



# The President's Diversity and Equity Committee

## Meeting Particulars:

**Date:** March 10, 2022      **Time:** 2:00pm – 3:30pm  
**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 Exper.	AVP, HR designate
Josephine Chan	Special Ass't. to the Prov, 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	Faculty, Mathematics	KFA appointee
Jenna Smith	Specialist, 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	
Shalini Vanan	Manager, Sports, Recreation & Health Promotion	
Iain Hunter	Director, Facilities Services	
Fiona Whittington-Walsh	Faculty, Sociology	
Jennifer Anaquod	Indigenization Educational Consultant, T&L	
Sydney Munro	Confidential Assistant, KPU International	
Jaya Dhillon	KSA President & VP University Affairs	
John O'Brian	KSA Advocacy Coordinator	
Jeremy Law	KSA Social Justice and Equity Committee	
Magdalena Mot	Student Success Coach, School of Business	
Caroline Lillico	Confidential Assistant to the University Secretary	

## Regrets:

Rajiv Jhangiani	Associate Vice President, Teaching and Learning	
Joshua Mitchell	Associate Vice President, Student Affairs	VP Students designate
Lynda Beveridge	Director, Counselling Services	
Samantha Jack	Indigenous Students Council	
Marcelina Piotrowski	Director, Flex Learning & Acad. Int., Open Education	
Lesli Sangha	KSA VP Student Life/Social Justice& Equity	
Carole St. Laurent	AVP, KPU International	
Cherylynn Bassani	Faculty, Sociology	

## Minutes

PDEC delayed the start of this meeting to allow committee members to attend the Provost Presents event on “Coloniality and Racial (In)Justice in the University: Counting for Nothing?” from 12:30pm to 2:00pm.

1. Dr. Davis called the meeting to order and provided the Territorial Acknowledgement at 2:10pm.
2. Approval of Agenda – approved as circulated.
3. Approval of February 10, 2022 meeting minutes.
  - a. I. Hunter provided clarity for the Facilities Update.
4. Follow-up on Action Items from previous meeting
  - a. Indigenous Language parchments – A. Davis
    - i. Dr. Davis reported he has discussed this with several individuals. A meeting is set for later this month to discuss in more detail. **FOLLOW UP**
  - b. Safe and Inclusive Online Events – A. Davis
    - i. Dr. Davis reported that he has discussed the issue with the Community Events team and K. McGill will be considering the information and will bring forward a solution. **FOLLOW UP**
  - c. EDI Information Hub – A. Davis
    - i. Dr. Davis reported he has met with Dr. Kozak and T. Prince as well as Marketing. There are some excellent options for consideration. Before moving forward, they need to hear the results from the Task Force on Antiracism.
5. Director of Diversity Report – R. Kozak
  - a. Meetings with PAG, DIG, TFA, EDI Action Plan Development Committee are ongoing
  - b. Gender Identity/ Preferred Name committee is prioritizing enabling user update of gender field in self-service. Enabling user update of preferred name is on hold for now.
  - c. Provided feedback to rep from Provincial government's CIO office regarding the trans identity question being used by EPBC and other government data collection forms. Very good reception; however, EPBC is still using draft language. Will be pursuing further.
  - d. Indigenous Dialogue Series presentation by Dr. Marie Battiste was excellent and very well attended. Next event is April 22 with Chief Dr. Robert Joseph.
  - e. Served on Search Committee for the Sherman Jen Research Chair in Next Generation Design. Announcement expected soon.
  - f. We've received a number of nominations for this year's JEDI awards and the selection committee will be meeting soon, once a BCGEU rep is confirmed.
  - g. Met with reps from KPU Foundation and SAFA about EDI-focused student awards: how to ensure that funds from campaigns such as last year's Giving Tuesday go to awards that support students from equity-denied groups and also that the application form invites students to identify in relevant ways. Generally, it's important that EDI not be used as a temporary marketing or tactical tool towards other ends but is rather a sustained focus in itself.
  - h. Further discussions about a centralize EDI-focused KPU.ca website will continue once Marketing is available in April.
6. Reports from PDEC Members:

- a. Task Force on Antiracism – A. Sayed
  - i. The Survey which was launched in February closes tonight, so those who haven't responded yet, please do so. So far there have been over 300 responses.
  - ii. The next training workshop is March 21<sup>st</sup>. Interested individuals will have until March 17<sup>th</sup> to register.
  - iii. The Provost's event today was successful with excellent participation. The workshop reminds us that we need to be mindful not to forget Racism when we are conducting the work on EDI.
  - iv. The antiracism policy is in its 3<sup>rd</sup> draft.
  - v. They continue to meet with different faculty to receive feedback for the report. The final report is expected to be submitted in June.
- b. Policy Review – J. Chan
  - 1. J. Chan provided a written update which was circulated in the Agenda package. AC 13 would be of particular interest to PDEC members.
- c. Disability Inclusion Group – F. Whittington Walsh
  - i. DIG reviewed HR18 Accommodation Policy in length and F. Whittington Walsh provided an in-depth report on their findings and recommendations. (PowerPoint slides are attached to the end of these Minutes.) DIG appreciates the opportunity to provide the review and have submitted edits and comments to C. Dubé in Human Resources.
- d. Pride Advocacy Group – S. Vanan
  - i. At the last meeting the group discussed the importance of 2SLGBTQ+ teaching modules.
  - ii. The group had several new students join who provided excellent feedback. In particular, they indicate that KPU needs more supports for 2SLGBTQ+ students.
  - iii. Tara's research project is progressing well and has great responses. The interview process has begun and early results are pointing towards education.
  - iv. A few students have applied for the PAG Student Award. It's clear that the process for identifying eligible candidates needs to be refined.
  - v. The latest Student Satisfaction Survey data is currently being processed and the group will be requesting OPA to come and present their findings.
- e. Facilities Services – I. Hunter
  - i. Further to the list of projects planned for the coming year that we reported on at last month's PDEC meeting, this month's update will be relatively brief;
    - 1. The annual list of Ministry funded deferred maintenance projects for the upcoming fiscal year was presented to and endorsed by the Board of Governors yesterday by our Executive Director, Facilities. Within these infrastructure renewal projects are the Birch washrooms, elevators at Surrey and Richmond, hands free exterior doors at Richmond, the north exterior wheelchair ramp at Richmond, and additional Rick Hansen Foundation building audits.
    - 2. A draft proposal has been prepared by our lighting production consultant to develop a business case to install permanent accent lighting at all campuses in support of the National Day for Truth and

Reconciliation as well as a number of other national days of recognition. The working group will be reviewing this overview and proposal this afternoon.

3. The work with Len Pierre on QR codes for interior signage linked to the proper pronunciations of Indigenous language continues with the QR codes now in production and installation anticipated in the month ahead.
4. We are getting in touch with our window blinds supplier to review and cost hands-free, motorized roller blinds for the Cedar boardroom.

f. Human Resources/EDI Action Planning – T. Prince

- i. The EDID Action Plan Development Committee is moving in a great direction. We've been meeting 3 hours each week and are currently drafting recommendations based on the CCDI report. Once we have the recommendations drafted, the next step will be to reach out to community for further input.
- ii. In the draft budget (still pending Board approval) it has been approved to hire another position in HR for an Equity, Diversity, and Inclusion Advisor starting next fiscal. We look forward to expanding the team.
- iii. X University's Diversity Institute is being contracted to review HR Employment Equity, Administrative Search and Accommodation Policy as well as recruitment, hiring, and retention practices. This work will take us well into 2023.
- iv. Special Program application for Indigenous hires for faculty and admin positions was approved by the BC Office of Human Rights. We are getting closer on submitting an application for support staff positions.
- v. KPU has joined Indigenous Works through a membership in their national Leadership Circle for Indigenous Inclusion program. Indigenous Works, formerly the Aboriginal Human Resource Council, is a non-profit national organization with a mandate to improve the inclusion and engagement of Indigenous people in the Canadian economy. For over 20 years, Indigenous Works has worked with organizations to strengthen their performance and results in Indigenous employment, workplace engagement and inclusion. As a member of their Leadership Circle for Indigenous Inclusion, we get access to learning resources and monthly webinars covering various topics and best practices on Indigenous Workplace Inclusion. We also get a discount on additional services which HR is exploring to see how they can support us with the Special Program application.

g. Teaching and Learning – J. Anaquod

- i. Dr. Kozak introduced and welcomed J. Anaquod.
- ii. J. Anaquod offers "Kitchen Table Discussions" through Teaching & Learning which run every 2<sup>nd</sup> Wednesday from 12pm to 1pm. These workshops engage in discussions around indigenization and participants have the opportunity to connect.
- iii. For the latest information on workshops please refer to their webpage <https://www.kpu.ca/teaching-and-learning/learning-opportunities>

h. Accessibility Services – no report

7. New Business

- a. Debrief Discussion on Provost Presents: “Coloniality and Racial (In)Justice in the University” – R. Kozak
  - i. The important theme in the workshop is that colonial and white structures that influence us in the university may not readily be seen nor understood.
  - ii. It’s clear we must keep in mind racism whilst moving forward with EDI.
- b. Inclusive Interactive Campus Maps Project – R. Kozak
  - i. Dr. Kozak provided a demonstration on interactive maps and used the University of Toronto as an example.
  - ii. I. Hunter is looking into hiring a consultant to take the lead on this. Next step is to cost the project and develop a proposal.
  - iii. Dr. Davis advised it would be beneficial to have an Executive Team member included in this project.
- c. PDEC at KPU Day (May 6)
  - i. KPU Day will be going ahead and will be held at the Cloverdale campus. As PDEC will be having an information table, volunteers will be needed to support this effort. If anyone is interested, please contact Dr. Kozak.
8. Challenges and Success Stories/Other Announcements – none given
9. Next meeting – April 14, 2022 – 1:00pm – 3:00pm
10. Adjournment – meeting adjourned at 3:30 pm

# Disability Inclusion Group (DIG)

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HR18:  
Accommodations  
Policy and  
Procedures  
Document

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**Guiding Documents:**

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**United Nations Convention on the Rights  
of Persons with Disabilities**

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**Accessible BC Act**

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**KPU Vision 2023**

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**Current State Inclusivity Assessment**

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# Sources

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**Federal Disability Resource Guide (2013)**

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**Canadian Human Rights Commission**

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**Government of Canada: Duty to Accommodate: A General Process for Managers**

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**Government of Canada: Guidelines 254-3 Workplace Accommodation**

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**Canadian Survey on Disability Reports (2017): Workplace accommodations for employees with disabilities in Canada**

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**Ontario Human Rights Commission: Meeting the accommodation needs of employees on the job**

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**The Canadian Association for Supported Employment: Accommodations**

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# HR18 Procedure

## POLICY HR18: Employee Job Accommodation Procedures Disability Inclusion Group (DIG)

Current Policy	Proposed Revisions
<p><b>A. DEFINITIONS</b></p> <p>For purposes of the <i>Employee Job Accommodation Policy</i> and <i>Employee Job Accommodation Procedures</i>, the following terms have the meaning set out below:</p> <p><b>Disability:</b> <del>Includes physical, mental, intellectual or sensory impairment(s), which in interaction with various barriers may hinder an employee’s full and effective participation in the workplace on an equitable basis with others.</del></p>	<p><b>A. DEFINITIONS</b></p> <p>For purposes of the <i>Employee Job Accommodation Policy</i> and <i>Employee Job Accommodation Procedures</i>, the following terms have the meaning set out below:</p> <p><b>Disability:</b> <i>Disability</i> is a complex phenomenon, reflecting an interaction between features of a person's body and mind and features of the society in which they live. A disability can occur at any time in a person's life; some people are born with a disability, while others develop a disability later in life. It can be permanent, temporary, or episodic. Disability can steadily worsen, remain the same, or improve. It can be very mild to very severe. The social model approach views disability as a natural part of society, where attitudes, stigma and prejudices present barriers to people with disabilities, and prevent or hinder their participation in mainstream society.</p> <p style="text-align: right;">4</p>