



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:

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
Shelley Boyd	Dean, Faculty of Arts	Academic Council Rep
Salma Husain	Testing Administrator, ATS	BCGEU appointee
Ann Marie Davison	Faculty, Biology	KFA appointee
Trina Prince	Manager, Equity, Diversity & Inclusion, HR	
Shalini Vanan	Manager, Sports, Recreation & Health Promotion	
Samantha Jack	Indigenous Students Council	
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	
Armaan Dhillon	KSA President & International Students Rep	
Natalie Wood-Wiens	Manager, Indigenous Services for Students	
Lynda Beveridge	Director, Counselling Services	
Natasha Campbell	Faculty, Foundations in Design; Marketing	
Stephanie Howes	VP, Student pro tem	
Matt Hoekstra	Media Specialist	
Samantha Jack		
Sydney Munro	Confidential Assistant, KPU International	
Caroline Lillico	Confidential Assistant to the University Secretary	

Guests:

Gayle Bedard	AVP, Indigenous Leadership	
Lori McElroy	Associate Vice President, Office of Planning & Accountability	

Regrets:

Alan Davis	President & Vice Chancellor / Chair	
Tanya Boboricken	Faculty, Mathematics	KFA appointee
Jeff Yip	Web Content Writer, External Relations	Professional Staff rep.
John O'Brian	KSA Advocacy Coordinator	

Magdalena Mot	Student Success Coach, School of Business	
Jeremy Law	KSA Social Justice and Equity Committee	
Marcelina Piotrowski	Director, Flex Learning & Acad. Int., Open Educ.	
Teresa Smith	Senior Manager, Org. Dev. and Employee Exper.	AVP, HR designate
Carole St. Laurent	AVP, KPU International	
Cherylynn Bassani	Faculty, Sociology	

Minutes

1. In the absence of Dr. Davis, Dr. Kozak chaired the meeting. The meeting was called to order at 1:03pm. Dr. Kozak welcomed Armaan Dhillon, President of KSA and the International Students Representative, Gayle Bedard, AVP Indigenous Leadership, Matt Hoekstra, Media Specialist who is sitting in for Jeff Yip, Stephanie Howes, VP Students pro tem, Dr. Lori McElroy and also welcomed back the committee from the summer break.
2. Approval of Agenda – Dr. Kozak
 - a. Items 5 (e) and 5 (a) will switch places on the agenda.
 - b. The Agenda was approved with amendment
3. Approval of the June 9, 2022 Meeting Minutes. Approved as circulated.
4. Follow up on Action Items from previous meeting:
 - a. Indigenous Language Parchments – Preferred Names
 - i. No specific further info on Indigenous Language parchments. Regarding the use of preferred names on parchments, Dr. Kozak reported that good examples have been gathered from elsewhere in Canada and the U.S. and discussions with T. Prince and the Registrar are ongoing.
 - b. KPU One cards
 - i. Dr. Kozak reported having been in touch with the KPU One Card committee co-chair T. Mundle and receiving confirmation that legal names will not be on the card.
 - c. Student Satisfaction Survey
 - i. Dr. Kozak reported meeting with both Dr. Davis and J. Mitchell over the summer months to look at the findings of the Student Satisfaction Survey and how PDEC can start to act on some of the things that need to be done in relation to that. This is an ongoing conversation that will have to sync with larger institutional recommendations coming forward soon.
5. Reports from PDEC Members
 - a. Disability Inclusion Group – F. Whittington-Walsh
 - i. F. Whittington-Walsh reported the group did not meet during the summer, but its subcommittee on Accessible Events Planning has met and is working on finalizing a document. T. Prince is leading this initiative.
 - ii. Emergency Planning – the group, including Mark Williams from Accessibility Services, is continuing to work with Jillian Cathcart from Emergency Planning. They've had some email discussions and will hopefully be meeting soon. There

is a great need to not only make emergency planning accessible, but to also train employees on the process including “safe zones”, etc.

- iii. F. Whittington-Walsh has also been working on the Including All Citizens Pathway at KPU, enabling student with developmental disabilities to take for-credit courses at KPU. One course is underway this term, and is bringing to light issues such as classroom space and size.
- iv. 2022 BCANDS Indigenous Disability Wellness gathering (conference) – KPU is a key sponsor. F. Whittington-Walsh, M. Bige, Chair Indigenous Studies, and our new AVP Indigenous Leadership, Innovation and Partnerships, Gayle Bedard, will be attending and staffing a KPU table to share our initiatives.
- v. Accessible Changing Stations – in the Fir building. The redesign is fantastic and meets the needs of our students with disabilities. Many thanks to I. Hunter and Herman Ho.

b. Teaching and Learning – no report

- i. **ACTION** – Follow up with T & L

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

- i. T. Prince announced that their team is growing and will have two EDI Advisors starting in the coming weeks. A part of their onboarding will be to meet everyone.
- ii. Procurement Teams from Toronto Metropolitan University/Diversity Institute and KPU met. This means that the project in relation to the accommodation policy, employment equity policy, and administrative search policies should kick off in October and the Diversity Institute will support this work. They look forward to the consultation process that they will oversee when it comes to the policies.
- iii. The Relearning Gender workshop is being offered September 23, October 26 & November 18 and everyone is welcome to attend. They are also creating an online version of this workshop that will be available on Moodle in early 2023.
- iv. EDID Action Plan – The Development committee has been meeting throughout the summer. They are weeks away from finalizing the recommendations document. This will be shared with all employees with the opportunity to provide feedback in November. Dates to be confirmed.

d. Facilities Services – I. Hunter

- i. The following is an update of the active annual Ministry funded Capital Renewal/Deferred Maintenance projects that have an accessibility component to them;
 - 1. Elevators modernization at Richmond & Surrey (Cedar and Arbutus) has been awarded.
 - 2. North wheelchair ramp re-design Richmond is nearly complete; project expected to extend into next spring and summer.
 - 3. Hands free doors Richmond has been awarded and will start in Spring 2023 (parts delays).
 - 4. Second floor washrooms modernization for Birch, design is complete, in permitting stages before we move to construction stages this Fall.
 - 5. Second and third floor washrooms beside the elevator modernization at Richmond; design is in progress.

6. A Rick Hansen building accessibility audit is underway at Langley; first walk through complete and anticipating an initial report, then a second walkthrough to highlight recommendations for improvement.
 7. Accessibility improvements from the RHF recommendations for WSOD are underway; contractor selection is in progress.
 8. An additional improvement for Fir bldg., Surrey includes the addition and completion of an adult change table and overhead lift in the main floor east wing accessible washroom (as Fiona W.-W. noted).
- ii. Operations is taking on additional projects including;
1. Partnering with the KSA and in consultation with DIG to replace the Waterfillz dispenser stations and provide enhanced drinking fountains including accessible height fountains.
 2. Completed the installation of an additional accessible ramp from the east Main parking area to avoid travel into traffic flow from the disabled parking spots.
 3. Established a working group and partnered with Trina Prince in HR to provide access to free menstrual products in every washroom at KPU.
 4. Have met with the arborist, Elder Lekeyten, and Cheryl Gabriel to plan the maintenance work to remove unsafe trees in the Surrey forest; the material will be donated to the KFN as part of the development of their Pit House on Lekeyten and Cheryl's property. We are entering the permitting stage and will be developing a KPU wide communication plan for work anticipated to be in late Fall.
 5. Rental and Installation of campus exterior accent lighting at all sites will be completed Sept.24th & 25th so that campus street profiles can be lit up orange the week preceding and including the National Day for Truth & Reconciliation, Sept.30th.
- iii. The Capital team has the following projects;
1. Working with Len Pierre and have completed installing Indigenous building signage and QR codes that point to Indigenous pronunciations; Welcome signs with Indigenous translations are in place at all 5 campuses and at Surrey all buildings are complete.
 2. As per above, have also updated our own Surrey Main Facilities internal meeting rooms, working with Len Pierre to assign appropriate Indigenous names.
 3. Working with DIG & PAG to develop web-based campus maps that highlight diversity and accessibility features at our campuses (e.g. washroom designations/ accessibility infrastructure such as curb let downs and accessible parking); first phase and signage production is underway to update single stall washrooms to "All Gender Washroom" or "Universal Washroom"
 4. Installing Hands-free blinds as well as an Assistive Listening System (Hearing Loop) in the Surrey Cedar boardroom as part of a broader room upgrade.
- e. Counselling and Accessibility Services – L. Beveridge

- i. Excited to announce – on the policy blog for amendments to ST 15 which is services for students with disabilities and the elimination of policy ST 15 which is student access to interpreting services. The rationale is that they don't need to be separate. They'll have a policy procedure document to replace this.
 - ii. A call went out in August to all students registered with them to come forward with expressions of interest to be student reps for Accessibility Committee that is being formed right now.
 - iii. The team is updating and clarifying some resources and processes as some of the language is out of date and hasn't been updated in a while.
 - iv. Their website is being redesigned.
 - v. L. Beveridge acknowledged the issue of classroom size as reported by F. Whittington-Walsh earlier in the Agenda. She offered that they could work together on this to move some issues forward.
 - vi. They are developing a research project which will investigate learning needs and the mental health of international students.
 - vii. Will be rolling out proactive support to students for mental health needs. Will start next month – mid-October.
 - viii. Introducing “Mindfulness” in Langley.
 - ix. Noted that at the convocation in June, that some students who had cultural headdress that it didn't work in using a cap. Suggests that there's a variety of ways this could be handled. Romy will discuss with Stephanie and Zena – **ACTION**
- f. Indigenous Services – N. Wood-Wiens
- i. N. Wood-Wiens reported that their department will now move over to the new AVP, Indigenous Leadership, Innovation and Partnerships portfolio under Gayle Bedard's leadership.
 - ii. During the summer they launched the 4-week Indigenous Global Exchange virtual pilot program in partnership with Edith Cowan University in June. Topics: Colonial histories, Indigenous Language Revitalization, Indigenous resurgence and futurisms. They are looking to continue the initiative and expand partnerships to other PSI's.
 - iii. Participated in the regular Welcome Back events and also hosted additional events for Indigenous students at Surrey and Langley and Richmond campuses.
 - iv. Indigenous Book Club - registration will open in early October
 - v. Indigenous Student Council – engagement from new students now that the founding members have all graduated
 - vi. National Day for Truth and Reconciliation – external event list now available on our website.
 - vii. Sept 27– Educating future leaders on TR - Len Pierre is one of the guest speakers
 - viii. Sept 29 - Calls to Action Conversation on TR with Cindy Blackstock, Sheila Cote-Meek and several others
 - ix. Upcoming OISE-U of Toronto conference - Achieving Equity through Radical Leadership (virtual and free) - October 14 & 15
- g. Task Force on Antiracism – A. Sayed

- i. Dr. Sayed reported that after two years of extensive research, collaborative deliberations and consultations internally and externally, the Task Force has submitted its final report with 64 recommendations to the President’s Office. We submitted the report in July and the report will be released publicly on October 7th – 9:30am to noon. Event is open to all KPU employees and students. The report will be made available to everyone on this day.
 - ii. Romy indicated to members that we will have an in-depth discussion of the TFA Report at the next meeting, so please try to read it beforehand – (Link to be provided in next meeting agenda **ACTION**)
 - iii. It was mentioned that having this event live-streamed would have been helpful for people who have difficulties in getting to the campus.
 - h. Pride Advocacy Group – S. Vanan
 - i. They’ve been meeting over the summer. Have received funding for 2SLGBTQIA+ modules. T. Prince is taking the lead on putting the call out for faculty who are interested.
 - ii. Another faculty member, Dr. Tara Lyons in CRIM, has an ongoing research project looking at the experience of 2SLGBTQ+ students at KPU. An initial draft should be coming out soon.
 - iii. Ongoing efforts to recruit for student video project with Gordon Cobb about classroom safety, etc.
 - iv. Kayla Garvin has been connecting with KPU students to start the KPU Pride Society.
 - v. Surrey PRIDE festival had a great turn out of students helping at the KPU Booth.
 - vi. Vancouver PRIDE parade Toonie brigade also when well– strong turn out from students, faculty and administration.
- 6. Director of Diversity – R. Kozak
 - a. Much has been captured in other reports, other items can be deferred to next meeting.
- 7. New Business
 - a. Anti-Racism Data collection – L. McElroy
 - i. Legislation for the collection of personal information for the purpose of identifying and eliminating systemic racism and advancing racial equity came into effect on June 20th. Its real goal is to provide safeguards and protections in the collection of this. It’s designed to prevent harm.
 - ii. It’s intended to provide government ministries to follow careful guidelines before any statistical data is shared publicly and to release statistics annually to support and advance this.
 - iii. We always collect data in a way that is mindful of privacy legislations in general and we would certainly want to protect and avoid causing harm where we can. We’ve already started collecting this data – for example the EDI survey that was sent out not to long ago.
 - iv. One initiative that we’re embarking on this fall is the 50/30 Challenge. It’s a government of Canada initiative with the goal to increase diversity in senior leadership and board members.
 - b. Gayle Bedard, AVP Indigenous Leadership, Innovation and Partnerships

- i. Gayle Bedard explained that Equity is her passion and she has been working on this for about 10 years. She emphasized that it is important when considering Equity that one also use an Indigenous lens because of colonization, the TRC's Call to Action. There's a great deal of work to do as educators.
 - ii. She shared a PowerPoint presentation depicting of a model. "Equality VS Equity" – what is the difference? Leaders struggled with the notion of equity. Equity is the word that needs to replace Equality. Equality did not meet the needs of Indigenous students.
 - iii. The Ministry of Education and the Indigenous Department created an Equity in Action Plan for the K to 12 system. The model contains Four Pillars – Policy & Governance, Learning Environment, Pedagogical Core and the Learning Profile. These four pillars can apply in the post-secondary world as well.
 - iv. Frequent scans to collect data will inform if our changes are successful.
 - v. Leaders need to think about Equity, Privilege and Bias.
 - vi. Teachers need to think about how to make students feel that they belong.
 - vii. Institutions need to build on their cultural competence.
 - viii. They will have a Pathways document that will be released in the future, but they don't have a date yet. This will start creating the theory of change that is required.
- c. September 2022 Sponsorship Applications
- i. KPU Social Justice Music Festival 2022 – requesting \$ 2,000.00
 - ii. Upstream/Downriver – requesting \$ 1,525.00
 - iii. The committee discussed the possibility of receiving more funds from the President's Office in order to fund all currently received applications. Dr. Kozak will follow up with Dr. Davis. **ACTION**
 - 1. If we can't get more funds, we can support these applications at 75% of their ask.
8. Adjournment – the meeting adjourned at 2:59pm.
- a. Next meeting - October 13, 2022, 2022– 1:00-3:00 p.m.