



The President's Diversity and Equity Committee

Meeting Particulars:

Date: September 16, 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	
Amy Jeon	Senate Vice Chair	
Teresa Smith	Senior Manager, Org. Dev. and Employee Experience	AVP, HR designate
Josephine Chan	Special Ass't. to the Provost on Policy & Acad. Affairs	Provost designate
Lesli Sangha	KSA VP Student Life/Social Justice& Equity	
Jaya Dhillon	KSA President & VP University Affairs	
Ann Marie Davison	Faculty, Biology	KFA appointee
Salma Husain	Testing Administrator, ATS	BCGEU appointee
Mohak Sood	Media Specialist, External Relations	Professional Staff rep.
Cherylynn Bassani	Faculty, Mathematics	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	
Nick Phillips	Director, Accessibility Services	
Fiona Whittington-Walsh	Faculty, Sociology	
Magdalena Mot	Student Success Coach, School of Business	
John O'Brian	KSA Advocacy Coordinator	
Leeann Waddington	Learning Technologies, Teaching & Learning	
Caroline Lillico	Confidential Assistant to the University Secretary	

Guests:

Mina Sahota	Faculty, School of Business	
Olivia Peters	Advancement Officer, KPU Foundation	
Sherri Magson	Director of Advancement, KPU Foundation	

Regrets:

Joshua Mitchell	Senior Director, Student Affairs	VP Students 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		Academic Council rep.
Jeremy Law	KSA Social Justice and Equity Committee	
Iain Hunter	Director, Facilities Services	
Samantha Jack	Indigenous Students Council	
(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	

Minutes

1. Following a territorial acknowledgement, Dr. Davis called the meeting to order at 1:02 pm. Dr. Davis welcomed everyone back from the summer break and introduced new PDEC Members Amy Jeon, Cherylynn Bassani, and Mohak Sood. He also welcomed KPU Foundation guests, Olivia Peters and Sherri Magson who would be providing a presentation later on in the Agenda.
2. The Agenda for September 16, 2021 was approved as circulated.
3. The Minutes of June 17, 2021 was approved as circulated with the exception of I. Hunter sending last minute regrets due to preparations for National Day for Truth and Reconciliation.
4. Follow up on Action Items from previous meeting:
 - a. KPU Daycare – A. Davis
 - i. Dr. Davis reported that talks are ongoing with the Métis First Nation and the School District for a 90 spot daycare at the Surrey campus. KPU is currently seeking funding for this initiative. More updates on this initiative will follow in future meetings but it will be removed from Action items for the time being.
5. Director of Diversity Report – R. Kozak
 - a. The PRIDE crosswalks project is now complete. Dr. Kozak provided a slide presentation of all the Pride Crosswalks at the campuses.
 - i. Dr. Kozak noted that the Pride installations have received very positive reactions on the whole, but there have been some adverse ones, and may be more. Meetings with Facilities, Campus Security, Communications and Teresa Smith from HR have occurred or are in the works.
 - ii. Dr. Kozak noted the important connection between EDI work and Occupational Health and Safety concerns, particularly in regard to the mental health of employees from equity deserving groups. Dr. Kozak will be pursuing conversations with the KPU Occupational Health and Safety Officer on this topic as the OH&S policy is currently undergoing revision.
 - iii. Dr. Kozak was recently in contact with the Registrar regarding the continued absence of student preferred names on class lists in OSS, and has received further assurances that they will appear on final grade submission forms by the end of this term. Dr. Kozak also contacted the Registrar about requests from trans students to have their KPU email address changed to their preferred names. It is necessary to develop a more accessible process for such changes.
 - iv. Dr. Kozak reported being invited to join the Sherman Jen Research Chair nominations committees as an EDI representative.

- v. The Office of Planning and Accountability is currently revising the Student Satisfaction Survey to be sent out later this term, and there will be consultation with OPA about suggested changes to question wording.
- vi. Dr. Kozak reported that Jasna Rowse will not be continuing on as our PDEC Student Assistant for the Fall and a search for a replacement is currently underway.
- vii. There are a variety of events coming up.
 1. Wednesday, Sept. 29 12-1:30 p.m. – KPU Indigenous Dialogue Series - Len Pierre speaking on "Reconciliation with Radical Thought, Action, and Heart." [Register at https://www.kpu.ca/indigenous/dialogue-series](https://www.kpu.ca/indigenous/dialogue-series)
 2. Monday, Oct. 11 1:00 p.m. – KDocsFF, KPU Department of Asian Studies, KPU Pride Advocacy Group, and PDEC present "Emergence: Out of the Shadows." View film via provided link 24 hours in advance, and join panel discussion with filmmaker and Sher Vancouver founder Alex Sangha and others on the Monday. Register at <http://www.kdocsff.com/upcoming-events/2021/10/10/kdocsff-presents-emergence-out-of-the-shadows>
 3. Thursday, Sept. 23 11 a.m. – 12:30 p.m. (PDT) – University of Calgary Courageous Conversations Speaker Series presents Dr. Marie Battiste and Dr. Catherine O. Hoppers speaking on "Decolonization, Disciplines and Indigenous Knowledges in the University." Register at <https://www.ucalgary.ca/equity-diversity-inclusion/literacy-and-education/courageous-conversations>
 4. Tuesday, Oct. 5 12:30 – 2 p.m. – UBC Anti-Racism and the Law presents "Twenty Years of a "War on Terror": Islamophobia, Race, Gender, and Imperialism. Register at <https://allard.ubc.ca/about-us/events-calendar/twenty-years-war-terror-islamophobia-race-gender-and-imperialism>
 5. Now until Nov. 30: "British Columbians invited to help shape anti-racism data legislation." Provide your input at <https://engage.gov.bc.ca/antiracism/data>.

6. Reports from PDEC Members

a. Indigenous Services – N. Wood-Wiens

- i. N. Wood-Wiens reported that the Indigenous Services Department is continuing to provide online supports. The Gathering Place will be open next week.
- ii. There are a few events to note:
 1. Sunday, Sept. 26 2:30 – 3:30 p.m. PDT – Toronto Word on the Street Festival presents "Indigenize, Decolonize! Indigenous Writers' Roundtable." [Register at https://www.eventbrite.ca/e/indigenize-decolonize-indigenous-writers-roundtable-tickets-167684674375?aff=ebdssbonlinesearch](https://www.eventbrite.ca/e/indigenize-decolonize-indigenous-writers-roundtable-tickets-167684674375?aff=ebdssbonlinesearch)
 2. Thursday, Sept. 30 8:00 – 8:45 a.m. – Idea Exchange presents "Squamish Stories with Kung Jaadee." Register at <https://www.eventbrite.ca/e/squamish-stories-with-kung-jaadee-tickets-168354696429?aff=ebdssbonlinesearch>

- b. Accessibility Services – N. Phillips
 - i. N. Phillips advised that their department is currently very busy with the new semester and they are continuing to provide services online to students. This method of delivery is proving very successful and they have significantly less cancellations.
 - ii. N. Phillips extended gratitude to instructors who have been working closely with their department.
 - iii. N. Phillips informed PDEC that he will be retiring soon and recruitment for his replacement is currently underway.
- c. Teaching and Learning – L. Waddington
 - i. L. Waddington informed PDEC that the preferred name field is now changeable by users.
 - ii. Of note, Zoom has added a feature whereby users can indicate their preferred pronouns.
 - iii. Teaching and Learning Commons as a new framework, and one aspect is “inclusive teaching practices”. More information on this is available on their website.
 - iv. They have recruited an Indigenous specialist, Jennifer Anaquod.
- d. People Services (HR)/EDI Action Planning – T. Smith
 - i. T. Smith advised PDEC that KPU has now partnered with Pride at Work Canada. We now will have access to a variety of webinars as well as access to their job board.
 - ii. CCDI - Community of Practice Events Autumn 2021 is now open for registration and this information was previously circulated by email.
 - iii. The 50/30 Challenge – A brief on this initiative was circulated with the Agenda package. T. Smith advised PDEC that KPU has officially signed on for the challenge. Broader communication on this initiative will be circulated soon.
 - iv. EDI Action Plan – HR has received the final report today and the next step is to provide this to the EDI Action Plan Steering Committee. In October, PDEC will have the opportunity to have a deeper dive with some recommendations.
- e. Facilities Services – I. Hunter (report via email)
 - i. I. Hunter advised by email that he is meeting with a lighting specialist with hopes that KPU will be able to provide a unique lighting display in recognition of National Truth and Reconciliation Day.
- f. Pride Advocacy Group – S. Vanan
 - i. S. Vanan advised that Student Awards application site is now available and they are accepting applications for the new Pride Advocacy award (among others).
 - ii. October 11 is National Coming Out Day. KDocs is hosting the above-mentioned premier of *Emergence: Out of the Shadows* on that day. As well, “Out in School” is being invited to host another event, this time focused on allyship.

- iii. PAG is also working with trans students to have their names and email addresses changed in KPU systems.
- g. Disability Inclusion Group – F. Whittington-Walsh
 - i. September is Disability Employment Awareness month.
 - ii. Four DIG members attended a meeting with potential Director of Counselling and Accessibility candidates.
 - iii. October is Community Inclusion month.
 - iv. J. Dhillon, L. Sangha and J. O’Brian addressed PDEC with a specific concern regarding how students with disabilities are not considered full-time students in some contexts, even if they are taking fewer courses to accommodate their disability. This ends up depriving them of access to many benefits allotted only to full-time students. They are planning to mount a campaign to support consistent recognition and criteria, and would like KPU to review its own varying definitions.
- h. Policy Review – J. Chan
 - i. J. Chan provided an overview of current activities including review of the policy review process, and AC 4. HR 15 is due for a review and J. Chan is hoping that PDEC will consider reviewing as well.
- i. Task Force on Antiracism – A. Sayed
 - i. Dr. Sayed advised that the BC government is looking for individuals to provide input on anti-racism legislation: <https://news.gov.bc.ca/releases/2021AG0128-001732>
 - ii. The Task Force delivered two workshops in June which were well attended. Another workshop is planned for October 25th. The information on this workshop will be circulated through Today@KPU.
 - iii. Dr. Sayed advised that she has completed a Certificate in Anti-racism and indicated it was a good process.
 - iv. The Office of Planning and Accountability has reached out to the Task Force for particular language to use in surveys.
 - v. The final version of the Scarborough Charter has been received and now only needs a signature.
 - vi. The Task Force is also working on delivering more workshops, a survey for students and employees, anti-racism policy for this institution and will be developing a final report which will be delivered the end of February 2022.

7. New Business

- a. 50/30 Challenge – R. Kozak
 - i. Dr. Kozak encouraged all committee members to read the article which was circulated. The question on hand is to understand what role PDEC should have in any process regarding the challenge.
 - ii. It was discussed that data should be collected to determine where KPU is at currently so as to develop some appropriate and valid benchmarks.

- b. Fall 2021 Sponsorship Applications
 - i. Three applications were received with a total ask of \$6,000. More funding for sponsorships is required and Dr. Davis will look into this and report back.
 - ii. “Artist Residency at KPU featuring Des Raj – requesting \$2,000. Approved pending additional PDEC funds.
 - iii. “KDocsFF 2022” – requesting \$2,000. Approved pending additional PDEC funds.
 - iv. “A Study Examining the Experience of 2SLGBTQ+ KPU Students – requesting \$2,000. Approved pending additional PDEC funds.
 - c. KPU Foundation – “Giving Tuesday” – S. Magson & J. Dhillon
 - i. J. Dhillon provided a presentation on the KPU Foundation and the Giving Tuesday initiative; S. Magson was present to answer additional questions.
 - ii. They further emphasized the need to raise funds for the LGBTQ2 community of KPU students.
 - iii. PDEC members are requested to provide information on this initiative on their respective websites and webpages and encouraged to pass this information along to their colleagues.
 - iv. J. Dhillon will arrange to have the presentation sent to all committee members following this meeting.
 - v. S. Magson and J. Dhillon were thanked for providing this important presentation.
8. Ongoing/Open Items
- a. Update on PDEC Social Media postings – No update
 - b. PDEC Priorities/Work Plan 2020/2021
 - i. This needs to be updated for 2021/2022
9. Challenges and Success Stories
- a. Lesli Sangha announced that she is being awarded the Distinguished Future Alumni Award by the KPU Alumni Association at its AGM on September 21, 2021.
 - i. Committee members congratulated Ms. Sangha on this achievement.
 - b. It was also announced that Dr. Romy Kozak has been appointed Director of Diversity for another year.
 - c. A. Davison wishes to commend Facilities Services for the installation of power doors at the campus. They are a welcomed addition.
10. Next meeting – October 21, 2021 – 1:00pm – 3:00pm
11. Having no other business, the meeting was adjourned at 2:41pm