



# The President's Diversity and Equity Committee

## Meeting Particulars:

**Date:** May 23, 2019      **Time:** 1:00pm to 3:00pm  
**Purpose:** Committee meeting      **Meeting Lead:** Dr. Alan Davis

## Attendance:

Alan Davis	President & Vice Chancellor / Chair	
Romy Kozak	Director of Diversity	
Josephine Chan	Special Assistant to the Provost on Policy & Ac. Affairs	Provost designate
Sarah Strachan	KSA Aboriginal Student Rep (also VP University Affairs)	
Ann Marie Davison	Biology Faculty	KFA appointee
Jenna Afanasiff	Events & Communications Specialist, FSO	BCGEU appointee
Ethan Semple	Coordinator, Indigenous Services for Students	

Caroline Lillico	Confidential Assistant to the University Secretary	
Magdalena Mot	Student Success Coach, School of Business	
Jewelless Smith	KSA Policy Coordinator	
Iain Hunter	Director, Facilities Services	
Carole St. Laurent	Director, KPU International	
Samantha Jack	Indigenous Students Council	

## Guests:

Sandy Vanderburgh	Provost and Vice President, Academic	
Deepak Gupta	AVP, Research Services	
David Piraquive	KSA President	
Simon Massey	Director, KPIRG	

## Regrets:

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.
Vacant	KSA Queer Students Rep & VP Finance & Operations	
Bhavkaran Aujla	KSA Students of Colour Rep	
Jaspal (Paala) Rai	KSA Mature Students Rep	
Amei-lee Laboucan	KSA Women's Rep	
Jaya Dhillon	KSA Students with Disabilities Rep	
Renu Seru	Counsellor	KFA appointee
Valerie Newton	APPD – Instructional Associate	BCGEU appointee
Joanne Saunders	Executive Director, Marketing and Recruitment	Professional Staff
Laura Vail	Director, Student Success	
Gina Buchanan	Senior Director, Educational Development	

John O'Brian  
Josephine Wong  
Mark Pritchard

KSA Advocacy Coordinator  
KSA Marketing and Communications Coordinator  
Faculty, Wilson School of Design

## Minutes

1. The Meeting was called to order at 1:07pm.
2. Introductions and approval of agenda.
  - a. Dr. Sandy Vanderburgh, Provost and Vice President, Academic was welcomed to PDEC and introduced to the membership. As well, Samantha Jack, Sarah Strachan, David Piraquive, and Simon Massey were introduced and welcomed to the meeting.
  - b. The agenda was approved with one addition:
    - i. In item #4, add e) Multicultural Calendar
3. The Minutes of April 18, 2019 were approved as circulated.
4. Follow-up on Action Items:
  - a. Indigenous Issues in the media/classroom – tabled to next meeting.
  - b. PDEC Membership – Professional Staff person – A. Davis
    - i. Dr. Davis advised he is considering who the best candidate might be. He will report back at the next meeting. **ACTION**
  - c. Intercultural Development Inventory – R. Kozak
    - i. Dr. Kozak advised that at the last PDEC meeting it was decided that the June 20<sup>th</sup> PDEC meeting would be the best time to take the IDI training.
    - ii. Dr. Kozak further advised that there is a \$15 charge for the training, and HR will utilize PD funds to cover the cost, with an overall cap of \$500.
    - iii. Because of the cost involved and the need to participate in a pre-assessment, PDEC will require a commitment from individuals for the June 20<sup>th</sup> training. Caroline will send out an email requesting individuals to respond with their confirmation. **ACTION**
  - d. Surrey Pride – R. Kozak
    - i. Dr. Kozak advised that PDEC is partnering with KPU and KSA to provide a “gold sponsorship” for the Surrey Pride Event which is being held on June 29<sup>th</sup>, and all PDEC Members are welcomed to participate.
    - ii. Dr. Kozak showed artwork for the t-shirts being prepared for volunteers at the Vancouver Pride Parade and Surrey Pride.
  - e. Multicultural Calendar – R. Kozak
    - i. Dr. Kozak presented a sample slide, prepared by Marketing, showing how multicultural calendar events could appear on Eagle Eye each week.
      1. The membership feedback was positive with the suggestion to have items slowed down a second or two.
      2. The demonstration video will be saved on the PDEC SharePoint site for further reviewing. **ACTION**
5. New Business
  - a. PDEC Sponsorship Applications
    - i. Dr. Kozak advised that PDEC has \$10,000 to award in this fiscal year 2019/2020.
    - ii. “Campus Dialogue on Rape Culture”
      1. Dr. Kozak to contact the applicants and confirm that their event is intended to be broadly inclusive, and to suggest KSA as an additional source of funding. **ACTION**
      2. Awarded \$1,000
    - iii. “Canadian Culinary Imaginations”
      1. After discussion, the committee determined that while the applicants' efforts were notable, the purpose for sponsorship does not fit the criteria for PDEC. Dr. Davis will follow up with the applicants. **ACTION**

- iv. "Gathering Around the Dark Table"
  - 1. Dr. Kozak should follow up with the applicant to suggest that he should consider how to share the experiences/findings more broadly. It was also suggested that participating students could share in the cost for about \$10 to \$15. ACTION
  - 2. Awarded \$500
- v. "LGBTQ2IA+ Competency Workshops"
  - 1. Awarded \$1,500
- vi. "What I would like my instructor to know about my background and culture"
  - 1. The committee suggested the applicant could access some KPU resources to assist with this project. suggestions included: find a journalism student to take this on as a class project, request the assistance of the marketing department videographer, utilize the media resources at KPU Civic Plaza. Dr. Kozak to follow up with applicant regarding these suggestions. ACTION
  - 2. Awarded \$1,000
- vii. "October at KPU: Dance. People. Culture."
  - 1. Awarded \$1,000
- b. 2019/2020 PDEC Sponsorship deadlines
  - i. Dr. Kozak will consider the next three deadlines. Revisions to the application form and guidelines will be done and uploaded to the website during the summer. ACTION.
- c. Indigenous Action Plan
  - i. The committee discussed the Indigenous Action Plan. The response was generally positive, with suggestions for clarification of the role PDEC could play, as well as an ongoing role for the Indigenous Students Council. Dr. Davis noted that KPU is working with the Indigenous Advisory Committee to determine what indigenization will look like.
  - ii. Dr. Davis advised he will be attending a conference where Adam Gaudry is providing the keynote address. Dr. Gaudry and Danielle Lorenz wrote the article "Indigenization as inclusion, reconciliation and decolonization: Navigating the different visions for indigenizing the Canadian academy." Dr. Kozak will have a copy of this article sent out with the minutes and posted on the PDEC Sharepoint site. ACTION
- d. Recommendations from *The Equity Myth* – tabled to a future meeting
- 6. Guest Presentation – D. Gupta
  - a. Dr. Gupta provided an overview of the National Sciences and Engineering Research Council of Canada's [Dimensions: Equity, Diversity and Inclusion Canada program](#), and recommended that PDEC endorse the participation of KPU in this program.
  - b. Dr. Davis advised that this was presented at the Board of Governors at the May meeting and was given approval at KPU should participate. The next step is for Dr. Davis to present this at the KPU Senate meeting. Once overall approval is received, Dr. Davis will sign on behalf of KPU.
  - c. Dr. Gupta was thanked for presenting this information at PDEC.
- 7. Challenges and Success Stories:
  - a. Jewelles Smith – Advised that the Accessibility Act has now been accepted by the government and hopefully will be receiving the Royal Assent soon.
  - b. Ethan Semple – handed out a document that lists all of the events planned for June – Indigenous Awareness Month.
- 8. Next meeting – June 20<sup>th</sup>. Please remember the meeting will be extended to 3 hours.
- 9. Adjournment – the meeting was adjourned at 3:00pm