



The President's Diversity and Equity Committee

Meeting Particulars:

Meeting held via Microsoft Teams

Date: May 25, 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
Joshua Mitchell	Senior Director, Student Affairs	VP Students 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
Shalini Vanan	Manager, Sports, Recreation & Health Promotion	
Iain Hunter	Director, Facilities Services	
Renu Seru	Counsellor	KFA appointee
Carole St. Laurent	AVP (interim), KPU International	

Caroline Lillico	Confidential Assistant to the University Secretary	
Scott Prea	Student Assistant	
John O'Brian	KSA Advocacy Coordinator	
Samantha Jack	Indigenous Students Council	

Regrets:

David Burns	Senate Vice Chair	
Sucheta Singh	Media Specialist, External Relations	Professional Staff
Laura Vail	Director, Student Success	
Magdalena Mot	Student Success Coach, School of Business	
Jewelless Smith	KSA Policy Coordinator	
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 1:05 pm. on Teams.
2. Approval of Agenda
 - a. The Agenda was approved as circulated.
3. Approval of April 23, 2020- Minutes were approved as circulated.
4. Follow up on Action Items
 - a. Vancouver Pride Updates – R. Kozak
 - i. The actual parade is definitely cancelled, but they will be having an event which will be conducted online. The Pride Advocacy Group will be looking into how they can participate.
 - b. Workplace Accommodation Policy – T. Smith
 - i. T. Smith discussed this item with Catherine Dubé who advised HR is working with an external source to revise the policy. As PDEC would appreciate reviewing the policy update before it's posted online for feedback from the KPU community, T. Smith will invite Catherine Dubé to the next PDEC meeting. **ACTION**
5. Director of Diversity Report – R. Kozak
 - a. R. Kozak reported on past and upcoming meetings with the Pride Advocacy group. Facilities will be purchasing some rainbow flags and raising them on all campuses on June 22. As the Civic Plaza campus doesn't have a flag pole, Facilities will look into ways how the flag can be installed. Now that we have flags, perhaps rainbow crosswalks could be next.
 - b. R. Kozak attend a Pride at Work webinar on "The Plus in LGBTQ+" hosted by Pride at Work. Information about additional free webinars was communicated via Today@; committee members are encouraged to participate as they are able.
 - c. R. Kozak also reported following up with Associate VP Research Dr. Deepak Gupta regarding the creation of an EDI action plan.
 - d. R. Kozak has also been working with Scott Prea on new PDEC Instagram posts. Having reviewed the PDEC web pages, Dr. Kozak indicated those pages need some updates, a potential summer project.
6. Reports from PDEC Members:
 - a. Indigenous Services – N. Wood-Wiens
 - i. N. Wood-Wiens indicated that after the unveiling of the Indigenous Art at the Langley Campus that she will request Brandon Gabriel (artist) to provide a story for the artwork.
 - ii. A specialized online Student Orientation for Indigenous students will be offered for the first time at KPU in the Fall Semester.
 - b. Accessibility Services – J. Mitchell
 - i. The department continues to work with students as well as Teaching and Learning to help overcome and mitigate barriers posed by online learning. Some students are reducing course load or taking a break for the summer due to the current challenging circumstances.
 - c. Facilities Services – I. Hunter
 - i. I. Hunter reported the highlight was the Indigenous Art at the Langley Campus. All ministry funding for deferred maintenance projects such as repairing and improving

automatic door openers has been received. Many renovations projects are going on while there aren't too many people on campuses.

- d. Teaching and Learning – no update
 - e. Pride Advocacy Group – S. Vanan
 - i. The group is developing a resource page and is planning on offering the “Out in Schools” workshops online in Summer and Fall. They are also working on a submission for the virtual Pride Parade. Another meeting is planned for June.
7. New Business
- a. EDI Recognition awards – R. Kozak
 - i. R. Kozak noted that several Canadian universities have EDI awards, and it may be something for KPU to consider. (A link was provided in the Agenda for information on the University of Alberta’s EDI recognition award program.) The committee supported this idea. Dr. Davis will look into this with Senate and HR. **ACTION**
 - b. Questionnaire for HR Tracking System – T. Smith
 - i. T. Smith shared a PowerPoint presentation of a draft Voluntary Self-identification Survey to be implemented alongside the launch of the new ATS (Applicant Tracking System). The system will provide HR with some valuable information on job candidates. The survey is completely voluntary and aims to provide inclusive options. Feedback from PDEC included:
 - 1. It should be more clear that the data won't be or can't be accessed by the hiring committee.
 - 2. Instead of the word “Ability”, use a different work such as “Skill”.
 - 3. Question 8 doesn't capture languages acquired at a later time in life, nor does it include sign language.
 - 4. Question 9 – May be better to use age groups rather than specific age
 - 5. Q3 – would be better in 2 parts, with straight/heterosexual in 1st part
 - ii. T. Smith indicated the feedback will be brought back to HR. Both Lori McElroy and Deepak Gupta are involved in developing this.
 - c. EDI in the Time of COVID-19 – N. Wood-Wiens & Dr. Kozak
 - i. N. Wood-Wiens spoke to the article linked to the agenda. We have a lot of marginalized students who are disproportionately impacted by the COVID-19 situation. Sometimes when we're in crisis, EDI falls off the radar because we're trying our best to respond to the situation. KPU Indigenous Students are being impacted with online learning. Many Indigenous Students don't have access to learning technologies. N. Wood-Wiens encourages everyone to read the article.
 - ii. R. Kozak spoke to the 'EDI during COVID' handbook produced by the University of Guelph, entitled "Fostering a sense of belonging in times of crisis and challenge." The committee is encouraged to review and share these resources.
8. Ongoing/Open Items
- a. PDEC Priorities/Work Plan 2020 – No new information
 - b. PDEC Social Media Campaign – S. Prea
 - i. S. Prea gave an overview of recent social media posts. Five have been done so far and another is due to come out later this evening. If any PDEC member has ideas of other posting topics, please contact Scott.
9. Next meeting:
- a. Thursday, June 18, 1pm – 3pm - online