



The President's Diversity and Equity Committee

Meeting Particulars:

Date: April 13, 2023 **Time:** 1:00pm – 3:00pm
Purpose: Committee meeting **Meeting Lead:** Dr. Alan Davis

Attendance:

Dr. Alan Davis	President & Vice Chancellor / Chair	
Alberta Mwangi	EDI Advisor, Human Resources	
Alicia Gowan	Sustainability Specialist, Campus & Comm. Planning	
Amrita Uppal	Confidential Assistant, KPU International	
Amy Jeon	Senate Vice Chair	
Ann Marie Davison	Faculty, Biology	KFA appointee
Asma Sayed	Chair, Task Force on Antiracism	
Craig Wright	Teaching & Learning Strategist	
Fiona Whittington-Walsh	Faculty, Sociology	
Jeff Yip	Web Content Writer, External Relations	Professional Staff rep.
Jenna Smith	Specialist, Community Engagement & Major Events	BCGEU appointee
John O'Brian	KSA Advocacy Coordinator	
Jose Areekadan	Associate Dean, Melville School of Business	
Josephine Chan	Special Ass't. to the Prov. on Policy & Acad. Affairs	Provost designate
Joshua Mitchell	Associate Vice President, Student Affairs	VP Students designate
Lesli Sangha	KSA VP Student Life/Students with Disabilities Rep	
Lynda Beveridge	Director, Counselling Services	
Magdalena Mot	WIL Coordinator, Melville School of Business	
Natalie Wood-Wiens	Manager, Indigenous Services for Students	
Romy Kozak	Director of Diversity	
Salma Husain	Testing Administrator, ATS	BCGEU appointee
Shelley Boyd	Dean, Faculty of Arts	Academic Council Rep
Trina Prince	Manager, Equity, Diversity & Inclusion, HR	VP, HR Designate
Zena Mitchell	VP, Students	
Caroline Lillico	Confidential Assistant to the University Secretary	

Regrets:

Diane Purvey	Provost & Vice President, Academic	
Iain Hunter	Director, Facilities Services	
Jeremy Law	KSA Social Justice and Equity Committee	
Sarah Olson	EDI Advisor, Human Resources	
Shalini Vanan	Manager, Sports, Recreation & Health Promotion	
Tanya Boboricken	Faculty, Mathematics	KFA appointee
Teresa Smith	Senior Manager, Org. Dev. and Employee Exper.	

Carole St. Laurent	AVP, KPU International	
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Guests:

Luka Wall	Manager, Institutional Research, OPA	
Meredith Haaf	Director, Planning & Accountability, OPA	

Minutes

1. Dr. Davis called the meeting to order at 1:00pm and provided a Territorial Acknowledgement. Welcome was provided to Zena Mitchell, Vice President, Students and Jose Areekadan, Associate Dean, Melville School of Business.
2. The Agenda was approved as circulated.
3. The Minutes of March 9, 2023 were approved as circulated.
4. Follow up on Action Items from previous meeting:
 - a. Inclusive convocation attire:
 - i. Policy revision update:
 1. The current policy has been posted and is available on the blog for feedback until next Tuesday.
 - ii. Mortarboard alternative:
 1. Dr. Davis reported that some samples have arrived from Gaspard.
 2. Regarding whether there is an alternative for students who cannot wear the mortarboard, the current policy is prescriptive; however, we're hoping to change that in the policy.
5. Reports from PDEC Members
 - a. Human Resources/EDI Action Planning – T. Prince
 - i. They are working with the Diversity Institute from Toronto Metropolitan University on 7 policies. First round of consultations is complete. Thank you to everyone who participated. They are expecting first revisions in the coming weeks. Due to the policy process and timelines we will be posting Phase 2 in September, but will be working on this throughout the summer.
 - ii. The EDI Action Plan draft recommendations survey is now closed. Thank you to everyone who participated. Data is being compiled (huge thank you to Luka in OPA); this will be shared with the EDI Action Plan Development Committee soon for them to update and continue working on the Action Plan.
 - iii. Search committees are required to take a course in learning for managing bias. It used to be provided by CCDI, but HR has switched to one from LinkedIn Learning.
 - iv. The team is working on an EDI Sharepoint Page and it will be launched soon. There will be a Today@KPU announcement in the coming week or two.
 - v. Community Guidelines will be officially launched next month for folks to access and use at gatherings.
 - vi. The 50-30 Challenge first collection of data is complete. A Communicator announcement will be sent out shortly with details.

- vii. A reminder that HR has free webinars and workshops being provided by CCDI, Indigenous Works, and Pride at Work that employees can register for. Postings each month appear on Today@. Most can be watched post event if folks find it easier.
- b. Teaching & Learning – C. Wright
 - i. The team is developing resources around AI/ChatGBT. <https://wordpress.kpu.ca/generativeaitlkpu/> , <https://wordpress.kpu.ca/generativeaitlkpu/learning-design/> , <https://kpuemp.sharepoint.com/Today/SitePages/Generative-AI-Think-Tank-May-5th---Faculty,-don%27t-miss-out!.aspx>
 - ii. They're organizing a "think tank" on May 5th, which will be open to the KPU community. The plan is to come together and help them understand some of the other issues that are KPU specific around generative AI.
 - c. Policy Review – J. Chan
 - i. The update was circulated with the Agenda package
 - ii. Three other student related policies are also underway – AR5 – Honour Roll; ST6 – Academic Standing; ST12 – Academic Renewal. All three policies and procedures have been completed and are in Phase 2 period on the policy blog. The policy writing team has just finished their review meeting and now will obtain Provost's approval to move forward.
 - iii. HR 15 – Diversity and Inclusiveness policy is currently on the blog and is at the end of Phase 1 period. There will be some consultations following.
 - d. Office of Antiracism – A. Sayed
 - i. The symposium which was held on March 21st was hugely successful with over 140 registrants. About 11 dignitaries were present, including parliamentary secretary for antiracism. Hopefully this will be an annual event.
 - ii. As the Canada Research Chair – hosted KPU's first ever South Asian Arts Festival (also with PDEC funding). It was very successful. Plans to continue this work in CRC work.
 - iii. Hosted the Fundamentals of Antiracism on March 15th. There will be another one May 1st.
 - iv. Zahra Mahamud is the new Confidential Assistant.
 - v. Office of Antiracism doesn't have its own office yet, but it's in the works.
 - vi. Received Dr. Irving K. Barber funding, with other KPU faculty, through KPU Foundation, for a number of projects.
 - e. Indigenous Student Services – N. Wood-Wiens
 - i. Focusing on preparing for the start of the summer term with some orientation events.
 - ii. Two positions are posted – Coordinator and Administrative Assistant. Received budget for a permanent Indigenous Counsellor.
 - iii. Open Doors Open Minds is set for May 3rd. They have 166 registrants so far.
 - iv. On May 10th – Indigenous Speaker Series – Dr. Lorna Williams, renowned Indigenous Language Revitalization Scholar.

- v. N. Wood Wiens attended the National Indigenous Citizenship Forum on March 21st.
 - vi. Gayle, Natalie and Trina met to continue conversations on institutional response to Indigenous Identity Fraud.
 - vii. Search Committee members also need more training on counteracting anti-indigenous racism.
- f. Disability Inclusion Group – AM Davison
- i. Thanks to Trina for their work on the Accessible Events guide which is now available.
 - ii. At their meeting, Edward Styles showed plans and had conversations around the Richmond South Plaza renovations.
 - iii. The group is having conversations around their role in relation to the Accessibility Committee.
 - iv. The group expressed their grief over the loss of Arley Cruthers who was the first JEDI Award recipient.
- g. Accessibility Committee – AM Davison
- i. They need to add representatives from the three unions.
 - ii. Worked on the Terms of Reference.
 - iii. Workshops are planned for May to get the Accessibility Plan ready for publication for September 1st, which is the government mandate.
 - iv. Concerns were expressed regarding Facilities’ decision to allow only paper towels in the washroom waste bins. There are no discreet waste bins for disposal of diapers and other personal items (e.g. catheters, etc.)
- h. Fiona Whittington Walsh
- i. As lead advisor on disability, accessibility and inclusion – work that she’s doing regarding the Citizen’s Pathway
 - 1. Continuing to mentor and support our current citizen’s pathway students and faculty.
 - 2. Working with the Learning Centre.
 - 3. Building bridges with Learning Centre, Tutoring, Accessibility Services and Financial Aid
 - 4. Have submitted 2nd draft to BCCAT.
 - 5. KPU is again sponsoring Inclusion BC and will be having a table at the event. It’ll be held in Vancouver June 6 – 8.
 - i. Accessibility Services/Counselling – L. Beveridge
 - i. Mental Health Strategy Groups
 - 1. Had seven focus groups planned for the week of 20-24th March. Had anticipated close to 70 participants but in the end, due to no-shows, we ran four focus groups with 13 students (11 of whom were international students).
 - 2. Looking to plan a mental health symposium in June – including faculty, staff, employees at KPU.

- ii. Policy revision ST14 and ST15
 - 1. Closing in on finalizing ST14 policy and procedure – but there are muddy areas to unpack – in light of Accessibility BC Act (Bill C-6). Meeting with legal/policy departments before going to wider KPU key party group input.
- iii. Student Affairs – piloting EDI training
 - 1. The HR EDI team is preparing some specific training for 2SLGBTQIA+ and Student Affairs management team and departments are planning to be piloting the training starting later in the summer into the autumn term.
- iv. Neurodivergent professional development
 - 1. End of March completed a series of hour half day professional development workshops, led by external experts, on neurodivergent learners – their needs and strategies for support. This was part of a special purpose fund from surplus funding last year and was cross-departmental in Student Affairs (counselling, accessibility, student rights and responsibilities and others). Approximately 25 people per session for a total of 300 individual hours of professional development.
 - 2. We are exploring other cross departmental professional development topics for this next fiscal/academic year including 2SLGBTQIA+ and topics aligned with the anti-racism task force report, and Indigenous considerations for student support.
- j. Pride Advocacy Group - R. Kozak
 - i. Had a successful event with Saylesh Wesley and Á'a:líya Warbus; a class of Sociology students attended.
 - ii. A PAG student assistant will be hired for May 1st.
 - iii. Modules for faculty are still being developed.
 - iv. Planning for Surrey Pride is underway. Still awaiting response from Vancouver Pride.
 - v. Tara Lyons's research group will be presenting at Academic Council soon.
 - vi. Wanting to continue conversations with Zena regarding the chosen names on parchments.
 - vii. KPU is a sponsor of Sher Vancouver's 15th Anniversary Gala which is being held on July 8th.
- 6. Director of Diversity Report – R. Kozak
 - a. As reported earlier, Policy HR15 is up for feedback.
 - b. Working on getting together a panel to evaluate the JEDI awards.
 - c. PDEC will have a table at KPU Day.
- 7. Global Task Force – A. Davis, M. Haaf, L. Wall
 - a. An online presentation was provided at the meeting.
 - b. The purpose and scope is to reimagine and report to the KPU community with recommendations on the role of KPU in a global society in areas such as the international student experience, the level of international student enrollment, faculty and student experiences online and abroad, global development and research projects.

In short – to develop, with broad consensus, a long-term global vision and strategy for KPU.

- c. Task force members – Dr. Davis, Jeanette Paschen, Zahia Marzouk, Christina Page, Kodiak Cheung, Carole St. Laurent, Keri van Gerven. Others who have presented include Lori McElroy, Asma Sayed, David Burns, Zainab Al-koubaisi, Deepak Gupta, Leeann Waddington, Shelley Boyd, Tracey Kinney, Kyle Matsuba, Heather Cyr and Raged Anwar (Langara).
- d. Using the 2021 Student Satisfaction Survey, they reviewed the survey feedback to glean a variety of information on Domestic vs International KPU students.
- e. Based on the data, compared to domestic students, international students are more likely to be positive about their experiences at KPU and are more likely to graduate.
- f. There appears to be a variety of issues that we can focus on to increase the international student experience.
- g. Towards KPU's Global Strategy
 - i. Engage with Faculties and Schools using the employee engagement data.
 - ii. Engage with students
 - iii. Meet with the CFO re the 5-year financial plan
 - iv. Understand the Global Development project
 - v. Harvest research and p.d. activity internationally
 - vi. Draft a Global Strategy for discussion in January to March 2024.
 - vii. Reconcile the academic and non-academic support models
 - viii. Develop clear communications about who does what for whom
 - ix. "Taking KPU to the world" via study abroad, field trips, research etc.
 - x. Consider engaging in Global Development projects
 - xi. Develop a research agenda about International Education
 - xii. Offerings: Improve our current and future offerings to support excellence in I.E.
- h. There's a Provost Presents Speaker Series "Living with/in the Complexities of Internationalization with guest presenters Kumari Beck and Sharon Stein on Thursday, April 27th from noon to 1:00pm.
- i. As this evolves, Dr. Davis will come back with more updates.
- j. In discussion:
 - i. It was noted that some international students may find it difficult to reach out for assistance and respond honestly to surveys because of stigma, feeling unsafe, or fearing their immigration status may be affected. More qualitative research is needed and we need to be thoughtful about how and where input is sought in order to help these students feel comfortable in sharing their experiences. We could provide focus groups in students' own languages so they can open up more.
 - ii. Counselling hosted "Snack & Chats" last fall.
 - iii. We need more complete information, e.g. of the kinds of degrees students are graduating with. Generic student surveys do not necessarily capture the

information we need and are understood differently by different students (e.g. “culturally diverse viewpoints” may mean Canadian viewpoints to an international student). We also need to be clear as to what kind of results are acceptable—not just broad comparisons with domestic students.

8. Coming up at future meetings– Presentation from the Office of Sustainability and Lindsay Wood from the School of Business, and Luka will come back and present this year’s findings from the 2022 Student Satisfaction Survey.
9. The meeting was adjourned at 3:00pm