



The President's Diversity and Equity Committee

Meeting Particulars:

Date: March 21, 2019 **Time:** 1:00pm – 2:00pm
Purpose: Committee meeting **Meeting Lead:** Dr. Alan Davis

Attendance:

Alan Davis	President & Vice Chancellor / Chair	
Romy Kozak	Director of Diversity	
Ann Marie Davison	Biology Faculty	KFA appointee
Renu Seru	Counsellor	KFA appointee
Jenna Afanasiff	Events & Communications Specialist, FSO	BCGEU appointee
Valerie Newton	APPD – Instructional Associate	BCGEU appointee
Caroline Lillo	Confidential Assistant to the University Secretary	
Laura Vail	Director, Student Success	
Magdalena Mot	Student Success Coach, School of Business	
Iain Hunter	Director, Facilities Services	
Narada Luckanachai	Confidential Assistant, KPU International	

Regrets:

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
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
Len Pierre	Manager, Indigenous Services	
Gina Buchanan	Senior Director, Educational Development	
John O'Brian	KSA Advocacy Coordinator	
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 1:07pm**
2. **Approval of Agenda**
 - a. Add to item 8 (e) – Policies
 - b. The agenda was approved with additions
3. **Approval of February 21, 2019 minutes**
 - a. The minutes were approved as circulated
4. **Follow up on Action Items from Previous Meeting**
 - a. *Name Usage in OSS Timetable – tabled to next meeting*
 - b. *2019 Multicultural Calendar on Eagle Eye – tabled to next meeting*
 - c. *Accessibility at Convocation – R. Kozak*
 - i. Dr. Kozak met with the University Secretary and together they reviewed the procedures of how to accommodate students and guests. After the review it was determined that all necessary procedures for accommodations are in place.
 - d. *Indigenous Issues in the media/classroom – tabled to next meeting*
5. **Director of Diversity Report – R. Kozak**
 - a. Presented to the Faculty of Health issues surrounding trans people and their access to health services. The presentation was mainly comprised of discussion of the video "Ask Me" <https://www.chronicle.com/article/Ask-Me-What-LGBTQ/232797> and the TransCareBC webinar "Intro to Gender-Affirming Access to Care" <https://www.youtube.com/watch?v=m-QUmST3tXk&feature=youtu.be>.
 - b. Presented to the Facilities Leadership Team regarding inclusive washrooms and change stations. The group expressed a variety of concerns around inclusive washrooms and the need to have these kinds of dialogue to create clarity and appropriate messaging.
 - c. Met with Josephine Chan regarding PDEC input into KPU policies. Further information will be relayed in Agenda Item 8 (e).
 - d. Met with the Senate Program Review committee along with representatives from Teaching and Learning about factoring equity issues into Program Review.
6. **Reports from PDEC Members**
 - a. *Indigenous Services – presented by L. Vail on behalf of L. Pierre*
 - i. Len Pierre will be leaving KPU and is going to the Health Authority. His position, Manager, Indigenous Services, will be posted soon.
 - ii. The team in Indigenous Services has many campus wide events that they are currently participating in. They are also partnering with KSA for several events to be held next week. More information on these events can be viewed on the [KPU The Gathering Place](#) Facebook page.
 - iii. The council of students will be presenting at KPU Day where there will be an open dialogue regarding decolonization.
 - b. *Accessibility Services – L. Vail*

- i. Aside from the Director position still open, there are no other updates at this time.
- c. *People Services (HR)* – as C. Dubé is absent there are no updates.
- d. *Facilities Services – I. Hunter*
 - i. Door Repairs and maintenance for the older Surrey campus buildings are a focus for Facilities, including stairwells.
 - ii. Fairly soon, Facilities will be working with a universal design consultant who will provide guidelines for renovations and improvements. They will target one building at KPU Surrey and then conduct an audit. They intend to reach out to R. Kozak for assistance with this project.
 - iii. The wheelchair ramp at KPU Richmond is also a priority.
 - iv. They are also looking at opportunities for the KPU Surrey Cedar Building and looking at ways how to connect the first floor lounge area and the courtyard with exterior access.
 - v. It was noted by a committee member that the issue in the parking area at KPU Civic Plaza is a significant problem. The entrance way between parking and the building have 3 doorways, where the middle doorway isn't designed for mobility impaired peoples. I. Hunter will look into this. **ACTION**
 - vi. It was queried about the possibility of having sliding doors at main entrances. I. Hunter explained the issue is the need for space, and the building just isn't designed to accommodate sliding doors. Facilities is looking into having automatic motion sensor door openers at main entrances as upgrades are done. Sliding doors or automatic double doors will be evaluated in each area. It is noted that if this design is put in place, Facilities will need to ensure there is appropriate warning signs on those doors.

7. PDEC Priorities/Work Plan 2018/2019

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

8. New Business

- a. *PDEC Membership – Professional Staff Member appointed by the President*
 - i. Currently this position is held by Joanne Saunders, Executive Director, Marketing & Recruitment. Ms. Saunders communicated with Dr. Davis regarding her ability to attend meetings and requested to withdraw from this committee.
 - ii. Dr. Davis will review his earlier notes on committee membership structure and discuss options with Marlyn Graziano, VP, External Affairs. **ACTION**
- b. *Intercultural Development Inventory – R. Kozak*
 - i. After discussion it was decided to use a reserved PDEC meeting for this training.
 - ii. R. Kozak will discuss this with Gina Buchanan to request the possibility of having this training at the May 23rd meeting. **ACTION**
- c. *Toonie Team 2019 – R. Kozak*
 - i. R. Kozak provided an update regarding the 2019 Pride Parade and noted that KPU will serve on the Toonie Team again this year. The date set for the Pride Parade is August 4th, which is the BC Day long weekend.

- ii. The calls for volunteers will go out early so that we get a good mix of students, staff and faculty.
- iii. R. Kozak described the role of the Toonie Team, and the need for at least 20 volunteers to hold the rainbow flag.
- iv. The committee agreed that PDEC T-shirts should again be provided to the volunteers. R. Kozak will work with J. Afanasiff to get some pricing on the T-Shirts.
- v. It was also mentioned that volunteers could carry a KPU Banner at the same time.
- vi. R. Kozak explained that the Vancouver Pride Parade organization waived the \$250 participation fee, and suggested that PDEC could instead provide them with a \$100 donation. The committee agreed that the donation is appropriate.

d. Reflections on Christchurch – R. Kozak

- i. As today is International Day for the Elimination of Racism, a message on behalf of PDEC was sent out through KPU Communicator to all staff.
- ii. R. Kozak noted that for the past two years, there was a campus event for International Day for the Elimination of Racism, organized by the ACA Dean's Office. ACA indicated quite late this year that they were not planning to continue this; PDEC should consider the event next year.
- iii. It was mentioned that an announcement regarding the event in Christchurch, New Zealand was sent out through the KPU Communicator, with a lowering of KPU Flags for one day in recognition of this tragic event.
- iv. R. Kozak hand out a diagram on the Pyramid of White Supremacy and a discussion ensued on this topic. (See last page for picture)

e. Policies – R. Kozak

- i. R. Kozak and J. Chan met and discussed the policies currently under review. Committee members are reminded that as policies become available for feedback, to please provide input through the policy blog. Currently, policies on intellectual property and withdrawal; PDEC members are encouraged to review these for discussion at the next meeting.

9. Challenges and Success Stories

- a. R. Kozak attended the Toxic Masculinity event and noted there was a great interest with many students in attendance. She also mentioned that PDEC sponsorship was recognized at the event.

10. Next Meeting

- a. The next meeting is scheduled for April 18th and Dr. Steve Cardwell, AVP Academic will be in attendance to make a presentation.

11. Adjournment

- a. The meeting was adjourned at 2:00pm

The Pyramid of White Supremacy

