



The President's Diversity and Equity Committee

Meeting Particulars:

Date: February 20, 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
Joshua Mitchell	Senior Director, Student Affairs	VP Students designate
Catherine Dubé	Director, People Services	AVP, HR designate
Waheed Taiwo	International Student Life Coordinator	BCGEU appointee
Natalie Wood-Wiens	Manager, Indigenous Services for Students	
Jenna Afanasiff	Events & Communications Specialist, FSO	BCGEU appointee

Caroline Lillico	Confidential Assistant to the University Secretary	
Carole St. Laurent	AVP (interim), KPU International	
Iain Hunter	Director, Facilities Services	
Shalini Vanan	Manager, Sports, Recreation & Health Promotion	
Jewelless Smith	KSA Policy Coordinator	
John O'Brian	KSA Advocacy Coordinator	
Scott Prea	PDEC Student Assistant	

Regrets:

David Burns	Senate Vice Chair	
Sharon Leitch	Associate Dean, School of Business	Academic Council rep.
Ann Marie Davison	Biology Faculty	KFA appointee
Sucheta Singh	Media Specialist, External Relations	Professional Staff
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
Laura Vail	Director, Student Success	
Gina Buchanan	Senior Director, Educational Development	
Josephine Wong	KSA Marketing and Communications Coordinator	
Carole St. Laurent	AVP (interim), KPU International	
Samantha Jack	Indigenous Students Council	

Minutes

1. The meeting came to order at 1:04pm
2. The Agenda was approved with the addition of “Social Media Campaign” under item 8.a)
3. The Minutes of January 16, 2020 were approved as circulated.
4. Follow-up on Action Items from previous meeting:
 - a. LGBTQ2+ Initiatives – R. Kozak
 - i. R. Kozak reported that preliminary discussions with the University Library are underway, and discussion with N. Armitage from Alumni Relations forthcoming.
 - b. Update on January 2020 Approved Sponsorships – R. Kozak
 - i. R. Kozak has followed up with both applicants and both events/projects are moving ahead.
5. Director of Diversity Report – R. Kozak
 - a. R. Kozak reported that discussions regarding the Indigenous Dialogue Series are underway. Adam Gaudry has declined the invitation and they are now pursuing other individuals. The design of the event is still in the development stage, but the date has been confirmed for May 20th.
 - b. A joint KPU/KFA contingent is again registered for the 2020 Vancouver Pride Parade as a Toonie Brigade and we need a volunteer who would be comfortable using a megaphone. J. Mitchell offered that someone in Student Affairs would be very good for that role and will follow up. **ACTION**
6. Reports from PDEC Members:
 - a. Indigenous Services – N. Wood-Wiens
 - i. N. Wood-Wiens reported that she met with Z. Mitchell, University Registrar and K. van Gerven, University Secretary, regarding the Indigenous Stole for convocation. Work on this is underway and she’ll have more to report at the next meeting.
 - ii. N. Wood-Wiens and R. Kozak still need to confirm funding for purchase of shirts for Orange Shirt Day. **ACTION**
 - iii. The new Indigenous Coordinator in their department is Samantha Daniels.
 - iv. Open Doors, Open Minds – they still need more faculty to host mock classes. Please spread the word.
 - b. Accessibility Services – J. Mitchell
 - i. Searches are underway for two positions, and a new Accessibility Advisor has recently started at KPU.
 - c. Teaching and Learning – no report
 - d. People Services – C. Dubé – Nothing to report.
 - e. Facilities Services – I. Hunter
 - i. The Universal Design consultant is willing to attend a PDEC committee in the near future.
 - ii. The large artwork designed by Brandon Gabriel is almost ready for installation at the Langley Campus. It should be in place by mid-March
 - f. Sport, Rec and Health Promotion – S. Vanan
 - i. The first LGBTQ2+ meeting was held recently, which included HR, Student Services, and faculty representatives. They are currently looking at their Terms of Reference. R. Kozak and S. Vanan are working on this together and a draft will be brought forward to the April meeting.

7. Ongoing/Open Items

a. PDEC Priorities/Work Plan 2020

- i. R. Kozak presented some recent changes to the Work Plan.
- ii. The committee members engaged in a lengthy discussion regarding several areas of the Work Plan
 1. Under Goal #2 – there should be a target applicable to students with disabilities.
 2. Consider specific areas of emphasis in PDEC Event fund calls for applications.
 3. Expand Dialogue series to include other topics related to Diversity and Equity.
 4. Data Gathering
 - a. Student Satisfaction Survey – data should be available soon. R. Kozak will reach out to IT about presenting at future PDEC meeting. **ACTION**
 - b. Continued enhancement of HR systems
 5. Goal #6 – KPU Policies
 - a. HR 16 is now a priority for reviewing.
 - b. J. Chan is currently reviewing HR 15.
 6. Goal #7 – Training
 - a. It was queried whether KPU has an “Enhanced Indigenous Awareness Module”. N. Wood-Wiens will look in to this and report back. **ACTION**
- iii. R. Kozak requested committee members continue to send in feedback on the Work Plan.

8. New Business

a. Social Media Campaign

- i. Scott Prea will be assisting with enhancing PDEC's social media presence. A draft of a social media action plan was distributed and discussed by the committee.
- ii. The action plan will be finalized and posted to the PDEC SharePoint site in the next couple of weeks. S. Singh, Media Specialist, will be providing guidance to ensure communications are in alignment with KPU principles and practices.

9. Next meetings

a. A reminder that the next meetings are:

- i. Thursday, March 26th – 1:00pm – 3:00pm (Cedar Boardroom)
- ii. Thursday, April 23rd – 1:00pm – 3:00pm (Cedar Boardroom)

10. Adjournment – the meeting was adjourned at 3:01pm.