



# The President's Diversity and Equity Committee

## Meeting Particulars:

**Date:** October 29, 2020  
**Purpose:** Committee meeting

*Meeting held via Microsoft Teams*

**Time:** 1:00pm – 3:00pm  
**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
Joshua Mitchell	Senior Director, Student Affairs	VP Students designate
Natalie Wood-Wiens	Manager, Indigenous Services for Students	
Ann Marie Davison	Biology Faculty	KFA 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	
Rajiv Jhangiani	Interim VP, Teaching & Learning	
Carole St. Laurent	AVP - International	
Scott Prea	Student Assistant	
Jewelless Smith	KSA Policy Coordinator	
John O'Brian	KSA Advocacy Coordinator	
Samantha Jack	Indigenous Students Council	
Lia Haleem	International Education Advisor	
Magdalena Mot	Student Success Coach, School of Business	
Jeremy Law	KSA – Cloverdale Advocacy Coordinator	
Caroline Lillico	Confidential Assistant to the University Secretary	

## Regrets:

David Burns	Senate Vice Chair	
Teresa Smith	Senior Manager, Org. Dev. & Employee Experience	AVP, HR designate
Jenna Smith	Events & Communications Specialist, FSO	BCGEU appointee
Waheed Taiwo	International Student Life Coordinator	BCGEU appointee
Laura Vail	Director, Student Success	
Josephine Wong	KSA Marketing and Communications Coordinator	
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 1:03 pm. on Teams.
2. Approval of Agenda
  - a. The Agenda was approved as circulated.
3. Approval of September 10, 2020 Minutes - approved as circulated.
4. Follow up on Action Items
  - a. EDI Recognition Awards – A. Davis
    - i. Dr. Davis advised that a draft proposal was presented at the Senate Standing Committee on Tributes. The committee welcomed the proposal and offered some feedback. It was agreed that PDEC would administer the JEDI awards.
    - ii. Feedback is encouraged by PDEC committee members before November 16, 2020.
    - iii. Drs. Davis and Kozak will work on how to implement the JEDI award. Dr. Davis will connect with M. Graziano, VP External Affairs regarding communication of this new award. **ACTION**
5. Director of Diversity Report – R. Kozak
  - a. Dr. Kozak thanked everyone who completed the reflection exercise. To date, we have received 13 responses. Dr. Kozak will continue to follow up with individuals and advised that the results will contribute to the review and revision of HR15.
  - b. Dr. Kozak has been attending the Task Force on Anti-Racism and noted the Wordpress site: <https://wordpress.kpu.ca/antiracism/mandate/>
  - c. Dr. Kozak is continuing to work with the EDI Action Plan Steering Committee. This group is focused at present on gathering research to inform the EDI Action Plan.
  - d. Dr. Kozak also continues to work with the PRIDE Advocacy Group.
  - e. Dr. Kozak has been working with Dr. Steve Cardwell and N. Wood-Wiens on the Indigenous Dialogue Series. The first event will take place on November 25, 2020 from 1pm – 3pm with keynote Dr. Joanne Archibald.
  - f. Dr. Kozak has also met with the group creating a library research subject guide on antiracism. It's anticipated something will be implemented soon.
  - g. Dr. Kozak has completed the third course in the CCDI certificate program; the next course starts in a few days.
6. Reports from PDEC Members:
  - a. Indigenous Services – N. Wood-Wiens
    - i. N. Wood-Wiens expressed excited anticipation for the Indigenous Dialogue Series and noted the marketing material should be coming out soon.
    - ii. The Indigenous Book Club is well underway. Many thanks are extended to Human Resources, Library and other departments that helped to promote this initiative.
    - iii. The Indigenous Advisory Committee met and welcomed Chancellor Kim Baird.
  - b. Accessibility Services – J. Mitchell
    - i. J. Mitchell reported this department is working with many new challenges. Faculty and staff are learning as much as everyone else. They are working closely with Teaching and Learning.
    - ii. A suggestion was made to put together a sub-committee/group focusing on accessibility issues; this approach has worked well so far with the Pride Advocacy Group. Dr. Kozak and J. Mitchell will follow up. **ACTION**
  - c. Human Resources – no update

- d. Facilities Services – I. Hunter
    - i. I. Hunter advised that the door hardware upgrade at Surrey is well underway, including new accessibility buttons.
    - ii. The Fir building washrooms are also underway and renovations will be based on universal access design.
    - iii. The elevators in Main, Fir and Birch buildings are undergoing improvements.
    - iv. Facilities is working with a small group (including A. Shirazi, S. Vanan, and R. Kozak) on gathering and sharing information about washroom accessibility.
    - v. Facilities in KPU Richmond is reviewing the recommendations for improvements from the Rick Hansen Foundation.
  - e. Pride Advocacy Group – S. Vanan
    - i. The group, including three students, continues to meet monthly.
    - ii. The last meeting had a fulsome discussion regarding priorities and projects to undertake.
    - iii. [Thrive 2021](#) is a new initiative through Pride at Work intended to develop LGBTQ2+ leaders. Those interested are encouraged to apply to Pride at Work and also to contact [pride@kpu.ca](mailto:pride@kpu.ca). Deadline is November 6<sup>th</sup>.
  - f. Teaching and Learning – R. Jhangiani
    - i. Dr. Jhangiani advised T & L began a digital pedagogy series to support faculty.
7. New Business
- a. Provincial Indigenous Work Integrated Learning (WIL) resource hub – S. Leitch
    - i. S. Leitch reported that funding for this initiative has been approved. She will circulate the proposal via email after this meeting. **ACTION**
  - b. Multicultural Calendar Renewal – R. Kozak
    - i. Dr. Kozak will obtain a quote for another 3-year subscription for the Multicultural Calendar. **ACTION**
  - c. Late PDEC Fund Applications
    - i. Due to the changing circumstances this year, we have not received as many sponsorship applications as we would see each funding round, but we are seeing some applications coming in after submission deadlines.
    - ii. Committee members agreed they are willing to consider sponsorship applications outside of specified deadlines.
  - d. Upcoming Policy Revisions – J. Chan
    - i. J. Chan provided an overview of the document which was circulated with the Agenda Package. These are policies PDEC might be interested in reviewing.
    - ii. It was decided that as a policy is available for review, notices will be sent to committee members.
  - e. Revision of HR 15 Policy and Procedures – R. Kozak
    - i. Dr. Kozak advised that it is time to review and revise HR 15 which also guides PDEC. Dr. Kozak will bring this back to the next meeting in November. Members are asked to review and prepare to discuss.
8. Ongoing/Open Items
- a. PDEC Social Media Campaign – S. Prea
    - i. S. Prea reported that he has been active with the social media accounts. As his time is coming to an end at KPU, he stated he is willing to stay on and train his successor.
  - b. KUSA Survey for International Students – J. Smith

- i. J. Smith will connect with Zainab in the International Office for assistance in implementing this survey.
  - c. PDEC Priorities/Work Plan 2020 – tabled
- 9. Next meeting:
  - a. Thursday, November 26, 1pm – 3pm - online