



The President's Diversity and Equity Committee

Meeting Particulars:

Date: December 8, 2022 **Time:** 1:00pm – 3:00pm
Purpose: Committee meeting **Meeting Lead:** Dr. Romy Kozak

Attendance:

| | | |
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| Romy Kozak | Director of Diversity | |
| Josephine Chan | Special Ass't. to the Prov. on Policy & Acad. Affairs | Provost designate |
| Joshua Mitchell | Associate Vice President, Student Affairs | VP Students designate |
| Trina Prince | Manager, Equity, Diversity & Inclusion, HR | AVP, HR Designate |
| Shelley Boyd | Dean, Faculty of Arts | Academic Council Rep |
| Jenna Smith | Specialist, Community Engagement & Major Events | BCGEU appointee |
| Jeff Yip | Web Content Writer, External Relations | Professional Staff rep. |
| Fiona Whittington-Walsh | Faculty, Sociology | |
| Shalini Vanan | Manager, Sports, Recreation & Health Promotion | |
| Alberta Mwangi | EDI Advisor, Human Resources | |
| Sarah Olson | EDI Advisor, Human Resources | |
| Asma Sayed | Chair, Task Force on Antiracism | |
| Iain Hunter | Director, Facilities Services | |
| Natalie Wood-Wiens | Manager, Indigenous Services for Students | |
| Natasha Campbell | Faculty, Foundations in Design; Marketing | |
| John O'Brian | KSA Advocacy Coordinator | |
| Amrita Uppal | Confidential Assistant, KPU International | |
| Caroline Lillico | Confidential Assistant to the University Secretary | |

Guests:

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| Tara Lyons | Criminology Faculty | |
| Liam Ruel | Student Researcher | |
| Sarah Schwagele | Student Researcher | |

Regrets:

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| Dr. Alan Davis | President & Vice Chancellor / Chair | |
| Amy Jeon | Senate Vice Chair | |
| Salma Husain | Testing Administrator, ATS | BCGEU appointee |
| Ann Marie Davison | Faculty, Biology | KFA appointee |
| Lesli Sangha | KSA VP Student Life/Students with Disabilities Rep | |
| Diane Purvey | Provost & Vice President, Academic | |
| Stephanie Howes | VP, Students pro tem | |
| Mustafa Mohammed | Manager, Learning Technology Systems Operations | |
| Magdalena Mot | WIL Coordinator, Melville School of Business | |
| Samantha Jack | Indigenous Students Council | |

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|--------------------|---|---------------|
| Lynda Beveridge | Director, Counselling Services | |
| Teresa Smith | Senior Manager, Org. Dev. and Employee Exper. | |
| Tanya Boboricken | Faculty, Mathematics | KFA appointee |
| 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 | |

Minutes

1. The meeting was called to order at 1:00 pm by Dr. Kozak who relayed Dr. Davis' regrets. Dr. Kozak welcomed everyone, including guests and offered a land acknowledgement.
2. Approval of Agenda – R. Kozak
 - a. Remove item 6.i – the International Office will begin providing updates at the January meeting.
 - b. The Agenda was approved with amendment.
3. Approval of the November 10, 2022 Meeting Minutes.
 - a. The Minutes were approved as circulated.
4. Follow up on Action Items from previous meeting:
 - a. Preferred Names on Parchments update – R. Kozak
 - i. No update at this time. Will report back at the next meeting. **ACTION**
 - b. Inclusive convocation attire.
 - i. Policy Revision – J. Chan
 1. J. Chan advised that Convocation Attire is guided by Policy AR14. She further provided guidance on the appropriate process to have a policy revised. Dr. Kozak will follow up with J. Chan to receive the forms in order to begin the process. **ACTION**
 - ii. Mortarboard Alternative – tabled
 1. No update at this time as Dr. Davis is not in attendance.
5. Guest Presentation – Report of Research Findings “Experiences of 2SLGBTQIA+ students at KPU”
 - a. Dr. Lyons provided some background on this project and emphasized that PDEC funded the project. She would appreciate feedback from PDEC members at the conclusion of the presentation. Student RAs Sarah Schwagele and Liam Ruel presented most of the information about the study and the findings, as follows.
 - b. The research was conducted in person at KPU, but most of the interviews were conducted online. At a PAG meeting, Luka Wall provided a presentation on the Student Satisfaction Survey. It was noted that students in the 2SLGBTQIA+ category reported experiencing higher rates of negative health outcomes. They were less likely to feel part of the KPU community and reported less feelings of belonging.
 - c. Dr. Lyons undertook a qualitative exploratory study, which demonstrated similar quantitative data in the student satisfaction survey. The objective of this current phase

was to explore the data in depth and to develop recommendations to improve the experiences of 2SLGBTQIA+ students at KPU.

- d. They interviewed 43 in person and online participants – students were international and domestic with different gender identities and from different groups of abilities and culture.
- e. It was found through their interviews that many participants were not “out” at KPU. Many of them weren’t “out” in their classes, and this was generally due to fears of discrimination from faculty and other students. Some trans and non-binary participants described being forced to come out because of class lists and dead-naming. Some were out to family and friends, but not at school. Some reported fears of coming out to their families, which were usually related to fears of losing housing or financial security.
- f. It was also found that there was a need of creating safer classrooms for students. The majority of participants reported that there was none to very little representation of their sexuality and gender, both in class discussions and content. In some instances, participants noted that homophobic or transphobic views and materials were shared by faculty and students, but there was mainly an erasure of 2SLGBTQIA+ experience in class, content and discussion. Participants noted that some classes had information that was very binary. This was particularly concerning for students when this took place in classes that were focused on sexuality and gender.
- g. Overall participant experiences in classrooms depended on their perception of safety in the classroom and with the instructor. Participants noted that certain instructors made them feel comfortable in class, and that this comfort stemmed from explicit efforts to make the class inclusive for all students.
- h. Other participants reported feeling unsafe in classrooms due to homophobic and or transphobic statements and actions from instructors. Other participants spoke about how instructors set the tone of the classroom – if the instructor made dismissive gestures or statements about queer or trans issues, this then opened up the space for students to do the same thing.
- i. Another major theme was accessing services, which included barriers and the importance of service providers with lived 2SLGBTQIA+ experiences. Some participants reported never using any KPU services, but the majority had experience with at least one service, including counselling, the KSA Food Bank, Student Awards, Financial Aid, Accessibility Services, Indigenous Services, Sports and Rec, International Students Office, Teaching and Learning and Career Services.
- j. There were many reported positive experiences with the International Students Office and Accessibility Services, and even if participants hadn’t accessed these services, the majority knew that they existed. Counseling was the most frequent service accessed.
- k. Students Rights and Responsibilities was not on the list. When a participant reported discrimination from instructors or from other students, they were asked how they handled the situation. Only one participant said that they went to the Students Rights and Responsibilities Office for support and further indicated that they would not return for support in the future.
- l. Participants noted several barriers that prevented them from accessing services, including not knowing that services existed, knowing that services existed but having difficulty accessing them (partly due to them attending remotely), feeling intimidated, or feeling that services were too confusing to access.
- m. Some participants did not access Sports and Rec because they were too uncomfortable in changing rooms, especially when a gender inclusive option was not made available.

- n. When asked about their coping mechanisms, many participants stated that they weren't coping. Others had a wide range of ways they coped – exercise, seeking support from close friends, different forms of disordered eating, substance use – primarily alcohol and marijuana.
 - o. Some recommendations – the most common recommendation was the creation of permanent spaces for queer students on KPU campuses. This would need dedicated and continued staffing to ensure continuity of the program and student volunteers eventually graduate and leave KPU.
 - p. Many participants also recommended training or professional development for instructors and other staff to help them create a safer classroom environment for queer students. Many people felt that their professors were unaware of queer history and issues, even when it directly related to the class.
 - q. A final recommendation was improving access to services in some ways that could be done by hiring staff with lived 2SLGBTQIA+ experiences or with training and gender affirming care and working with queer people. Many felt that service providers were unable to understand their perspective which made it difficult to connect with them and turn made them less likely to return to those services.
 - r. Services should also provide clear statements that indicate they're inclusive to 2SLGBTQIA+ people, like having a rainbow flag on the door or office, or on the website associated with a service. (Such statements must, however, be backed up with ongoing training and inclusive hiring.)
 - s. Many people also wanted gym and rec facilities times reserved for queer, trans and non-binary people. Services that foreground a person's physical appearance and body are often especially difficult for trans people to access.
 - t. Demographics questionnaires should be upgraded to be more inclusive of different gender identities and sexual orientations.
 - u. Dr. Lyons thanked PDEC the opportunity to present their findings, and expressed gratitude to all the participants and to the funders who made it possible to pay the research assistants and to give honorariums to each participant who was interviewed. Dr. Lyons expressed interest in presenting these findings at any department, committee, or office level at KPU.
 - v. Dr. Kozak thanked Dr. Lyons, Liam and Sara for presenting. Please reach out to Dr. Lyons for any further follow up.
6. Reports from PDEC Members
- a. Policy Review – J. Chan
 - i. Written report is included in the Agenda
 - ii. AR4 – Criminal Record review is currently being proposed for elimination. It is up on the blog for your feedback.
 - iii. The Provost Office is spearheading a number of policy revisions and have been doing a lot of drop in sessions, visiting different committees, and getting their feedback. Preliminary drafts are ready for feedback.
<https://wordpress.kpu.ca/policyconsult/>
 - iv. J. Chan will be attending the next DIG meeting to discuss AR5 Dean's Honour Role drafts.
 - b. Facilities Services – I. Hunter

- i. The WSOD – audit was done a while ago and a contractor has been secured.
 - ii. The renovation for the Surrey Birch washroom work start soon as a contractor has been selected.
 - iii. A Capital Team that’s already active doing a Rich Hansen Foundation audit at the Langley campus, and they’re expecting those results to arrive shortly.
 - iv. Facilities will be doing a training program with Rick Hansen Foundation – they’ve developed a scope of work that will be applicable for KPU facilities, and the way they manage and operate KPU campuses, consider renovations and capital renewal. They’re looking at bringing a large portion of the facilities team into that training program.
 - v. The Free Menstrual products will be installed in every washroom, and again feedback is welcomed.
 - vi. There is an Electronic Arts renovation and project startup occurring in Richmond and the launch date for the second half of that project is September. They’ve engaged with Stan Leyenhorst again for universal access design.
- c. Teaching and Learning – No report.
- d. Human Resources/EDI Action Planning – T. Prince
- i. Work with the Diversity Institute from Toronto Metropolitan University on 7 policies continues. This is regarding updating the accommodation policy, employment equity policy, and administrative search policies, as well as creating an accessibility policy. Consultations as part of GV2 will happen in the new year. More details to come.
 - ii. Relearning Gender workshop will continue to be offered in the New Year. See the [HR Bookeo site](#) to register. If anyone wants to arrange a workshop for your department, reach out to Trina.
 - iii. EDI Action Plan – Revisions are being shared with both Development and Steering committee in the coming weeks. Draft recommendations will be shared with all employees with the opportunity to provide feedback in the New Year.
 - iv. Community Guidelines – will be presented later in the Agenda. They are finalized and ready to be shared with the KPU community.
 - v. 50/30 Challenge – We have worked closely with OPA to collect information from the senior management and Board. Compiled data will be shared in the new year.
 - vi. Accessibility Committee - The committee members have been contacted and the first two meetings are planned to take place starting end of January. Joshua Mitchell will be the chair, with support from Sarah Olson and Trina Prince from HR.
- e. Accessibility Services/Counselling – J. Mitchell
- i. Accessibility Services:
 - 1. Policy ST14 update - policy is rough drafted and the team is starting on the procedures document. Will be setting up consults soon with stakeholders. Team members are busy supporting students'

accommodation needs for next semester so we will resume the policy work mid-January.

2. There is a noticeable increase in complexity of students' needs during intakes and case management meetings. This includes mental health co-morbidities.

ii. Counselling Services:

1. Currently fully staffed and as a result there is no waitlist. Students, following intake appointment, are offered regular ongoing sessions starting within a week.
2. A plan for more psychoeducational groups in the Winter/Spring term is being finalized
3. Developing a plan for increased KPU Community outreach International students' mental health and learning access needs research project - preparing REB application now with stakeholder engagement planned for Feb/March.

f. Disability Inclusion Group – F. Whittington-Walsh/ A.M. Davison

- i. DIG will be meeting next week with J. Chan in attendance.
- ii. Gender Neutral Changing Station – In October there was an external news release about the changing station and F. Whittington-Walsh tweeting the article. The tweet was noted by Stephanie Cadieux, our new Chief Accessibility Officer. She in turn retweeted it, providing a kudos to KPU. The article in turn was picked up by Changing Spaces which is an international organization that documents changing spaces.
- iii. Late November Dr. Walsh attended the Indigenous Disability Canada conference and provided some highlights of the event.
- iv. Dr. Davison provided an update about the previous DIG meeting. Fine Arts faculty member and PDEC fund recipient Liz Toohey-Wiese attended to participate in a discussion on how to make Fine Arts events more accessible. Work is also ongoing to resolve issues with students with disabilities obtaining Multipass exemptions.

g. Indigenous Services – N. Wood-Wiens

- i. Their department is working on building capacity now that they've moved over under the new Indigenous AVP's office. They have one vacant position for an Indigenous recruiter and are in the process of hiring an Indigenous Counsellor.
- ii. Thank you for everyone who participated in and contributed towards the Giving Tuesday campaign, which would help Indigenous Students. Of note was one individual donation for \$60,000, plus many donations from students.
- iii. The Gathering Place is undergoing a refresh with some re-upholstered furniture.
- iv. N. Wood-Wiens attended a Provincial Urban Indigenous Leaders session on Dec 1st with another session following in February.
<https://www.yorku.ca/vpepc/vpepc-events/speaker-series/>
- v. Further, she attended York University's Insight to Speakers Series on Diversity, Inclusion and EDI Data in Canadian Higher Education.

- vi. The Independent Special Interlocutor for Missing Children and Unmarked Graves and Burial Sites associated with the Indian Residential Schools, Kimberly Murray, released a progress report last month, which is now available on their website. <https://osi-bis.ca/>
 - vii. Three more Indigenous women have been murdered in Winnipeg in what are being called “serial murders.” More incidents are expected to be uncovered.
 - viii. For those interested in Indigenous Health and Climate Change, there’s a presentation at UBC on December 13th.
<https://learningcircle.ubc.ca/2022/11/29/indigenous-health-and-climate-change-passing-on-solutions-with-deborah-mcgregor/>
 - h. Office of Antiracism – A. Sayed
 - i. The Office is still being built, putting together a lot of background details.
 - ii. Developing workshops for 2023
 - iii. There is a new email address for Office of Antiracism: oar@kpu.ca
 - i. Pride Advocacy Group – S. Vanan
 - i. They received \$50,000 for student awards and they’ll be adjudicating the first round of applications shortly. Another selection committee will be put together for the Spring.
 - ii. Still looking to build an endowment for the PAG award.
 - iii. Dr. Kozak is spearheading the student video. It’s a fantastic effort with a lot of engagement from 2SLGBTQIA+ students.
 - iv. The Educational Module development – Trina has put together a search committee to review applications in response to a call that’s gone out to Faculty members.
 - v. Events will be planned for the Spring using some of the funds they received.
7. Director of Diversity – R. Kozak
- a. The next JEDI Awards application period will be announced tomorrow.
 - b. The multicultural calendar link on SharePoint has been updated for the 2023 calendar:
<https://kpuemp.sharepoint.com/resources/multiculturalcal/SitePages/Home.aspx>
8. New Business
- a. PDEC feedback on draft Community Guidelines – T. Prince
 - i. The latest draft of the Community Guidelines was circulated with the Agenda package.
 - ii. T. Prince thanked everyone for their feedback and edited the document.
 - iii. The next part will be developing a communication plan and get this onto SharePoint for people to have easy access.
 - b. PDEC Sponsorship Request
 - i. KDOCSFF 2023 – requested \$2,000 – approved pending availability of additional PDEC sponsorship funds. R. Kozak to confirm with President Davis. **ACTION**
 - c. Learning and Teaching Moments – R. Kozak & T. Prince
 - i. T. Prince explained how at PDEC meetings there are often opportunities for learning moments. This isn’t unique to PDEC, but happens in many other meetings. PDEC could model the way on how to do this. This debrief would

allow a safe and secure space (not recorded or included in minutes), and open the floor to everyone who would like to address the committee learnings.

ii. This will be included with the Challenges and Success Stories.

9. Challenges and Success Stories – deferred to next meeting

10. Adjournment – the meeting adjourned at 3:01pm.

a. Next meeting – January 12, 2023 – 1:00-3:00 p.m.