



The President's Diversity and Equity Committee

Meeting Particulars:

Meeting held via Microsoft Teams

Date: June 18, 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
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
Gurdial Dhindsa	KSA International Students Rep	
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	
Jewelless Smith	KSA Policy Coordinator	
Lia Haleem	International Education Advisor	
John O'Brian	KSA Advocacy Coordinator	
Samantha Jack	Indigenous Students Council	

Regrets:

David Burns	Senate Vice Chair	
Joshua Mitchell	Senior Director, Student Affairs	VP Students designate
Sharon Leitch	Associate Dean, School of Business	Academic Council rep.
Laura Vail	Director, Student Success	
Magdalena Mot	Student Success Coach, School of Business	
Marika Wagner	KSA Queer 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 1:02 pm. on Teams.
2. Approval of Agenda
 - a. The Agenda was approved as circulated.
3. Approval of May 25, 2020 - Minutes were approved as circulated.
4. Follow up on Action Items
 - a. Invitation re: Workplace Accommodation Policy – T. Smith
 - i. The review and amendments for this policy are ongoing. Further updates to be provided at the next meeting. **ACTION**
 - b. EDI Recognition Awards – A. Davis
 - i. Dr. Davis advised that he brought this information to the recent Senate Tributes Subcommittee for discussion and consideration, and that he will be creating a proposal for this award which will be brought back to the September 2020 Tributes meeting. Dr. Davis will provide PDEC an update at the next meeting. **ACTION**
5. Director of Diversity Report – R. Kozak
 - a. Dr. Kozak noted the importance of PDEC's work particularly in light of recent events and Black Lives Matter protests that have exposed the ongoing realities of systemic racism and violence against racialized populations.
 - b. Dr. Kozak is pursuing the CCDI/Centennial Certificate in Leadership and Inclusion with the hope of bringing back tools and insights to assist in the work of the committee.
 - c. Dr. Kozak has met with small groups of faculty, including librarians, to develop research subject guides in various social justice-related interdisciplinary areas.
 - d. Further updates, including progress by the Pride Advocacy Group, will be noted elsewhere in the agenda.
6. Reports from PDEC Members:
 - a. Indigenous Services – N. Wood-Wiens
 - i. N. Wood-Wiens reported that her department is still working on adapting for this “new normal” situation.
 - ii. N. Wood-Wiens advised there are three good Indigenous-focused learning opportunities available.
 - iii. Many thanks to Scott Prea for posts on National Indigenous Day.
 - iv. The Indigenous Advisory Committee will be meeting this week.
 - b. Accessibility Services
 - i. No report
 - c. Human Resources – T. Smith
 - i. There are quite a number of Today@KPU posts regarding resources on anti-racism, plus lots of other resources and webinars available to KPU staff and employees.
 - d. Facilities Services – I. Hunter
 - i. Dr. Kozak, Dr. Davis and I. Hunter have been looking at getting additional flag poles. Other Facilities projects are moving along.
 - e. Pride Advocacy Group – S. Vanan
 - i. Next week the Pride Flags are going up on most campuses.

- ii. With the help of Marketing, the group submitted a video contribution to the Virtual Vancouver Pride Parade in August.
 - iii. On June 24th they are hosting an Out in Schools workshop.
 - iv. They are developing a Pride at KPU webpage – this will be a resources for students and employees, providing information on upcoming events, location of gender inclusive washrooms, a glossary of terminology, resources on and off campus, etc.
 - f. Teaching and Learning – no update
7. New Business
- a. Antiracism Action
 - i. A suggestion for antiracist action in the form of a teach-in came forward from the Faculty of Arts in response to murder of George Floyd and related events. A preliminary group has met to discuss how to move forward and a core group of BIPOC faculty and admin are developing a proposal.
 - ii. A detailed discussion ensued about the need for KPU to develop more resources, training, and opportunities for discussion, and to take action against systemic racism throughout all levels of the institution. This is an urgent as well as a long term effort.
 - b. EDI Action Plan update – A. Davis
 - i. A steering group has been established to move ahead with gathering data and creating an EDI Action Plan in conjunction with (but not limited by) the CRC program. More substantial information will be provided at the September meeting.
ACTION
 - c. PDEC Event Fund – September call – R. Kozak
 - i. The September call for event sponsorship proposals will go ahead.
 - ii. The committee agreed to some COVID-necessitated changes to the format of a previously funded project: “Anti-Oppression Training,” submitted by Arley Carruthers (awarded \$1,500).
 - d. Further Reflection/Discussion on Student Satisfaction Survey Results
 - i. The OPA webpage has an [infographic regarding diversity](#) that can be easily shared.
 - ii. The information is helpful to review where we’re at.
 - iii. It would be helpful to have Dr. McElroy come to PDEC more often.
8. Ongoing/Open Items
- a. PDEC Social Media Campaign – S. Prea
 - i. S. Prea thanked everyone who is engaging in the PDEC Instagram account. He reported that several posts were sent out – National Indigenous People’s Day, Anti-Racism post, Multiculturalism Day, Surrey Virtual Pride.
 - b. PDEC Priorities/Work Plan 2020
 - i. The Work Plan was reviewed and updated as of June 17, 2020. To be reviewed again in the fall.
9. Next meeting:
- a. Thursday, September 10, 1pm – 3pm - online