

The University Diversity and Equity Committee

MINUTES	
Date: February 11, 2026	Time: 1:00-2:00 pm
Location: MS Teams	Meeting Lead: Dr. Asma Sayed
Contact: udec@kpu.ca	UDEC SharePoint

1. Call to Order and Land Acknowledgement

- Led by Dr. Sayed

2. Approval of Agenda

- Approved

3. Approval of Minutes from November 2025

- Approved

4. VP, EIC Report – Dr. Sayed

4th Annual Anti-Racism Symposium (March 23)

- Registration is officially open. Register [here](#).
- Keynote speaker: Dr. Eniola Salami will address anti-Black racism in healthcare and medicine.
- People leaders are urged to actively support staff attendance without requiring vacation leave; suggested flexible scheduling where needed.
- External outreach includes regional medical schools and EDI offices; members encouraged to further circulate invitations.
- KPU's inaugural Black Excellence Awards will be presented at the symposium; nominations remain open until Friday, with flexibility for short extensions.

Black History Month Activities

- The OEIC held an informal gathering on February 3rd to discuss the meaning and various perspectives on what Black excellence means today.

- Emphasis placed on the need to build trust, increase outreach, and create safer spaces for engaging with Black members of the KPU community.

RISE Community of Practice

- Hosted through the OEIC, the KPU RISE (Racialized Identities in Solidarity & Empowerment) Community of Practice sees continued growth and strong engagement from employees of colour across KPU.
- Bi-monthly sessions (alternating online and in-person) continue. The next meeting is scheduled for February 20th online.

External Engagement & Partnerships

- OEIC team members attended the national anti-racism policy dialogue, Finding Common Ground, in Calgary, Alberta, on November 27, 2025. Hosted by the Canadian Race Relations Foundation and The Globe and Mail, the event focused on addressing systemic racism in Canada. It provided valuable opportunities for networking and gaining policy insights. Follow-up with CRRF planned, including sharing symposium details.
- OEIC also held a meeting with Langara's EDI team to strengthen inter-institutional collaboration.
- A delegation from Coleg Cambria in Wales is visiting KPU this week. Trina attended trainings at their college a few months ago, and the OEIC team is learning from them about the broader EDI scenario in the UK.

Workshops & Professional Development

- The OEIC completed delivery of a 6-part Anti-Racism series with Hook or Crook Consulting, and an Antisemitism workshop was facilitated twice by JQT Vancouver.
- Upcoming: Islamic Heritage Awareness workshop with the National Council of Canadian Muslims is scheduled for February 18th ahead of Ramadan.
- Upcoming: Two workshops with Cicely Blain Consulting on February 10 and 12th are scheduled specifically for EDI committee members at KPU, and focus on conflict resolution and self-care.
- OEIC will launch a 16-week pilot cohort of "Creating Safer Spaces for 2SLGBTQIA+ Communities" in partnership with Teaching & Learning.
- OEIC is also developing a Disability Justice 101 course and Accessible Meeting Guidelines which are expected to launch in later spring.

Policy & Action Plan Updates

- Trans Inclusion Policy: Phase 2 forthcoming; consultations planned for late spring/early summer.
- Gender & Sexual Equity Action Plan: Advisory Committee call closed; development timeline estimated at 2.5–3 years.

- Disability Justice & Accessibility Policy (Stage 1) posted; intended to align with HR's Accommodations Policy.

Communications

- 2025 OEIC Newsletter nearing completion; reflects significant scope of work undertaken during the year.

5. Reports from UDEC Members

a. Student Services Updates – Shalini Vanan

Personnel Update

- Lynda Beveridge remains on medical leave and has confirmed retirement effective March 31.
- Shalini Vanan will continue as Interim Director, Counselling Services.
- AVP, Joshua Mitchell will continue overseeing Accessibility Services.
- Leadership team will assess and plan next steps for the director position.

Food Insecurity Initiatives (Peer Resource Centre – Maple 160, Surrey Campus)

- “Grab and Go” student pantry offered twice monthly; serving approximately 40–50 students per session.
- Non-perishable food items provided; recipes added to promote food skills development.
- March (Nutrition Month): plans for hot food offerings at each campus and related workshops to expand programming around food insecurity.

Pride Peer Initiatives & Student Pride Centre

- Pride Peers hosting second student-led drag show (Feb 13, 3:00–5:30 pm, KPU Surrey Conference Centre).
- A dedicated Student Pride Centre has been allocated, with the capital budget for refurbishment approved and work scheduled to begin April 1.

Accessibility Collaboration

- Teaching & Learning collaborating with Accessibility Services. Seanna Takacs is working on an Accessibility Guide.

b. Teaching and Learning Updates – Nishan Perera

Open Education Workbook

- Interactive workbook developed to support faculty adoption of open educational practices, responding to concerns about student textbook affordability.
- Internal version hosted on PebblePad; external Pressbooks version created for broader access.
- Designed to guide, reflect, and encourage mentorship/collaboration.

- Promotion to begin in coming weeks.

Anti-Racism Pedagogical Toolkit – Update

- The toolkit was launched at last year's symposium with 423 visitors and 600+ page views to date.
- Most viewed tools: Intersectionality of Race & Disability; Microaggressions; Microaffirmations.
- Uptake has been lower than expected, so TLC will launch a 10-part weekly campaign highlighting individual toolkit components via LinkedIn and Today@ KPU beginning February 13th.
- Post-Symposium blog is planned with Dr. Sayed on advancing anti-racist teaching and learning.

6. New Business

7. Information Sharing and Updates

8. Adjournment

- Adjourned at 1:38 pm.