



The President's Diversity and Equity Committee

Meeting Particulars:

Date: April 18, 2019 **Time:** 1:00pm – 3:00pm
Purpose: Committee meeting **Meeting Lead:** Dr. Alan Davis

Attendance:

Romy Kozak	Director of Diversity	
Josephine Chan	Special Assistant to the Provost on Policy & Ac. Affairs	Provost designate
Joshua Mitchell	Senior Director, Student Affairs	VP Students designate
Catherine Dubé	Director, People Services	AVP HR designate
Ann Marie Davison	Biology Faculty	KFA appointee
Renu Seru	Counsellor	KFA appointee
Valerie Newton	APPD – Instructional Associate	BCGEU appointee
Jenna Afanasiff	Events & Communications Specialist, FSO	BCGEU appointee
Laura Vail	Director, Student Success	
Magdalena Mot	Student Success Coach, School of Business	
Iain Hunter	Director, Facilities Services	
John O'Brian	KSA Advocacy Coordinator	
Zainab Al-koubaisi	Manager of Global Engagement, KPU International	
Ethan Semple	Coordinator, Indigenous Services for Students	
Caroline Lilloco	Confidential Assistant to the University Secretary	

Regrets:

Alan Davis	President & Vice Chancellor / Chair	
David Burns	Senate Vice Chair	
Wayne Tebb	Special Advisor to the Provost	Academic Council rep.
Joseph Thorpe	KSA Queer Students Rep & VP Finance & Operations	
Sarah Strachan	KSA Aboriginal Student Rep	
Munir Dossa	KSA Students of Colour Rep	
Jasika Rai	KSA Mature Students Rep	
Caitlin McCutchen	KSA Women's Rep & President/VP External Affairs	
Vacant	KSA Students with Disabilities Rep	
Joanne Saunders	Executive Director, Marketing and Recruitment	Professional Staff member
Gina Buchanan	Senior Director, Educational Development	
Murdoch de Mooy	KSA VP University Affairs	
Josephine Wong	KSA Marketing and Communications Coordinator	
Jewelless Smith	KSA Policy Coordinator	
Mark Pritchard	Faculty, Wilson School of Design	
Carole St. Laurent	Director, KPU International	

Minutes

1. **The meeting was called to order at 1:08 pm.** In Dr. Davis' absence, Dr. Kozak chaired the meeting. Ethan Semple, Coordinator, Indigenous Services for Students was welcomed to PDEC.
2. **Approval of Agenda – approved as circulated**
3. **Approval of March 21, 2019 minutes**
 - a. Iain Hunter provided written amendments for the Minutes.
 - b. The Minutes of March 21, 2019 were approved with amendments.
4. **Update from Dr. Steve Cardwell, Associate VP Academic on Indigenization at KPU.**
 - a. Following the introduction to the committee, Dr. Cardwell provided an overview of his particular portfolio, of which one focus is supporting Indigeneity at KPU.
 - b. Dr. Cardwell provided a handout that summarized Indigenization-related activity at KPU. This link to the documents on the PDEC SharePoint site are listed at the end of these Minutes.
 - i. Referencing the above document, Dr. Cardwell explained that KPU had an Indigenous Advisory Committee in place, but it had not met for some years. This committee was restarted again with the first meeting being held in September 2018. There are about 35 people on the committee, including Chiefs from several surrounding First Nations, representatives from School Districts, etc. The result was a very positive with strong engagement. The next meeting is planned for May 28th at the Langley Campus.
 - ii. There have been many other community meetings, including engagements directly with local First Nations groups. Dr. Cardwell attended a forum held at University of Victoria with the focus on building reconciliation. This event was very powerful, spiritually uplifting with wisdom brought by indigenous elders.
 - iii. The KFA has taken some leadership in this area as well with their “Week of Decolonization, Reconciliation, and Indigenization.” Dr. Cardwell indicated that KPU would like to contribute to these workshops in the future as well.
 - iv. In order to engage with the fourth item, “Indigenous ‘Living Vision’ – A Framework for Action,” Dr. Cardwell explained a budget is required. He examined other institutions such as Concordia and note they’ve done a very good job at creating an action plan.
 - v. Item number 5 “Proposed Indigenous Content Requirement (AC14)” policy – Josephine Chan and several others have been working on this. This policy is intended to support Indigenous content for all students. This is innovative and exciting and only a handful of other Canadian Institutions have engaged with this. KPU’s goal is to bring this policy forward this fall with anticipated implementation in 2022. These changes will bring about many questions and considerations – teachers, Indigenous languages, etc.
 - vi. Indigenous Student Support – KPU student Samantha Jack was instrumental in forming the Indigenous Student Council, which is well underway. The KSA is also part of this council. Samantha Jack has also been invited to join PDEC and is anticipated to start attending meetings in May.

- vii. *Open Doors, Open Minds* will take place on April 30th. This event is targeting the Indigenous high school student population in Surrey and it is anticipated there will be over 100 students at this event.
- c. Dr. Cardwell was thanked for providing this very informative presentation. The committee intends to have an in-depth review of the documents provided to ascertain what PDEC can be doing to support these efforts.

5. Follow up on Action Items from Previous Meeting

- a. *Name Usage in OSS Timetable – C. Dubé*
 - i. Work is still ongoing. They are still working on resolving issues, but have experienced some delays. It is now expected to have this completed by June.
- b. *2019 Multicultural Calendar on Eagle Eye – R. Kozak*
 - i. Dr. Kozak advised that Marketing will be putting together a sample slide for the committee to review.
- c. *Indigenous Issues in the media/classroom – tabled to next meeting*
- d. *KPU Civic Plaza Parking Accessibility – I. Hunter*
 - i. The hardware is in place and is just waiting for power hook up. Everything should be completed within the next week.
- e. *PDEC Membership – Professional Staff Member – tabled to next meeting*
- f. *Intercultural Development Inventory – R. Kozak*
 - i. Dr. Kozak advised that she consulted with Gina Buchanan about this training opportunity for PDEC members. It was determined the best PDEC meeting date for the training would be June 20th, but we'd need to allow for a 3-hour time slot (1-4 p.m.). Caroline will send an updated meeting invite. **ACTION**

6. Director of Diversity Report – R. Kozak

- a. Dr. Kozak, with the assistance of IAP, completed the Equity and Inclusion survey which was sent to all Canadian universities.
- b. Dr. Kozak advised she completed the first day of the Intercultural Development Workshop (to conclude early May) and found it promising so far.

7. Reports from PDEC Members

- a. *Indigenous Services – E. Semple*
 - i. The Student Council has been acting as a youth guide group for community organizations, to provide information on how to make Surrey a better place for Indigenous youth.
 - ii. At KPU Day, the Student Council will be holding a panel discussion on indigeneity in the classroom. An Indigenous faculty member will moderate.
 - iii. Laura and Ethan participated in the Blanket Exercise with the student leadership team and noted they'll be offering this exercise every semester to students.
 - iv. Many events are planned for June as it is Indigenous People's month. Events will be listed at www.kpu.ca/indigenous/month
- b. *Accessibility Services – J. Mitchell*
 - i. The search for the Director position is ongoing.

- ii. There are some new hires – two new advisors, and a learning specialist to begin in May with another one starting in early summer.
- iii. All campuses should be fully supported with accessibility staff.
- c. *People Services (HR) – C. Dubé*
 - i. HR is continuing to promote Indigenous Awareness training modules.
- d. *Facilities Services – I. Hunter*
 - i. Facilities is working with a Universal Design consultant who will provide information and suggestions for some redesigns for Surrey campus.
 - ii. Door redesigns will need to be put out for tender.
 - iii. Trees that are removed from the Surrey campus are being brought to the Kwantlen First Nations.

8. PDEC Priorities/Work Plan 2018/2019

- a. No concerns or discussion; we will do an update at a later date.

9. New Business

- a. *PDEC input on IP and Withdrawal Policies – R. Kozak*
 - i. The committee engaged in a brief conversation regarding the current policies up for revision. Dr. Kozak reminded committee members to participate in the online policy discussion to provide feedback or concerns.
- b. *Proposed discussion topic – BCCAT report on equity issues – R. Kozak*
 - i. The committee made the decision to commit to working on the information provided by Dr. Cardwell instead and pursue this report at a later date.
 - ii. Dr. Kozak to send out recommendations from last chapter of *The Equity Myth*.
ACTION
- c. *Surrey Pride (June 29th) – R. Kozak*
 - i. Dr. Kozak has met and will meet again with KSA to confirm participation at Surrey Pride. Jenna Afanasiff/Future Student's Office will also participate.
ACTION

10. Challenges and Success Stories

- a. No new information

11. Next Meeting

- a. The next meeting is scheduled for June 20, 2019 and will be extended until 4:00pm

12. Adjournment

- a. The meeting was adjourned at 3:07pm

Handouts:

1. [PDEC Update Indigenous](#)
2. [Indigenous Action Plan short TRC Exec Summary KPU](#)
3. [Indigenous and decolonization activity at KPU](#)