



The President's Diversity and Equity Committee

Meeting Particulars:

Date: February 10, 2022 **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
Ann Marie Davison	Faculty, Biology	KFA appointee
Salma Husain	Testing Administrator, ATS	BCGEU appointee
Mohak Sood	Media Specialist, External Relations	Professional Staff rep.
Tanya Boboricken	Mathematics Faculty, FSH	KFA appointee
Jenna Smith	Community Engagement & Major Events	BCGEU appointee
Trina Prince	Manager, Equity, Diversity & Inclusion, HR	
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	
Sydney Munro	Confidential Assistant, KPU International	
Lynda Beveridge	Director, Counselling Services	
John O'Brian	KSA Advocacy Coordinator	
Magdalena Mot	Student Success Coach, School of Business	
Caroline Lillico	Confidential Assistant to the University Secretary	

Guests:

Sarah Beasleigh	Associate Dean, Faculty of Health
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Regrets:

Rajiv Jhangiani	Associate Vice President, Teaching and Learning	
Joshua Mitchell	Associate Vice President, Student Affairs	VP Students designate
Samantha Jack	Indigenous Students Council	
Marcelina Piotrowski	Director, Flex Learning & Acad. Int., Open Education	
Jeremy Law	KSA Social Justice and Equity Committee	
Jaya Dhillon	KSA President & VP University Affairs	
Lesli Sangha	KSA VP Student Life/Social Justice & Equity	
Carole St. Laurent	AVP, KPU International	

Minutes

1. Dr. Davis called to Order and provided the Territorial Acknowledgement at 1:02pm.
 - a. Dr. Kozak introduced and welcomed Trina Prince and Tanya Boboricken.
2. Approval of Agenda
 - a. Add item 8 c) – Written reports for Updates
3. Approval of January 13, 2022 meeting minutes.
 - a. Approved as circulated
4. Follow-up on Action Items from previous meeting (none)
5. Director of Diversity Report – Dr. R. Kozak
 - a. Dr. Kozak advised that meetings with DIG, PAG, TFA, IAC, Indigenous Dialogue Series Planning, EDI Action Plan Steering and Development Committees are ongoing. Other PDEC members also on these committees will be offering more detailed reports. Dr. Kozak has also participated on the Preferred Name and Gender Information committee and will discuss relevant items later in the agenda.
 - b. JEDI award call for applications is still active. Due date is World Social Justice Day, February 20th. Please consider nominating a colleague or a group doing important work. Part of the intent of this award is to showcase how much EDI work at KPU is being done and to show how valued and valuable it is. Again, if you're interested or would like to be or nominate someone to be part of the evaluation committee, please email Dr. Kozak.
 - c. Dr. Kozak presented at the New Employee Orientation and had some interesting follow up conversations.
 - d. Dr. Kozak participated in a workshop organized by Satwinder Bains at UFV to contribute to a report to the provincial government advocating for the collection of race-based data in post-secondary. Presenters included Enakshi Dua from York University/co-author of *The Equity Myth* and Parliamentary Secretary for Anti-Racism Rachna Singh.
 - e. Black History Month event with Dr. June Francis from SFU speaking about the history of anti-Black racism in BC post-secondary and the importance of the Scarborough Charter
 - f. In discussion with Dr. Davis, we are reviewing PDEC membership to identify potential gaps in representation. Members are invited to contact Dr. Kozak if they have recommendations for additions.
 - g. Dr. Kozak was interviewed by The Runner on the importance of the Scarborough Charter.
 - h. Dr. Kozak also met with Faculty of Arts Associate Dean Billeh Nickerson to discuss recommendations for changes to student award application forms to invite more EDI-related information.
6. Reports from PDEC Members:
 - a. Policy Review – J. Chan
 - i. J. Chan provided a update which was circulated with the Agenda Package.
 - ii. She advised there are two sets of policies and procedures which are currently up on the blog and available for comment.

- iii. HR18 (Job Accommodation) is in a draft mode. HR is will be reaching out for consultation and feedback. It is anticipated the Policy will be evolved sufficiently for blog posting in May.
- b. Indigenous Services – N. Wood Wiens
- i. N. Wood Wiens reported that Indigenous Services is working with Marketing on website redesign. The goals are to make the website more inclusive and user friendly through some re-branding.
 - ii. The UN has declared 2022 – 2032 the Decade of Indigenous Languages. There is excellent work being done to revitalize Indigenous Languages across Canada and in BC.
 - 1. St. Francis Xavier is offering parchments not only in Latin but also Mi'kmaw.
 - 2. KPU could consider taking the lead in BC on offering parchments in Indigenous languages.
 - 3. University Affairs has written an article on this [How one Nova Scotia university is honouring the language of the territory's original people – University Affairs](#)
 - 4. Dr. Davis will follow up with Len Pierre – **ACTION**
 - iii. On March 8 – 10 there is a Indspire: Virtual Summit with speakers such as Sheila Coté-Meek and Kory Wilson which is free to everyone. [Indspire: Virtual Summit Tickets | Eventbrite](#)
 - iv. On February 24th, there is a KPU Indigenous Dialogue with Dr. Marie Battiste [KPU Indigenous Dialogue Series | KPU.ca - Kwantlen Polytechnic University](#)
- c. Accessibility Services – L. Beveridge
- i. L. Beveridge advised that she still is settling into her new role at KPU and that their department is short-staffed with two vacancies yet to fill.
 - ii. Later in early April, their department will be reviewing two existing policies ST 14 and ST 15.
 - iii. The department is also going to be examining how to cross-inform both Accessibility Services and Counselling to enhance communication.
- d. Teaching and Learning – no report
- i. For the latest information on workshops please refer to their webpage <https://www.kpu.ca/teaching-and-learning/learning-opportunities>
- e. Human Resources/EDI Action Planning – T. Smith
- i. T. Smith advised that HR has initiated the purchase of an Indigenous Works Leadership Circle for Indigenous Inclusion membership. See [Indigenous Works](#)
 - 1. Provides KPU with resources and tools including a handbook on Indigenous Retention and Learning resources consisting of monthly webinars, past webinars, and tools.
 - 2. It also affords a 15% discount for online training, advisory services, a job board and other services.

- ii. T. Smith and T. Prince have also engaged with an Indigenous consultancy company. They are seeking advice on hiring Indigenous employees and mitigating the risk of Indigenous Fraud. They are also seeking an audit and advice on the HR onboarding practices so they are inclusive of Indigenous employees
- iii. The EDI Action Plan development committee has been meeting weekly and have gotten their bearings. They've met with Len Pierre and to discuss the ways their work intersects. Lori and Karissa from OPA have met with them twice to discuss the project and how they can support the committee. Two major tasks are underway: 1. Developing institutional definitions of Equity, Diversity, Inclusion and Healthy Organizational Climate 2. Undertaking a deep analysis of the CCDI Current State Inclusivity Report. At the next meeting committee members will be discussing questions, comments, and initial ideas for recommendations.
- iv. T. Smith and T. Prince met with Communications this week to discuss a communication strategy to make sure people are aware of what is happening with the EDI Action Plan progress. A communication went out March 4 announcing that KPU's Current State Inclusivity Assessment on Equity, Diversity and Inclusion is now available. The link is: <https://www.kpu.ca/sites/default/files/EDI/20220113%20-%20KPU%20-%20CSIA%20Report.pdf> . They also discussed an opportunity to communicate more widely on EDI initiatives underway in the university through a variety of areas and groups updating the content on the EDI webpage so students and employees are aware of the various initiatives underway.

f. Facilities Services – I. Hunter

The following projects are being planned for the upcoming year or are already in progress:”

- i. Additional Rick Hansen Foundation building audit (TBD which bldg.).
- ii. At the Richmond campus, they are refining the design for an exterior wheelchair ramp. Also, the Main entry doors will be replaced with hands-free automatic doors.
- iii. At the Langley campus upgrades to the interior doors for the conference centre and Dean's office will have the automatic door feature.
- iv. Upgrade elevators include enhanced accessibility features at Richmond Main, Surrey Arbutus and Surrey Cedar.
- v. The 2nd and 3rd floor washroom as Surrey Fir are being wrapped up.
- vi. Next washrooms for upgrades will be Surrey Birch.
- vii. The Universal Access Design for Surrey Fir is wrapping up as well.
- viii. Added access ramp to ISH and 3 curb cut/wheelchair let-downs to the Langley campus peripheral sidewalk.
- ix. Design and project proposal for permanent exterior highlight lighting at all campuses; Light Up the Sky Orange initiative.
- x. They are in the process of developing Gender Neutral/ Transgender Welcome Washroom signage, all campuses; proposal phase.

- xi. Design opportunity to develop website site plans to identify key accessibility features at all campuses.
- xii. Tree Maintenance Project; KPU-S; collaborating with NSAC and Kwantlen First Nation to complete hazardous tree removals & a species/campus replanting strategy.
- xiii. Implementing Exterior Grounds Standards & Audits; weekly monitoring to ensure campuses are safe and accessible.
- xiv. TDx Work Order Implementation; enhance access, reporting, and tracking for users.
- xv. Additional interior automated doors are being planned (locations TBD).
- xvi. Working with Len Pierre on Indigenous signage for interior spaces that include QR codes linked to proper pronunciation of Indigenous words.
- xvii. New Bookstore initiatives underway to honour indigenous works:
 - 1. Meeting with new vendor – Nations Creations to investigate new opportunities to sell indigenous designs.
 - 2. Meeting with Marketing to investigate the use of KPU designed indigenous artwork and/or using translations as artwork on products to be sold

g. Pride Advocacy Group – S. Vanan

- i. S. Vanan thanked both I. Hunter and R. Jhangiani for joining their meeting. Their contributions were greatly appreciated.
- ii. The Student Award is now open and available for students to apply. PAG is meeting with SAFA to see how to make this information more easily available to students.
- iii. As of January 10th, the BC government has made it easier to change one's gender markers on driver's licenses and birth certificates.

h. Disability Inclusion Group – A. M. Davison

- i. A. M. Davison expressed gratification on the progress that KPU is making and extends appreciation to I. Hunter for his participation in making this happen.
- ii. The committee has a great deal of work to do. At the last meeting discussions surrounded issues pertaining to student awards and criteria for students with disabilities. J. Whittington-Walsh and J. Chan have been engaging in a great deal of work on this issue.
- iii. The committee also met with Emergency Planning and provided them with a wish list for emergency action plan for people with disabilities.
- iv. HR presented their first draft on the Job Accommodation Policy which provided a great deal of discussion. A. M. Davison expressed that this policy needs much more work. A sub-committee has been formed to provide feedback and recommendations to HR.
- v. The DIG committee has two new members – L. Beveridge and T. Prince.
- vi. A subcommittee of DIG is doing a great deal of work on HR 18. Of note, the language used needs revising.

- i. Task Force on Antiracism – A. Sayed
 - i. Dr. Sayed informed that February is Black History month and resources can be found on their website. <https://wordpress.kpu.ca/antiracism/resources/black-history-month/>
 - ii. On March 21st (International Day for the Elimination of Racial Discrimination) they will be hosting a workshop called “Introduction to Racial Justice” and will be available to employees only. <https://wordpress.kpu.ca/antiracism/events/external-events/>
 - iii. The Survey that the Task Force has prepared is ready to launch. An email will be sent to all employees next Monday and everyone is encouraged to participate. Everyone’s feedback and contributions are important to this study.
 - iv. The KSA Runner also carried a story on the Scarborough Charter <https://runnermag.ca/2022/02/charting-anti-racism-action-at-kpu/>
 - v. The committee is continuing to work on an Anti-Racism policy and is working with HR and J. Chan. Once the draft policy is complete it’ll come to this committee and others for feedback.

7. New Business

- a. Steps towards Safe Inclusive Online Events – J. Smith
 - i. J. Smith related an incident during an online event where an anonymous individual expressed hateful words and present staff were not equipped with KPU protocol on how to handle the situation as well as how to block the individual on the online platform. Subsequently, the team connected with KPU IT who assisted them providing information on which is the best interface to use. They now have the knowledge how to circumvent this kind of behavior and advise all to use Zoom rather than Teams for external meetings or events.
 - ii. T. Prince offered that they have a document which provides a preamble for events whereby rules for respectful engagement are itemized. They will share this document with J. Smith.
 - iii. I. Hunter offered that Facilities should be a part of solutions and discussions as going forward there will be a blend of in-person and online events.
 - iv. Dr. Davis will bring this issue up to senior leadership for discussion. **ACTION**
- b. KPU.ca EDI Information Hub – R. Kozak
 - i. The possibility of an EDI Information Hub rose out of a discussion at another committee meeting and it was recognized that we need a centralized source for everything KPU is engaging with regarding EDI.
 - ii. After discussion, it was determined to bring this topic back to another meeting and in the meantime, Drs. Kozak and Davis will follow up and provide updates. **ACTION**
- c. Member Written Updates – R. Kozak
 - i. R. Kozak offered that it would be helpful if members who provide updates to provide them in a written form prior to the meeting. Doing so would be helpful

in providing details for the minutes as well as information for discussion during the meeting.

- ii. The written updates should not be considered lengthy, time-consuming or onerous. If it is not feasible to send a report in prior to the meeting, please send Caroline whatever notes you jot down for your own use afterwards (or even a photo of these if handwritten) and doing so will help with preparing minutes.

8. Ongoing/Open Items – No updates
9. Challenges and Success Stories
10. Next meeting – March 10, 2022 – 1:00pm – 3:00pm
11. Adjournment – meeting adjourned at 2:52 pm