



# The President's Diversity and Equity Committee

## Meeting Particulars:

**Date:** May 11, 2023      **Time:** 1:00pm – 3:00pm  
**Purpose:** Committee meeting      **Meeting Lead:** Dr. Alan Davis

## Attendance:

Alan Davis	President & Vice Chancellor / Chair	
Abdullah Randhawa	KSA – International Student Rep.	
Alicia Gowan	Sustainability Specialist, Campus & Comm Planning	
Amy Jeon	Senate Vice Chair	
Ann Marie Davison	Faculty, Biology	KFA appointee
Asma Sayed	Chair, Task Force on Antiracism	
Carole St. Laurent	AVP, KPU International	
Craig Wright	Teaching & Learning Strategist	
Fiona Whittington-Walsh	Advisor - Disability, Accessibility and Inclusion	
Gunoor Kaur	KSA – Women's Rep	
Iain Hunter	Director, Facilities Services	
Jeff Yip	Web Content Writer, External Relations	Professional Staff rep.
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
Lynda Beveridge	Director, Counselling Services	
Natalie Wood-Wiens	Manager, Indigenous Services for Students	
Romy Kozak	Director of Diversity	
Salma Husain	Testing Administrator, ATS	BCGEU appointee
Shalini Vanan	Manager, Sports, Recreation & Health Promotion	
Shelley Boyd	Dean, Faculty of Arts	Academic Council Rep
Trina Prince	Manager, Equity, Diversity & Inclusion, HR	VP, HR Designate
Usha Gunatilake	KSA – Students with Disabilities Rep	
Caroline Lillico	Confidential Assistant to the University Secretary	

## Regrets:

Alberta Mwangi	EDI Advisor, Human Resources	
Amrita Uppal	Confidential Assistant, KPU International	
Asad Husain	KSA – KSA Social Justice & Equity Committee	
Destiny Lang	KSA – Queer Student Rep	
Diane Purvey	Provost & Vice President, Academic	
Gurtepreet Kaliyan	KSA – Mature Students Rep	
Jaspreet Shokar	KSA – Students of Colour Rep	

Jenna Smith	Specialist, Community Engagement & Major Events	BCGEU appointee
Jeremy Law	KSA Social Justice and Equity Committee	
Kitin Aggarwal	KSA – KSA Social Justice & Equity Committee	
Lesli Sangha	KSA VP Student Life/Students with Disabilities Rep	
Magdalena Mot	WIL Coordinator, Melville School of Business	
Sarah Olson	EDI Advisor, Human Resources	
Tanya Boboricken	Faculty, Mathematics	KFA appointee
Teresa Smith	Senior Manager, Org. Dev. and Employee Exper.	
Zena Mitchell	VP, Students	

### Guests:

Lindsay Wood	Co-op Instructor, Faculty of Arts	
Luca Ozols-Mongeau	Manager, Planning and Sustainability	

## Minutes

1. Dr. Davis called the meeting to order at 1:01pm and provided a Territorial Acknowledgement. Dr. Davis also welcomed the new KSA Student Representatives to PDEC.
2. The Agenda was approved as circulated.
3. The Minutes of April 13, 2023 were approved as circulated.
4. Follow up on Action Items from previous meeting:
  - a. Inclusive convocation attire:
    - i. Policy revision update – R. Kozak
      1. The initial posting period is now complete and the next phase is the policy consultation where PDEC will be asked to contribute. Further updates on the policy will be brought forward in the fall.
    - ii. Mortarboard alternative – A. Davis
      1. Dr. Davis reported that K. van Gerven has reached out to Gaspard for a sample of the new mortarboard.
5. Reports from PDEC Members
  - a. Pride Advocacy Group – S. Vanan
    - i. Dr. Tara Lyons team has been presenting at various different venues. Congratulations to Dr. Lyons on her JEDI Award which was presented at KPU Day. Kayla Garvin also received a JEDI Award.
    - ii. The video project is continuing. There is a subgroup of PAG working on this.
    - iii. KPU has been accepted as a Toonie Brigade in the Vancouver Pride Parade so PAG is looking for volunteers. The Parade is on Sunday, August 6<sup>th</sup>. More information will be sent through Today@KPU, but please save the date.
    - iv. A new student assistant has been hired to support PAG.
    - v. Dr. Lyons has submitted a budget for the second phase of their project, and we'll be opening up a conversation about how to support that.
    - vi. The KPU bookstores have new Pride T-Shirts available with the new KPU Pride Logo.

- b. Lead Advisor on Disability, Accessibility & Inclusion – F. Whittington-Walsh
  - i. All Citizens Pathway – the current students along with 6 new students that will be starting in the fall are taking KPU 100 with Marti Alger, which is taught through the Learning Centre. It's a preparatory course to help students navigate through the system. They meet every Wednesday for 2 hours, and it's a 6-week course.
  - ii. F. Whittington-Walsh reported she provided a presentation about Including All Citizens to the Board of Directors for Community Living British Columbia. The presentation was well received, and board members were excited to hear about the program.
  - iii. Next week, F. Whittington-Walsh and J. Hardwick will be attending a meeting with the Ministry of Education and Childcare to talk about All Citizens and possible partnerships.
  - iv. F. Whittington-Walsh will be attending a 2-day conference about childhood disability without poverty.
  - v. Medical Assistance in Dying – Canada removed clause that a person needs to be dying in order to access this service and has opened it up to mature minors as young as 12 years old. Disability advocates are concerned about this legislation as the people they are advocating for are vulnerable. What is important, is that people who are living at the poverty level would be able to access assisted suicide. If anyone is wanting to contact their MP's to express concern, please let Fiona know and she can send you some information.
- c. Accessibility Services/Counselling – L. Beveridge
  - i. Counselling
    - 1. The posting for the full-time Indigenous Counsellor position will be coming up within the next couple of days.
    - 2. Currently, there is no wait list to access Counselling appointments.
    - 3. Mental Health Strategy Group – The symposium originally planned for June will now take place in October.
  - ii. Accessibility Services
    - 1. The team is still working on Policy ST14 and the current draft is looking good. They're finalizing the procedure document over the next few weeks.
- d. Accessibility Committee – AM Davison
  - i. A great deal of work has been planned for May. Three meetings are scheduled, and they're trying to organize the writing of the Accessibility Plan that needs to be in place by September 1<sup>st</sup>. Thanks to Fiona Whittington-Walsh for taking the lead on writing.
  - ii. The Terms of Reference are now complete.
- e. Disability Inclusion Group – AM Davison
  - i. DIG did not have a meeting last month for various reasons, but the committee is looking forward to meeting their two new student reps at the next meeting.

- f. Facilities Services – I. Hunter
  - i. Surrey Campus – Birch Washroom is nearing completion.
  - ii. Richmond Campus – doing design work for the central corridor washrooms on the second and third floor. They’ve also been doing work to address structural concerns on the South concourse to make sure that there isn’t an issue overtop of the parkade. Design is complete and waiting to go to tender for the North exterior wheelchair ramp. A preliminary design and preliminary costing has been completed for the South exterior wheel chair ramp but will require confirmation of funding in the future to proceed.
  - iii. Elevator project – Richmond is complete. At Surrey, the Arbutus elevator is almost done. The elevator in Cedar should be complete within two weeks.
  - iv. Inclusive washroom signage has been installed in the Hort centre.
  - v. Garbage cans have been installed in every single-use accessible washrooms.
- g. Indigenous Student Services – N. Wood-Wiens
  - i. Today is Moosehide Campaign day (to end violence against women and children).
  - ii. N. Wood-Wiens attended a workshop this morning with over 300 people – lots of workshops online.
  - iii. Indigenous Student Services hosted the Open Doors Open Minds last week, and unfortunately the attendance was a bit lower than what they expected. Apparently, there was an issue with the chartered buses which were to bring in the students. Aside from that, the event was successful. Thanks to all volunteers and FSO.
  - iv. Indigenous Dialogues series was held yesterday featuring Dr. Lorna Williams, a renowned expert in Indigenous Language revitalization.
  - v. “What are Universities For” by University of Regina had recorded some sessions which should be available online.
  - vi. They have a new Orange Day T-Shirt design which was created by a KPU student in the Fine Arts program. They just need to figure out a budget so they can have them available for staff, faculty and students. N. Wood-Wiens to contact Dr. Davis regarding a budget.
  - vii. N. Wood-Wiens queried where we are with adding another flag pole to commemorate Every Child Matters and Residential School Survivors. This needs to be in place by September 30<sup>th</sup>.
  - viii. N. Wood-Wiens shared a student experience which was concerning. The student experienced undue pressure from an instructor and felt that they were singled out for their indigeneity. This is an example of where Indigenous Cultural Safety training is needed.
- h. Office of Antiracism – A. Sayed
  - i. On May 1<sup>st</sup> the OAR offered the workshop Fundamentals of Antiracism which was well received. They had 94 registrations and 80 people took the training. The was the 2<sup>nd</sup> workshop in a series of four workshops. Another workshop will be offered on May 24<sup>th</sup> and another one coming up in June.
  - ii. Dr. Sayed and Dean Shelley Boyd have done some preliminary work for the Black Studies Program that will be led through ARTS. Some research and information has been collected and they’ll be meeting shortly to move forward with the next steps and potentially putting together a committee.

- iii. Had some discussions with Office of the Provost on the policy piece and had meetings with Gayle Bedard about the anti-indigenous racism piece. A few of the main recommendations from the Task Force Report – they have several implementation processes going on for a number of recommendations.
  - i. Policy Review – J. Chan
    - i. J. Chan provided an update which was circulated with the Agenda package.
  - j. Teaching & Learning – C. Wright
    - i. On May 8<sup>th</sup>, the Commons launched PADLET which is their intuitive collaboration tool.
    - ii. May 9<sup>th</sup> – a representative will be working on the Cloverdale campus to support the trades faculty.
    - iii. On May 5<sup>th</sup> the Commons held a “think tank” on Generative AI, and hoping to run a few more activities like this in the future. Want to try to integrate best practices with a KPU perspective for making recommendations moving forward.
    - iv. They are ramping up the ISMS that will be offered each semester.
  - k. Human Resources/EDI Action Planning – T. Prince
    - i. They are still working with the Diversity Institute on seven policies and drafts will be shared with key parties in the coming weeks for some further feedback.
    - ii. The EDI Action Plan data has been compiled, and a huge thanks to Luka in OPA for this. Soon it’ll be shared with the EDI Action Plan Development Committee so they can continue their work.
    - iii. The new EDI SharePoint page which was created by Alberta has been launched. Everyone is encouraged to check it out.  
<https://kpuemp.sharepoint.com/sites/EquityDiversityandInclusion>
    - iv. The Community guidelines are finalized and will be available on the SharePoint page.
    - v. The 50/30 Challenge data collection is complete. A Communicator was sent out with the information.
    - vi. A reminder that there are free webinars and workshops provided by CCDI, Indigenous Works for all employees.
    - vii. HR is holding 4000 copies of the TRC Calls to Action Booklets, which has a joint effort involving many individuals and departments. Currently, they are working on a distribution plan that includes education and deep commitment on how to use the booklet.
  - l. KPU International – C. St Laurent
    - i. KPU International added a number of initiatives during the pandemic and they’ve been very successful with the appetite to continue on.
    - ii. In the past year, they’ve had 259 students and 12 instructors engage in some form of global learning experience, some intercultural type of training and activities. This year they’ve already received 40 exchange students and 15 KPU students who have already been paired.
    - iii. The Global Buddy program is very popular with exchange students, which is a mentorship program. Both international students and domestic students gain a great deal from this program. The mentor assists their buddy with finding

resources, finding a place to live, helping with courses, etc. All peer mentors complete training on intercultural communication.

- iv. Field Schools – Colombia field school has just completed. The Amazon field school is completely full.
- v. Scholarships – they’ve applied for CiCan funding and they’ve received funds for faculty and students to participate in different exchange programs.

## 6. New Business

### a. Sustainability Monitoring and Reporting – A. Gowan & L. Ozols-Mongeau

- i. A. Gowan and L. Ozols-Mongeau provided a presentation on the draft process for Sustainability Monitoring and Reporting. In efforts to take an holistic approach to sustainability, they want to ensure that equity, climate, justice and reconciliation are key to advancing sustainability as a whole, and therefore, they’re wanting feedback from PDEC how best to understand and amplify the work PDEC does.
- ii. There will be 20 indicators and 10 key project stories that will feed into this. The indicators will feed the public report, which in turn feeds the online reporting.
- iii. Inputs derive from a variety of sources – SDG mapping, KPU2050, Carbon Neutral Action Report, Strategy Energy Management Plan, STARS Reporting, Accountability Report, Sustainability Framework. It will also include the EDI Action Plan, Task Force on Antiracism/ OAR Report and the Indigenous Strategic Plan.
- iv. Discussion
  - 1. Soon KPU will have an Accessibility Plan which should feed into this as well.
  - 2. It might be helpful to have Alicia attend more PDEC meetings to see how PDEC works.

### b. Presentation: “Make the Invisible, Visible: Shining a light on the lived experience of underrepresented and marginalized voices at KPU” – L. Wood

- i. L. Wood explained that she received some funding from the Ministry of Advanced Education related to Work Integrated Learning and has been creating some EDI resources and speaking with KPU students and alumni about barriers to inclusion and belonging for marginalized students. The purpose for the project was to listen to the lived experience of our students at KPU. She wanted to create a safe space for them to open up and begin a dialogue around EDI and inspire change that needs to happen.
- ii. During this meeting a short excerpt of the video was played for PDEC members. The full version of the video can be found here <https://youtu.be/o8vqy4D0p94>
- iii. L. Wood would welcome contact from anyone whose work coincides with hers. Her next step is to continue gathering more stories from KPU students.
- iv. What would PDEC members like to see?
  - 1. L. Wood would like to do additional chapters on students with disabilities, Indigenous students, 2SLGBTQIA+ students.
  - 2. Another project on faculty and staff could provide stories as well.

## 7. Director of Diversity Report – R. Kozak

- a. It’s Asian History month and Dr. Kozak has been attending various events.

- b. Has been meeting with Foundry Langley which is a social services group that provides support for 12 – 24 year olds in Langley. They're interested in co-hosting a Pride Event on the Langley campus on June 3<sup>rd</sup> from 2 – 5pm. This is different from Langley Pride. If anyone is interested in helping out, please let Dr. Kozak know.
  - c. They've been participating in meetings about space and support for the student-run KPU Pride Society as the KSA space is inadequate.
  - d. Chosen Names on Parchment – Trina has obtained advice from lawyer Adrienne Smith and Romy and Trina will be meeting with the Registrar's office to discuss further.
  - e. JEDI Awards were chosen and presented to recipients at KPU Day by President Davis and their nominators. Thank you to these folks as well as those the selection committee.
  - f. The unveiling of the KDocs/ Alice Street project mural in the Surrey Library was a special and fantastic event. Please see it if you haven't.
  - g. Dr. Kozak will be attending Polytechnics Showcase in Calgary along with Dr. Sayed, Dr. Davis, and Dr. Purvey to showcase the great EDI work we have been doing at KPU.
8. The June meeting is expected to include a presentation by Luka Wall from OPA of the 2022 Student Satisfaction Survey findings.
  9. The meeting was adjourned at 2:59pm