



The President's Diversity and Equity Committee

Meeting Particulars:

Date: February 9, 2023 **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
Trina Prince	Manager, Equity, Diversity & Inclusion, HR	VP, HR Designate
Alberta Mwangi	EDI Advisor, Human Resources	
Sarah Olson	EDI Advisor, Human Resources	
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
Shelley Boyd	Dean, Faculty of Arts	Academic Council Rep
Stephanie Howes	VP, Students pro tem	
Craig Wright	Teaching & Learning Strategist	
Lesli Sangha	KSA VP Student Life/Students with Disabilities Rep	
Fiona Whittington-Walsh	Faculty, Sociology	
Shalini Vanan	Manager, Sports, Recreation & Health Promotion	
Asma Sayed	Chair, Task Force on Antiracism	
Iain Hunter	Director, Facilities Services	
Natalie Wood-Wiens	Manager, Indigenous Services for Students	
Lynda Beveridge	Director, Counselling Services	
John O'Brian	KSA Advocacy Coordinator	
Magdalena Mot	WIL Coordinator, Melville School of Business	
Caroline Lillico	Confidential Assistant to the University Secretary	

Guest:

Alicia Gowan	Sustainability Specialist, Campus & Community Planning	
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Regrets:

Dr. Alan Davis	President & Vice Chancellor / Chair	
Diane Purvey	Provost & Vice President, Academic	
Joshua Mitchell	Associate Vice President, Student Affairs	VP Students designate
Amrita Uppal	Confidential Assistant, KPU International	
Tanya Boboricken	Faculty, Mathematics	KFA appointee

Natasha Campbell	Faculty, Foundations in Design; Marketing	
Samantha Jack	Indigenous Students Council	
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. In the absence of Dr. Davis, Dr. Kozak assumed the role of Chair for this meeting. The meeting was called to order at 1:04PM and Dr. Kozak provided the Territorial Acknowledgement. Craig Wright, the new Teaching and Learning representative, was welcomed, and it was noted that Alicia Gowan from Campus and Community Planning would be joining the meeting later on.
2. Approval of Agenda
 - a. Item 7 (b) and (c) are tabled to the next meeting.
 - b. With the above items removed, the Agenda was approved.
3. January 12, 2023 Meeting Minutes were approved as circulated.
4. Follow-up on Action Items:
 - a. Inclusive convocation attire
 - i. Policy revision submission
 1. Dr. Kozak submitted the appropriate documentation which is awaiting approval and then will be forwarded to the revision committee.
 2. S. Howes noted current discussions about Indigenous designs on mortarboards. The revision committee will need to be aware of this.
 - ii. Mortarboard alternative
 1. As the forthcoming policy revision is intended to enable a mortarboard alternative, it was agreed that items 4.a. i. and ii. should be combined going forward.
5. Reports from PDEC Members:
 - a. Human Resources/EDI Action Planning – S. Olson
 - i. They are working with the Diversity Institute from Toronto Metropolitan University on 7 policies that were recently posted on the policy blog. For consultation purposes, they 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. T. Prince will send out an email with details and the invite on Monday.
 - ii. The EDI Team had their first ever Strategic Planning meeting. Each person has taken 4 key projects and several collaborative efforts. The team is looking forward to updating everyone on their work throughout the year.

- iii. For the EDI Action Plan, the final draft of the recommendations will be finished next week and will be sent out for feedback in early March.
 - iv. Next week, on February 14 they are attending the memorial march in honour of MMIWG2S in Vancouver. If you are interested in learning more or carpooling with them, please email Sarah.Olson1@kpu.ca.
 - v. In honour and recognition of Black History Month and to ensure we all take steps to learn about anti-racism today and always, the Office of Anti-Racism, and the Equity, Diversity, and Inclusion team in Human Resources are collaborating to host a drop-in learning session on February 21 between 10:30am to 12:00pm. The conversation starter will be the TED Talk, [The Danger of a Single Story](#) by Chimamanda Ngozi Adichie ([To view the video click here to be redirected to the Youtube clip.](#)). They encourage everyone to take the time to watch this video before the session. To join, please email T. Prince at trina.prince@kpu.ca and they will forward the Teams invite.
 - vi. As folks might know, search committees are required to take learning for managing bias. It used to be provided by CCI, but we've switched to one from LinkedIn Learning.
- b. Policy Review – J. Chan
- i. J. Chan advised her report was circulated with the Agenda package and provided a brief overview of activities since the last meeting.
- c. Office of Anti-racism – A. Sayed
- i. February is Black History Month and information and resources have been sent out via Today@KPU. See <https://kpuemp.sharepoint.com/Today/SitePages/Let%27s-Talk-About-Racism--Drop-in-Session.aspx>
 - ii. Dr. Sayed encourages members to participate in the joint session as detailed by HR above.
 - iii. The office will be offering workshops but there's a bit of a delay due to our new procurement process.
 - iv. March 8th is International Women's Day – there will be a webinar and registration is on their website. [https://kpuemp.sharepoint.com/Today/SitePages/Hold-the-Date---Feminist-Fiction-as-Resistance--A-Conversation-with-Farzana-Doctor-\(International-Women%27s-Day\).aspx](https://kpuemp.sharepoint.com/Today/SitePages/Hold-the-Date---Feminist-Fiction-as-Resistance--A-Conversation-with-Farzana-Doctor-(International-Women%27s-Day).aspx)
 - v. March 21st – first Anti-racism symposium. The keynote speaker has been secured and will be speaking on racism and CoVid19. <https://kpuemp.sharepoint.com/Today/SitePages/Reminder--Call-for-Proposal-for-KPU%27s-inaugural-symposium-on-anti-racism.aspx>
 - vi. March 23rd – South Asian Arts Festival partially sponsored by PDEC, Arts and Canada Research Chair. The event will have drumming and dancing, poetry, reading and food.
- d. Indigenous Services – N. Wood Wiens

- i. They have hosted a group from Tsawwassen First Nation students who are doing upgrading and partnership with the ACP department. It was a wonderful event and they have received some thankful, positive responses. There are also two more groups coming and another in March. They'll be exploring different post-secondary options.
 - ii. They'll be attending the Gathering Our Voices Indigenous Youth conference with FSO in late March and will participate as exhibitors. They usually get about 2,000 indigenous youth at this event, so it's beneficial for KPU to have a presence.
 - iii. Open Doors Open Minds Indigenous High School event will be offered at the Surrey campus this year on May 3rd.
 - iv. The Indigenous Dialogue Series focus on local First Nations has been deferred until the Fall, but the Series will continue this Spring with a language focus. Lorna Williams, a renowned Indigenous Scholar who has done significant work on Indigenous Language Revitalization, will do a presentation. <https://indspire.ca/laureate/dr-lorna-wanostsa7-williams/>
 - v. If there are any departments or groups that are looking to do events for Indigenous People's Day on June 21st or for National Day for Truth and Reconciliation on September 30th, please Natalie and Indigenous Services know so they can help to spread the information and ensure timings work for all.
 - vi. Last year we raised the commemoration flag for survivors and National Day for Truth and Reconciliation, but the flag came down almost immediately the following day. N. Wood-Wiens would like to propose to PDEC and garner some support to put in a request to have a separate pole installed for the Survivor Flag. She indicated that it would be helpful to have the flag stay up year round and not just directed on one day. R. Kozak indicated that in the meantime, the new fourth pole could fly the Pride flag for shorter periods of time.
- e. Facilities Services – I. Hunter
- i. Most of major capital renewal projects aren't really significantly along, except for the Richmond elevators. The accessibility features have been installed.
 - ii. The Electronic Arts program renovation is underway and went through an accessibility review by UAD Consulting.
 - iii. Still waiting on the Rick Hansen Foundation audit report for the Langley campus.
 - iv. The Bookstore and Ancillary Services is in early discussions with Brandon Gabriel from the Kwantlen First Nation and are looking at ways that they can enhance the experience in bookstores with some indigenous architectural features.
 - v. The Menstrual Product Pilot project is underway.
 - vi. There's another project underway for a mural in the Surrey Library which will cover the bio-wall. <http://www.kdocsff.com/upcoming-events/2023/2/15/tv5ptk2vqhmo3o6ubyf0ikfc7auien>
 - vii. Flag Pole – I. Hunter suggested that N. Wood-Wiens, S. Howes and R. Kozak should take this on and follow up with requesting this. **ACTION**

- viii. If anyone sees a safety hazard, please contact an FSG right away and report it. If not urgent, put in a TDX request. Once in the system, the user will get updates for the work being done. <https://www.kpu.ca/facilities/requests>
 - ix. R. Kozak noted that Vancouver Pride will not be accepting vehicles in the parade in 2024 that are either not electric or hybrid. I. Hunter indicated that they need more clarity on what kind of vehicle is required. If KPU doesn't have one, one could be rented for the day.
- f. Disability Inclusion Group – F. Whittington-Walsh
- i. Guidelines for accessible meetings – was shared with T. Prince and Senate. It'll be shared with PDEC as well.
 - ii. February is Inclusive Education month and Fiona will be sending out some resources via email.
 - iii. DIG continues to meet monthly and reviewed some logos. Marketing is just making some final adjustments.
 - iv. The webpage for DIG is underway.
 - v. J. Chan attended the last meeting to discuss some policies, including the Dean's Honor Role and Academic Renewal.
 - vi. DiG is working on an Accessible Events Guide. A subcommittee created a draft and is now receiving feedback.
 - vii. On Feb 16th meeting a rep from the Diversity Institute will be joining them to get their feedback on HR policies.
 - viii. KPU's Accessibility Committee met for the first time in January. Ann Marie Davison was nominated to be Co-Chair along with Josh Mitchell.
- g. Accessibility Services/Counselling – L. Beveridge
- i. They've just had a 2.5 day workshop with a counselor and educator discussing neuro-divergent lived experiences and how to have collaborative conversations with students who experience this. In March there's another workshop focussed on functional support for students and also therapeutic efficacy approaches to work with students with neuro-divergent issues.
 - ii. The vacant position at the Langley campus has now been filled and the team will resume their policy work.
 - iii. More outreach work is needed with faculty and how to support them in duty to accommodate.
 - iv. Counselling is reporting there are higher levels of complexity in students. There are higher levels of suicidality, isolation, and mental distress.
 - v. Student Affairs and the mental health champions group are in a stage of the student mental health strategy development.
 - vi. Tara Lyons' research group has made a presentation to Counsellors on the experiences of 2SLGBTQIA+ students at KPU.
- h. Pride Advocacy Group – S. Vanan

- i. PAG Awards – a Spring call is out and they’re looking to adjudicate in early March.
- ii. Tara Lyons’ research team will be speaking at the Arts Speakers Series on February 22nd (online) and then a Surrey campus-wide event on March 9th.
- iii. At the last meeting the topic of inclusion was brought up in regards to the Sports and Rec Intramural program, and what they’d like to see and how best to support inclusion. Starting off with this summer, they’re going to try and host some single tournaments and events for different groups.
- iv. Gordon Cobb is putting on a Social Justice Musical Festival on February 23rd. It is a free event and sponsored by PDEC:
<https://kpuemp.sharepoint.com/Today/SitePages/Wake-Up!-The-2023-KPU-Social-Justice-Music-Festival.aspx> .
- v. The KPU Pride Society (student group) is also hosting an event on March 3 at which Gordon will be speaking: <https://www.eventbrite.com/e/critical-perspectives-and-queer-representation-in-educational-practice-tickets-528835931507>
- vi. PAG will discuss how to distribute the rainbow lanyards recently received through Marketing. Diane Purvey’s office requested the order and also has some.
- vii. They’re organizing another event with Stó:lō Knowledge Keeper and Elder-in-Training Saylesh Wesley to give a talk in honour of Trans Day of Visibility. The intended date is March 20th.
- viii. KPU will be a Pride-level sponsor of Surrey Pride thanks to support from the Office of External Affairs. Dr. Kozak is also putting together the Vancouver Pride application.
- i. Teaching and Learning – C. Wright
 - i. Strategists and managers are working together on Indigeneity training for curriculum developers.
 - ii. Indigenous Awareness Training for employees and students has gone live but they’ve run into challenges with the badging system for those programs. They’re working on an interim solution

6. Director of Diversity Report – R. Kozak

- a. Dr. Kozak posted a link in the chat to an article and encouraged everyone to read it. It’s an article from The Walrus and is about 1 ½ years old. <https://thewalrus.ca/the-shadowy-business-of-international-education/> . Although it doesn’t present KPU in the most positive light, it’s important to be aware of these situations.
- b. JEDI Award nominations are open until February 20th. <https://www.kpu.ca/pdec/jedi>
- c. As a KDOC sponsor we have two free tickets to give away to PDEC members.
- d. They’re starting to have some discussions with Dr. Davis and Larissa Petrillo to continue the work that Dr. Davis has been doing with the President’s Social Impact Committee. <https://mccconnellfoundation.ca/report/social-impact-in-pse/>

- e. University of Victoria is holding their bi-annual conference on Trans History at the end of March: <https://www.uvic.ca/mthf2023/index.php>

7. Sponsorship Applications

- i. Connecting Minds 2023 – requesting \$2,000
 - ii. Dr. Kozak provided an overview of the application.
 - iii. While members are supportive of this kind of project, it was determined that the application does not clarify how it meets the criteria for PDEC funds specifically. The applicants will be invited to explain the fit with HR15 and EDI/PDEC criteria, and the committee will reconsider the application.
- b. Updates to Vision 2026
- i. Mental Health & Wellbeing – L. Beveridge
 1. Vision 2026 is building on what we already have, but what is missing is health promotion and mental health. The issue of mental health and mental well-being is evident especially in classroom. It isn't just student affairs and student services; there should be a collective community driven approach to ensure well-being of all.
 2. F. Whittington-Walsh indicated that the Vision should use the word "Disability". Accessibility is there, but by not using Disability we're reinforcing stigma around it.
 3. In response to questions, Dr. Kozak explained why we also need to develop a student focussed EDI Action plan.
 4. Members commented on the importance of recognizing the tremendous pressure put on many international students, including from their families, who extend themselves financially to send their child to Canada for their education. Just in the month of January there were 6 student deaths in BC as reported by representatives from the Guru Nanak Gurdwara.
 5. Elevating Mental Health and Wellness needs to be one of the priorities in Vision 2026. Members contributed references for comments such as:
 - a. <https://wellbeing.ubc.ca/okanagan-charter>
 - b. <https://mentalhealthcommission.ca/studentstandard/>
 - c. <https://www.cbc.ca/news/canada/british-columbia/gurdwara-international-student-overdoses-1.6718307#:~:text=CBC%20News%20Loaded%20Gurdwara%20in%20Surrey%2C%20B.C.%2C%20raises%20alarm%20after%20spike%20in%20international,died%20of%20toxic%20drug%20overdose.>
 6. It was noted that many domestic students are also suffering financially and psychologically. Some are seriously at risk and don't have families at

home to give them the support. This is to say that a mental health and wellness focus would benefit all students.

8. Adjournment – the meeting adjourned at 3:04pm