



The President's Diversity and Equity Committee

Meeting Particulars:

Date: June 9, 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	
Josephine Chan	Special Ass't. to the Prov. on Policy & Acad. Affairs	Provost designate
Joshua Mitchell	Associate Vice President, Student Affairs	VP Students designate
Jenna Smith	Specialist, Community Engagement & Major Events	BCGEU appointee
Jeff Yip	Web Content Writer, External Relations	Professional Staff rep.
Shelley Boyd	Dean, Faculty of Arts	Academic Council Rep
Salma Husain	Testing Administrator, ATS	BCGEU appointee
Tanya Boboricken	Faculty, Mathematics	KFA appointee
Asma Sayed	Chair, Task Force on Antiracism	
Iain Hunter	Director, Facilities Services	
Fiona Whittington-Walsh	Faculty, Sociology	
Lesli Sangha	KSA VP Student Life/Students with Disabilities Rep	
Natalie Wood-Wiens	Manager, Indigenous Services for Students	
Lynda Beveridge	Director, Counselling Services	
Sydney Munro	Confidential Assistant, KPU International	
John O'Brian	KSA Advocacy Coordinator	
Magdalena Mot	Student Success Coach, School of Business	
Natasha Campbell	Faculty, Foundations in Design; Marketing	
Jeremy Law	KSA Social Justice and Equity Committee	
Caroline Lillico	Confidential Assistant to the University Secretary	

Guests:

Chad Skelton	Chair, Department of Journalism	
Lori McElroy	Associate Vice President, Office of Planning & Accountability	

Regrets:

Ann Marie Davison	Faculty, Biology	KFA appointee
Marcelina Piotrowski	Director, Flex Learning & Acad. Int., Open Educ.	
Trina Prince	Manager, Equity, Diversity & Inclusion, HR	
Teresa Smith	Senior Manager, Org. Dev. and Employee Exper.	AVP, HR designate
Shalini Vanan	Manager, Sports, Recreation & Health Promotion	
Samantha Jack	Indigenous Students Council	

Carole St. Laurent	AVP, KPU International	
Cherylynn Bassani	Faculty, Sociology	

Minutes

1. Dr. Davis called the meeting to order and provided the Territorial Acknowledgement at 1:00 pm.
2. Approval of Agenda – approved as circulated.
3. Minutes of the May 12, 2022 PDEC meeting were approved as circulated.
4. Follow-up on Action Items from previous meeting
 - a. Indigenous Language parchments – A. Davis
 - i. Dr. Davis provided presentation of sample parchments using hən̓q̓əmiñəm language.
 1. The committee engaged in discussion and agreed the parchment resembles what they were hoping for.
 2. There was further discussion of having chosen/ preferred names on the parchment and Dr. Davis and Dr. Kozak will follow up with the Registrar.
FOLLOW-UP
5. Reports from PDEC Members:
 - a. Teaching and Learning – no report
 - i. Please refer to their webpage for current information and workshops
<https://www.kpu.ca/teaching-and-learning>
 - b. Human Resources/EDI Action Planning – emailed report
 - i. The EDID Action Plan Development Committee is continuing its work on the Action Plan. A second draft was sent to the EDI Action Plan Steering Committee for review on May 30.
 - ii. Pride at Work Canada is offering several ProPride hybrid and online events free to the public in celebration of Pride season:
 1. June 15 from 9am -10:30am: [Virtual ProPride: Supporting 2SLGBTQIA+ Resurgence beyond Performative Allyship](#)
 2. June 30 from 9am – 10am: [Virtual Panel Discussion: Intersectionality within 2SLGBTQIA+ Communities](#)
 3. July 28 from 5pm – 8:30 pm: [Vancouver ProPride - Hybrid](#) (attendees can attend in-person in downtown Vancouver or online)
 - iii. HR is at the beginning of stages of discussing the implementation of preferential hiring of qualified Indigenous candidates under the Special Program approval received from the BC Office of Human Rights.
 - c. Accessibility Services – L. Beveridge
 - i. They've received many strong candidates that are representative of our diverse community. Many thanks to Teresa Smith for assistance in providing the lens on how to provide a more welcoming announcement.
 - ii. The team is doing outreach for the new Fall students. Outreach includes high school transition teams, etc.

- iii. As previously reported, the team has been working on a review of ST 14 (Students with Disabilities) which includes a review of the new legislation and our use of language. The team is concerned regarding pathology language and wanting to make some major changes. There are plans to consult other KPU groups (such as DIG) in the Fall.
- d. Disability Inclusion Group – F. Whittington-Walsh
- i. The group met on May 19th and will be having another meeting next week. At the previous meeting they welcomed guests Lilach Marom and Arley Cruthers who spoke about their research “Storying UDL”.
 - ii. The group have created an accessible audio presentation about DIG and showcased it at KPU Day. They now are working on creating a [web page](#).
 - iii. At their next meeting they have plans to go over the Student Satisfaction Survey.
 - iv. F. Whittington Walsh reported she attended the Inclusion BC event which was held at Guildford Sheraton. KPU was a key sponsor for this event. Over 500 delegates were in attendance.
- e. Indigenous Services – N. Wood-Wiens
- i. N. Wood-Wiens reported that they are still searching to fill the Indigenous Coordinator position and that the hours of operation for the Gathering Place have increased to support students looking for resources or a place study.
 - ii. From June 21 – July 14th there is a [Global Indigenous Learning Experience](#) for KPU students. It’s a 4-week virtual international learning exchange between Indigenous students at KPU and Edith Cowan University in Australia. There are scholarships available for students.
 - iii. June is National Indigenous History month and there are many events planned. Please refer to their [KPU webpage](#) or [Facebook page](#).
 - iv. Medicine Pouch Workshop – June 29th from 3pm – 4pm. In-person at the Surrey campus. It’s open to all KPU students, staff and faculty. Register by sending an email to indigenousServices@kpu.ca Medicine bag kits are \$16 and can be purchased [Medicine Bag Kit \(silvermoccasin.com\)](#)
 - v. The First Nations University of Canada had a forum on “Indigenous Voices on Indigenous Identity” and created a report on their findings [Indigenous Voices on Indigenous Identity National Indigenous Identity Forum Report March 22 June 22 Publication\[87\] \(fnuniv.ca\)](#)
 - vi. On June 21st the Indigenous Dialogue Series will host Dr. Pamela Palmater “[Perspectives on Reconciliation](#)”.
- f. Task Force on Antiracism – A. Sayed
- i. Dr. Sayed reported that the committee is still working on the final report and have created 3 drafts thus far. Consultations are continuing and will do so over the next week. The committee is on track to present the final report to the President’s Office by the end of June. Accompanying the final report will be a draft antiracism policy as well as the survey results.

- ii. Plans are in place to make the report public around the second week of September. Once plans are settled they'll be sending out a "save-the-date" message.
 - 1. PDEC discussed their interest in the report and decided that meeting time in September or October would be set aside to do an in-depth review.

g. Pride Advocacy Group – R. Kozak

- i. The group has been busy organizing and preparing to have a booth at Surrey Pride as well as participating in the Vancouver Pride Parade. As per previous years, they'll be a Toonie Brigade and are looking to recruit at least 40 volunteers for this. Please contact Romy or pag@kpu.ca if interested.
- ii. R. Kozak has been working with Marketing on the development of a new KPU Pride Logo.

h. Policy Review – J. Chan

- i. J. Chan advised her detailed report was submitted with the Agenda package. Key points to note is that GV2 has been approved by the Board.
- ii. The Provost's office has earmarked some other policies to review over the next few months and an update will be provided at the September PDEC meeting.
- iii. As a reminder, there are four sets of policies up on the blog for feedback.

a. Facilities Services – I. Hunter

- a. I. Hunter reported that they've received confirmation of funding from the Ministry for capital upgrades.
- b. Various upgrades are currently underway – such as hands-free doors at the Richmond campus, electric blinds in the Surrey Boardroom, exterior wheelchair ramp.
- c. Facilities is also working on an accessible event plan.
- d. The donation of timber for the local First Nations groups is underway and they're working with Cheryl Gabriel and Lekeyten.
- e. I. Hunter reported that he and Lynda Beveridge had the opportunity to speak with the Runner regarding what KPU has achieved in improving accessibility at the campuses. It was a very positive interview.

6. Director of Diversity Report – R. Kozak

- a. Dr. Kozak also noted a positive interview with the Runner re: Pride, and the value of such articles in drawing more awareness to the work PDEC and KPU are doing.
- b. Further, Dr. Kozak reported that the Preferred Name group is making good progress and some information is available on the website. This should also be a part of the EDI webpage.
- c. On May 14th, there was a [Scarborough Charter event at UBC](#) and a few KPU employees attended. Of note, KPU is going to be a member and be a part of the coalition to implement the charter.
- d. Dr. Kozak reported presenting at the New Employee Orientation along with T. Prince.

- e. The BC Government has passed an [Anti-racism Data Act](#) on June 2nd. This will assist provincial institutions in authorizing the collection of data which will help document systemic racism. It was suggested that we invite Dr. McElroy to the September PDEC meeting to discuss further. **ACTION**
- f. The Interactive Campus Map is in David Stewart's hands. It is to be implemented in two phases – first, what can be done soon with existing budgets, and second, as a longer term project to be put to tender. Terri Chanyungco is working on the first part.
- g. The Preferred Names group mentioned the KPU OneCard committee which was formed to make decisions about the new KPU ID cards. This committee authorized preferred names to be on the front of the card, but the legal names to be on the back. PDEC members noted that the current KPU ID cards have preferred names already. Romy will reach out to the KPU OneCard committee to discuss the decision regarding legal names. **ACTION**

7. New Business

- a. PDEC Sponsorship Fund Application – June 2022
 - i. χ^wαχ^wέγ^{am} Digital Oral Stories – requested \$2,000. \$1,000 approved. Romy to follow up with the applicant to suggest access to other funding sources, and to find out more about how respectful use of the final materials will be ensured.
 - ii. Slhá:lí / Woman: Film Presentation and Discussion with Á'a:líya Warbus and Saylesh Wesley – requested \$1,500. Approved.
- a. Department of Journalism Diversity Statement – Chad Skelton
 - a. C. Skelton presented the circulated Diversity and Inclusion statement they've drafted for their department. He indicated that since the draft was circulated, there have been various consultations, but he presented the initial version. The purpose of presenting this to PDEC is to look for feedback and suggestions from committee members.
 - b. It was suggested that they wait for the final report from TFA as language is changing so frequently.
 - c. The committee thanked C. Skelton for presenting this to PDEC and commended his department for implementing a Diversity and Inclusion statement.
- b. Follow up discussion of OPA Student Satisfaction Survey – L. McElroy
 - a. Dr. Kozak reminded PDEC members that at our previous meeting K. Wall from OPA presented the data from the Student Satisfaction Survey, but that it was agreed PDEC wanted to spend some time discussing the data further.
 - b. Dr. McElroy indicated that OPA has conducted this survey several years in a row now, and we have some very good data to consider. Some questions to consider are what sort of benchmarks we should use for measuring, and who should own the data? Many of the students' experiences happen in a classroom.
 - c. In discussion, it was questioned how to translate the findings into needed actions. **ACTION**: A. Davis to follow up with R. Kozak and J. Mitchell.
 - d. It was mentioned that someone presenting at the Scarborough Charter event at UBC one presented indicated they received a 90% response rate and committee

members questioned how that was achieved. Dr. Davis will follow up and get more information.

- e. J. Mitchell shared some initiatives his team is implementing re: student wellness. They are also putting together a proposal for a mental health strategy.

8. Challenges and Success Stories/Other Announcements
9. Next meeting – September 15, 2022 – 1:00pm – 3:00pm
10. Adjournment – meeting adjourned at 2:49 pm