



The President's Diversity and Equity Committee

Meeting Particulars:

Date: November 18, 2021 **Time:** 1:00pm – 3:00pm
Purpose: Committee meeting **Meeting Lead:** Dr. Romy Kozak

Attendance:

Alan Davis	President & Vice Chancellor / Chair	
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
Jenna Smith	Community Engagement & Major Events	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	
Iain Hunter	Director, Facilities Services	
Fiona Whittington-Walsh	Faculty, Sociology	
John O'Brian	KSA Advocacy Coordinator	
Carole St. Laurent	AVP, KPU International	
Lesli Sangha	KSA VP Student Life/Social Justice & Equity	
Magdalena Mot	Student Success Coach, School of Business	
Caroline Lillico	Confidential Assistant to the University Secretary	

Guests:

Brent Elliott	Director, Campus & Community Planning
Brock Endean	Red Pier Group Consulting
Len Pierre	Special Advisor
Lilach Marom	Chair, Dept of Educational Studies
Neil Belanger	BC Executive Director, BC Aboriginal Network on Disability Society (BCANDS)

Regrets:

Joshua Mitchell	Senior Director, Student Affairs	VP Students designate
Rajiv Jhangiani	Associate Vice President, Teaching and Learning	
Sydney Jeffers	Confidential Assistant, KPU International	

Jeremy Law	KSA Social Justice and Equity Committee	
Samantha Jack	Indigenous Student Council	

Minutes

1. This meeting was chaired by Dr. Kozak. Following a territorial acknowledgement, Dr. Kozak called the meeting to order at 1:01 pm, welcoming committee members and guests.
 - a. Dr. Kozak acknowledged the passing of Lee Maracle and recognized how not only is this a great loss for her family, but for the Indigenous community and KPU as well. In her memory, the committee held a minute of silence.
2. The Agenda for November 18, 2021 was approved as circulated.
3. The Minutes of October 21, 2021 were approved as circulated with a note that Ann Marie Davison should be acknowledged as Dr. Davison.
4. Follow up on Action Items from previous meeting – none
5. Dr. Whittington Walsh provided a brief introduction to Neil Belanger, Executive Director, BC Aboriginal Network on Disability Society (BCANDS)
 - a. Mr. Belanger provided a powerpoint presentation (included with Minutes) giving a brief overview of the history of BCANDS. The organization, now in its 30 year anniversary, is internationally recognized and holds special consultative status with the United Nations. BCANDS's mission is “advancing the unique disability and health priorities of Indigenous persons through collaboration, consultation, and the delivery of comprehensive client services”.
 - b. Summarizing the statistics of Indigenous peoples in Canada and BC, Mr. Belanger pointed out that there is a 30% disability rate with over 500,000 Indigenous people in Canada living with a disability(ies), and over 82,000 reside in BC.
 - c. Indigenous people with disabilities face multiple and intersecting barriers that limit their inclusion and participation in community, both socially and economically.
 - d. Mr. Belanger noted that although Canada has a significant number of Indigenous people with disabilities, both Provincial and Federal Governments have been slow to respond.
 - e. In anticipation of bringing the issues forward regarding Indigenous Disability, BCANDS determined November to be “Indigenous Disability Awareness Month”. Since its inception in 2015 several Canadian provinces (including BC) have recognized and proclaimed this month.
 - f. Further, BCANDS operates an Indigenous Disability Case Management Program and works with individuals and families living with disabilities to ensure their disability and health related needs are addressed. The organization also works with Indigenous people and families to assist them in meeting the requirements to open an RDSP. There is also a Student Learning program that assists Indigenous students across Canada with their technology and resources needs. The Indigenous Employment and Disability project engages Indigenous and non-Indigenous communities, organizations and Indigenous persons with disabilities to identify the barriers faced in obtaining employment.
 - g. BCANDS team members engage and serve in a variety of advisory roles locally, provincially, federally and internationally.
 - h. Dr. Kozak thanked Mr. Belanger for a very informative presentation.

6. Guest Presentation – EDI Research Project Permissions

- a. Dr. Kozak introduced Dr. Lilach Marom, who requested to use the PDEC Committee and its meetings as subjects within her research project. Dr. Marom provided more information regarding her research project EDI in higher education. She is interested in what is being done, and what gaps have been addressed, and in what ways committees are addressing these issues. Her interest is only in observing, and no participation in the committee. Prior to engaging, Dr. Marom would require each committee member to email their consent to participate.
- b. Dr. Marom will be emailing C. Lillico more information to disseminate to committee members after this meeting.

7. Director of Diversity Report – R. Kozak

- a. Dr. Kozak reported that work and coordination with committees including DIG, PAG, EDI Action Plan Steering Committee, TFA, and now two IT-related committees on naming and gendering identification info are continuing.
- b. Dr. Kozak has followed up with IT regarding the issues in the KPU systems that are preventing people from using their preferred names. As it is understood, modifying the systems is very complicated, but there is momentum in making the change happen.
- c. The Digital archive is now up on the website and the next round of JEDI award applications will be announced in December.

8. Reports from PDEC Members

a. Indigenous Services – N. Wood-Wiens

- i. N. Wood-Wiens spoke to Lee Maracle's passing and how difficult it is for the Indigenous community. Ms. Maracle's book was being used as a subject in the Indigenous Book Club. As well, Ms. Maracle was going to be one of the speakers at the next dialogue session. She has left a legacy of work, and N. Wood-Wiens is encouraging everyone to look into her writings.
- ii. Currently, Indigenous Services is working with KPU International for scholarships for students participating in exchange programs and field schools. There are specific monies set aside for Indigenous students.
- iii. The Elder Program is expanding, which has been on the table for a long time. They are working with the Indigenous Advisory Committee in moving forward on this. They are hoping to have one more Indigenous Advisor by next term.
- iv. The half-time Indigenous Counsellor position is posted and it is hoped the position will be filled by January.

b. Accessibility Services – No report

c. Teaching and Learning – R. Kozak

- i. Marcelina Piotrowski will be the Teaching and Learning representative to PDEC going forward.
- ii. Dr. Jhangiani is recommending the following workshop for anyone interested [Inclusion Training: Understanding Diversity and Inclusion for Safer Spaces for Queer, Trans, and Two-Spirit Team Members and Students – BCcampus](#)

d. HR/EDI Action Planning – T. Smith

- i. HR is still working with CCDI to obtain the final CSIA report (Diversity Meter Survey), which will be available to all employees. In the meantime, Ms. Smith and Dr. Kozak are delivering presentations to stakeholders, and we need to prepare for next steps beforehand. A posting will go out by the end of the week to support analysis of the EDI data, conducting focus groups, and drafting the Action Plan.
 - ii. A new EDI Manager has been hired – Trina Prince. It is expected that Trina will be invited to PDEC meetings.
 - e. Facilities Services – I. Hunter
 - i. I. Hunter advised he didn't have a great deal to report on, only that most projects are moving along at a gentle pace.
 - ii. He reported that he participated with the recent Disability Inclusion Group (DIG), which was very informative.
 - iii. There are reports that the Pride Crosswalks have a slipping issue and Facilities is looking into having a protective coating placed on top.
 - f. Pride Advocacy Group – S. Vanan
 - i. S. Vanan informed the committee that the group now has a Student Award available as of January.
 - ii. There are updated on the Pride at KPU website on how students can change their name to their preferred name.
 - iii. New signage has been put up in the change rooms in the Recreation Centre.
 - iv. S. Vanan received some communication through the pride@kpu.ca mailbox informing that a Pride Flag was hanging upside down. Facilities was informed and the issue corrected immediately.
 - g. Disability Inclusion Group – F. Whittington Walsh
 - i. The committee is due to meet next week. They'll be talking about the Deans Honour Roles and how disabled students are not recognized because they don't meet the full-time status. In discussing this issue with Dr. Burns, it was realized that Policy AR5 is in need of revision.
 - ii. At the last DIG meeting, Karissa Wall from OPA was in attendance and the committee had a fulsome discussion on students with disabilities.
 - 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.
 - ii. There are two policies and procedures available for feedback on the blog.
 - iii. In December and January more policies will be under review – ST16, GV9, AC9, ER and two more, but they aren't ready for consultation yet. Second round of consultations for AC13 will begin soon.
 - i. Task Force on Antiracism – A. Sayed
 - i. Dr. Sayed reported that KPU has officially signed the Scarborough Charter and the press release has just gone out. <https://www.kpu.ca/news/-2021/11/18/kpu-signs-scarborough-charter-fight-structural-racism>. A YouTube video was

created commemorating the event which can be viewed here [Scarborough Charter Compilation Edit - YouTube](#). It should be noted by everyone that this is a historical beginning.

- ii. Another workshop on Un-Learning Anti-Blackness will be offered and an announcement will come out through Today@KPU.
- iii. The Survey on Anti-Racism is almost ready and they hope to launch in December. Will be looking for feedback from staff and students.

9. New Business

- a. CCDI Diversity Meter/Current State Inclusivity Assessment (CSIA) – T. Smith
 - i. The committee reviewed the information that was provided at the last meeting and continued the discussion.
 - ii. It is noted that persons with disabilities often show the lowest rates of agreement.
 - iii. It is supposed that further focus groups need to happen especially among those individuals who responded negatively.
 - iv. It would also be helpful to have a focus group for Indigenous staff.

10. Ongoing/Open Items

- a. PDEC Priorities/Work Plan 2021-22 – tabled to next meeting

11. Challenges and Success Stories – tabled to next meeting

12. Next meeting – January 13, 2022 – 1:00pm – 3:00pm

13. Adjournment

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