



The President's Diversity and Equity Committee

Meeting Particulars:

Meeting held via Video Conferencing

Date: March 26, 2020 **Time:** 1:00pm – 3:00pm
Purpose: Committee meeting **Meeting Lead:** Dr. Alan Davis

Attendance:

Romy Kozak	Director of Diversity	
Ann Marie Davison	Biology Faculty	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
Shalini Vanan	Manager, Sports, Recreation & Health Promotion	
Iain Hunter	Director, Facilities Services	
Samantha Jack	Indigenous Students Council	

Caroline Lillico	Confidential Assistant to the University Secretary	
Scott Prea	Student Assistant	
Magdalena Mot	Student Success Coach, School of Business	
John O'Brian	KSA Advocacy Coordinator	
Jewelless Smith	KSA Policy Coordinator	

Guest:

Stan Lyenhorst	Universal Design Access	
----------------	-------------------------	--

Regrets:

Alan Davis	President & Vice Chancellor / Chair	
Josephine Chan	Special Assistant to Provost on Policy & Acad. Affairs	Provost designate
Joshua Mitchell	Senior Director, Student Affairs	VP Students designate
Teresa Smith	Senior Manager, Org. Dev. & Employee Experience	AVP, HR 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 & 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
Natalie Wood-Wiens	Manager, Indigenous Services for Students	
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	

Minutes

1. The meeting was called to order at 1:08pm. As Dr. Alan Davis sent his regrets, Dr. Romy Kozak, Director of Diversity, chaired this meeting.
 - a. Dr. Kozak welcomed everyone noting the challenges of video conferencing. Dr. Kozak also welcomed guest presenter, Stan Lyenhorst of Universal Access Design.
2. Stan Lyenhorst is the lead design consultant for Universal Access Design, a company whose goal is access for everyone, everywhere, all the time. Stan performs assessments of existing sites, and prepares reports of his findings and provides recommendations. Stan is a uniquely qualified accessibility expert who can guide clients striving to achieve the *Rick Hansen Foundation Accessibility Certification*.

Stan was contracted by Facilities Services to provide an assessment and recommendations for the KPU Surrey Fir Building. For the purpose of this meeting, Stan provided copies of the reports which were circulated prior to this meeting.

Stan provided an oral overview of the report pointing out specific aspects of the report which makes his recommendations stronger or better than typical building code. The report included reviews of KPU parking, bus stop/Drop-off/Pick-up Zones, curb ramps, pedestrian crossings, exterior pathways, stairs, access to buildings, elevators, internal stairways and ramps, corridors and passageways, doors and door hardware, lobbies and service desks, illumination considerations, acoustic considerations, controls and outlets, washroom details, signage and wayfindings, emergency systems, cafeteria styles, workstations, classrooms and meeting rooms, and laboratories.

His findings of the Fir Building are extensive and provides a list of priority recommendations.

Stan was thanked by everyone for taking time out of this day to provide his report to PDEC.

It was noted by committee members that when KPU makes any building renovations and changes that affect accessibility that we should be promoting/drawing awareness to such initiatives. Not only would this provide information and education to people accessing KPU, but it would also provide a demonstration of KPU's commitment to accessibility.

3. The Agenda for March 25, 2020 was approved as circulated.
4. Approval of the February 20, 2020 meeting minutes. The minutes were approved with the edit.
 - a. Edit Item 8.a.2 – should read “Media Specialist”
5. Follow up on Action Items
 - a. Announcer for Toonie Brigade/Vancouver Pride Parade – R. Kozak
 - i. R. Kozak noted that the decision to go ahead with the Vancouver Pride Parade has not been made yet. An update will be provided at the next meeting.
 - b. Orange Shirts – R. Kozak
 - i. R. Kozak confirmed that \$650 has been transferred to Indigenous Services for Students in order to purchase more orange t-shirts for <https://www.orangeshirtday.org/>

- c. Student Satisfaction Survey – R. Kozak
 - i. R. Kozak reported that Dr. Lori McElroy has agreed to attend a PDEC meeting to provide the information. R. Kozak will follow up. **ACTION**
 - d. “Enhanced Indigenous Awareness” Modules – **tabled to next meeting**
 - i. A committee member queried whether it is possible for KSA staff to take this training.
6. Director of Diversity Report – R. Kozak
- a. R. Kozak reported attending an Indigenous Advisory Committee at Kwantlen First Nation. The meeting was very educational, with representatives from various nations, school districts, and KPU staff areas. There is a great deal of opportunity for work going forward.
 - b. R. Kozak was working with other KPU individuals in looking at the possibilities of doing a diversity and equity audit. The information gleaned from a report such as this would assist in PDEC planning going forward.
7. Reports from PDEC Members
- a. Indigenous Services – no report
 - b. Accessibility Services – no report
 - c. Teaching and Learning – no report
 - d. Human Resources – no report
 - e. Facilities Services – I. Hunter
 - i. Unfortunately, we experienced a “failed bid” regarding the tender for access doors. As a result, we will need to re-tender that package.
 - ii. The installation of the Indigenous Artwork has been postponed due to the current CoVid-19 situation.
 - f. LGBTQ2+ - S. Vanan
 - i. Prior to the interruption due to the CoVid-19 situation, Student Health Promotion was able to host one “Out of School” workshop in Langley. The other three workshops are postponed and will be re-scheduled at a later date.
 - ii. The Pride Advocacy group is scheduled to have a meeting next week and are working on the Terms of Reference.
 - iii. Feedback was received regarding the signage for the Sports and Recreation change rooms which will be follow up on shortly.
 - iv. The committee is developing a website for resources for employees, staff, and students that will assist LGBTQ2+ people in navigating KPU.

8. Ongoing/Open Items

- a. PDEC Priorities/Work Plan 2020 – tabled
- b. PDEC Social Media Campaign – S. Prea
 - i. The updated media plan was circulated last week and is also up on the PDEC SharePoint site.
 - ii. The roll out of the media campaign has been interrupted due to the CoVid-19 situation.
 - iii. Instagram – this account will apply three styles – planning for a specific activity; posting simple details such as “what are you doing”; and blending the two together.
 - iv. S. Prea to circulate the link to the PDEC Instagram account. **ACTION**

9. New Business

- a. The first Langley Pride festival was being planned, but it’s possible it might not go ahead now. R. Kozak recently became aware of this event and agreed that PDEC should be involved in it, if it goes ahead.
- b. PDEC in context of the current situation:
 - i. It was decided that PDEC Meetings will go ahead as scheduled using video conferencing options.
- c. The committee also decided to postpone the May 2020 sponsorship proposal call due to the fact that groups at this time cannot plan for large events at KPU.

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