



# The President's Diversity and Equity Committee

## Meeting Particulars:

*Meeting held via Microsoft Teams*

**Date:** September 10, 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 Smith	Events & Communications Specialist, FSO	BCGEU appointee
Waheed Taiwo	International Student Life Coordinator	BCGEU appointee
Sucheta Singh	Media Specialist, External Relations	Professional Staff
Sharon Leitch	Associate Dean, School of Business	Academic Council rep.
Renu Seru	Counsellor	KFA appointee
Shalini Vanan	Manager, Sports, Recreation & Health Promotion	
Iain Hunter	Director, Facilities Services	
Laura Vail	Director, Student Success	
Rajiv Jhangiani	Interim VP, Teaching & Learning	
Sydney Jeffers	Confidential Assistant, KPU International	

Caroline Lillico	Confidential Assistant to the University Secretary	
Scott Prea	Student Assistant	
Jewelless Smith	KSA Policy Coordinator	
John O'Brian	KSA Advocacy Coordinator	
Samantha Jack	Indigenous Students Council	
Atefeh Johari Shirazi	Human Resources	
Brent Elliott	Director, Planning & Development	
Josephine Wong	KSA Marketing and Communications Coordinator	

## Regrets:

David Burns	Senate Vice Chair	
Joshua Mitchell	Senior Director, Student Affairs	VP Students designate
Carole St. Laurent	AVP (interim), KPU International	
Lia Haleem	International Education Advisor	
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	
Gurdial Dhindsa	KSA International Students Rep	
Vacant	KSA Students with Disabilities Rep	
Vacant	KSA Indigenous Students Rep	

## 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 June 18, 2020 Minutes - approved as circulated.
4. Follow up on Action Items
  - a. Workplace Accommodation Policy – T. Smith
    - i. Human Resources is expecting the first draft of the policy from the consultants in early October. Once received, Human Resources will reach out to various stakeholders to review and provide feedback.
  - b. EDI Recognition Awards – A. Davis
    - i. Dr. Davis advised that a draft proposal for the EDI Recognition Awards is being forwarded to the Senate Sub-committee on Tributes. The draft proposal will be shared at the next PDEC meeting in October. **ACTION**
  - c. EDI Action Plan – T. Smith
    - i. Teresa Smith is leading this initiative. The committee met a few weeks ago and firmed down a plan. They are anticipating doing a Diversity & Inclusion survey for all staff. More information will be provided at the October meeting.
5. Director of Diversity Report – R. Kozak
  - a. Dr. Kozak noted that a good deal of work now involves collaboration with new groups such as the Task Force on Anti-Racism, the EDI Steering Committee (which is working on an EDI Action Plan), and the Pride Advocacy Group. More info will be conveyed on this work throughout the meeting.
  - b. Pride flags were up on all campuses throughout the summer, and are being taken down this week.
  - c. Dr. Kozak advised that Scott Prea will be graduating from KPU in December so committee members are encouraged to send recommendations of students who might be interested in the student social media assistant position.
  - d. Various faculty groups have been meeting to create and implement interdisciplinary Library Research Guides on social justice and EDI-related subjects. The group developing the Antiracism research guide has asked for funding to support a student assistant and was referred to the Task Force on Antiracism.
  - e. Dr. Kozak has completed two courses in the CCDI Certificate in Leadership and Inclusion through Centennial College and will be completing the remaining two courses this fall.
6. Reports from PDEC Members:
  - a. Indigenous Services – N. Wood-Wiens

- i. N. Wood-Wiens reported that her department is now conducting online orientations and that they are going quite well with many students enrolled.
    - ii. The Indigenous Book Club is underway and will be open for registrations on September 21<sup>st</sup>.
    - iii. The most concerning issue for Indigenous students right now is the transitioning to online learning.
    - iv. N. Wood-Wiens provided a rundown of various Indigenous related events. She will provide Caroline with an email to be circulated to PDEC members.
  - b. Accessibility Services – L. Vail
    - i. L. Vail reported that the department is dealing with ongoing accommodation issues and is also working with instructors.
  - c. Human Resources – T. Smith
    - i. T. Smith advised many workshops available to KPU staff have been advertised through Today@KPU. If anyone is wanting more information on these workshops they should contact HR.
    - ii. HR is working with Arley Cruthers to provide the Anti-Oppression workshop.
    - iii. There are also more workshops available to PDEC members through CCDI.
  - d. Facilities Services – I. Hunter
    - i. Facilities Services has been extremely busy with COVID related work processes and procedures.
    - ii. The elevators are currently being upgraded and will be more accessible. Work is still being done for the automatic doors.
    - iii. More flag poles have been ordered.
    - iv. Wilson School of Design is currently working with the Rick Hansen Foundation so they can eventually obtain Accessibility Certification.
  - e. Pride Advocacy Group – S. Vanan
    - i. The Pride Flags went up on June 22<sup>nd</sup>.
    - ii. Pride@KPU is now online
    - iii. Group members participated in the Virtual Pride Parade.
    - iv. The group is also supporting upcoming “Out In Schools” workshops.
  - f. Teaching and Learning – R. Jhangiani
    - i. The department is currently compiling resources for instructors to address racism in the classroom.
    - ii. T & L is offering a webinar series to be announced on Today@KPU.
- 7. New Business
  - a. Sponsorship Review
    - i. After review and discussion, the committee agreed to award the \$1,400 request for the project titled “KPU Creative Writing Department Visiting Writer Series 2020-21”
  - b. New Employee Roadmap – T. Smith
    - i. Prior to the meeting, T. Smith provided the committee with the “New Employee Roadmap” document under development.
    - ii. The intention is to provide an Inclusive and welcoming package to all new KPU employees.
    - iii. PDEC members are asked to review and provide Teresa Smith with feedback.
  - c. CCDI Antiracism Certificate – T. Smith & R. Seru

- i. The CCDI Antiracism certificate program is a series of 5 or 6 2-hr workshops that might be of interest to PDEC members. Let Teresa Smith know if you are interested in taking this training.
- 8. Ongoing/Open Items
  - a. PDEC Social Media Campaign – S. Prea
    - i. S. Prea reported that he will be organizing Instagram posts by theme, to ensure a more consistent plan for rolling them out over the course of each week/month. More posts to follow soon..
  - b. PDEC Priorities/Work Plan 2020 – R. Kozak
    - i. Dr. Kozak suggested it would be valuable to do some background work in order to facilitate a thorough discussion. In this way, all PDEC members and attendees will be invited to participate in a reflection exercise, which will be sent out to all members and meeting attendees following this meeting. Respondents are asked to email their completed forms within two weeks to [pdec@kpu.ca](mailto:pdec@kpu.ca)
- 9. Guest Presentation – Campus Planning 2050 – B. Elliott
  - a. B. Elliott provided a presentation on where their department is in developing the 2050 campus plan.
  - b. After a brief discussion with questions and answers, B. Elliott invited PDEC members to send him any feedback.
  - c. More work will be done on the 2050 plan including setting up small groups for feedback.
- 10. Next meeting:
  - a. Thursday, October 29, 1pm – 3pm - online