



The President's Diversity and Equity Committee

Meeting Particulars:

Date: January 16, 2020 **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 Provost on Policy & Ac. Affairs	Provost designate
Catherine Dubé	Director, People Services	AVP, HR designate
Ann Marie Davison	Biology Faculty	KFA 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	
Magdalena Mot	Student Success Coach, School of Business	
John O'Brian	KSA Advocacy Coordinator	
Iain Hunter	Director, Facilities Services	
Shalini Vanan	Manager, Sports, Recreation & Health Promotion	

Regrets:

Joshua Mitchell	Senior Director, Student Affairs	VP Students designate
David Burns	Senate Vice Chair	
Sharon Leitch	Associate Dean, School of Business	Academic Council rep.
Vacant	KSA Queer Students Rep	
Sarah Strachan	KSA Indigenous Student Rep (also VP Univ. 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	
Renu Seru	Counsellor	KFA appointee
Jenna Afanasiff	Events & Communications Specialist, FSO	BCGEU appointee
Laura Vail	Director, Student Success	
Gina Buchanan	Senior Director, Educational Development	
Josephine Wong	KSA Marketing and Communications Coordinator	
Jewelless Smith	KSA Policy Coordinator	
Carole St. Laurent	AVP (interim), KPU International	
Samantha Jack	Indigenous Students Council	

Minutes

1. The meeting came to order at 1:00pm
2. The Agenda was approved as circulated
3. The Minutes of December 5, 2019 were approved as circulated.
4. Follow-up on Action Items from previous meeting:
 - a. Indigenous Speakers Dialogue Series as KPU – R. Kozak
 - i. Discussions are still ongoing.
 - b. Use of the Salmon/Wolf Artwork – S. Singh
 - i. Requests to use this artwork would go through the Marketing Department.
 - c. Findings of C2C:2SQPOC at the University of Winnipeg – R. Kozak
 - i. R. Kozak summarized some of the initiatives the University of Winnipeg has implemented in support of the calls to action:
 - [Launching of Two-Spirit Archives \(2019\)](#)
 - [Honorary Doctor of Laws awarded to Albert William McLeod \(2018\)](#)
 - [2SLGBTQ* Student Scholarship founded \(2018\)](#)
 - [Raising of Pride and Two-Spirit Pride flags on campus during Pride Week \(2018\)](#)
 - [Creation/Launch of Queer Studies Research Guide at UWinnipeg Library \(2017\)](#)
 - [Revision of Terminology used in RISE research project](#)
 - [Annual on-campus week of Pride events](#) including film and speakers' series (several focusing on 2SQPOC-related themes), Alumni Association & friends cocktail party.
 - Promotion of annual Two-Spirit Pow Wow at The Forks
 - ii. R. Kozak will discuss with Alumni association, library staff and others to see if KPU can implement some similar initiatives. **ACTION**
 - d. Preferred Name System – R. Kozak
 - i. R. Kozak followed up with the KPU Registrar to provide PDEC feedback re: name usage in internal KPU systems. The Provincial Government is still finalizing usage standards that will affect applications and external reporting.
5. Director of Diversity Report – R. Kozak
 - a. R. Kozak reported that Scott Prea has been hired for the Student Assistant position.
 - b. R. Kozak attended "Finding the Path to Prosperity," an event organized by BC Indigenous organizations and businesses following the incorporation of UNDRIP into BC laws (Bill 41). More information at <https://undrip2020.ca/>
6. Sponsorship Applications
 - a. KDocs Presents "My Name was January"
 - i. Approved for up to \$2,000. As the project isn't to take place until next fiscal, funding for this initiative will be from the 2020/2021 budget. R. Kozak to follow up re: exact budget and date. **ACTION**
 - b. Anti-Oppression Training
 - i. Approved for \$1,500. As the project isn't to take place until next fiscal, funding for this initiative will be from the 2020/2021 budget.
 - ii. R. Kozak will discuss this initiative with HR and Teaching & Learning to explore if there are any overlaps to what KPU is already doing, and to see if this kind of workshop would be complimentary to existing KPU internal training. **ACTION**
 - c. Discussion regarding remaining 2019/2020 PDEC Budget:
 - i. PDEC will sponsor an additional "Out-In-Schools" workshop for approximately \$500.

- ii. R. Kozak will work with N. Wood-Wiens to purchase orange t-shirts for the next “Orange T-Shirt Day”.
 - iii. R. Kozak will look into purchasing some PDEC swag with remaining PDEC budget.
- 7. Reports from PDEC Members:
 - a. Indigenous Services – N. Wood-Wiens
 - i. N. Wood-Wiens reported that she is still in follow-up discussions with Keri van Gerven regarding an Indigenous Stole for convocation.
 - ii. The 2019 Indigenous Education in Review magazine has some interesting information and speaks to other initiatives.
 - b. Accessibility Services – no report
 - c. Sport, Rec and Health Promotion – S. Vanan
 - i. Due to a snow day cancellation, the first LGBTQ Advisory Committee meeting has been rescheduled for February.
 - ii. A survey regarding the wording for washrooms demonstrates that gender diverse language is more welcoming.
 - d. People’s Services – C. Dubé – Nothing to report.
 - e. Facilities Services – I. Hunter
 - i. Facilities is working with Brandon Gabriel regarding the installation of his artwork.
 - ii. Door replacements at the Surrey and Langley Campuses – Birch building has been done.
 - iii. The Universal Design Consultant is still interested in attending a PDEC meeting. I. Hunter to inquire into availability and share report with PDEC members.
ACTION
 - iv. The Fir building, main floor washroom/shower is being refitted to have disabled access.
 - v. Commendation – the Facilities Snow Removal Team has been diligent in trying to keep up with the removal of snow. When they weren’t able to keep up with the falling snow, they returned late in the evening to complete the snow removal.
- 8. PDEC Priorities/Work Plan 2020
 - a. R. Kozak will work with A. Davis to update the Work Plan for the next meeting.
- 9. Media Contacts:
 - a. All committee members are reminded that discussions with the media should all go through the Committee Chair.
- 10. Adjournment – the meeting was adjourned at 2:56pm.