



The President's Diversity and Equity Committee

Meeting Particulars:

Date: March 9, 2023 **Time:** 1:00pm – 3:00pm
Purpose: Committee meeting **Meeting Lead:** Dr. Romy Kozak

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
Trina Prince	Manager, Equity, Diversity & Inclusion, HR	VP, HR Designate
Alberta Mwangi	EDI Advisor, Human Resources	
Sarah Olson	EDI Advisor, Human Resources	
Shelley Boyd	Dean, Faculty of Arts	Academic Council Rep
Lesli Sangha	KSA VP Student Life/Students with Disabilities Rep	
Ann Marie Davison	Faculty, Biology	KFA appointee
Jenna Smith	Specialist, Community Engagement & Major Events	BCGEU appointee
Salma Husain	Testing Administrator, ATS	BCGEU appointee
Jeff Yip	Web Content Writer, External Relations	Professional Staff rep.
Stephanie Howes	VP, Students pro tem	
Natalie Wood-Wiens	Manager, Indigenous Services for Students	
Fiona Whittington-Walsh	Faculty, Sociology	
Asma Sayed	Chair, Task Force on Antiracism	
Shalini Vanan	Manager, Sports, Recreation & Health Promotion	
Lynda Beveridge	Director, Counselling Services	
Craig Wright	Teaching & Learning Strategist	
Iain Hunter	Director, Facilities Services	
Amrita Uppal	Confidential Assistant, KPU International	
John O'Brian	KSA Advocacy Coordinator	
Caroline Lillico	Confidential Assistant to the University Secretary	

Regrets:

Dr. Alan Davis	President & Vice Chancellor / Chair	
Diane Purvey	Provost & Vice President, Academic	
Tanya Boboricken	Faculty, Mathematics	KFA appointee
Magdalena Mot	WIL Coordinator, Melville School of Business	
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 1:03 PM and Dr. Kozak provided the Territorial Acknowledgement.
2. Approval of Agenda – the Agenda was approved as circulated
3. Approval of February 9, 2023 meeting minutes.
 - a. Some minor changes were provided by I. Hunter via email.
4. Follow-up on Action Items:
 - a. Inclusive convocation attire
 - i. Policy revision update – R. Kozak
 1. Dr. Kozak reported that there is no further update at this point. K. vanGerven and Z. Mitchell are the policy developers and are working on the policy at this time.
5. Reports from PDEC Members:
 - a. Human Resources/EDI Action Planning – A. Mwangi
 - i. HR is continuing to work with the Diversity Institute from Toronto Metropolitan University on 7 policies. They thank the PDEC members who attended the Open Session on Tuesday, February 28th. First round of consultations will be wrapping up next week and they expect to have first drafts of the updated/new policies and procedures early April.
 - ii. The EDI Action Plan draft recommendations were sent out earlier this week to the entire KPU community. Trina will share details later on in the agenda.
 - iii. The HR EDI team, a member of our accommodations team, and Romy Kozak attended the MMIWG2S Memorial March on February 14th.
 - iv. In honour and recognition of Black History Month, the Office of Anti-Racism, and the Equity, Diversity, and Inclusion team in Human Resources hosted a drop-in learning session on February 21 and discussed the TED Talk, The Danger of a Single Story by Chimamanda Ngozi Adichie.
 - v. Learning Bias modules that Search committees are required to take were previously provided by CCDI and have now switched to LinkedIn Learning.
 - vi. The team is working on an EDI Sharepoint Page and will be sharing that resource in the next month or so.
 - vii. Community Guidelines will be officially launched next month.
 - 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. The International Women’s Day event with Farzana Doctor was successful with about 130 people in attendance.

- ii. There are three more events coming up and the details will be sent out via Today@KPU.
 - iii. The symposium on Anti-Racism will be on March 21st and registrations are coming in already.
 - iv. Dr. Sayed will also share information on the South Asian Arts Festival at a later time.
 - v. Dr. Sayed reference a recent report <https://www.darpanmagazine.com/news/national/impossible-to-deny-hate-increase-in-bc-report/?fbclid=IwAR0oTPAbAcKdsIOpVAHoNlbGrwmNd1WyV2DPyUFVtmaKrDjNMSy-gUPBNso> which demonstrated a 100% increase in reported hate crimes. Everyone is encouraged to read this report.
- d. Indigenous Services – N. Wood Wiens
- i. They have a new “official” department name – Indigenous Student Services.
 - ii. N. Wood Wiens emphasized that they are wanting a separate flag pole for Survivors and Every Child Matters, starting at the Surrey campus. They already have the flags.
 - iii. Plans for Open Doors Open Minds and the Indigenous Dialogue speaker series will both be held in May. Further information will be forthcoming.
 - iv. Recruitment events have been underway. They hosted Tsawwassen First Nation last week and next week will host a group from Agassiz.
 - v. The new artwork in the Library has now been unveiled at the Surrey campus, which was a collaboration between Brandon Gabriel and two other artists.
 - vi. N. Wood Wiens reported she will be attending the National Indigenous Citizenship Forum addressing Indigenous Fraud.
 - vii. The application fee waiver for indigenous students has gone through and will be implemented effective September 2023.
 - viii. N. Wood Wiens provided details on two external conferences members might be interested in attending.
- e. Facilities Services – I. Hunter
- i. I. Hunter advised that a request for the additional flag poles need to be led by others – suggesting that N. Wood Wiens and the VP Students could lead it. I. Hunter would be pleased to provide his support with the written request. S. Howes and G. Bedard will put in the request.
 - ii. Ancillary Services:
 1. Bookstore Manager is working with PAG group to update the pride logo for general merchandise. (Romy asked Iain to check on this, as the PAG co-chairs have not been contacted.)
 2. Discussions are ongoing with Brandon Gabriel about the Indigenous related Bookstore architectural feature updates.
 - iii. Capital Projects:

1. WSD accessibility improvements – Project is progressing. Exit stairs and interior ramp now have colour-contrasting elements. Handrails were modified and added to the exterior ramp. They are upgrading the kitchen cabinets on Level 1-3 to include knee clearance for wheelchair users.
2. Birch washroom renovation – Demolition is complete.
3. DIG has been included in the planning for the Richmond south courtyard where they need to replace the upper surface to prevent long term structural damage over the parkade. The main focus has been upgrading the accessibility ramp.
4. Richmond campus elevator project is complete; moving back to Surrey where work has begun on the Arbutus/ IT service elevator.

iv. Operational Initiatives:

1. Secured and provided the painting easels and studio space as well as the mounting platform in the library on the concrete 30 ft wall for KPU's Mural Project. The KPU Mural in the library painted by Brandon Gabriel and the two Alice Street Mural St artists (Desi Mundo and Pancho Pescador) incorporates a multitude of symbols for our own KPU community. Timelines on the project were extreme and required considerable effort and coordination to support its completion.
2. Facilities Design is working with F. Whittington Walsh on accessibility improvements as part of an Accessible Classroom Pilot Project in Surrey Main. Among the numerous upgrades they are working on, a largely public component will be the addition of automatic doors for 3 single occupant washrooms at Surrey; Fir 3rd floor, new Main 2nd & 3rd; completion expected by end of May.
3. Extending the sidewalk of Surrey campus leading to the east side of Surrey Main (near the recent new wheelchair curb cut). Completion is expected for the end of April.
4. They have expanded the accessible bottle fillers to New Main 1st, 2nd, & 3rd floors- completion expected end of May.

f. Disability Inclusion Group – F. Whittington-Walsh

- i. The Accessible Events Guide is still being worked on, but it's looking quite good.
- ii. They met with the Diversity Institute to talk about various policies.
- iii. The Disability Justice Community is mourning the passing of Judy Heumann, who was responsible for the American with Disability Act. Fiona recommends watching Crip Camp <https://youtu.be/XRrls22plz0>
- iv. AM Davison reported that the Accessibility committee will be meeting at the end of this month. Yesterday the co-chairs, along with Trina and Sarah from HR, attended a webinar about the Accessibility Act and organizations' legal responsibilities towards it. NOTE: The Accessibility Committee will have its own Agenda Item starting next month. **ACTION**

g. Accessibility Services/Counselling – L. Beveridge

- i. Policy ST14 is still under re-development. They'll be having consultation meetings with community members in the second half of April and into May. PDEC members are invited to participate in this consultation.
 - ii. Counselling Services had Dr. Tara Lyons and her student research team present on 2SLGBTQIA experiences at KPU and what needs to be more welcoming and inclusive. Counselling Services will reach out to PAG for more consultations.
 - iii. The Mental Health Strategy is underway with 6 focus groups with students across all campuses.
- h. Pride Advocacy Group – S. Vanan
 - i. They've been adjudicating the PAG Student Awards and have distributed ten \$2,000 awards.
 - ii. Participation in the Surrey Pride Festival is confirmed, and we are still awaiting news on the application to the Vancouver Pride Parade. Campus events are in the planning stages.
 - iii. Student video project with Gordon Cobb is underway. Hoping to have this done by start of next term.
 - iv. Tara Lyons and her research team has been putting on many showings which results in a great deal of engagement.
 - v. R. Kozak reported that they're organizing a return visit from Saylesh Wesley on March 20th. <https://www.kpu.ca/pride/slhali-film>. PDEC members are encouraged to attend.
- i. Teaching and Learning – C. Wright
 - i. This is Open Education Resources Week and there are a lot of different activities over the entire week.
 - ii. There are two new OER – Introduction to Criminology and something in Spanish.
 - iii. Press Books accessibility assessment in the Fall and now have some recommendations of what they can do better.
 - iv. There is an accessibility feature built into Moodle that allows users to update things like font size and contrast, etc.

6. Director of Diversity Report – R. Kozak

- a. Next meeting Dr. Davis and Dr. L. McElroy will be providing a presentation about the Global Task Force. As well, Campus and Community Planning will also speak about the Sustainable Development Goals.
- b. The search for the new VP Equity and Inclusive Communities is progressing and Dr. Kozak has been invited to participate in a key party meeting.
- c. Dr. Kozak and T. Prince have been trying to connect with Z. Mitchell regarding names on parchments.

- d. UBC has specific guidelines on how to handle financial matters (e.g. honouraria) for people from Indigenous communities (e.g. elders). Romy will be pursuing conversations on this issue at KPU.
7. New Business
- a. EDI Action Plan Recommendations Feedback – T. Prince
 - i. T. Prince reported the survey link has gone out for everyone to provide feedback.
 - ii. It is noted that we have a separate employee and student EDI, and the student EDI will be developed at a later time.
 - iii. There was discussion regarding implementing the separate EDI Action Plans at different times, and it was indicated it would take time to develop something specific for students. Likely not before 2024.
 - iv. It was also noted that the report feels more faculty-focused. T. Prince mentioned that most of the feedback was from faculty.
 - v. T. Prince reminded members that their feedback can also be received by using a link in the email that was circulated.
8. Adjournment – the meeting adjourned at 3:01pm