



The President's Diversity and Equity Committee

Meeting Particulars:

Meeting held via Microsoft Teams

Date: April 23, 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 & Acad. Affairs	Provost designate
Teresa Smith	Senior Manager, Org. Dev. & Employee Experience	AVP, HR designate
Sharon Leitch	Associate Dean, School of Business	Academic Council rep.
Natalie Wood-Wiens	Manager, Indigenous Services for Students	
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	
Renu Seru	Counsellor	KFA appointee
Carole St. Laurent	AVP (interim), KPU International	
Laura Vail	Director, Student Success	

Caroline Lilloco	Confidential Assistant to the University Secretary	
Scott Prea	Student Assistant	
Magdalena Mot	Student Success Coach, School of Business	
John O'Brian	KSA Advocacy Coordinator	
Jewelles Smith	KSA Policy Coordinator	
Samantha Jack	Indigenous Students Council	

Guests:

Deepak Gupta	Associate VP, Office of Research	
Lori McElroy	Associate VP, Office of Planning & Accountability (OPA)	
James Watkins	Research Analyst, OPA	
Karissa Wall	Manager, Institutional Research, OPA	

Regrets:

Joshua Mitchell	Senior Director, Student Affairs	VP Students designate
David Burns	Senate Vice Chair	
Marika Wagner	KSA Queer Students Rep	
Gurdial Dhindsa	KSA International Students Rep	
Dhanwant Singh	KSA Students of Colour Rep	

Abhay Singh Cheema	KSA Mature Students Rep	
Simranjit K. Dhaliwal	KSA Women's Rep	
Vacant	KSA Students with Disabilities Rep	
Vacant	KSA Indigenous Students Rep	
Josephine Wong	KSA Marketing and Communications Coordinator	

Minutes

1. The meeting was called to order at 1:07 pm. on Teams.
2. Approval of Agenda
 - a. The Agenda was approved as circulated.
3. Approval of March 26, 2020 Minutes were approved as circulated.
4. Follow up on Action Items
 - a. Update on Toonie Brigade/Vancouver Pride Parade – Dr. Kozak
 - i. Dr. Kozak reported that in keeping with the directive of the Provincial Health Officer, VPS has confirmed that the Parade will not take place this summer. More updates are expected regarding VPS's plans for Pride celebrations in other forms.
 - b. Student Satisfaction Survey – Dr. Kozak
 - i. Dr. Kozak followed up with Dr. McElroy who will be presenting at today's meeting.
 - c. "Enhanced Indigenous Awareness" Modules – N. Wood-Wiens
 - i. There doesn't appear to be any enhanced Indigenous Awareness Modules that are being offered by KPU, but there may be some educational opportunities available elsewhere.
 - ii. The KSA staff would be interested in taking the KPU offered Indigenous Awareness Training Modules. There is about 10 staff who would like to take the training. Those individuals should contact KPU HR department. There is a form they will need to complete in order to take the training.
 - d. Circulation of link to PDEC Instagram account – Dr. Kozak
 - i. The link was sent to all PDEC members by email.
5. Director of Diversity Report – Dr. Kozak
 - a. Dr. Kozak observed that the process of adapting to online only is continuing. The Pride Advocacy group met and worked on their terms of reference. Dr. Kozak has also been working with Scott Prea on the PDEC Instagram presence.
6. Reports from PDEC Members:
 - a. Indigenous Services – N. Wood-Wiens
 - i. Indigenous Services is working on moving support services online as quickly as possible. As well, they are contemplating how to move the Orientation Program online. Outreach to the Indigenous community is also continuing.
 - b. Accessibility Services – L. Vail
 - i. The entire Accessibility Services is functioning remotely and working on eliminating barriers for online learning for students. This mode of learning is challenging for many students with cognitive disabilities; Kaltura is also difficult for students who are hard of hearing. They are working with industry partners on unique situations. As the summer semester is a bit lighter they will be able to give more one-on-one support to students. The department is also working with Teaching and Learning.

- c. Facilities Services – I. Hunter
 - i. I. Hunter provided a written report which was circulated prior to the meeting.
 - 1. The Brandon Gabriel Indigenous Artwork has been installed at the Langley campus, and over the next few weeks an electrician will install power for backlighting to enhance the pillars.
 - 2. The project to upgrade doors at the Langley and Surrey campuses to fully automated is on hold until confirmation for funding is received from the Ministry.
 - 3. The project to upgrade the washroom in Fir Building on the Surrey campus is moving along. The design is complete and has been submitted to the City of Surrey for permit. The second and third floor washrooms of Fir and second floor washrooms of Birch will be undergoing redesign in the future.
 - 4. Next steps re: Universal Access Design Project – provide Fir building improvements based on recommendations; continue audits of other priority buildings; provide introductions to the Campus & Community Planning team to ensure guidelines are considered and integrated as a part of the master planning. Funding is dependent on the Ministry’s annual allocation for Deferred Maintenance.
 - d. Teaching and Learning – no update
 - e. Human Resources – T. Smith
 - i. Pride at Work Canada has free access until May 31st. They are offering several webinars which may be interesting for committee members.
 - ii. HR purchased another subscription for the Canadian Centre for Diversity and Inclusion which also provides some interesting webinars.
 - iii. With the recent purchase of ATF (Applicant Tracking Information), HR is able to obtain some demographics of candidates. HR is in the process of drafting a questionnaire to use in the tracking system and will be asking PDEC for feedback.
 - iv. HR has consulted a lawyer regarding some KPU policies and are determining which policies need updating. C. Dubé is developing a workplan for this.
 - 1. There was a question posed regarding any updates to the accommodation policy and T. Smith reported that she would look into this and report back at the next meeting. **ACTION**
 - f. LGBTQ2+ Advisory Group
 - i. The group is now called the “Pride Advocacy Group” and refined their terms of reference at the last meeting. The group will be comprised of KPU staff, students and faculty. They are currently working on a website as a resource and will provide PDEC with at least annual updates.
7. Ongoing/Open Items
- a. PDEC Priorities/Work Plan 2020 – tabled
 - b. PDEC Social Media Campaign – S. Prea
 - i. S. Prea gave an overview of further work and plans for the PDEC Instagram account.
8. New Business
- a. Scheduling 2020/2021 Meeting dates
 - i. It was decided to keep the meetings to the 3rd Thursday of each month, from 1:00pm to 3:00pm.
 - b. Scheduling 2020/2021 Sponsorship Call deadlines.

- i. It was determined to keep those deadlines to the Mondays following the first week of semesters.
9. Guest Presentation – Dr. Deepak Gupta, Associate VP, Research
 - a. Dr. Gupta was welcomed and thanked for providing PDEC an update on the CRC and Dimensions-related EDI Initiatives.
 - b. Prior to the meeting, Dr. Gupta provided a handout to PDEC members which is attached to these minutes.
 - c. Dr. Gupta spoke to the purpose for the development of EDI Initiatives, and the 4-step action plan in place. Human Resources is leading the development of a self-identification questionnaire that will be used in the new Applicant Tracking System. As well, a review of employment policies will help identify systemic barriers to EDI. The Office of Planning and Accountability (OPA) will also be providing self-identification data as part of its annual Student Satisfaction Survey. Once data is gathered, OPA will be guiding the analysis. Besides this office, other individuals within KPU will assist with the research, analysis and policy efforts.
 - d. Dr. Gupta advised that PDEC will be involved in all parts of the process and the final Action Plan will require PDEC endorsement.
10. Guest Presentation – Dr. Lori McElroy, AVP Planning & Accountability
 - a. Dr. McElroy was welcomed and thanked for providing PDEC with an overview of the KPU Diversity Data: 2019 Student Satisfaction Survey. A handout of this presentation will be circulated to PDEC members post meeting.
 - b. Dr. McElroy advised that her office was initially collecting diversity data in 2015 and expanded this in 2017. This latest Student Satisfaction Survey was conducted in 2019 with anticipation that it will now recur each year in the Fall semester.
 - c. Dr. McElroy noted that the response rate for the 2019 survey was much higher than previous years due to the assistance of Teaching and Learning who assisted in putting the survey on the Moodle site.
 - d. The survey captured Age Groups, Geographic Background of Family, Ability, Languages, First-Generation, Gender Diversity, Sexual Diversity, Religion, Indigenous backgrounds (includes First Nations, Métis and Inuit people of Canada). Questions asked were impressions of Diversity in Courses, Treatment of Students, Educational Experience at KPU, KPU Services, and Feelings of belonging to the KPU Community.
 - e. The 2019 Survey had some open-ended questions and that information is currently being analyzed.
11. Challenges and Success Stories
 - a. BCCampus is providing online services for students to assist in online learning resources.
12. Next meeting:
 - a. Monday, May 25, 1pm – 3pm – online
 - b. Thursday, June 18, 1pm – 3pm - online