



# The President's Diversity and Equity Committee

## Meeting Particulars:

**Date:** March 25, 2021      **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 the Provost on Policy & Ac. Affairs	Provost designate
Teresa Smith	Senior Manager, Org. Dev. and Employee Experience	AVP, HR designate
Ann Marie Davison	Biology Faculty	KFA appointee
Renu Seru	Counsellor	KFA appointee
Jenna Smith	Events & Communications Specialist, FSO	BCGEU appointee
Salma Husain	Testing Administrator	BCGEU appointee
Sucheta Singh	Media Specialist, External Relations	Professional Staff
Natalie Wood-Wiens	Manager, Indigenous Services for Students	
Fiona Whittington-Walsh	Faculty, Sociology	

Caroline Lillico	Confidential Assistant to the University Secretary	
Iain Hunter	Director, Facilities Services	
Rajiv Jhangiani	Acting Vice Provost, Teaching and Learning	
Sydney Jeffers	Confidential Assistant, KPU International	
Magdalena Mot	Student Success Coach, School of Business	
Sarah Burn	International Student Exchange Coordinator	
Lesli Sangha	KSA Social Justice and Equity Committee	
Jasna Rowse	PDEC Student Assistant	

## Guests:

Ranminder Kaur	Confidential Assistant, Board of Governors	
Keri van Gerven	University Secretary	
Meredith Laird	Administrative Assistant, Senate Office	

## Regrets:

Joshua Mitchell	Senior Director, Student Affairs	VP Students designate
Nick Phillips	Director, Accessibility Services	
David Burns	Senate Vice Chair	
Vacant		Academic Council rep.
John O'Brian	KSA Advocacy Coordinator	
Jeremy Law	KSA – Social Justice and Equity Committee	
Marika Wagner	KSA Queer Students Rep & VP Finance & Operations	
Dhanwant Singh	KSA Students of Colour Rep	

Abhay Singh Cheema	KSA Mature Students Rep	
Gurdial Dhindsa	KSA International Students Rep	
Simranjit K. Dhaliwal	KSA Women's Rep	
Jaya Dhillon	KSA Students with Disabilities Rep	
Vacant	KSA Indigenous Students Rep	
Shalini Vanan	Manager, Sports, Recreation & Health Promotion	
Samantha Jack	Indigenous Students Council	
Carole St. Laurent	AVP, KPU International	
Josephine Wong	KSA Marketing and Communications Coordinator	

## Minutes

1. The meeting was called to order at 1:03pm by the co-chair, Dr. Kozak. Dr. Davis was participating by phone. Dr. Kozak welcomed everyone and provided an acknowledgement of the Indigenous land territories.
2. Approval of Agenda
  - a. Add item 6 (g) – Update from Policies for Revision – Josephine Chan
  - b. There will be no update from Accessibility Services.
  - c. The Agenda was approved with amendments.
3. Approval of the February 25, 2021 meeting minutes
  - a. Amendment – Item 9 – remove the “and” in Disability and Inclusion Group.
  - b. The minutes were approved with amendment.
4. Follow-up on Action Items
  - a. HR16 (from Jan. 18 Agenda) – T. Smith will update as part of her report.
  - b. Support for Single Parents – T. Smith
    - i. T. Smith has been looking for historical information at KPU on this topic and it seems that KPU has not provided this service. If anyone knows anything else about this, please let her know.
    - ii. Dr. Davis advised that there is an active discussion happening with Financial Services to develop a business case for an onsite daycare at the Surrey and Langley campuses. Such a project would require funding. Dr. Davis will report back on any developments.
    - iii. Dr. Kozak reported that in discussion with J. Mitchell there is funding available for students with children. There are bursaries as well as governments grants.
    - iv. Comments were made that if KPU goes ahead with daycares it needs to ensure the daycares are fully inclusive.
  - c. PDEC Workplan – R. Kozak has been working on this and will go over the template later on in the Agenda.
5. Director of Diversity Report – Dr. Kozak
  - a. Dr. Kozak advised that meetings with the Pride Advocacy Group, Disability Inclusion Group, Task Force on Antiracism, Indigenous Dialogue series working group are ongoing, as well as attendance at many events and online workshops.
  - b. Dr. Kozak encourage members to look for a KFA-sponsored event on antiracism announced on Today@KPU
  - c. HR15 Policy revision is still under development. Committee members are encouraged to provide feedback via the OneDrive link provided

- d. The JEDI award certificate has been created and will be set into KPU frames for the new award recipients.
  - e. Dr. Kozak reported that she had also worked with J. Rowse regarding the Instagram posts for the month of March.
6. Reports from PDEC Members:
- a. Indigenous Services – N. Wood-Wiens
    - i. N. Wood-Wiens reports that the Indigenous Dialogue Series is underway and anticipating the next session will be April 25<sup>th</sup>.
    - ii. The Planning Committee for Indigenous Month has already met and outlined a few ideas for events in June. To avoid conflicting events, N. Wood-Wiens would like to request that if anyone knows of any KPU events in June, to please contact her with details.
    - iii. The expansion of the Elders Program is also in progress.
  - b. Accessibility Services – no report
  - c. Teaching and Learning – R. Jhangiani
    - i. On Feb 23 T & L held workshop called [Activism Outside and Inside the Institution: Strategies and tactics for Increasing Diversity, Equity and Inclusion](#).
    - ii. On May 18<sup>th</sup> there is another workshop called [Inclusive Digital Pedagogy](#)
    - iii. A new framework for T & L workshops is underway which will be open to all staff, not just faculty. The T & L team is currently visiting many faculty councils to share the draft framework. There will be a variety of topics such as accessibility and assistive technologies, indigenization, and intercultural competencies. A series of consultations are underway.
  - d. Human Resources – T. Smith
    - i. The Respectful Workplace Training program has been updated with a few slides that speak to inclusion.
    - ii. The Diversity Meter Survey which was due to close tomorrow has been extended until March 31<sup>st</sup>. So far there is a 39% response rate, but when filtering for faculty positions, the response rate is much lower. Committee members who have contact with Faculty will remind them to participate.
    - iii. The EDI Action Plan steering committee will be conducting one-on-one interviews with CRCs and applicants in May. It's anticipated that CCDI will have first draft of findings prepared towards the end of July.
    - iv. CCDI is hosting an "Unconference". T. Smith has a few complimentary passes and if any committee member interested in attending, they should contact her.
    - v. HR16 policy – is under development and currently in a consultation process. HR is looking for ideas, gaps, etc. It's anticipated this policy will have a major revision as it hasn't been updated since 1987. T. Smith will send out a link for a Survey monkey to PDEC members. <https://www.surveymonkey.ca/r/TGG5YKY>
  - e. Facilities Services – I. Hunter
    - i. The Fir Building washrooms are complete, but with some minor deficiencies which are being addressed. Photos were provided on MS Teams.
    - ii. The automatic door projects is 80% complete. It's anticipated it'll be finished by early Spring.
    - iii. Pride Crosswalks – some good options have been drafted and a contractor has been arranged. Further consultations will precede implementation.

- f. Pride Advocacy Group – S. Vanan (submitted update via email)
    - i. Trans Day of Visibility – Workshop hosted by Out in Schools on March 31st, 12:30-2pm. Please rsvp Pride@KPU.ca if you would like to participate
    - ii. Rainbow Crosswalks – Met with David and Herman from Facilities and went over locations and potential mock ups. Pride Group provided some feedback/recommendations. There will be further communication with the wider KPU community once we receive mock ups for all locations
    - iii. LGBTQ2+ Student Award – met with Advancement to move this forward. We will work with them to secure an external donor with a target to adjudicate this award in 2022
    - iv. Discussion around Pride events and what that could look like at present
  - g. Policy Reviews – J. Chan
    - i. There are currently two active policy blogs – one is a new policy on microcredentials, AC15. This will be up and available until April 9<sup>th</sup>. The other policy is BP7 - University Space and will be open until April 23<sup>rd</sup>. Committee members are encouraged to review and provide feedback.
    - ii. There is a new policy under development – RS6 – Animal Testing and Research which is a requirement for all faculty who are using animals. A preliminary draft is in process and will be up on the blog at the beginning of April.
    - iii. Dr. Sayed is developing a policy on antiracism at KPU; it will be important to include PDEC in the development process.
7. New Business
- a) GV2 - [Policy](#) and [Procedure](#) for Policy Development Process at KPU – K. van Gerven, R. Kaur, M. Laird
    - i. K. van Gerven presented an overview of the review process of policy GV2. This particular policy governs how policies and procedures get approved.
    - ii. This policy has been in review since the fall, and their group did some consultations with various groups to determine what is working and what needs improvement.
    - iii. While the consultations are complete, they intend to circle back with the groups to ensure accuracy.
    - iv. Fairly soon, the policy will be published and open for feedback on the policy blog
    - v. The presentation invoked a good discussion amongst committee members with appreciation that there is a two-point review process being done.
  - b) Disability Inclusion Group (DIG) – A. Davison
    - i. A. Davison provided an overview of the Terms of Reference for this group which was circulated along with the Agenda. She referenced the individuals sitting on this group and indicated they are looking for other possible candidates to participate.
    - ii. Committee members fully endorsed DIG's Terms of Reference.
8. Ongoing/Open Items
- a. PDEC Priorities/Work Plan 2020/21 – Deferred to next meeting
9. Challenges and Success Stories – Deferred to next meeting
10. Next meeting – April 22, 2021
11. Adjournment
- a. Having no other business, the committee adjourned at 3:00pm.