



# The President's Diversity and Equity Committee

## Meeting Particulars:

**Date:** May 12, 2022      **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	
Amy Jeon	Senate Vice Chair	
Josephine Chan	Special Ass't. to the Prov. on Policy & Acad. Affairs	Provost designate
Joshua Mitchell	Associate Vice President, Student Affairs	VP Students designate
Ann Marie Davison	Faculty, Biology	KFA appointee
Jenna Smith	Specialist, Community Engagement & Major Events	BCGEU appointee
Jeff Yip	Web Content Writer, External Relations	Professional Staff rep.
Jaya Dhillon	KSA President & VP University Affairs	
Lesli Sangha	KSA VP Student Life/ Social Justice & Equity	
Marcelina Piotrowski	Director, Flex Learning & Acad. Int., Open Educ.	
Trina Prince	Manager, Equity, Diversity & Inclusion, HR	
Natalie Wood-Wiens	Manager, Indigenous Services for Students	
Lynda Beveridge	Director, Counselling Services	
Sydney Munro	Confidential Assistant, KPU International	
John O'Brian	KSA Advocacy Coordinator	
Magdalena Mot	Student Success Coach, School of Business	
Natasha Campbell	Faculty, Foundations in Design; Marketing	
Caroline Lillico	Confidential Assistant to the University Secretary	

## Guests:

Jennifer Hardwick	English Instructor; Task Force on Antiracism	
Karissa Wall	Manager, Institutional Research, OPA	
Janice Morris	ACP Instructor	

## Regrets:

Rajiv Jhangiani	Associate Vice President, Teaching and Learning	
Shelley Boyd	Associate Dean, Faculty of Arts	Academic Council Rep
Teresa Smith	Senior Manager, Org. Dev. and Employee Exper.	AVP, HR designate
Salma Husain	Testing Administrator, ATS	BCGEU appointee
Tanya Boboricken	Faculty, Mathematics	KFA appointee
Asma Sayed	Chair, Task Force on Antiracism	
Shalini Vanan	Manager, Sports, Recreation & Health Promotion	
Iain Hunter	Director, Facilities Services	
Fiona Whittington-Walsh	Faculty, Sociology	

Jeremy Law	KSA Social Justice and Equity Committee	
Samantha Jack	Indigenous Students Council	
Carole St. Laurent	AVP, KPU International	
Cherylynn Bassani	Faculty, Sociology	

## Minutes

1. Dr. Davis called the meeting to order and provided the Territorial Acknowledgement at 1:02pm.
2. Approval of Agenda – approved as circulated.
3. Minutes of the April 14, 2022 PDEC meeting were approved as circulated.
4. Follow-up on Action Items from previous meeting
  - a. Indigenous Language parchments – A. Davis
    - i. Dr. Davis reported that Len Pierre is continuing to follow up on this with language experts in this region. Overall, the project could take a while before it comes together. Dr. Davis will continue to follow up. **ACTION**
5. Reports from PDEC Members:
  - a. Human Resources/EDI Action Planning – T. Prince
    - i. The EDID Action Plan Development Committee is no longer meeting weekly but is still working on the recommendations. Drafts of an Action Plan are being created and amended as more suggestions come forward. It's anticipated that the Action Plan will be finalized in the summer months and presented to the university as a whole in the fall.
    - ii. As a reminder, KPU has memberships with Indigenous Works and Pride at Work which means we have access to many webinars. The information for these webinars are often sent through Today@KPU.
    - iii. T. Prince is continuing to run Re-learning Gender Workshops at two per month. They are open to offering the workshop to departments if anyone is interested. The workshop has the capacity for up to 80 participants. Contact Trina Prince if interested.
    - iv. HR has received approval from BC Human Rights Board to add a BCGEU/ staff component to the approved Special Programs applications. Targeted hiring is now possible in all 3 employee groups.
    - v. The EDI Advisor job has been posted and will likely be filled sometime this summer.
  - b. Accessibility Services – L. Beveridge
    - i. Accessibility Services is moving ahead with their policy review and revision of policies ST14 and ST15.
    - ii. The team is doing a “deep dive” into the new government legislation that has evolved over the past couple of years. They're looking to see how it relates to KPU policies and how other institutions are addressing it.
    - iii. The new .6 position at Richmond campus is posted and they have had many applications.
    - iv. The Indigenous Counsellor position is still not filled.
  - c. Disability Inclusion Group – AM Davison
    - i. Lori Scanlan and Jenna Smith joined the April DIG meeting for a discussion on accessibility at events. DIG also discussed the presentation that was to be on at

- KPU Day. L. Sangha contributed to the presentation and also attended KPU Day to receive the JEDI Award that she and Jaya Dhillon were awarded.
- ii. F. Whittington Walsh is currently working on a research project studying students with disabilities in post-secondary institutions.
  - iii. The group also discussed concerns regarding the lifting of the mask mandate.
- d. Indigenous Services – N. Wood-Wiens
- i. N. Wood-Wiens reported that Indigenous Services for Students welcomed a new student assistant and will be initiating search for an additional student assistant for the Summer term
  - ii. The department hosted the [Open Doors, Open Minds](#) Event for Indigenous high school students at the Langley campus on April 28<sup>th</sup> with over 90 students including chaperones in attendance. Keynote speaker was [Angela Sterritt](#), Indigenous journalist and author.
  - iii. A beautiful new banner with a story of Kwantlen First Nation has been designed and placed in various locations on campus including in the Gathering Place.
  - iv. N. Wood-Wiens attended the opening of the new [χ<sup>w</sup>əχ<sup>w</sup>éyəm Indigenous Collection](#) space in the Library. This is an initiative spear-headed by Rachel Chong and colleagues in the Library. New chairs in the space have been designed by Indigenous student Jennifer Lamont, graduate of the Wilson School of Design and who is our new Coordinator in Indigenous Services.
  - v. The Library is also home to a new display marking May 5 National Day of Awareness for Missing and Murdered Indigenous Women and Girls and Two Spirit People. The display features a [Red Dress](#) designed by Jennifer Lamont.
  - vi. On May 14 - University of British Columbia (UBC) will be hosting the inaugural [Inter-Institutional Forum of the Scarborough National Charter on Anti-Black Racism and Black Inclusion in Canadian Higher Education](#). The forum, *Community Making and Black Flourishing Through the Scarborough Charter*, will include a public symposium, co-hosted by UBC and Simon Fraser University (SFU), available in person or live stream.
  - vii. On May 26 - [Continuing the Conversation: Talking about Inclusion, Anti-Racism and Diversity with Chris \(Syeta'xtn\) Lewis from Skwxwú7mesh Nation](#).
- e. Task Force on Antiracism – A. Sayed
- i. TFA is continuing its work on recommendations and has wrapped up the Survey and is pulling together the data.
  - ii. The final report is still on track to submit in June
- f. Pride Advocacy Group – R. Kozak
- i. R. Kozak provided a brief Verbal report based on the attached written report..
- g. Teaching and Learning – no report
- i. Please refer to their webpage for current information and workshops <https://www.kpu.ca/teaching-and-learning>
- h. Policy Review – J. Chan

- i. J. Chan provided a written update which was circulated in the Agenda package. In addition to this, J. Chan reports that three more sets of policies will be posted – HR1, GV9 and ST16. These drafts should be posted by next Thursday.

a. Facilities Services – I. Hunter

- i. The list of 2022/23 planned Ministry funded Capital Renewal/Deferred Maintenance projects;
  - 1. Are being reconfirmed with the Ministry in the week ahead
  - 2. Include projects planned with an improved accessibility component are; elevators at Richmond & Surrey (Cedar and Arbutus); north wheelchair ramp design Richmond; hands free doors Richmond; second floor washrooms Birch; an additional Rich Hansen building accessibility audit; wrapping up ongoing work to improve Fir building and WSOD based on the universal design and RHF audits from previous years.
- ii. Operations is taking on additional projects including;
  - 3. working with the KSA to replace the waterfillz stations and provide enhanced drinking fountains including accessible height fountains;
  - 4. replacing the Cedar main boardroom blinds with electric blinds;
  - 5. working with Trina Prince and the DIG to incorporate accessibility planning into Room Bookings/ Event planning; KPU Days was our inaugural planning together for an event.
  - 6. Working with the Natural Spaces Advisory Group (NSAG) and Elder Lekeyten to donate sections of trees to the KFN; these will come from the Surrey central forest as part of planned and arborist identified pedestrian and public space safety maintenance work.
  - 7. Developing plans to highlight campuses in accent lighting for The National Day for Truth and Reconciliation in Sept.
- iii. The Capital team is
  - 8. working with DIG & PAG to develop a first phase web based campus maps that highlight diversity and accessibility features at our campuses (eg washroom designations/ accessibility infrastructure such as curb let downs and accessible parking)
  - 9. working with Len Pierre to wrap up installing QR codes for campus signage that points to Indigenous pronunciations.
- iv. Sunken study areas in FIR are no longer sunken which is helpful. Work on the ramps in the courtyard are working on as well.
- v. Curbcut at the indigenous gathering space is being worked on.

6. Director of Diversity Report – R. Kozak

- a. Successful presence at KPU Day. Nice shout out from the President about all the important EDI and related work that is underway. The 2022 JEDI Awards were presented to the successful nominees: Lindsay Wood (faculty, COOP); Gordon Cobb (faculty, MUSI); Janice Morris (faculty, ACP and KDocs festival director); and students Lesli Sangha and Jaya Dhillon. We hosted a PDEC table where we handed out bookmarks (see links) with information about [PDEC](#), [PAG](#), and the [Multicultural Calendar](#) (contact me if

you'd like some to distribute); showed a [looping presentation sharing info about EDI and various groups and initiatives](#); and raffled off books donated by Trina Prince from HR, and some PDEC t-shirts. Raffle entrants were asked to answer the following question: What initiatives or actions relating to equity, diversity, inclusion, decolonization, and/or anti-racism would you most like to see at KPU? We received the following responses: \

- i. As a queer person of colour, I would like to see more work in actively recognizing the university as a non-neutral space and the ways in which systemic inequity is upheld, and the work to address this!
  - ii. Event accessibility and strengthened hr policies
  - iii. Counseling specifically for marginalized groups. More workshops for staff and faculty about marginalized people's hardships, or just overall education, teaching people about different beliefs, cultures, etc. Break binary boundaries!
  - iv. More diversity in Faculty members so that our Faculty body represents our student body. More financial support for entrance fees and textbook costs for equity deserving groups. Advocacy to lower textbook costs for our students. Annual diversity and inclusion and anti racism required training/seminars for All KPU employees
  - v. Mandatory training in these issues for employees and staff. Badges for students
  - vi. A more comprehensive introduction to Indigenization for all new KPU students.
  - vii. Workshops - education opportunities
  - viii. KPU LGBT support group
  - ix. First aid form has more gender options or none at all or fillable form.
  - x. Workshops/PD opportunities
  - xi. Annual pow wow, or potlatch, other multicultural activities and events.
- b. Josh Mitchell brought our attention to a new campaign called "Never Accept Hate" (NAH) (<https://neveraccepthate.ca/>) co-sponsored by the BC Office of the Human Rights Commissioner, the BC Association of Broadcasters and other organizations. I've contacted them to request the office window decals they're offering and to find out more about participating. If PDEC is interested we can continue this discussion next meeting.
- c. Richmond Multicultural Community Services has created an interesting document called the [Richmond Community Protocol: Responding to Racism and Hate](#). It has some strong and some less strong aspects; in any case, I've forwarded it to HR and the TFA for consideration. KPU may want to look into a similar collaborative effort to anticipate how to respond effectively to incidents of racism, homophobia/ transphobia and other displays of hate.
- d. The next and final Indigenous Dialogue Series event for this academic year is on Tuesday, June 21 (Indigenous People's Day) from 12-1:30 p.m. and will feature Dr. Pamela Palmater, Mi'kmaw citizen and member of the Eel River Bar First Nation in northern New Brunswick, practicing lawyer for 23 years, and Professor and Chair in Indigenous Governance at Toronto Metropolitan University. I've heard Dr. Palmater speak and expect she will challenge us all to do some hard thinking. I hope everyone will be able to attend; we have consulted and timed it so as not to conflict with convocation activities that day. New Business

- e. PDEC and KDocs proposed collaboration – J. Morris
    - i. J. Morris provided a brief presentation on her proposal to PDEC. The presentation included a brief history of KDocs and announced that in 2023 KDocs will again be delivered in person.
    - ii. J. Morris indicated that her proposal recognizes the myriad ways PDEC and KDocs mutual missions and goals intersect. She proposed that beginning with KDocsFF 2023 that one selection will be “guest curated by PDEC”. In consultation with KDocsFF, one or two PDEC members will research, vet and program one feature documentary for official selection status.
    - iii. The PDEC members involved can expect to work 15 – 20 hours on this project from August to December, and of course, J. Webster can advise or suggest specific films.
    - iv. After discussion, PDEC members agreed this would be a beneficial project to take on. J. Morris was thanked for bringing this opportunity to PDEC.
  - f. Student Satisfaction Survey Presentation – K. Wall
    - i. K. Wall provided a presentation on the Student Satisfaction Survey as it relates to EDI data.
    - ii. The full presentation is attached to these minutes. **ACTION:** PDEC members are asked to review this presentation and bring follow up questions and recommendations to next month’s meeting.
    - iii. Dr. Davis thanked K. Wall for presenting PDEC with excellent information.
  - g. PDEC Sponsorship Fund Application – May 2022
    - i. An application was received from faculty members Arleigh Cruthers and Lilach Marom for a project called “Storying UDL: An Open Guide to Universal Design for Learning”. The requested amount for \$2,000 was approved.
7. Challenges and Success Stories/Other Announcements
- a. In consultation with committee members, it was agreed that for the term 2022/2023, that PDEC meetings will be conducted the second Thursday of each month.
  - b. L. Sangha expressed her gratitude to PDEC for awarding her and Jaya Dhillon with the 2022 JEDI Award.
8. Next meeting – June 9, 2022 – 1:00pm – 3:00pm
9. Adjournment – meeting adjourned at 2:55 pm

