



The President's Diversity and Equity Committee

Meeting Particulars:

Date: September 13, 2018 **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	Provost designate
Ann Marie Davison	Biology Faculty	KFA appointee
Renu Seru	Counsellor	KFA appointee
Jenna Afanasiff	Events & Communications Specialist, FSO	BCGEU appointee
Valerie Newton	APPD – Instructional Associate	BCGEU appointee

Jewelless Smith	KSA Policy Coordinator	
Ruth Fraser	Director, Services for Students with Disabilities	
Gina Buchanan	Senior Director, Educational Development	
Caroline Lillico	Confidential Assistant to the University Secretary	
Magdalena Mot	Student Success Coach, School of Business	
John O'Brian	KSA Advocacy Coordinator	

Regrets:

David Burns	Senate Vice Chair	
Vacant	Associate Vice President - International	Academic Council rep.
Joshua Mitchell	Senior Director, Student Affairs	VP Students designate
Joanne Saunders	Executive Director, Marketing and Recruitment	Professional Staff rep
Abby Thorsell	Associate Vice President - Human Resources	
Murdoch de Mooy	KSA VP University Affairs	
Munir Dossa	KSA Students of Colour Rep	
Sarah Strachan	KSA Aboriginal Student Rep	
Joseph Thorpe	KSA Queer Students Rep & VP Finance & Operations	
Jasika Rai	KSA Mature Students Rep	
Caitlin McCutchen	KSA Women's Rep & President/VP External Affairs	
Vacant	KSA Students with Disabilities Rep	
Carole St. Laurent	Director, International Recruitment	
Kim Rose	Manager, Future Students Office	
Josephine Wong	KSA Marketing and Communications Coordinator	
Teresa Smith	Manager, Organizational Development	
Catherine Kruger	Disability Action Movement Now – D.A.M.N.!	
Prachi Khanna	KPU student	

Minutes

(ACTION items in bold italics)

1. The meeting came to order at 1:08 pm
2. Approval of Agenda.
 - a. Remove item 8.i
 - b. Add 8.ii – PDEC attendance at the CCDI Unconference and 8.iii – Ordering hard copies of the 2019 Multicultural calendar.
3. The Minutes of June 12, 2018 were approved as circulated.
4. Director of Diversity Report – R. Kozak
 - a. Dr. Kozak and Teresa Smith met with a consultant from CCDI in June who provided some informative materials for leadership and inclusion in the classroom.
 - b. PRIDE events – Dr. Kozak attended Surrey and Vancouver Pride events
 - c. Digital Multicultural Calendar – this has been a cumbersome experience but it is now available online for staff at <https://our.kpu.ca/resources/multiculturalcal/SitePages-/Home.aspx> . IT is working on Sharepoint for students; when available, students will have access as well.
 - d. Dr. Kozak attended an event hosted by Kirsty Duncan, Minister for Sports and Science, regarding Athena SWAN, an initiative intended to promote diversity in Science and Research. A range of university and college reps attended this meeting, but there was general agreement regarding the need for better tracking and information regarding diversity and equity.
 - e. Dr. Kozak also met with the Provost regarding how PDEC can best coordinate with his office's work re: diversity, inclusion and equity. One immediate upshot of this meeting is that Dr. Kozak will presenting on PDEC at Academic Council next week.
 - f. Dr. Kozak recommended another two books – *The Equity Myth* and *On Being Included*. The latter book is available through the university library. A reminder to all members that printed materials are available on loan through Dr. Kozak.
5. Guest presentation
 - a. Dr. Kozak welcomed Jennifer Jordan, Laura Arnesen and Patrick Bourke from Student Rights and Responsibilities Office.
 - i. J. Jordan presented on Sexual Violence and Misconduct and what staff and faculty can do if someone discloses sexual violence. A handout was provided.
 - ii. It was noted that KSA and Student Rights and Responsibilities Office should work together to establish a seamless method for when students disclose sexual violence to the KSA office.
 - iii. The presenters were thanked for attending and providing this important information and were invited back at a later time to provide updates.
6. Review of PDEC Sponsorship applications
 - a. R. Kozak noted the previous decision to have three funding rounds in this fiscal year. There is currently \$4600 remaining for this FY; there will be another call for applications for January, 2019.

- b. R. Kozak handed out copies of the rubric to guide the review of applications.
 - i. Application from C. Stonehouse for “Creative Writing Reading Series – approved as requested for \$1,050.
 - ii. Application from F. Whittington-Walsh for “Indigenous Disability Awareness Month Event – approved as requested for \$2,000.
 - 1. Dr. Davis will connect with F. Whittington-Walsh regarding dignitaries to invite to the event.**
 - iii. Application from C. Pedersen for “Flirting with Gender” – **Dr. Kozak to follow up with Dr. Pedersen regarding alternative funding options for student research.**

7. Business Arising from Previous Meetings

- a. Indigenous Signage and Art update – A. Davis
 - i. Dr. Davis met with Brandon Gabriel over the summer and had a walk through the Langley campus. Mr. Gabriel has some very good ideas of what to do for artwork. Another meeting is scheduled for end of November with Mr. Gabriel and several key KPU staff members to further discussion. Dr. Davis also met with Fern Gabriel who delivered some signage ideas. So far she has developed some welcome messages. The Langley buildings will be renamed for local tree species and Ms. Gabriel will provide the translation for the building names.
- b. Pride Parade & Festival Update – R. Kozak
 - i. After this year's application for a contingent in the Vancouver Pride Parade was turned down, as the roster was already full, Pride organizers offered KPU the opportunity to participate as a Toonie Brigade, carrying a giant rainbow flag to collect donations from the crowd. Volunteer turnout—especially of students—was fantastic despite the late notice. Approx. \$500 of our supplies budget (of \$2500) was put toward KPU/PDEC t-shirts for volunteers. We have offered and been accepted to be a Toonie Brigade again next year. Notices will be sent out much earlier to allow even more people to plan to participate.
- c. IAP Student Survey results
 - i. IAP produced a Research Note on Diversity at KPU, based on the 2017 Student Satisfaction Survey. This was included, along with a .pdf of IAP's presentation to PDEC last meeting (June 2018), and discussed in depth by the committee.
- d. PDEC Priorities
 - i. Dr. Davis suggested that he and Dr. Kozak meet and draft up some priorities to bring to the next meeting**

8. New Business

- a. Name usage in OSS Timetable – R. Kozak
 - i. While faculty members are able to change their name in some online venues, the schedule through which students register for courses (OSS) is still automatically populated by faculty members' legal names. Catherine Dubé from HR is working to change this, and PDEC support for these efforts would be appreciated.
 - ii. Dr. Davis will follow-up to see what can be done.**

9. PDEC Attendance at the CCDI unconference

- a. Gina Buchanan, Ruth Fraser and Renu Seru would like to attend the conference. **Dr. Kozak will follow up with Human Resources.**
- b. Renu Seru, Ann-Marie Davison, and Magdalena Mot also noted interest in attending webinars mentioned in the CCDI newsletter. There appears to be a challenge in staff accessing CCDI webinars. **Dr. Kozak will follow up with Human Resources to see how to facilitate enrolment.**

10. 2019 Multicultural Calendar in print format

- a. The print version of the 2019 Multicultural calendar is now available; hard copies of the wall calendar would cost approximately \$9 each (retail is \$14.95). It would be nice for PDEC to have some of these to hand out as gifts, etc.
- b. **Dr. Kozak will discuss further with the Dean of ACA to coordinate a purchase;** it was agreed that some PDEC supplies funds could be used for this purpose.

11. Upcoming meetings

- a. Meetings for the fall semester will be:
 - i. October 18th – 1:00pm – 3:00pm – Dr. Sal Ferreras will attend to present the 2023 Academic Plan. Note the meeting will be held in Cedar 1140.
 - ii. November 22 – 1:00pm – 3:00pm
 - iii. January 3 – 1:00pm – 3:00pm