



# The President's Diversity and Equity Committee

## Meeting Particulars:

**Date:** December 5, 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
Ann Marie Davison	Biology Faculty	KFA appointee
Renu Seru	Counsellor	KFA appointee
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	
John O'Brian	KSA Advocacy Coordinator	
Iain Hunter	Director, Facilities Services	
Sydney Jeffers	Confidential Assistant, KPU International	
David Piraquive	KSA President	

## Regrets:

Josephine Chan	Special Assistant to the Provost on Policy & Ac. Affairs	Provost 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	
Sarah Strachan	KSA Indigenous Student Rep (also VP University Affairs)	
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	
Waheed Taiwo	International Student Life Coordinator	BCGEU appointee
Laura Vail	Director, Student Success	
Gina Buchanan	Senior Director, Educational Development	
Magdalena Mot	Student Success Coach, School of Business	
Josephine Wong	KSA Marketing and Communications Coordinator	
Jewelless Smith	KSA Policy Coordinator	
Carole St. Laurent	AVP (interim), KPU International	
Samantha Jack	Indigenous Students Council	
Shalini Vanan	Manager, Sports, Recreation & Health Promotion	

## Minutes

1. The meeting was called to order at 1:06pm
2. Approval of Agenda
  - a. Add to item #6 c) Preferred Name across KPU Systems
  - b. The Agenda was approved with the addition
3. Approval of the October 24, 2019 Minutes
  - a. The Minutes were approved as circulated
4. Follow-up on Action Items from Previous Meeting
  - a. Indigenous Speakers Dialogue Series at KPU – R. Kozak
    - i. R. Kozak advised that the committee met and talks are ongoing. R. Kozak met with the Indigenous Student Council who are excited and positive about this initiative. The committee is currently looking at the possibility of having an event in Spring 2020 and have identified a couple of potential speakers.
5. Director of Diversity Report – R. Kozak
  - a. R. Kozak reported back on her attendance at ConversAction and provided a highlight of the conference speakers. Overall the conference was very inspiring to attendees. Of note, there was a panel that spoke about the importance of data collection.
  - b. R. Kozak also attended the City of Richmond Diversity symposium. KPU should consider having a table there next year.
  - c. R. Kozak reported that the job posting for the student position is now active and will be accepting applications.
6. New Business
  - a. Indigenous Signage update – A. Davis
    - i. A. Davis reported that the Indigenous Signage initiative has launched, with Langley being the first campus. The unveiling was very positive. Fern Gabriel as well as the Mayor of Langley were in attendance.
    - ii. A brief presentation demonstrated the planned displays at all campuses.
    - iii. The question was posed as to whether or not KPU can use the Salmon/Wolf artwork on anything else, e.g business cards. S. Singh will connect with J. Saunders, Marketing Services and report back. **ACTION**
  - b. Calls to Action/Findings of C2C: 2SQPOC – R. Kozak
    - i. R. Kozak highlighted the specific calls to action that could be and are in alignment with KPU's interests.
    - ii. R. Kozak will look into what specific items Winnipeg has implemented. **ACTION**
  - c. Preferred Name Across KPU Systems
    - i. KPU Registrar, Zena Mitchell, forwarded a document describing the Preferred Name Across KPU Systems, requesting feedback from PDEC.
      1. Where should preferred vs legal name be used?
        - a. Preferred name should be an option as much as possible.
      2. How often can a preferred name be changed?
        - a. Find out what other institutions are doing.
        - b. There was some suggestion that names should remain static at least throughout a semester; information should be provided to users about the systemic issues associated with changing names.

3. Should any names be considered inappropriate?
    - a. Yes. There are some platforms that screen for inappropriate names. There should also be a way of recognizing inappropriate names in non-English languages.
  4. Name on KPU email
    - a. The preferred name should be used for email addresses.
7. Reports from PDEC Members
- a. Indigenous Services – N. Wood-Wiens
    - i. N. Wood-Wiens provided an overview of the activities in Indigenous Services. Of note, a one-hour Wednesday Lunch and Learn will be launched featuring Lekeyten. The team is also discussing the options of a specially designed University Stole to be used at Convocation. It was recommended that N. Wood-Wiens speak with Keri van Gerven about this initiative.
  - b. Accessibility Services – J. Mitchell
    - i. Reorganization of the department is underway. They are anticipating on having the Director position in place by May 2020.
  - c. People Services – C. Dubé
    - i. As C. Dubé was unable to attend this meeting she provided a written update to be read at the meeting
      1. In an effort to be more inclusive and attract a wider range of diverse candidates HR is engaging in the following new initiatives which are based on recommendations put forward by the Canada Research Chairs in Equity, Diversity and Inclusion: A Best Practices Guide for Recruitment, Hiring and Retention.
      2. Amended language job posting: We've amended a requirement on our on call auxiliary job posting. Our current statement reads "Have a current driver's license and access to a reliable vehicle". We are revising that statement to read "Be available to work on and commute to all KPU campuses".
      3. Gender Neutral Language: HR will be sending out a communication to all employees regarding the use of gender neutral language when writing job descriptions and/or job postings. This change is also supported by our Joint Job Evaluation Committee who reviews and evaluates BCGEU job descriptions. The use of gender neutral language is in addition to the language added earlier this year which states: "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."
      4. HR will continue to look for ways to ensure we are encouraging applications from diverse candidates.
  - d. Facilities Services – I. Hunter
    - i. The Universal Design consultant provided a report and would be pleased to attend a PDEC meeting in order to present their findings.
    - ii. The hands-free door openers have received a great deal of positive feedback and we're looking to use this hardware on as many doors as possible.

8. Ongoing/Open Items

- a. Recommendations from the Equity Myth
    - i. The committee reviewed each point provided in the Equity Myth and discussed in what way KPU is achieving the action, or whether it's something KPU needs to be focusing on.
    - ii. A. Davis and R. Kozak will give discussion points some thoughts and bring back ideas for further discussion.
  - b. Work Plan
    - i. The information provided in the Equity Myth will help to reshape the Work Plan. To be discussed at the next meeting.
9. Challenges and Success Stories
- a. A reminder that there is a December 6<sup>th</sup> event in the Surrey Courtyard
  - b. Sponsorship Call – another request for sponsorships has been announced with a deadline of submission for January 13, 2020.
10. Next Meeting
- a. The next meeting is January 16, 2020.
11. Adjournment – the meeting was adjourned at 3:03pm