



The President's Diversity and Equity Committee

Meeting Particulars:

Date: February 21, 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	
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.
Joseph Thorpe	KSA Queer Students Rep & VP Finance & Operations	
Ann Marie Davison	Biology Faculty	KFA appointee
Jenna Afanasiff	Events & Communications Specialist, FSO	BCGEU appointee

Caroline Lillico	Confidential Assistant to the University Secretary	
Gina Buchanan	Senior Manager, Learning Centre	
Narada Luckanachai	Confidential Assistant, AVP International	
Murdoch de Mooy	KSA VP University Affairs	
John O'Brian	KSA Advocacy Coordinator	
Josephine Wong	KSA Marketing and Communications Coordinator	
Laura Vail	Director, Student Success	
Len Pierre	Manager, Indigenous Services	

Regrets:

David Burns	Senate Vice Chair	
Josephine Chan	Special Asst. to the Provost on Policy & Acad. Affairs	Provost designate
Sarah Strachan	KSA Aboriginal Student Rep	
Munir Dossa	KSA Students of Colour Rep	
Jasika Rai	KSA Mature Students Rep	
Jewelless Smith	KSA Policy Coordinator	
Renu Seru	Counsellor	KFA appointee
Joanne Saunders	Executive Director, Marketing and Recruitment	Professional Staff
Carole St. Laurent	Interim AVP, KPU International	
Mark Pritchard	Faculty, Wilson School of Design	
Magdalena Mot	Student Success Coach, School of Business	
Iain Hunter	Director, Facilities Services	

Minutes

1. Call to Order 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
January 24, 2019 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 continuing to work on this with hopes of having it complete next month. **ACTION**

b) 2019 Multicultural Calendar print copies – R. Kozak

Dr. Kozak approached Marketing to see if they could use a widget on the KPU Eagle Eye to display calendar. R. Kozak will report back at next meeting. **ACTION**

c) Accessibility at Convocation – R. Kozak

Dr. Kozak advised of an upcoming meeting with Keri van Gerven, University Secretary.

d) PDEC Sponsorship Update – R. Kozak/A. Davis

Dr. Kozak advised that all award recipients have been contacted and funds have been transferred.

Dr. Davis advised he contacted the unsuccessful applicants regarding reason for the decline.

e) Indigenous Issues in the media/classroom – G. Buchanan

G. Buchanan advised that she has a scheduled meeting with L. Pierre, Manager, Indigenous Services to discuss the issue and determine how best to approach the issue. Currently, Teaching and Learning have developed a 2-day workshop for new faculty that discusses cultural issues. L. Pierre will attend and will be a part of the session. G. Buchanan will provide an update at the next meeting. **ACTION**

f) Additional Edits to WorkPlan – R. Kozak

Section 4 Title edit – “Increase KPU’s Engagement with the Indigenous Community”.

g) PDEC and ACA – R. Kozak/A. Davis

Senate will be striking a task force to work on the ACA issue and Dr. Davis will remind the Provost to ensure inclusivity within this task force.

5. Director of Diversity Report

- a) The recent “snow days” resulted in several cancelled meetings.
- b) Dr. Kozak is scheduled to present to the Faculty of Health tomorrow. Dr. Kozak will share the document on which the presentation will be based. ACTION: https://hcma.ca/wp-content/uploads/2018/01/HCMA_Designing-for-Inclusivity_V1-1.pdf
- c) Dr. Kozak has been invited to sit on the Canada Research Chairs Search Advisory Committee.
- d) Dr. Kozak met with one of the Associate Deans of Arts, Dr. Wade Deisman, who has repeatedly expressed interest in hosting a discussion regarding studies showing evidence of racial and gender discrimination in student evaluations of teaching. The Faculty Performance Review Committee, a joint committee of KPU and the KFA, is aware of this research and factoring it into their discussions. A question was raised to see if there was research on this issue in BC.
- e) Dr. Kozak recently received a communication from a trans student regarding the universal washroom at Langley being out of service as well as problems arising from "name used" not being on class lists. Facilities' and OReg's ongoing attention to these matters is much needed.

6. Reports from PDEC Members

- a) Indigenous Services – L. Pierre
 - L. Pierre reported that the MooseHide Campaign was a great success, but the frequent snow posed disruptions and complications.
 - The Indigenous Awareness Modules are ready to roll out to students.
 - Classroom safety for Indigenous students is still an issue and a concern.
 - Indigenous student engagement with KPU appears to be high.
- b) Accessibility Services – J. Mitchell/L. Vail
 - Currently the priority is to find a new Director, Accessibility Services
 - The department also has four new learning specialists.
- c) People Services – C. Dubé
 - HR is continuing to work on the revision of HR 16 policy.
- d) Facilities Services – A. Davis
 - As I. Hunter is still away, Facilities Services provided a written update on action items from the previous meeting:
 - Facilities inspected the change table of concern and found that it does not have a lock. It is a simply up or down. A sign will be created to request users to

ensure the change table is brought to the upright position after use.

- An external company installed bollards at the north entrance to Surrey Main. The work included a curb cut adjoining the sidewalk from the building to the driveway and the painting of a pedestrian ladder across the driveway. A further project is planned to be implemented next fiscal year to enable more drop off locations for pedestrians in front of Surrey Main which will include an accessibility drop off.
- The issue with the parking area at Civic Plaza has been done and W. Tebb followed up with Century Group.

e) Teaching and Learning - G. Buchanan

- G. Buchanan travelled to Portland and obtained some training on IDI (Intercultural Development Inventory). This is a new tool that focuses on culture, race, gender, etc., and will add to the suite of possibilities for faculty members.
- Both G. Buchanan and L. McCannell will be bringing the ID to KPU where participants will receive the training and develop greater cultural competence.
- It would be a good idea to test this out on PDEC Members (including Student Reps). G. Buchanan will create a short paragraph on the training and send to C. Lillico who will send the information out to PDEC Members. **ACTION**
- Along with L. Pierre, we're developing some Faculty Talking Circles.
- KPU TLC is partnering with other institutions offering UDL.
- There are many excellent workshops coming out for the April T & L Symposium
- For more information visit <http://www.kpu.ca/teaching-and-learning>

7. Ongoing/Open Items

a) PDEC Priorities/WorkPlan 2018/19

- The issue brought up from the last meeting was regarding Goal #4. After discussion it was determined that we should change this goal to read "KPU's engagement with and inclusion of the Indigenous community."

8. New Business

a) R. Kozak to work with Facilities Services to encourage adoption universal washroom design.

b) KFA has several events planned for 2019

- Feb 28 – Zero Discrimination Day
- Mar 7 – International Women's Day
- Oct 21 – 27 – Open Access Week

J. O'Brian to send the information to C. Lillico for distribution. **ACTION**

9. Adjournment

The meeting was adjourned at 3:05 pm