/event/webinar-dialogues-on-decolonization-part-three/>
  - b. Accessibility Services – N. Phillips
    - i. They are actively watching and waiting for the new federal legislation to come out regarding accessibility. They expect that the legislation will come out in March and likely impact and inform the way they provide services.
    - ii. They are currently revisiting their service planning which will broaden the scope to include prospective students and how they are serving Indigenous students.
  - c. Teaching and Learning – No report
  - d. Human Resources – T. Smith
    - i. As mentioned earlier, HR 16 – Employment Equity is deferred until March
    - ii. HR 18 – Job Accommodations for Employees is under internal review and will be provided to PUE for further consultation before being posted to the Policy Blog.

- iii. HR has contracted with CCDI to conduct a Diversity Meter survey for all employees. Communications have gone out via email and the launch of the survey will take place on March 3<sup>rd</sup>.
  - iv. <https://www.kpu.ca/edi> is a new web page which will be a potential hub for Diversity and Inclusion information. If anyone has any ideas on this, please email T. Smith.
  - v. HR has purchased a hiring software whereby it will help employees see their own biases that might impact decision making. HR is currently working through an implementation plan.
  - vi. Pronouns in emails – IT has provided instructions and communication will be going out to all employees.
- e. Facilities Services – I. Hunter
- i. Installation of hands-free automatic doors in Surrey and Langley campuses is underway – they’re just waiting on a few more parts to arrive.
  - ii. Surrey Fir Building washrooms are complete
  - iii. Elevators at Surrey – Fir and Main buildings – are complete and are now much more accessible. Work is now being done for the Birch building.
  - iv. Facilities is in the process of determining where to put up the new flag poles.
  - v. Rainbow Crosswalks – there are tentative locations in mind and will be hiring a contractor to place the crosswalks.
  - vi. WSOD building received a 74% rating from the Rick Hansen Institute and KPU is looking at what revisions can be made to increase the rating to a Gold status.
- f. Pride Advocacy Group
- i. The group met last week and noted that it’s been a year since formed and they’ve accomplished a good deal.
  - ii. They are looking to increase membership, especially someone from BCGEU.
  - iii. There are a couple of events coming up that they are working on – one is hosting an event with a peer wellness team or putting on a workshop for Trans Day of Visibility
  - iv. They are also working on a communication strategy regarding the Rainbow Crosswalks.
- g. New Business
- i. PDEC Sponsorship Applications
    - 1. KDOCS 2021 – approved for the amount requested.
    - 2. Indigenous Teaching Resources – approved for the amount requested.
    - 3. As there are funds left over for this fiscal year Dr. Kozak requested permission from the committee to use these funds to support one-off small projects that could be completed by March 31<sup>st</sup>. The committee agreed.
  - ii. Support for Single Parents as Students and Employees – J. Smith
    - 1. J. Smith reported that she has been approached by single parents who indicated that their access to post-secondary education is restricted because of a lack of daycare resources. She notes that there is currently the same issue for single parent employees as well. She is requesting the assistance of PDEC to consider ways in supporting this issue.
    - 2. After a lengthy discussion it was determined that more dialogue on this issue is required which will also include different KPU departments – student services, KPU Foundation, HR, etc. **ACTION – Dr. Davis will bring**

information on daycare; J. Mitchell will bring information within Student Services; T. Smith will look into HR resources.

- iii. New PDEC Social Media Student Assistant
  1. Dr. Kozak introduced Jasna Rowse as the new student assistant.
7. Ongoing/Open Items
  - a. PDEC Priorities/Work Plan 2020/21
    - i. Dr. Kozak met with Dr. Davis earlier and notes that we need to streamline the list of priorities and close up some gaps.
    - ii. Dr. Kozak will draft up a revised workplan to incorporate these ideas. **ACTION**
8. Creation of Indigenous Studies Department – G. Millard and S. Boyd
  - a. Dr. Kozak introduced Dr. Millard and Dr. Boyd from the Faculty of Arts to speak about the creation of an Indigenous Studies Department within that Faculty.
  - b. Dr. Millard presented an overview of why this Faculty is considering the creation of an Indigenous Studies Department, noting that doing so would assist in fulfilling specific parts of the Academic Plan and provide for a locus for discussion regarding Indigenization as well as Indigenous studies. They've consulted in the Indigenous Advisory council as well as our Resident Elder, Lekeyten. For now, the discussions have been broad and further consultation will be conducted.
  - c. The chair thanked Dr. Millard and Dr. Boyd for attending the meeting and providing an overview of the plans for the Indigenous Studies Department
9. Challenges and Success Stories
  - a. L. Sangha spoke to the committee offering to lend her knowledge and expertise regarding persons with disabilities. Dr. Kozak indicated there is a Disabilities Inclusion Group (DIG) and welcomed L. Sangha to participate.
10. Next Meeting – March 25, 2021
11. Having no further business the meeting was adjourned at 2:52pm.