



The President's Diversity and Equity Committee

Meeting Particulars:

Date: January 24, 2019 **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 Asst. to the Provost on Policy & Acad. Affairs	Provost designate
Joshua Mitchell	Senior Director, Student Affairs	VP Students designate
Catherine Dubé	Director, People Services	AVP HR designate
Wayne Tebb	Special Advisor to the Provost	Academic Council rep.
Ann Marie Davison	Biology Faculty	KFA appointee
Jenna Afanasiff	Events & Communications Specialist, FSO	BCGEU appointee
Valerie Newton	APPD – Instructional Associate	BCGEU appointee

Caroline Lilloco	Confidential Assistant to the University Secretary	
Leeann Waddington	Manager, Learning Technology	
Narada Luckanachai	Confidential Assistant, AVP International	
Magdalena Mot	Student Success Coach, School of Business	
John O'Brian	KSA Advocacy Coordinator	
Josephine Wong	KSA Marketing and Communications Coordinator	
Jewelless Smith	KSA Policy Coordinator	

Regrets:

David Burns	Senate Vice Chair	
Joseph Thorpe	KSA Queer Students Rep & VP Finance & Operations	
Sarah Strachan	KSA Aboriginal Student Rep	
Munir Dossa	KSA Students of Colour Rep	
Jasika Rai	KSA Mature Students Rep	
Caitlin McCutchen	KSA Women's Rep & President/VP External Affairs	
Vacant	KSA Students with Disabilities Rep	
Renu Seru	Counsellor	KFA appointee
Joanne Saunders	Executive Director, Marketing and Recruitment	Professional Staff
Murdoch de Mooy	KSA VP University Affairs	
Carole St. Laurent	Interim AVP, KPU International	
Mark Pritchard	Faculty, Wilson School of Design	
Iain Hunter	Director, Facilities Services	
Laura Vail	Director, Student Success	

Minutes

1. Call to Order
As Dr. Davis is participating via conference call he requested that Dr. Kozak chair this meeting.

The meeting was called to order at 1:05 pm.
2. Approval of Agenda
The agenda was approved as circulated.
3. Approval of Minutes of November 29, 2018
The minutes were approved as circulated
4. Follow up on Action Items from previous meeting
 - a) Name Usage in OSS Timetable – C. Dubé
Human Resources is working with the Registrar’s Office and IT on this issue. The solution is complicated as there are many back-end considerations to work out. More information on progress will be provided at the next PDEC meeting. **ACTION**
 - b) 2019 Multicultural Calendar print copies – R. Kozak

Calendars were shared with committee members to hang up in areas of high traffic. Dr. Kozak will distribute the remaining few calendars.

Dr. Kozak contact Marketing to explore possibilities for presenting calendar information on Eagle Eye. **ACTION**
 - c) PDEC Representative from International – R. Kozak

Carole St. Laurent, Interim AVP International, has accepted the invitation to be a member of PDEC.
 - d) Review PDEC Mandate – R. Kozak

Policy HR15 will be coming up for review soon and this committee will provide input at that time.
 - e) Policy HR 16 – Employment Equity – C. Dubé

Human Resources is doing a holistic review of all HR policies and HR16 is only one of many. As most HR policies intersect, it’s not possible to update just one policy. Catherine will be able to provide more information at a future meeting, and PDEC will be asked for feedback at the appropriate time.
 - f) Accessibility at Convocation – R. Kozak

R. Kozak has a pending meeting regarding this item and will report back at the next meeting. **ACTION**
 - g) Facilities – R. Kozak

Thank you to Facilities Services for providing the summary of Action Items addressed. Iain Hunter, Director, Maintenance & Operations will be a regular PDEC member. A brief discussion ensued regarding other possible action items for Facilities Services:

- i) In regards to the washrooms with change tables, please place a sign requesting users to lock back in place once finished. **ACTION**
 - ii) It was noted that at a previous Surrey campus open house there wasn't a curb cut for a visiting disabled community member. Could Facilities look into this issue, and if a permanent solution not be available, perhaps purchasing a portable curb-side ramp might be a solution. **ACTION**
 - iii) KPU Civic Plaza has an access issue in the parking area. Could Facilities contact Wayne Tebb for follow up. **ACTION**
 - iv) Of note, many thanks to Facilities for inviting Ann Marie Davidson and Ruth Fraser to provide input on the redesign for the KPU Surrey Cedar "Airport Lounge."
 - v) The committee agreed that follow-up on Facilities-related items should in future be included in the standing reports section of the agenda.
5. Director of Diversity Report
- a) Still working with the Program Review Committee, IAP and Teaching and Learning on revising the self-study guide
 - b) Met with Josephine Chan to discuss best means of identifying possible equity-, diversity-, and inclusion- (EDI-) related gaps in KPU policies. Further discussions to take place.
 - c) PDEC Work Study position is in progress.
 - d) Have been invited to attend a Facilities Management meeting in February
 - e) Connected Len Pierre to the Aboriginal Collaboration Table of Richmond
6. PDEC Sponsorship Applications
- a) R. Kozak handed out the rubrics for decision-making
 - b) Project name: Challenging Toxic Masculinities: A South Asian Dialogue. Requested \$900 and awarded \$700. It is suggested the organizers could approach KSA for residual budgetary requirements.
 - c) Project name: Indigenization at KPU: A Week of Sharing and Learning. Requested \$2,000 and awarded \$1,000. It is suggested the organizers could approach KSA for residual budgetary requirements.
 - d) Project name: SRRO Student-facing Resource Materials Translation. It was determined this should be considered operational, but it does reflect the overarching goals of PDEC. Dr. Davis to follow up with the organizer. **ACTION** It was suggested they could review the EVA website for possible materials they could use in the meantime.
 - e) Project name: World Interfaith and Harmony week 2019. Requested \$750 and awarded \$600.
7. Reports from PDEC Members
- a) Indigenous Services – L. Pierre

Ethan Semple the new Indigenous Services Student has been hired and in the process of getting to know KPU and his role.

A new KPU Indigenous Students Council has been establishing and recently had their first meeting. There are 8 students on this council and come from a variety of disciplines as well as number of years at KPU. R. Kozak extended an invitation to any of the students on this council to attend PDEC meetings.

Indigenous Services has heard from several indigenous students that the recent portrayals of indigenous people in the media is having a negative effect in KPU classrooms, and notes that the disruptions are not always managed well. Gina and Leann from Teaching and Learning will draft something up to assist faculty members. **ACTION**

Indigenous Services is supporting the 2019 Moose Hide Campaign; J. Smith provided some flyers courtesy of KSA. Extra flyers of the Moose Hide Campaign are available in the President's Office.

b) Accessibility Services – J. Mitchell

Ruth Fraser resigned from KPU just before the Christmas break. The hiring for the position as Manager, Accessibility Services is underway with hopes someone will be in place by March.

They have a new hire for a new position, Student Health Coordinator.

The third module for Indigenous Awareness is now available, and engagement is positive.

c) Teaching and Learning – L. Waddington

There are several workshops coming up for faculty in particular, one is focused on interculturalization of curriculum.

There is also a new Teaching and Learning library that faculty can access.

d) People Services (HR) – C. Dubé

The new Indigenous Awareness Module has been available since December 12th.

Respectful Workplace training is a requirement for all KPU employees and so far we have an 80% participation rate. All new hires will be required to take this training, as will all employees on an annual basis.

8. PDEC Workplan

R. Kozak provided a summary of the changes to the workplan. Note that support for the 2023 Academic Plan underlies all other PDEC goals; thus it's been taken it out as a goal and noted in a preamble.

R. Kozak has completed the application form for participating in the 2019 Pride Parade as part of the Toonie Brigade.

Funding rounds – It was determined that we should maintain the three funding rounds per fiscal year in order to provide consistency.

Goal # 4 – reword this item, e.g. "Increase KPU's Engagement with the Indigenous Community"; wording also suggested at last meeting.

ACTION

9. New Business

a) Gender Nomenclature

KPU Registrar, Zena Mitchell, submitted an email update, noting that the Ministry (AEST) has requested holding off on changing gender identification options until they could become part of government-wide revisions.

b) ACA and access/equity issues

It was requested by some committee members that PDEC consider whether it has a role in the issues concerning the Faculty of Academic & Career Advancement. R. Kozak will discuss with Dr. Davis and report back. **ACTION**

10. Adjournment

The meeting was adjourned at 3:09 pm