



# The President's Diversity and Equity Committee

## Meeting Particulars:

**Date:** January 12, 2023      **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	
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	VP, HR Designate
Jenna Smith	Specialist, Community Engagement & Major Events	BCGEU appointee
Jeff Yip	Web Content Writer, External Relations	Professional Staff rep.
Salma Husain	Testing Administrator, ATS	BCGEU appointee
Ann Marie Davison	Faculty, Biology	KFA appointee
Stephanie Howes	VP, Students pro tem	
Tanya Boboricken	Faculty, Mathematics	KFA appointee
Mustafa Mohammed	Manager, Learning Technology Systems Operations	
Lesli Sangha	KSA VP Student Life/Students with Disabilities 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	

## Regrets:

Amy Jeon	Senate Vice Chair	
Diane Purvey	Provost & Vice President, Academic	
Shelley Boyd	Dean, Faculty of Arts	Academic Council Rep
Magdalena Mot	WIL Coordinator, Melville School of Business	
Samantha Jack	Indigenous Students Council	
Lynda Beveridge	Director, Counselling Services	
Teresa Smith	Senior Manager, Org. Dev. and Employee Exper.	
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. Call to Order and Territorial Acknowledgement
  - a. Dr. Kozak started the meeting at 1:01pm and provided the territorial acknowledgement
2. Approval of Agenda – approved as circulated.
3. Approval of December 12, 2022 Meeting Minutes – approved as circulated.
4. Follow-up on Action Items from Previous Meeting:
  - a. Preferred Names on Parchments update – Dr. Kozak
    - i. Dr. Kozak and T. Prince are in discussion with Zena Mitchell and are waiting on a reply.
  - b. Inclusive convocation attire
    - i. Policy revision submission – Dr. Kozak
      1. The document required for requesting a review of the Policy has been completed and will be submitted after some further consultations.
    - ii. Mortarboard alternative – Dr. Davis
      1. Dr. Davis indicated there are meetings happening with Gaspard and no decision has been made yet.
5. Reports from PDEC Members
  - a. Pride Advocacy Group – S. Vanan
    - i. PAG has not met yet in 2023, but at their last meeting in December they were successful in handing out 12 student awards. They will have approximately 13 to award this year and will be sending out a call regarding this soon. The awards amount to \$2,000 each.
    - ii. PAG is planning a Spring event where Tara Lyons and students will be presenting their research findings.
    - iii. The video project is proceeding as planned and is now queued for editing and branding.
    - iv. Dr. Kozak has received time release to develop 2SLGBTQ+ modules for KPU faculty and instructional staff.
    - v. KPU will be at the Surrey Pride and increasing our sponsorship (coming from the Office of External Affairs). The Vancouver Pride Parade application will be going in soon as well.
  - b. Policy Review – J. Chan
    - i. J. Chan reported she and Dr. Kozak have had discussions throughout December regarding the review and revision of policy HR 15. They are finalizing the rationale document. Thanks to Dr. Kozak who has put a great deal of time in doing the research and background. The subgroup of PDEC will get together to

- review the rationale document and once that's finalized they will submit to the policy blog and initiate the phase 1 of the policy revision process.
- ii. Recently a Communicator announcement was released that detailed a number of requests to revise and develop HR policies.  
<https://wordpress.kpu.ca/policies/2023/01/>
  - iii. The Provost Office has been leading a massive policy consultation process since November on a number of policies, including some of the student policies. They are in the final stage of policy consultation process and have two more drop in sessions.
- c. Facilities Services – I. Hunter
- i. A contractor has been hired to work on the WSOD and work is underway.
  - ii. At Surrey campus, a contractor has been hired to work on the Birch building washroom which is beside the cafeteria.
  - iii. Herman Ho is working to finalize signage for washrooms. The new signage will include braille.
  - iv. The Menstrual Products project is underway and installations have begun on the main floor washrooms at the Surrey campus.
  - v. The design for the Richmond exterior wheelchair ramp is complete.
  - vi. The Surrey campus tree removal project is underway and in the final stages of getting the appropriate permits from the City of Surrey.
  - vii. I. Hunter asked members to make sure they recognize the hard work FSG's have done in ensuring the safety of all students and employees when we had snowy weather.
  - viii. AM Davison asked about getting a power door for the KFA office. I. Hunter will look into this.
- d. Teaching and Learning – M. Mohammed
- i. The accessibility issues regarding Moodle have been resolved.
  - ii. They are now working with IT to perfect Zoom.
  - iii. The Open Education department hired a student assistant to work on accessibility issues. A few issues were found and they'll be working on finding resolutions.
  - iv. The eportfolio project is underway  
<https://app.pebblepad.ca/spa/#/public/4wm9qZ35f9nhc9wfy3wdmznkr?historyId=nvRVRWmlTw&pageId=4wm9qZ35f9nhcjfMjwx3jgZbnW>
- e. Human Resources/EDI Action Planning – T. Prince
- i. Work with the Diversity Institute from Toronto Metropolitan University on 7 policies continues; these were posted on the policy blog yesterday. For consultation purposes, we would like to invite all PDEC members to attend an Open Session on Tuesday, February 28th from 10am to 11:30am specifically on HR16 Employment Equity Policy with Diversity Institute. An email will be sent out with further details and registration information. But please save the date. If you are interested in being involved with any of the other policies, please request a consultation on the blog.
  - ii. The EDI Team in HR met yesterday for our first ever Strategic Planning meeting. It went very well. Alberta, Sarah, and Trina will be sharing details with employees soon about the projects they are excited to be working on for this upcoming year.

- iii. Alberta, Sarah, and Trina will be sharing PDEC responsibilities. They will take turns sharing HR updates each month.
  - iv. Community Guidelines - are complete. T. Prince will be working on communications to go out via Today@ in the coming weeks. The guidelines will be accessible in Word and PDF format on SharePoint.
  - v. EDI Action Plan - the 2023 Revision of the recommendations has been sent to the Development and Steering Committee. They look forward to sending this out for feedback sometime this Spring.
  - vi. Accessibility Committee - They will have their first meeting end of January.
- f. Accessibility Services/Counselling – J. Mitchell
- i. International students’ mental health and learning access needs project - REB application is almost ready for submission. Stakeholder input planned for March/April.
  - ii. Policy ST14 - stakeholder input planned for later Feb into March
  - iii. Psychoeducational group “In it together” (building resilience and relational capacity) starting weekly 9<sup>th</sup> Feb 5-7pm for eight weeks.
  - iv. Series of neurodivergent professional development workshops starting 24<sup>th</sup> Jan (4 half days in total up to end of March) with external experts
  - v. Continuing our “community conversations” series within KPU and upcoming connections include Office for Equity, Diversity and Inclusion; Indigenous Services, Office for Anti-Racism, as well as the student research group that presented in Dec to this committee. These conversations provide opportunity to share practice and identify intersections of our work to better serve students.
- g. Disability Inclusion Group – A. M. Davison
- i. DIG is looking at several policies related to their concerns
  - ii. One positive thing is the change to 6 credits for qualifying for the Deans Honour Roll.
  - iii. They’re also making progress on the U-Pass exemptions.
  - iv. Their webpage is still being worked on.
- h. Indigenous Services – N. Wood Wiens
- i. They are continuing to participate in orientation and transition, and welcome back events for students.
  - ii. Online Indigenous orientation course continues to be available for new students at no cost.
  - iii. The new Indigenous Student Services landing page will be available in the next couple of weeks.
  - iv. A new student assistant will be joining them next week who will explore some opportunities for student engagement activities as part of their team.
  - v. The Indigenous Recruitment and Outreach Coordinator position will be reposted shortly. As it’s a temporary position it’s been challenging to fill.
  - vi. KPU will be issuing the new Halqeméylem parchment in February for convocation. A big thank you to Zena Mitchell and her team as there was a lot of work that had to be done behind the scenes in order to get this through. A press release is currently being worked on.
  - vii. A new bursary is in the works, started by Jennifer Lamont, the Coordinator of Indigenous Student Transition and Engagement. The bursary will be called “Northern Lights” and it’ll be for Indigenous single parents who are looking to pursue studies at the Wilson School of Design.

- viii. Events:
  - 1. Active Allyship in the Workplace <https://www.eventbrite.ca/e/taking-action-active-allyship-in-the-workplace-with-sophie-williams-registration-483343552577?aff=ebdssbonlinesearch>
  - 2. Panel Discussion on Teaching While Black <https://www.eventbrite.ca/e/panel-discussion-on-teaching-while-black-tickets-509635823467?aff=ebdssbonlinesearch>
  
- i. Office of Antiracism – A. Sayed
  - i. Symposium on Antiracism is being organized for March 21<sup>st</sup>. Information has already been circulated to PDEC members in a separate email. This will be only a ½ day event, given the short time to prepare. It'll be held in the Surrey campus Conference Centre. They are looking for presentations on all sorts of antiracism work – research, scholarship, creativity happening at KPU. <https://wordpress.kpu.ca/antiracism/events/kpu-events/>
  - ii. Dr. Sayed is organizing through her CRC work a visit by an author for KPU Reads for International Women's Day March 8: [https://kpuemp.sharepoint.com/community/SitePages/KPU-Reads-\(3\).aspx?web=1&CT=1673559436147&OR=OWA-NT&CID=bcfca9bb-07bc-b42b-cdcb-2d8ab04bc4e6](https://kpuemp.sharepoint.com/community/SitePages/KPU-Reads-(3).aspx?web=1&CT=1673559436147&OR=OWA-NT&CID=bcfca9bb-07bc-b42b-cdcb-2d8ab04bc4e6)
  - iii. University of Calgary event - [https://www.ucalgary.ca/equity-diversity-inclusion/news-events/courageous-conversations?mkt\\_tok=MTYxLU9MTi05OTAAAAGJIhA2w6NsOpJJhcXn5qm6NT193vwGQOg9QwkGgYpnpnWEWT1PCuG71hGKeg1KehFd-Sf3\\_4IOsKeDQ5PVZ4wLzgnCsfM\\_8WNILDzEccepP78Err0](https://www.ucalgary.ca/equity-diversity-inclusion/news-events/courageous-conversations?mkt_tok=MTYxLU9MTi05OTAAAAGJIhA2w6NsOpJJhcXn5qm6NT193vwGQOg9QwkGgYpnpnWEWT1PCuG71hGKeg1KehFd-Sf3_4IOsKeDQ5PVZ4wLzgnCsfM_8WNILDzEccepP78Err0)
  
- j. KPU International – A. Uppal
  - i. Their department doesn't collect any gender or religious information from prospective students.
  - ii. For existing students, they've launched a few initiatives and hosted some events in order to promote diversity, equity and inclusion.
  - iii. In an effort to offer equal opportunities for global learning experience, KPU International now offers a virtual language and culture program and internships. This has increased the number of international students that are participating.
  - iv. They also have an International peer mentorship program which is a diverse group of student mentors and they support international student integration and local events.
  
- k. Dr. Davis Updates
  - i. Dr. Davis will provide updates on the KPU Global Task Force at future PDEC meetings.
  - ii. Dr. Davis is working on a new way to acknowledge land territorial to include all 6 nations. Thanks to Gayle Bedard for this information.
  - iii. He further announced that he'll be starting visits to the First Nations communities. There are two visits planned for the next week.
  - iv. Dr. Davis to report on the Social Impact President's consortium at the next meeting **ACTION**
  - v. As well, Dr. Davis is doing an update to Vision 2023 which he'll report on at the next meeting **ACTION**. One thing he's suggesting is to add one more goal – Justice.

6. Director of Diversity Report – R. Kozak
  - a. Dr. Kozak has been doing a lot of work on the policy revisions and provided an on-screen view of the work.
  - b. “Names at KPU” site is now public.
  - c. The Multicultural Calendar for 2023 is available now.
  - d. A notification for the 2023 JEDI awards has been sent and more will be sent in the near future.
  - e. Kudos to KPU for signing the SDG Accords. Candy Ho is working on mapping initiatives at KPU that support these efforts and will be consulting with Dr. Kozak about the work of DIG, PAG, and PDEC.
  - f. Marketing has found a supplier for rainbow lanyards.
  
7. New Business
  - a. Sponsorship funds update – R. Kozak
    - i. More funds were received from the President’s Office, so we were able to support the KDocs application and now have \$3,000 left to award for other requests.
  - b. KPU at KDOCS – R. Kozak
    - i. As funds were secured, we were able to award KDocs the amount requested of \$2,000
  - c. IHRB Top Ten Issues 2023 – R. Kozak
    - i. <https://www.ihrb.org/library/top-10/top-ten-issues-in-2023>
    - ii. What should PDEC priorities be in this upcoming year.
    - iii. Dr. Kozak provided an on-screen view of the website and explained the history of the efforts. These issues are ways organizations can support human rights efforts. Their question was how well is KPU aligned with these top ten strategies and where can we improve.
    - iv. Committee members provided viewpoints that many of these strategies are already imbedded in different departments within KPU.
    - v. Dr. Davis indicated that the new VP Equity and Inclusive Communities will take on many of these tasks.
  
  - d. PDEC Priorities 2023
    - i. The update to Vision 2023 will provide another priority.
    - ii. Change the name to simply “PDEC Priorities 2023”.
  
8. Learning & Teaching Moments/Challenges and Successes - tabled
9. Next meeting – February 9, 2023 – 1pm – 3pm
10. Adjournment – 3:01pm