



The President's Diversity and Equity Committee

Meeting Particulars:

Date: May 20, 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 Ass't. to the Provost on Policy & Acad. Affairs	Provost designate
Joshua Mitchell	Senior Director, Student Affairs	VP Students designate
Teresa Smith	Senior Manager, Org. Dev. and Employee Experience	AVP, HR designate
Brian Moukperian	Dean, Faculty of Trades and Technology	Academic Council rep.
Lesli Sangha	KSA Mature Students Rep/Social Justice & Equity	
Jaya Dhillon	KSA Students with Disabilities Rep	
Ann Marie Davison	Faculty, Biology	KFA appointee
Salma Husain	Testing Administrator, ATS	BCGEU appointee
Sucheta Singh	Media Specialist, External Relations	Professional Staff rep.
Natalie Wood-Wiens	Manager, Indigenous Services for Students	
Fiona Whittington-Walsh	Faculty, Sociology	
Asma Sayed	Chair, Task Force on Antiracism; Faculty, English	
Shalini Vanan	Manager, Sports, Recreation & Health Promotion	
Caroline Lillico	Confidential Assistant to the University Secretary	
Magdalena Mot	Student Success Coach, School of Business	
Iain Hunter	Director, Facilities Services	
Carole St. Laurent	AVP, KPU International	
Sydney Jeffers	Confidential Assistant, KPU International	
Jasna Rowse	PDEC Student Assistant	
John O'Brian	KSA Advocacy Coordinator	

Regrets:

David Burns	Senate Vice Chair	
(Vacant)	KSA Queer Students Rep	
(Vacant)	KSA Students of Colour Rep	
(Vacant)	KSA International Students Rep	
(Vacant)	KSA Women's Rep	
(Vacant)	KSA Indigenous Students Rep	
Renu Seru	Counsellor	KFA appointee
Jenna Smith	Events & Communications Specialist, FSO	BCGEU appointee
Samantha Jack	Indigenous Students Council	
Rajiv Jhangiani	Acting Vice Provost, Teaching and Learning	
Nick Phillips	Director, Accessibility Services	
Josephine Wong	KSA Marketing and Communications Coordinator	

Jeremy Law	KSA Social Justice and Equity Committee	
Sarah Burn	International Student Exchange Coordinator	

Minutes

1. Following a territorial acknowledgement, Dr. Davis called the meeting to order at 1:02 pm.
2. The Agenda for May 20, 2021 was approved as circulated.
3. The Minutes of April 22, 2021 was approved as circulated.
4. Follow up on Action Items from previous meeting:
 - a. Support for Single Parents – A. Davis
 - i. Dr. Davis reported discussions are underway at the administration level. More details to come later.
 - b. Circulation of Scarborough National Charter on Anti Black Racism and PDEC Work Plan – R. Kozak
 - i. Dr. Kozak reported that the charter was circulated within the agenda package for today’s meeting and will be discussed at a later point in the agenda.
 - c. Indigenous Language on other campuses – A. Davis
 - i. Dr. Davis indicated that he is in discussion with Len Pierre and will report more on this topic at a later meeting.
 - d. Awards/Scholarships & Dean’s Honour Role for Students with Disabilities – A. Davis & J. Mitchell
 - i. The discussion on this topic will be addressed in the Disability Inclusion Group report later in the agenda.
5. Director of Diversity Report – R. Kozak
 - a. Dr. Kozak reported that work is continuing with various committees such as the Pride Advocacy Group, EDI Action Planning, Indigenous Dialogue Series, Disability Inclusion Group, etc.
 - b. The Indigenous Speaker series is lining up some possible speakers for the fall.
 - c. KPU's commitment to EDI (per requirements of the CRC program) will be published soon (see <https://www.kpu.ca/research/equity-diversity-and-inclusion>). The EDI Action Planning committee is focusing now on the Diversity Meter Survey results which should be expected late July.
 - d. HR has discovered that there still are challenges with Banner for people who use a different last name than their legal name. It’s reported that this problem is deep within the structure and HR is in contact with the company who designed Banner for a fix.
 - e. The Registrar, Zena Mitchell, reported to Dr. Kozak that the BC Government has given a go-ahead to post secondary institutions to use a temporary solution to offer more inclusive gender options for applicants and incoming students.
 - f. Dr. Kozak has presented to various committees and areas on the Pride Crossings project.
6. Reports from PDEC Members
 - a. Indigenous Services – N. Wood Wiens
 - i. N. Wood-Wiens reported that her department is still working on the National Indigenous Month events. Members on the committee are T. Voorsluys, P. Broderick, M. Laird and A. Votto. There will be events on June 8th, 10th, and 15th, and likely additional events later on in June as well. Details for these events will be on their webpage.
 - ii. N. Wood-Wiens further reported that she attended two very informative webinars. One of them may be available for viewing online soon, and when this information is available she’ll send the link to committee members.

- iii. N. Wood-Wiens also reported that St. Francis Xavier is including Mi'kmaq language in their parchments. <https://www.stfx.ca/about/news/StFX-Spring-Convocation-2021>
 - b. Accessibility Services – J. Mitchell
 - i. J. Mitchell reported this department is very busy with new intakes and will likely maintain this workload for another couple of weeks.
 - ii. This department is also attending to ongoing contract work for interpretive contracts.
 - iii. There are several staff in this department who will be retiring soon and work is underway to fill those positions quickly.
 - c. Teaching and Learning – R. Jhangiani (updated provided by email)
 - i. The Commons hosted their final webinar in the [Digital Pedagogy Webinar Series](#) on May 18, with Dr. Kevin Gannon speaking about [Inclusive Digital Pedagogy in Exclusionary Times](#).
 - ii. The Commons is in the midst of the development of our new framework for faculty development, known as the Foundations in Teaching Excellence program. One of the five core domains of this training concerns Inclusive Teaching. The new framework and training will be launched this August.
 - iii. A search is currently underway for 4 Educational Consultants (time released-based faculty positions in the Commons), one of which focuses on Indigenization (50% release).
 - d. People Services (HR) – T. Smith
 - i. HR 16 Employment Equity Policy: Survey is out in the field where you can provide input. If you haven't responded yet, there is still an opportunity before the end of May. <https://www.surveymonkey.ca/r/TGG5YKY>. Next step is to start drafting the first iteration of the policy.
 - ii. May 25 marks the anniversary of George Floyd's murder. KPU's Anti-Racism Task Force has partnered with the Canadian Centre for Diversity and Inclusion (CCDI) by contributing funds towards a special section in the Globe and Mail to honour George Floyd, celebrate Black Canadians and elevate their voices. Our KPU logo will appear amongst other employee partners who have also contributed funds.
 - iii. Educational Opportunities
 - 1. TFA is arranging two upcoming workshops
 - a. Student workshop: *Introduction to Anti-Racism* presented by Litzzy Baeza - June 18, 12-2. Seats are limited. Students can email tfa@kpu.ca to register as early as possible but no later than June 15th
 - b. Employee workshop: *Inclusive Language and Anti-Oppressive Communication* presented by Bakau Consulting – June 15, 1-3. Seats are limited. Employees can email tfa@kpu.ca to register as early as possible but no later than June 14th.
 - 2. The TFA has posted a list of online anti-racism training resources that are available to KPU employees on their website, <https://wordpress.kpu.ca/antiracism/>. These resources are primarily through LinkedIn Learning and CCDI.
 - 3. Upcoming CCDI Webinars available to KPU employees:
 - a. *Religious inclusion, a starting point for the workplace*, May 27, 10:00 am- 11:00 am

b. *Gender expression versus gender identity*, June 22, 10:00 am-12:00 pm

e. Facilities Services – I. Hunter

- i. I. Hunter indicated that it has been an enjoyable process working with Dr. Kozak and S. Vanan regarding the Pride Crossings at KPU campuses. Everything is in place and work should begin in mid-June.
- ii. Facilities will also be implementing some changes at the Richmond campus that satisfy the recommendations in the Rick Hansen Foundation Report. I. Hunter will circulate this report to committee members. **ACTION**
- iii. Work is also being planned as recommended by the Universal Design Access consultant Stan Leyenhorst. Facilities will be consulting with DIG to ensure projects satisfy accessibility needs.

f. Pride Advocacy Group – S. Vanan & R. Kozak

- i. S. Vanan concurred with I. Hunter that working on the Pride Crossings project has been enjoyable and commended David Stewart for his leadership as well.
- ii. The committee hosted Trans Day of Visibility workshop with Out in Schools through KPU Engage which was very successful. There are plans to host another one in June for Pride Month.
- iii. They are also working on inclusive language signage for the gym area change rooms. This is anticipated to be completed by September.
- iv. The Pride Advocacy webpage is being redesigned with additional content and a list of PAG's projects. This is being done ahead of a Pride month news release from the KPU Communications office.
- v. S. Vanan provided brief overview of the Pride Crossings designs, detailing how each installation will look at each campus.

g. Disability Inclusion Group – F. Whittington-Walsh

- i. The committee welcomed new members – Lesli Sangha (KSA rep), Jaya Dhillon (KSA rep), Tayler Glaspey (student) and Michelle Ikoma (BCGEU rep).
- ii. The committee discussed the issues regarding KPU students with disabilities qualifying for the Dean's Honour role per policy AR5. It is noted there isn't a quick fix for this issue, but the committee will be working it in future meetings.
- iii. F. Whittington-Walsh also noted that she has been working with Inclusion BC to review and assess the new Accessible BC Act. She indicated there are issues and concerns with the new act and they hope that they might be invited to participate in the development of the standards.

h. Task Force on Antiracism – A. Sayed

- i. Dr. Sayed indicated there are two workshops coming up soon – one for students and the other for KPU employees, as noted in T. Smith's report.
- ii. The Canadian Federation for the Humanities and Social Sciences' Congress Advisory Committee on Equity, Diversity, Inclusion, and Decolonization (AC-EDID) released a report a couple of weeks ago which might have a major impact on academia. This report is available on the [TFA website](#).
- iii. The final report from the ConversAction: Race Matters conference on anti-racism held at the University of Waterloo in Nov. 2019 is on the TFA website.
- iv. The website also has information on [Asian Heritage month](#).
- v. Dr. Sayed encouraged PDEC members to consider submitting a 400 word write up on antiracism to the [KPU Speaks blog](#).

7. New Business

- a. Scarborough National Charter on Anti Black Racism – A. Sayed

- i. Dr. Sayed indicated this report was first drafted last October and KPU is one of the signatories on this charter.
 - ii. There is more work to be done on the charter, and it would be best to take a closer look and see how it will affect KPU once the final version is available.
 - b. May 2021 Sponsorship Applications
 - i. Project titled “Faculty Guide for International Student Success” – Awarded \$1,300
 - ii. Project titled “Indigenous Teaching Resources Students Collection” – Awarded \$1,000
 - iii. Project titled “KDocsFF Presents Emergence” – Awarded \$1,300
 - iv. Project titled “KPU Creative Writing Department Visiting Writer Series 2021/22” – Awarded \$1,400
 - v. Project titled “Voices of Virago Nation” – Awarded \$2,000
- 8. Ongoing/Open Items
 - a. PDEC Priorities/Work Plan 2020/2021 – R. Kozak/All
 - i. Dr. Kozak requested feedback from the committee on the revised Work Plan.
 - ii. Dr. Kozak will invite Josephine Chan to provide updates on specific policies that are under revision.
 - iii. The Justice, Equity, Diversity and Inclusion Awards (JEDI) will be announced soon. The awards have been sent to recipients and pictures have been requested to accompany the write-ups prepared by the Communications office.
 - iv. It was suggested to expand the column for the Indigenous section to include students, staff, and community.
 - v. More precise wording under goal B.4 Antiracism will be provided by A. Sayed to reflect the arm's-length relationship of the TFA to KPU. **ACTION**
- 9. Adjournment – the meeting was adjourned at 2:59pm.