



## Minutes

1. The meeting was called to order at 1:01 p.m.
2. The Agenda was approved as circulated.
3. Guest Presentation – Relationship Violence during CoVid – Dr. Balbir Gurm
  - a. Dr. Gurm presented on relationship violence amidst the current pandemic.
  - b. Dr. Gurm was congratulated on her tremendous work on this issue and thanked for providing a very informative presentation.
4. The Minutes of the October 29, 2020 meeting were approved as circulated.
5. Follow-up on Action Items from previous meeting:
  - a. JEDI Awards
    - i. Dr. Kozak engaged in further consultation that led to some changes in the JEDI criteria. Those changes were included as an attachment to the Agenda package.
    - ii. There will be up to five awards per year; self-nominations will not be considered.
  - b. PDEC Accessibility Group
    - i. Dr. Kozak has canvassed for availability and will be setting up a meeting soon.
    - ii. Dr. Davis appointed Fiona Whittington-Walsh to PDEC and she will be invited to sit on this committee as well.
  - c. Indigenous Work Integrated Learning Proposal
    - i. This proposal was circulated as promised following the last meeting.
  - d. Multicultural Calendar Renewal
    - i. The committee agreed to renew the subscription for the Multicultural Calendar for another three years.
6. Director of Diversity Report
  - a. The Indigenous Dialogue Series event yesterday was a success with over 200 people in attendance online. The recording will be made available when it's provided by Zoom and has been reviewed by the main presenters.
  - b. The PDEC-sponsored film presentation through KDOCS of *My Name Was January* in honour of Trans Day Remembrance on November 20 was also well attended.
  - c. Dr. Kozak has been working with the EDI Steering Committee, the Task Force on Anti-Racism, the Pride Advocacy Group on various initiatives (highlighted elsewhere in meeting) and also attended the Indigenous Advisory Committee meeting.
  - d. Dr. Kozak has also been participating in a variety of workshops and webinars, including one on [Decolonization and Anti-Racism in Canadian Academia and Research](#) hosted by the [Federal Anti-Racism Secretariat](#), and [one hosted by Feminists Deliver](#) including Angela Davis and several important local and Canadian activists. Recordings will be available of these sessions and are worth reviewing.
  - e. Dr. Kozak along with Steve Cardwell, Asma Sayed, Laura Vail, Teresa Smith, and Natalie Wood-Wiens met with research analysts from the Ministry (AEST) to offer information on KPU's work on EDI, GBA+ and anti-racist initiatives.
  - f. Dr. Kozak would recommend Layla F. Saad's *Me and White Supremacy* and Robyn Maynard's *Policing Black Lives* as very useful readings for committee members.
7. Reports from PDEC Members
  - a. Indigenous Services – N. Wood-Wiens

- i. The Indigenous Dialogue series event was a success and now they are working on the next one. More details will follow.
  - ii. Indigenous Services is working on a wellness program to be offered next term.
  - iii. The Indigenous Book Club event was a success and they had an excellent dialogue with the author.
- b. Accessibility Services – J. Mitchell
  - i. A new Manager of Accessibility Services has been hired. As everything is still very new, more information will come forward soon.
- c. Human Resources – T. Smith
  - i. HR has signed a contract with CCDI for e-learning seats for HR members. Learning is intended to assist in the development of an inclusive mind-set.
  - ii. Other CCDI webinars available to all staff are coming available and will be announced on the Today@KPU system.
  - iii. The Employment Equity Policy is coming up for revision and HR would appreciate feedback from PDEC. T. Smith requested that this be an agenda item for the January meeting. **ACTION**
  - iv. Revision of the Accommodation Policy is in first draft and the HR team will be going through it for feedback before being sent to the executive team and other groups. Dr. Kozak requested that the PDEC Accessibility group be able to provide feedback on this policy.
- d. Facilities Services – I. Hunter
  - i. As I. Hunter anticipated his absence at today's meeting he provided an update via email:

Improved Entrance Accessibility, Langley and Surrey

Entrance Improvements project for the two campuses is expected to start in January with substantial completion before March 31<sup>st</sup>. The project will deliver hands-free doors at a number of high traffic and high profile building entrances.

Addition of a 4<sup>th</sup> Flag Pole at each campus

Poles are being delivered for installation in the next month or so. Some additional considerations are required at Langley as there are interference issues with landscaping. Currently the 3 Langley poles are installed on the grass and are often sitting in mud and soggy grass. Operations Manager Don Smith is looking at alternate locations to relocate all 4 poles, in consultation with Campus and Community Planning and key campus stakeholders. Recommendations will be provided to the executive for final approvals. Suggestions for a new location are welcome.

Rick Hansen Foundation Audit - WSOD

We anticipate receiving the RHF Audit and recommendation report for the WSOD shortly and will then have an opportunity to develop and implement improvements for this building as well as recommendations

for Fir Building per the previous Universal Access Design report. This is perhaps our opportunity to develop a more structured working group on Accessibility Improvements.

Fir Building Washrooms - Accessibility Improvements and Modernization

The contractor is mobilizing to begin the work with the main floor washrooms with the project is to be completed before March 31<sup>st</sup> 2021.

- e. Pride Advocacy Group – S. Vanan
    - i. The group will be meeting tomorrow. There are quite a number of projects to consider which will encompass the next six months.
  - f. Teaching and Learning – No Report
8. New Business
- a. KPU 2050 Update – B. Elliott
    - i. B. Elliott provided an update on KPU 2050.
  - b. Communication: Adding Gender Pronouns to Employee Email Signatures – T. Smith
    - i. A draft announcement was circulated with this Agenda package, and will also be provided to the Pride Advocacy Group for feedback and recommendations.
  - c. Revision of HR15 Policy and Procedures
    - i. Dr. Kozak indicated the policy is up for revision and would benefit from being more specific about addressing racism and other systemic issues. One key initial consideration is which foundational documents should be used to inform the revision, e.g. UNDRIP, TRC recommendations, Accessible Canada Act.
    - ii. Committee members are requested to send Dr. Kozak their feedback on key foundational documents to consider prior to the next meeting.
9. Ongoing/Open Items
- a. PDEC Social Media Campaign – Update
    - i. Of note, this is Scott Prea’s last meeting, as he will be graduating from KPU. Everyone in the committee thanked Scott for his contributions and wished him well in his new endeavours.
  - b. PDEC Priorities/Work Plan 2020 - tabled
10. Challenges and Success Stories
- a. R. Seru reported that she attended a webinar for Unconscious Bias through CCDI and indicated it provided an excellent opportunity for self-reflection. She highly recommends that PDEC committee members consider taking this course.
11. Next Meeting
- a. The next PDEC meeting is scheduled for Thursday, January 21, 2021 – 1:00 p.m. to 3:00 p.m. online.
12. The meeting was adjourned at 3:00 p.m.