



# The President's Diversity and Equity Committee

## Meeting Particulars:

**Date:** October 24, 2019      **Time:** 2:00pm – 4:00pm  
**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
Sarah Strachan	KSA Indigenous Student Rep (also VP University Affairs)	
Ann Marie Davison	Biology Faculty	KFA appointee
Renu Seru	Counsellor	KFA appointee
Jenna Afanasiff	Events & Communications Specialist, FSO	BCGEU appointee
Waheed Taiwo	International Student Life Coordinator	BCGEU appointee
Sucheta Singh	Media Specialist, External Relations	Professional Staff
Natalie Wood-Wiens	Manager, Indigenous Services for Students	

Caroline Lillico	Confidential Assistant to the University Secretary	
Jewelless Smith	KSA Policy Coordinator	
Shalini Vanan	Manager, Sports, Recreation & Health Promotion	
Sydney Jeffers	Confidential Assistant, AVP International	
Lori Scanlan	Business Coordinator, Facilities Services	
Seanna Takacs	Learning Specialist, Teaching and Learning	

## Regrets:

Joshua Mitchell	Senior Director, Student Affairs	VP Students designate
Catherine Dubé	Director, People Services	AVP, HR designate
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	
Laura Vail	Director, Student Success	
Gina Buchanan	Senior Director, Educational Development	
Magdalena Mot	Student Success Coach, School of Business	
John O'Brian	KSA Advocacy Coordinator	
Josephine Wong	KSA Marketing and Communications Coordinator	
Iain Hunter	Director, Facilities Services	
Carole St. Laurent	AVP (interim), KPU International	
Samantha Jack	Indigenous Students Council	

## Minutes

1. Call to Order – the meeting was called to order at 2:06pm
2. Approval of Agenda
  - a. Shalini Vanan was welcomed to PDEC. Waheed Taiwo is the new BCGEU appointee. As I. Hunter was out of office, Lori Scanlan attended to provide an update for Facilities Services. As well, Sydney Jeffers was sitting in for C. St. Laurent.
  - b. Agenda changes
    - i. Agenda Item 4(a) - Steve Cardwell will be speaking about the Indigenous Speakers' Series in conjunction with R. Kozak's update
3. Approval of September 12, 2019 meeting minutes – with a minor typographical change, the minutes were approved as circulated.
4. Follow-up on Action Items from Previous Meeting
  - a. Indigenous Speakers Event at KPU  
R. Kozak participated in a meeting with J. Mitchell and N. Wood-Wiens and S. Cardwell regarding the possibility of having an Indigenous Speakers dialogue series. The meeting was positive with several ideas in the developmental stages.

S. Cardwell followed up, noting past discussions regarding an Indigenous speaker series. A conference he attended in this past summer in the Yukon introduced him to some very informative Indigenous speakers and scholars. Dr. Cardwell noted that the idea of Indigenous speakers is not a one-off thing, but instead should be considered to be an ongoing process. Possible structures are still under discussion. One idea is to bring in a speaker, then proceed to having a forum or even 'table talk'. Main speakers could even be part of a panel or engage in the conversation afterwards. Dr. Cardwell has already reached out to Adam Gaudry and is waiting for a response. The other important part of this is to discuss how to fund this initiative. A budget will be required to bring in speakers, as well as other costs associated with the venue and refreshments. Once we know more what speaker costs would be, we can develop a proposed budget.

The committee briefly discussed the topic and suggested that a small working group is needed to work on the initiative. Spring 2020 is probably the earliest date to offer the first speaker engagement.

Dr. Cardwell was thanked for coming to the meeting and providing the update.

- b. Sponsorship Follow up

R. Kozak followed up on the sponsorship application from an individual from the Wilson School of Design. The Dean confirmed that in the next budget development, she is open to considering funding for the oversized dress forms.

c. Pronouns and Acknowledgements in Email

R. Kozak met with Marlyn Graziano to discuss pronoun info and KPU territorial acknowledgement information in the email signature. Dr. Kozak presented options provided by Marketing for pronoun placement in KPU signatures. The committee preferred option 2 but also suggested placing the pronoun line immediately below the name line. R. Kozak will provide feedback to Marketing. Territorial acknowledgements are still under discussion.

5. Director of Diversity Report

Dr. Kozak will be attending the “ConversAction: Race Matters” conference in early November in Waterloo, along with W. Taiwo, whose attendance is supported by KPU International, and student Jeremy Law (student), who is being sponsored by KSA. R. Kozak will report back to the committee on this conference at the December meeting.

Dr. Kozak met with the AVP Research, Dr. D. Gupta and AVP HR L. Clancy regarding the Canada Research Chairs program its forthcoming requirement that institutions have an EDI plan. There will be a need to collect specific data beforehand. Dr. Gupta will be creating a proposal and will share with PDEC at a future date.

Dr. Kozak met with J. Mitchell (Sr. Dir., Student Services), S. Lewarne (Exec. Dir., Advancement) and Grant Minish (TD Regional Manager - LGBTQ2+ Business Development) regarding future connections between KPU and TD. Consultations also occurred with K. Wall from OPA regarding the forthcoming Student Satisfaction survey. Dr. Kozak recommended the committee review the findings/report recently put out from a University of Winnipeg conference for Two Spirit, Queer/Trans People of Colour ([https://www.uwinnipeg.ca/c2c/docs/c2c\\_calls-to-action\\_final.pdf](https://www.uwinnipeg.ca/c2c/docs/c2c_calls-to-action_final.pdf)) for discussion next meeting. Additional activities are reflected in other agenda items.

6. New Business

a. LGBTQ2S+ Student Support Advisory Group – S. Vanan

S. Vanan informed the committee of a plan to form a new advisory group which will take on some of the characteristics from the form Positive Space working group. The committee would like to report to PDEC annually regarding benchmarks and accomplishments. An initial meeting is intended for November.

b. 2020 Multicultural Calendar

The 2020 Multicultural Calendar is available and ready to be downloaded using the links provided in the [SharePoint](#) page.

7. Reports from PDEC Members

a. Indigenous Services – N. Wood-Wiens

The webinar “[Transforming Organizations](#)” is now available from the Indigenous Cultural Safety Collaborative Learning Series [website](#).

Senator Murray Sinclair will be lecturing at [UBC](#) on November 19<sup>th</sup>, and would be an excellent future option for the Indigenous Speakers series.

As G. Buchanan has been away, they have not had the opportunity to meet and discuss classroom issues yet.

A new initiative that is being developed is “Indigenous Student Orientation”.

N. Wood-Wiens indicated that she is working with KPU International regarding an Indigenous Student Exchange Program that may launch in the new year.

b. Accessibility Services

As J. Mitchell sent his regrets, R. Kozak provided a brief overview in that the department is working on restructuring the Accessibility Services director role in hope of attracting more candidates.

c. Teaching and Learning – No update

d. People Services (HR)

As C. Dubé was unable to attend today’s meeting, she provided an email update in which R. Kozak conveyed to the committee.

HR attended a CCDI event, entitled Circle for Reconciliation. This event was held for employers, it discussed Calls for Action #57 (Professional Development Training for Public Servants) and #92 (Business & Reconciliation) and the role employers have in reconciliation.

HR is ahead of the game in offering the Indigenous Awareness modules to employees and requiring new employees to take the training. Other public organizations and institutions haven’t received this buy in.

There will be an annual reminder for employees to complete the “Respectful Workplace training, which is required annually by all employees.

e. Facilities Services – Lori Scanlan

Facilities has had a meeting with a Universal Access Design consultant who has provided a design guide for KPU. This encompasses both upgrades and standards for new buildings.

The Fir Building (East Wing) main floor washroom is going to be redesigned for complete compliance.

8. Guest Presentation: Universal Design for Learning (attached to minutes)

Seanna Takacs, Learning Specialist in Teaching and Learning provided a PowerPoint presentation on Universal Design for Learning. Providing this information to instructors has empowered them to make changes in their teaching styles and deliveries.

Dr. Takacs was thanked for providing the insightful presentation, and asked to stay in touch with PDEC, possibly as an interim representative from TLC.

9. Ongoing / Open Items

a. Recommendations from The Equity Myth

Tabled to next meeting. It was recommended that we place this earlier on in the Agenda for next meeting.

b. PDEC Priorities / Work Plan 2019/20

R. Kozak handed out an updated 2019/20 Work Plan. Members are asked to review the information and be ready to discuss at the December meeting. .

10. Challenges and Success Stories – no updates.

11. Next Meeting

a. December 5, 2019, 1:00pm – 3:00pm, Cedar Room 3060

12. Adjournment – the meeting was adjourned at 4:04pm