



The President's Diversity and Equity Committee

Meeting Particulars:

Date: October 13, 2022 **Time:** 1:00pm – 3:00pm
Purpose: Committee meeting **Meeting Lead:** Dr. Alan Davis

Attendance:

Dr. 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
Jenna Smith	Specialist, Community Engagement & Major Events	BCGEU appointee
Salma Husain	Testing Administrator, ATS	BCGEU appointee
Ann Marie Davison	Faculty, Biology	KFA appointee
Jeff Yip	Web Content Writer, External Relations	Professional Staff rep.
Trina Prince	Manager, Equity, Diversity & Inclusion, HR	
Asma Sayed	Chair, Task Force on Antiracism	
Iain Hunter	Director, Facilities Services	
Fiona Whittington-Walsh	Faculty, Sociology	
Natalie Wood-Wiens	Manager, Indigenous Services for Students	
Lynda Beveridge	Director, Counselling Services	
Natasha Campbell	Faculty, Foundations in Design; Marketing	
Magdalena Mot	Student Success Coach, School of Business	
John O'Brian	KSA Advocacy Coordinator	
Amrita Uppal	Confidential Assistant, KPU International	
Caroline Lillo	Confidential Assistant to the University Secretary	

Guests:

Alberta Mwangi	EDI Advisor, Human Resources	
Sarah Olson	EDI Advisor, Human Resources	

Regrets:

Diane Purvey	Provost & Vice President, Academic	
Stephanie Howes	VP, Students pro tem	
Samantha Jack	Indigenous Students Council	
Joshua Mitchell	Associate Vice President, Student Affairs	VP Students designate
Teresa Smith	Senior Manager, Org. Dev. and Employee Exper.	AVP, HR designate
Shelley Boyd	Dean, Faculty of Arts	Academic Council Rep
Lesli Sangha	KSA VP Student Life/Students with Disabilities Rep	
Tanya Boboricken	Faculty, Mathematics	KFA appointee
Shalini Vanan	Manager, Sports, Recreation & Health Promotion	
Mustafa Mohammed	Manager, Learning Technology Systems Operations	

Cherylynn Bassani	Faculty, Sociology	
Carole St. Laurent	AVP, KPU International	
Manmeet Kaur	KSA Women's Representative	
Armaan Dhillon	KSA President & International Students Rep	
Jeremy Law	KSA Social Justice and Equity Committee	
Marcelina Piotrowski	Director, Flex Learning & Acad. Int., Open Educ.	

Minutes

1. The meeting was called to order at 1:01 pm by Dr. Davis who welcomed everyone and acknowledged that the meeting was being held on the traditional and ancestral territories of the həŋqəmiŋəŋ and SENĆOŦEN speaking peoples, including those of the Kwantlen First Nation who graciously bestowed their name on this university.
2. Approval of Agenda – A. Davis.
 - a. The Agenda was approved as circulated.
3. Approval of the September 15, 2022 Meeting Minutes. Approved with the following amendment:
 - a. Under 5.e.i – it should indicate Policy ST14 and elimination of Policy ST15.
4. Follow up on Action Items from previous meeting:
 - a. Indigenous Language Parchments – A. Davis
 - i. Update provided at a previous meeting.
 - b. Preferred Names on Parchments – R. Kozak
 - i. R. Kozak reported that examples have been provided to Registrar Z. Mitchell of other institutions that offer this possibility, and Z. Mitchell will be checking with KPU legal advisors.
 - c. Representative from Teaching and Learning – R. Kozak
 - i. R. Kozak reported that Mustafa Mohammed from Teaching and Learning will be joining PDEC as of November. Although Marcelina Piotrowski has moved over to Office of the VP Academic, she has expressed interest in remaining on PDEC and will attend meetings as her schedule permits.
 - d. Cultural Headdress at Convocation – R. Kozak
 - i. In discussion with Stephanie Howes and Zena Mitchell, it appears that any changes would require a policy change.
 1. We need to consider policy change to reflect graduands' ability to wear the mortarboard be it aesthetic reasons or cultural reasons.
 - a. J. Chan will look into the Policy change. **ACTION**
 2. Would it be possible to offer something like a decal that indicates the year that people can pin onto their cultural headdress?
 3. Dr. Davis will consult with Keri van Gerven to find out possible alternatives. **ACTION**
 - e. Funding for Sponsorship Projects – R. Kozak

- i. In consultation with Dr. Davis, R Kozak confirmed that further funds are available if we receive worthy applications, and that the two projects approved last meeting will receive full funding.
- 5. Reports from PDEC Members
 - a. Facilities Services – I. Hunter
 - i. Elevators modernization at Richmond & Surrey (Cedar and Arbutus)
 - 1. Contractor is proposing a revised schedule that will see work happen sooner than anticipated at Richmond and Arbutus building; Cedar building, having only one elevator for the building, requires careful planning, coordination, and communication as there is a 4-5 week downtime.
 - ii. News Release: Accessibility Features at KPU
 - 1. Thanks to DIG & Fiona, Marketing is highlighting the Fir building accessible washroom adult change table and overhead lift; the article will be including a highlight of additional infrastructure work completed over the past years.
 - iii. Waterfillz Drinking Station Replacement;
 - 1. products are ordered; partnered with the KSA to provide a more robust and enhanced drinking fountain model including accessible height fountains.
 - iv. Menstrual Product Installation Pilot Project:
 - 1. the working group has a favorite product line being proposed and discussed an initial strategy to ensure product availability and signage in every washroom; meeting next week to hopefully finalize the plan and define the staged approach, and launch.
 - v. Surrey Campus Tree Maintenance Project:
 - 1. The City of Surrey has assigned an arborist to review the overall project as part of the permitting process to remove unsafe trees as confirmed in partnership with an external arborist, the NSAC, and KFN (Elder Lekeyten, and Cheryl Gabriel leading). A communication plan coordinated with the NSAC and External Affairs will ramp up now. Highlights of the project will be our partnership with the KFN.
 - vi. National Day for Truth and Reconciliation
 - 1. Orange exterior accent lighting started during the week preceding and including the National Day for Truth & Reconciliation, Sept. 30th. This year, all campuses were included in this event. The lighting, in short and as quoted by Dr. Davis, “is a display of solidarity with Indigenous communities, and allows us to reflect on what truth and reconciliation means.”
 - b. Teaching and Learning – no report
 - c. Human Resources/EDI Action Planning – T. Prince
 - i. T. Prince introduced guests A. Mwangi and S. Olson, the two new EDI Advisors in HR.

- ii. The contract is signed with the Diversity Institute from Toronto Metropolitan University to review and update the employee accommodation policy, employment equity policy and administrative search policies. Meetings will start at the end of October.
 - iii. The Re-learning Gender workshop is being offered October 26th and November 18th.
 - iv. The EDI Development Committee is currently reviewing the final revision and then this will be shared with the Steering Committee. The recommendations will be shared with all employees with the opportunity to provide feedback in November. Final details about the launching will be provided at the next PDEC meeting.
 - v. In regards to the 50/30 Challenge, they are working closely with OPA to collect information from senior management and the Board, and they are looking forward to reporting back early 2023.
- d. Counselling and Accessibility Services – L. Beveridge
- i. L. Beveridge advised that they are offering a Snack and Chat which is intended for International Students where the focus is proactive mental health and community building. It starts next Wednesday and continues up until the beginning of December.
 - ii. The KPU Accessibility Committee which is overseen by Laurie Clancy – they have identified students reps for that committee. T. Prince will get some updated information on this committee and provide it to L. Beveridge. **ACTION**
 - iii. The first phase for the policy review of ST14 and ST15 has wrapped up and now they are moving forward planning consultations over the next couple of months.
- e. Disability Inclusion Group – F. Whittington-Walsh
- i. The latest DIG meeting was held on September 22nd. The group is looking at creating a web page. They also examined the student satisfaction survey and will be sending Karissa Wall some comments and suggestions for how to phrase future questions.
 - ii. DIG is providing input to Herman Ho from Facilities about updates to washroom signage. As well, they've also spoken to him about the gender and universal washrooms to ensure the signage is clear.
 - iii. In her role as lead advisor on Accessibility and Inclusion, F. Whittington-Walsh recently met with the Senate Government and Nominations Committee to start work on making Senate meetings more accessible. She is also continuing work with the Policy writing team and collaborating with T. Prince to look at digital accessibility. Classroom space has been secured for the ICP students.
 - iv. Achieving Equity Through Radical Leadership conference begins tomorrow. It will explore bold, radical and intentional leadership to challenge injustices and inequalities in education. F. Whittington Walsh as well as Dr. Jennifer Hardwick will be presenting on Saturday.
- f. Indigenous Services – N. Wood-Wiens
- i. A Flag Raising Ceremony was held on September 29th in recognition of the National Day for Truth and Reconciliation and Orange Shirt Day. Thanks to everyone involved who made this happen.
 - ii. They are continuing to work on the expansion of the elder and cultural advisor program. Hopefully another elder will be on board in January.

- iii. They have ongoing conversations with International regarding the Indigenous Global Exchange Program with Edith Cowan University. They're hoping to continue the partnership and offer another exchange and expand to other institutions around the globe.
- iv. The Indigenous Awareness Modules have been updated. IT just needs to update Moodle.
- v. Indigenous Recruitment and Indigenous Community Engagement opportunities – significant annual conferences which had been postponed will now be offered again in person.
- vi. Work is continuing on the Indigenous Dialogue series. Gayle Bedard has suggested a shift in direction from our past practice of bringing in external guests. Instead, we are planning to invite leaders and elders from the seven nations whose lands KPU resides to share (part of) their histories. This will be a cycle of two-year events.
- g. Task Force on Antiracism – A. Sayed
 - i. A. Sayed reported the Report on Antiracism was released last Friday and the President made several announcements. The Task Force received wonderful positive responses and expressions of desire to act on the report. Of note, one main announcement is the establishment of an Office of Antiracism.
 - ii. Attendance at the event was significant, including many more joining in via live stream. A. Sayed thanked PDEC members for the suggestion to explore livestream possibilities. MLA and Parliamentary Secretary for Antiracism, Rachna Singh, MP Sukh Dhaliwal, MLA Harry Bains and UBC's Handel Wright (chair of the UBC Antiracism Task Force) all attended.
 - iii. A huge team of people were involved in making this event happen, and Dr. Sayed extends her sincere thanks.
- h. Pride Advocacy Group – R. Kozak
 - i. The group has received some funding that will allow them to put things in action.
 - ii. Time releases for faculty to develop training modules to enhance students' in-class experiences should be posted later this month.
 - iii. An event in recognition of Trans Day of Remembrance is planned for November and they hope to bring back Salish Wesley.
 - iv. Received funding to distribute student awards under the Pride Advocacy Award framework and now looking at how to distribute as soon as possible.
 - v. The group is expecting a presentation on Tara Lyons research project at their November meeting. There's a lot of data that needs to be processed still. The information will be brought to the December PDEC meeting.
 - vi. Kayla Garvin has reinstated a student led KPU Pride Society Club and they'll be using the Pride Centre in the Birch Building.
 - vii. They're moving ahead with inviting students to participate in a video project to highlight what 2SLGBTQIA+ KPU students want their instructors to know.
 - viii. The group determined that they will be using the acronym 2SLGBTQIA+. This will be the recommended acronym to use going forward.
- i. Policy Review – J. Chan
 - i. J. Chan reminded that her written report was included in the agenda package.

- ii. Policies and EDID – met with T. Prince and R. Kozak yesterday to talk about how to move forward with regards to policy development and ensuring that our policies have EDID consideration. So moving forward their office will continue to work with policy developers to ensure that the policy drafts and procedures have EDID consideration. Their office is also in the process of reaching out and connecting with Gayle Bedard to seek her guidance on how they can ensure that they have meaningful consultations to ensure that they include the voices of the Indigenous communities as well in policy development.
- 6. Director of Diversity – R. Kozak
 - a. Dr. Kozak has received notice about being responsible for the review of Policy HR15 - Diversity and Inclusiveness. This policy/ procedure establishes PDEC. Dr. Kozak will be recommending that the policy undergo revision and will bring this forward to the November PDEC meeting, as this recommendation is due November 30th. There is then a 6-month time frame for actually revising the policy and procedures.
 - b. Dr. Kozak reported offering input on the impact of the decision to recognize Queen Elizabeth II's passing with a statutory holiday.
 - c. Dr. Kozak also reported consulting with J. Saunders about the messaging regarding the current situation in Iran, and the possibility of creating a more diverse list of available resources to support folks most affected by such events.
- 7. New Business
 - a. Sponsorship Application
 - i. Artist Residency at KPU featuring Rayman Bhuller – requesting \$2,000. Approved.
 - ii. We will require further funds to support more applications going forward.
 - b. Community Guidelines – T. Prince
 - i. T. Prince provided the Community Guidelines in the Agenda package.
 - ii. They wanted to create a document that could be used for all events campus-wide in order to create safe spaces.
 - iii. T. Prince is asking PDEC members to review and provide them with feedback or suggestions. A revised document will be provided to PDEC at the next meeting. **ACTION**
 - c. Taskforce on Antiracism – A. Sayed
 - i. The full report is available on the Taskforce website.
 - ii. There are 64 recommendations including 6 recommendations to implement immediately. An Implementation Committee will be formed and develop an action plan. There will be one broader action plan based on the full report and then two other action plans – an anti-indigenous racism action plan and an anti-black racism action plan.
 - iii. Dr. Sayed provided a broad overview on the roll out after this point.
 - iv. Dr. Sayed and the Task Force members are thanked for all their hard work on this initiative.
 - v. As interim AVP of Anti-racism, Dr. Sayed will be leading the Office of Anti-racism and Inclusive Excellence and the Implementation Committee going forward.
- 8. Challenges and Success Stories – none provided
- 9. Adjournment – the meeting adjourned at 2:25pm.
 - a. Next meeting – November 10, 2022, 2022– 1:00-3:00 p.m.