



The President's Diversity and Equity Committee

Meeting Particulars:

Date: June 17, 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
Brian Moukperian	Dean, Faculty of Trades and Technology	Academic Council rep.
Lesli Sangha	KSA Mature Students Rep/Social Justice& Equity	
Jaya Dhillon	KSA President	
Ann Marie Davison	Faculty, Biology	KFA appointee
Salma Husain	Testing Administrator, ATS	BCGEU appointee
Sucheta Singh	Media Specialist, External Relations	Professional Staff rep.
Renu Seru	Counsellor	KFA appointee
Jenna Smith	Events & Communications Specialist, FSO	BCGEU appointee
Natalie Wood-Wiens	Manager, Indigenous Services for Students	
Asma Sayed	Chair, Task Force on Antiracism; Faculty, English	
Shalini Vanan	Manager, Sports, Recreation & Health Promotion	
Caroline Lillico	Confidential Assistant to the University Secretary	
Nick Phillips	Director, Accessibility Services	
Fiona Whittington-Walsh	Faculty, Sociology	
Jeremy Law	KSA Social Justice and Equity Committee	
Magdalena Mot	Student Success Coach, School of Business	
Iain Hunter	Director, Facilities Services	
Jasna Rowse	PDEC Student Assistant	
John O'Brian	KSA Advocacy Coordinator	

Guests:

Karissa Wall	Manager, Institutional Research	
James Watkins	Research Analyst	
Zena Mitchell	Associate Vice President, Enrolment Services & Registrar	

Regrets:

David Burns	Senate Vice Chair	
Joshua Mitchell	Senior Director, Student Affairs	VP Students designate
Teresa Smith	Senior Manager, Org. Dev. and Employee Experience	AVP, HR designate
Carole St. Laurent	AVP, KPU International	
Sydney Jeffers	Confidential Assistant, KPU International	

Rajiv Jhangiani	Acting Vice Provost, Teaching and Learning	
Josephine Wong	KSA Marketing and Communications Coordinator	
Sarah Burn	International Student Exchange Coordinator	
(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	
Samantha Jack	Indigenous Students Council	

Minutes

1. Following a territorial acknowledgement, Dr. Davis called the meeting to order at 1:04 pm.
2. The Agenda for June 17, 2021 was approved as circulated.
3. The Minutes of May 20, 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 that work is progressing on this issue and will be able to report more at the next meeting.
 - b. Indigenous Language on all campuses:
 - i. Dr. Davis reported that both he and Dr. Cardwell has met with Len Pierre and work is in progress.
5. Director of Diversity Report – R. Kozak
 - a. Dr. Kozak reported that the Indigenous Dialogue series for the fall is under development.
 - b. Dr. Kozak advised that a late sponsorship request has been received and provided an explanation why it should be considered at this meeting. Deliberation will proceed in a later agenda item.
 - c. Dr. Kozak informed the committee that through the EDI committee KPU has the opportunity to participate in a federal 50-30 challenge. The EDI committee is summarizing a letter which will confirm KPU's participation and will be provided to PDEC for review and suggestions.
6. Reports from PDEC Members
 - a. Indigenous Services – N. Wood Wiens
 - i. N. Wood-Wiens reported that there has been significant response regarding the recent findings of 217 unmarked graves at the Kamloops Residential School. People will note that there have been several pairs of shoes left at the flag poles at the Surrey campus.
 - ii. National Indigenous People's month activities have been very successful. Fern Gabriel has provided two presentations and will be holding another on June 29th. Please refer to the department's webpage for more information on activities.
 - iii. Ms. Wood-Weins noted there are many discussions happening regarding terminology – aboriginal vs indigenous. She wants to ensure that KPU is active in shifting more to using "indigenous". N. Wood-Weins will connect with Dr. Steve Cardwell for further discussion.
 - b. Accessibility Services – N. Phillips
 - i. N. Phillips advised that their department has pulled through the rush for recent student accommodations, and note that work levels are evening out. Providing

- online services to students has proven successful and the team is considering how to keep this level of access available to students going forward.
- 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 – no report
- d. People Services (HR) – T. Smith
- i. HR 16 Employment Equity Policy: T. Smith thanked everyone for their input. HR will now draft up a new policy
 - ii. Diversity Meter Survey – CCDI is preparing their findings in a report which is due in August.
 - iii. Posting positions targeting diversity equity deserving groups – if any department or faculty is looking at this as part of the hiring process they should contact HR to get approval and other important information.
 - iv. Educational Opportunities – there are many events and webinars available to KPU staff for June and July. Most of the information on this has been circulated by email. HR is also looking at partnering with Pride at Work to provide workshops.
- e. Facilities Services – I. Hunter
- i. I. Hunter advised he has been working with the Pride Advocacy Group regarding the Rainbow Crosswalks. Everything is on track for the completion of this project.
 - ii. Facilities has also been working with DIGS where they shared the renovation plans for the Surrey Fir Building as well as the Wilson School of Design building. The facilities team is looking forward to feedback.
- f. Pride Advocacy Group – S. Vanan
- i. S. Vanan advised the committee is moving forward with the LGBTQ student award . They're planning on fundraising for an endowment.
 - ii. For PRIDE month there will be an event with KPU Engage.
 - iii. The Rainbow Crosswalks are coming along and are on track for completion.
 - iv. The committee submitted an application to participate in the Vancouver Pride Parade. The fees are about \$300.
 - v. The committee will be participating in PRIDE Jeopardy all month.
 - vi. S. Vanan also reported the committee is trying to have input in the inclusive teaching module.
- g. Disability Inclusion Group – F. Whittington-Walsh
- i. The committee thanked the Facilities team for attending their recent meeting and providing the WSOD report.
 - ii. The committee is also still discussing student awards for students with disabilities.
 - iii. There are some awareness events coming up which have been circulated via Today@KPU.
 - iv. The committee is in favour of participating in the 50-30 Challenge.
 - v. L. Sangha provided a personal experience in being a KPU student as well as a participant in this committee as well as on PDEC. She said that switching to online learning benefitted her significantly as it helped her deal with the limitations of her disabilities. As well, because of her participation on these committees she has learned to be more comfortable in bringing forward her

disabilities that she deals with. L. Sangha graduated at the top of her class, with distinction.

- vi. J. Dhillon mentioned that it would be helpful to have an American Sign Language workshop once a month to provide training and education to staff and students.

h. Policy Review – J. Chan

- i. J. Chan provided an overview of policies currently being reviewed.

i. Task Force on Antiracism – A. Sayed

- i. Dr. Sayed provided an overview of workshops that were organized for employees and indicated there is another one for students which will take place in the near future. There is also a list of learning resources on antiracism provided on their webpage. As June is Indigenous history month, there is also resources available for this topic too.

- ii. StatsCanada has conducted a gender parity study regarding post secondary institutions. <https://www150.statcan.gc.ca/n1/pub/11-627-m/11-627-m2021037-eng.htm>

7. New Business

a. Update from the Registrar re: student names and gender designations – Z. Mitchell

- i. The system KPU is using supports student enrolment, the applications system, academic records, self-service platforms and online student profiles. We have updated the application platform so now there are options to provide gender or not to disclose. We are now collecting preferred names at the start of application. There is still much work to be done because there are so many interconnected systems. It is anticipated that everything should be in place for the Fall term.
- ii. We need to consider how this will work for the current students – we want to give them the opportunity as well.

b. Presentation on the 2020 Student Satisfaction Survey – K. Wall

- i. K. Wall provided a powerpoint presentation of the findings. Overall, KPU is doing well on most points, but in some aspects the ratings are lower which is likely due to the switch to online learning.
- ii. There was a question as to why the survey didn't capture "race information", and K. wall reported that doing so is very complex and ultimately the information gleaned turns out to be nonsensical.
- iii. K. Wall provided a copy of the presentation via email post meeting.

c. Late/delayed PDEC funding application.

- i. Project titled "You Are Here: Indigenous Land Acknowledgement Stickers Pilot Project". Project awarded \$2,000.

8. Ongoing/Open Items

a. Update on PDEC Social Media postings – J. Rowse

- i. J. Rowse provided a brief update on postings – mostly covering Indigenous History month.

9. Adjournment – the meeting was adjourned at 3:04pm