



The President's Diversity and Equity Committee

Meeting Particulars:

Date: September 12, 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 Assistant to the Provost on Policy & Ac. Affairs	Provost designate
Joshua Mitchell	Senior Director, Student Affairs	VP Students designate
Catherine Dubé	Director, People Services	AVP, HR designate
Sarah Strachan	KSA Indigenous Student Rep (also VP University Affairs)	
Jenna Afanasiff	Events & Communications Specialist, FSO	BCGEU appointee
Sucheta Singh	Media Specialist, External Relations	Professional Staff member
Natalie Wood-Wiens	Manager, Indigenous Services for Students	

Caroline Lillico	Confidential Assistant to the University Secretary	
Gina Buchanan	Senior Director, Educational Development	
John O'Brian	KSA Advocacy Coordinator	
Carole St. Laurent	AVP (interim), KPU International	

Guest:

Shalini Vanan	Manager, Sport, Recreation & Health	
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Regrets:

David Burns	Senate Vice Chair	
Wayne Tebb	Special Advisor to the Provost	Academic Council rep.
Vacant	KSA Queer Students Rep & VP Finance & Operations	
Bhavkaran Aujla	KSA Students of Colour Rep	
Jaspal (Paala) Rai	KSA Mature Students Rep	
Amei-lee Laboucan	KSA Women's Rep	
Jaya Dhillon	KSA Students with Disabilities Rep	
Ann Marie Davison	Biology Faculty	KFA appointee
Renu Seru	Counsellor	KFA appointee
Laura Vail	Director, Student Success	
Magdalena Mot	Student Success Coach, School of Business	
Josephine Wong	KSA Marketing and Communications Coordinator	
Jewelless Smith	KSA Policy Coordinator	
Iain Hunter	Director, Facilities Services	
Samantha Jack	Indigenous Students Council	

Vacancy:

		BCGEU appointee
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Minutes

1. The meeting was called to order at 1:03pm
2. Approval of Agenda and welcome
 - a. Natalie Wood-Wiens, Manager of Indigenous Services for Students, was introduced and welcomed to PDEC.
 - b. Shalini Vanan, Manager, Sport, Recreation and Health was welcomed to PDEC as a guest speaker.
3. The meeting minutes of May 23, 2019 were approved as circulated.
4. Follow up on Action Items from previous meetings:
 - a. Indigenous issues in the media/classroom – G. Buchanan
 - i. G. Buchanan advised that discussions with J. Mitchell and N. Wood-Wiens would begin soon, and G. Buchanan will report back to PDEC once decisions/recommendations are determined.
 - b. Professional Staff Member – R. Kozak
 - i. R. Kozak confirmed that Sucheta Singh, Media Specialist, External Affairs is now the appointed Professional Staff Member.
 - c. IDI Training – R. Kozak
 - i. R. Kozak noted that the IDI Training for PDEC members occurred as planned in June. Attendees expressed gratitude to G. Buchanan who provided the training. Follow up/ feedback meetings with G. Buchanan, A. Davis and R. Kozak for feedback have been scheduled.
 - d. Multicultural Calendar – R. Kozak
 - i. R. Kozak showed a revision provided by Marketing of the Multicultural Calendar slide for Eagle Eye, and the Committee agreed it was ready to go public
 - e. Sponsorship Awards and 2019/20 deadlines – R. Kozak
 - i. R. Kozak advised that, based on semester start and PDEC meeting dates, deadlines for sponsorship applications for 2019-2020 have been set: September 9th, January 13th and May 11th.
 - ii. R. Kozak reported on follow-ups with individuals who were awarded sponsorships in the May funding round. One applicant declined the sponsorship as it wasn't possible for them to secure additional funding sources elsewhere. Another applicant had also declined at one point, but then managed to secure additional funding, and has now confirmed that the project could proceed.
 - f. Indigenization Article – R. Kozak
 - i. R. Kozak reminded members of the previously circulated Gaudry/Lorenz article, "Indigenization as Inclusion, Reconciliation, and Decolonization," asking for suggestions on moving forward with discussion.
 - ii. Dr. Davis advised he recently attended a conference where he was impressed by the talk given by one of the authors, Adam Gaudry, and suggested bringing Dr. Gaudry to KPU.
 - iii. Committee members were supportive of this idea and of broadening the initiative to include more individuals researching and writing on Indigenization and post-secondary education.
 1. It was determined that R. Kozak, J. Mitchell, N. Wood-Wiens and G. Buchanan will continue discussions of possibilities, also involving Dr. Steve Cardwell. **ACTION**
5. Director of Diversity Report – R. Kozak
 - a. R. Kozak reported back on the KPU/KSA Toonie Brigade in the Vancouver Pride Parade. About 40 volunteers raised \$1,800. Pride Vancouver is already accepting applications for the 2020 Pride Parade; the Committee agreed that KPU should continue to participate.
 - b. KPU/KSA staffed a booth at the Surrey Pride Festival in June as well.

- c. In June, R. Kozak attended an event offered by Universities Canada on EDI. There is follow up report on the summit that can be distributed to committee members if they are interested.
 - d. A follow-up event to the 2016 Summit on Race and Racism on Canadian University Campuses is occurring in Waterloo in November, under the title "ConversAction: Race Matters". KPU attendees are still being confirmed; R. Kozak encouraged committee members to support attendees from their areas.
 - e. There is a need to create a presentation for faculty regarding supporting LGBTQ2S+ students. R. Kozak is hoping to collaborate with faculty on this initiative.
 - f. The student job description has now been approved and posting is expected to follow.
 - g. Valerie Newton, the BCGEU representative has stepped down from PDEC. If PDEC members have any recommendations as to a possible candidate for this position, please contact R. Kozak.
6. Review of Sponsorship Applications - All
- a. "An Examination of University Students' Use of Substance and Harm Reduction Engagement" – requested \$2,000.
 - i. No funding awarded; R. Kozak will follow up with the applicant.
 - b. "Creating Writing Reading Series" – requested \$1,250
 - i. Awarded full amount of \$1,250
 - c. "Diverse Body Sizing Dressform Updating" – requested \$1,985
 - i. Determination of award is pending. A. Davis and/or R. Kozak will follow up with Dean, Wilson School of Design, and will report back to the committee at the next meeting. **ACTION**
 - d. "KDocs: Kwantlen Documentary Film Festival" – requested \$2,000
 - i. Awarded full amount of \$2,000
7. Reports from PDEC Members:
- a. Indigenous Services – N. Wood-Wiens
 - i. Orange Shirt Day is currently being planned and will take place on September 30th from 11:00am – 5:00pm. Anyone wanting an orange shirt can come by the Gathering Place; supplies are limited.
 - ii. N. Wood-Wiens indicated that her department would like to collaborate on a 'decolonization week' and have this as an ongoing thing. She requested that individuals reach out to her if they'd like to explore ideas.
 - iii. Tireless Runner Award – N. Wood-Wiens will be meeting with Office of Advancement to discuss this idea for Indigenous Students Scholarships.
 - iv. There is a National Indigenous Cultural Safety Learning Series Webinar available. N. Wood-Wiens will send the information to C. Lillico for distribution to the PDEC members.
 - v. Indigenous Services will also be launching an Indigenous Book Club.
 - b. Accessibility Services – J. Mitchell
 - i. J. Mitchell reported that they are making headway in staffing complement but the Director position is still vacant. J. Mitchell is working with HR regarding updates on the position and the structure of Accessibility Services overall.
 - c. Teaching and Learning – G. Buchanan
 - i. G. Buchanan highlighted the various training workshops available.
 - d. People Services (HR) – C. Dubé
 - i. There are many staff participating in the Indigenous Awareness Modules. The third module has recently come available.
 - ii. HR has developed wording to be included on all employment advertisements:

The University welcomes and encourages applications from women, members of racialized groups/visible minorities, Indigenous persons, persons with disabilities, persons of any sexual orientation, and persons of any gender identity or gender expression. If you require an accommodation through our hiring process, please include your request in the application email.

e. Facilities Services – No report

8. New Business

a. Inclusive Changing Room Signage – S. Vanan

i. S. Vanan noted the need for new washroom/changeroom signage in the vicinity of KPU recreation facilities/ gym. A handout was provided with several examples of gender inclusive signage, mainly from the City of Vancouver. The committee expressed support for new signage being developed for these facilities.

b. Pronouns and Acknowledgement – R. Kozak

i. R. Kozak noted that there have been requests for KPU email signatures to contain a pronoun field, as well as authorized territorial acknowledgement. R. Kozak will discuss the pronoun issue with Marketing and External Affairs; A. Davis will follow-up regarding the territorial acknowledgement. It was noted that it is important to be mindful of local Indigenous community considerations.

ACTION

c. KPU Affiliates and Diversity – S. Strachan

i. S. Strachan noted that several universities throughout North America have been dealing with controversies around donors and honorary degree recipients. KPU should have policies and procedures in place to address such issues. A. Davis noted that KPU does have such policies in place.

9. Ongoing/Open Items

a. Recommendations from The Equity Myth – tabled to next meeting

b. PDEC Priorities/Work Plan 2019/20 – tabled to next meeting

10. Next meeting

a. October 24, 2019 – 2:00pm – 4:00 pm (note time change—this meeting only)

11. Adjournment – the meeting was adjourned at 3:03pm