



The President's Diversity and Equity Committee

Meeting Particulars:

Date: October 21, 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	
Shelley Boyd	Associate Dean, Faculty of Arts	Academic Council Rep
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
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
Joshua Mitchell	Senior Director, Student Affairs	VP Students designate
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	
Rajiv Jhangiani	Acting Vice Provost, Teaching and Learning	
Iain Hunter	Director, Facilities Services	
Sarah Burn	International Student Exchange Coordinator	
Sydney Jeffers	Confidential Assistant, KPU International	
Fiona Whittington-Walsh	Faculty, Sociology	
John O'Brian	KSA Advocacy Coordinator	
Caroline Lillico	Confidential Assistant to the University Secretary	

Guests:

Erika Cedillo	Director of Public Policy & Programs, Inclusion BC	
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Regrets:

Carole St. Laurent	AVP, KPU International	
Lesli Sangha	KSA VP Student Life/Social Justice & Equity	
Magdalena Mot	Student Success Coach, School of Business	
Jeremy Law	KSA Social Justice and Equity Committee	
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 1:00 pm and welcomed committee members.
2. The Agenda for October 21, 2021 was approved as circulated.
3. The Minutes of September 16, 2021 were approved as circulated.
4. Follow up on Action Items from previous meeting – none
5. Dr. Whittington Walsh provided a bio and introduced Dr. Erika Cedillo, Director of Public Policy and Programs from Inclusion BC.
 - a. Dr. Cedillo provided a powerpoint presentation outlining the development of Inclusion BC – how it came to be and what the organization is currently doing.
 - b. As part of a global movement, Inclusion BC is involved in a variety of projects and programs that bring disability to the forefront in community and provides services to children and people with disabilities.
 - i. Inclusion Education programs – push boundaries to include more options for children with disabilities. Programs encompass both elementary and secondary levels and helps to remove barriers.
 - ii. Key to Home – provides inclusive housing.
 - iii. RWA (Ready Willing and Able) – supports inclusive employment initiatives.
 - iv. Diversity Includes – is their biggest awareness campaign currently running.
 - v. Community Inclusion – provides a phone line and email where people with disabilities can reach out when they're facing barriers.
 - c. As about 1/5th of the population has a disability of some sort, Inclusion BC's overall goal is to make policy changes to make people's lives more meaningful.
 - d. Dr. Davis thanked Dr. Cedillo for offering an informative presentation to PDEC.
6. Director of Diversity Report – R. Kozak
 - a. Dr. Kozak reported that the Indigenous Dialogue series was very successful with over 400 registrations and 320 in attendance. The next in the series is being planned and it's anticipated it'll occur in February 2022.
 - b. October 11th was Coming Out Day and KDOC provided a panel discussion on the film "Emergence".
 - c. Dr. Kozak advised that regular meetings of DIG, PAG, Task Force on Anti-Racism, EDI Action Planning Committee continued over the past month.
 - d. Nominations for the 2021 JEDI Awards will be announced soon, with a launch date the beginning of December. Dr. Kozak is looking for recommendations for individuals to be sitting on the deliberation committee.

- e. Dr. Kozak is working with Marketing to revise the PDEC web pages and to create a digital archive of the JEDI award recipients.
 - f. Dr. Kozak reported that Lilach Marom from Educational Studies is requesting to use the PDEC Committee as a case study in her research. Dr. Kozak invited Dr. Marom to the November PDEC meeting so she may present her study proposal and provide more information. PDEC members would be required to sign documents pertaining to their willingness to participate in the study.
 - g. Dr. Kozak reported working with the VP, Human Resources and T. Smith in putting together an application for special programs with Human Rights. The purpose is to do some targeted Indigenous hiring.
 - h. Dr. Kozak reported that the PDEC WorkPlan is being updated and will be addressed later in the agenda if time permits.
 - i. Dr. Kozak provided an update on the hiring of a student assistant. As mentioned at the previous meeting, finding someone who fits the criteria for the Work Study Program has been challenging. In order to expand the potential candidates, Dr. Kozak is looking for different funding so that more students would qualify (i.e. international students).
 - j. In meeting with Dr. Davis, it was discussed that we should request more sponsorship funds in the next budget.
 - k. Of note, the PDEC meetings that had been scheduled the third Thursday of each month have been moved one week ahead starting in January 2022. This is to accommodate those members who had conflicts on the third Thursday, e.g. with Dean's Council.
7. Reports from PDEC Members
- a. Indigenous Services – N. Wood-Wiens
 - i. N. Wood-Wiens reported that the Indigenous Dialogue Series featuring Len Pierre is now available for viewing <https://www.kpu.ca/indigenous/dialogue-series>.
 - ii. At the next Indigenous book club we'll be reading Lee Maracle's book "[Memory Serves](#)". Participants will have an opportunity to meet Lee at the dialogue session on November 19th. We hope that Lee will also participate in our Indigenous Speakers Series.
 - iii. Centennial College, in partnership with UofT Scarborough is hosting the first ever online Racially Responsive Leadership Summit, October 22 & 25, 2021.
 - b. Accessibility Services – J. Mitchell
 - i. J. Mitchell advised his department continues to be very busy and it's expected there will be more on-campus activity soon.
 - ii. Lynda Beveridge has been hired for the Director position and due to start at KPU in about a month.
 - iii. Discussions are underway regarding course load for students with disabilities. It's anticipated information coming out of this will affect policy.
 - c. Teaching and Learning – R. Jianghiani
 - i. Teaching and Learning Commons has a new framework, and one aspect is "inclusive teaching practices". More information on this is available on their website.

- ii. Jennifer Anaquod has begun a role as an Educational Consultant on Indigenization in the commons team and has been very informative.
 - iii. Zoom and Moodle now have the abilities for individuals to add their preferred name and pronouns.
- d. People Services (HR)/EDI Action Planning – T. Smith
 - i. T. Smith advised that the CSIA report discussed later in the agenda will serve as her report.
- e. Facilities Services – I. Hunter (report via email)
 - i. I. Hunter advised that the hands-free or automatic doors project is almost complete as are the second and third floors of Fir building. The Wilson School of Design building recommendations are being addressed and anticipated to be completed by March.
 - ii. I. Hunter reported he met with DIG and received the recommendation to change the floor mats as the current ones can be a hazard.
 - iii. The Langley PRIDE crosswalk has shown to have some slipping hazards, so all PRIDE crosswalks will be looked at and remedied.
 - iv. As many have seen, the Surrey and Langley Campuses were lit up in orange lights for Truth and Reconciliation Day. View some of the photos here <https://www.flickr.com/photos/kwantlen/albums/72157719939286987>
- f. Pride Advocacy Group – S. Vanan
 - i. S. Vanan advised that the group hosted an Out In Schools workshop and had 22 participants, mostly students.
 - ii. The group will be applying to participate in the 2022 Vancouver Pride Parade.
 - iii. S. Vanan reported the Pride webpage will be providing information to students on how to make a name change in the KPU system to reflect their preferred name.
 - iv. The group also provided input on the Student Satisfaction Survey.
- g. Disability Inclusion Group – A. Davison
 - i. As a reminder, November is Indigenous Disability Awareness Month.
 - ii. DIG is still working with Facilities Services on more projects.
 - iii. A. Davison reported the group is working on some guidelines for accessibility requirements for events on campus.
 - iv. The group is also discussing the definition for full-time status for disabled students.
- h. Policy Review – J. Chan
 - i. J. Chan provided a summary of her report which was circulated with the agenda package. She also provided a brief verbal summary of the policies currently under review.
- i. Task Force on Antiracism – A. Sayed
 - i. Dr. Sayed advised there would be a workshop on Monday for KPU employees “[Unlearning Anti-Blackness](#)”. As well, the Task Force is in the process of

organizing another workshop for students only. This information will be sent out via Today@KPU.

- ii. The Faculty of ACP provided a [letter of endorsement on anti-racism](#).
- iii. The Scarborough Charter has now been signed and Dr. Davis will be providing a video.
- iv. Dr. Sayed advised the TFA has provided feedback to OPA on the Student Satisfaction Survey.
- v. There has been great feedback from students on KPU Speaks.
- vi. A reminder to PDEC members to consider providing their feedback on the Blog.
- vii. The group is working on a draft survey to send to KPU employees and has been asked to provide feedback on the CSIA.

8. New Business

a. Student Names and Email Address Changes – S. Vanan

- i. S. Vanan reported that student legal names are still showing up on Moodle and Zoom, and preferred names are still absent from class lists. This was continuing to frustrate both students and staff/faculty. R. Kozak noted that to avoid deadnaming, it's important that preferred names not be a bracketed add-on but rather the default option and as much as possible the only publicly viewable name.

1. A discussion ensued regarding this topic as it still affects staff as well.

2. PDEC recommitted to ensuring these changes happen more quickly.

b. CCDI Diversity Meter/Current State Inclusivity Assessment (CSIA) – T. Smith

- i. T. Smith provided a presentation on the current Diversity Meter survey findings. Of note, the CCDI report is not yet finished, so some data is in its draft phase. Location of the presentation can be found here - <https://kpuemp.sharepoint.com/:b:/s/committees/pdec/EaL9QmDnrWZBmcrX80C2IbABW9JYHrk6RgdzAy5PI0jc7A>.
- ii. 1821 individuals were invited to participate and 799 responses were received.
- iii. The committee discussed the draft findings and expressed interest in viewing the final CCDI report. Further discussions will occur at the November meeting.

9. Ongoing/Open Items

- a. PDEC Priorities/Work Plan 2020/2021 – tabled to next meeting

10. Challenges and Success Stories – tabled to next meeting

11. Next meeting – November 18, 2021 – 1:00pm – 3:00pm

12. Adjournment

- a. Having no other business, the meeting was adjourned at 3:02pm.