



The University Diversity and Equity Committee

Date: March 5, 2026	Time: 1:00-2:00 pm
Location: MS Teams	Meeting Lead: Dr. Asma Sayed
Contact: udec@kpu.ca	UDEEC SharePoint

1. Call to Order and Land Acknowledgement

- Provided by Asma Sayed.

2. Approval of Agenda

- Removed Item 5d (Fiona absent); agenda approved.

3. Approval of Minutes from February

- Approved.

4. VP, EIC Report

- Acknowledged impact of global events and institutional changes on colleagues and students; encouraged mindfulness, support, and flexibility.
- Ramadan Resource:
 - o OEIC prepared a 2-page guide, "[Ramadan in the Workplace](#)" to support colleagues and students observing Ramadan; members encouraged to share the resource within their units.
- EDI Initiatives:
 - o Two EDI training sessions with Cicely Blain Consulting were delivered Feb 10 and 12. The sessions were especially geared toward internal EDI committees.
 - o KPU RISE (Racialized Identities in Solidarity & Empowerment) community of practice held a meeting on Feb 20th. At the most recent gathering, members discussed experiences of racism; future session to focus on envisioning change.
- Awards & Symposium:
 - o Black Excellence Awards: selections complete, awardees to be announced at the Fourth Annual Anti-Racism Symposium on March 23, 2026.
 - o [JEDI Award nominations](#) opened on March 2nd, with nominations closing on March 31st. Members encouraged to nominate current KPU students and employees.
 - o Fourth Annual Anti-Racism Symposium: strong registration; keynote on racism in healthcare; three panels planned; open to public. Register [here](#).

- Convocation: Successful week; Asma delivered speeches at three ceremonies, highlighting student achievements.

5. Reports from UDEC Members

a. Facilities Services Updates – Iain Hunter

- Hands-free doors at Trades Campus complete; Richmond North ramp nearing completion, South ramp design finalized.
- Washroom upgrades at Richmond and Cedar underway; architect selection in progress. Gender-inclusive and accessibility principles applied.
- Rick Hansen Upgrades: Cedar and Arbutus selected for first round; architect to develop scope for tender.
- Surrey Campus: Parking and pedestrian improvements completed with enhanced accessibility.
- Indigenous Guidelines: Development underway with Formline Architecture.
- EDI Training: All facilities administrators to complete at least one EDI course this year as part of their performance goals; extended to supervisors and frontline teams.
- Follow-up: Accessibility Committee included in design reviews;

b. OEIC Portfolio Updates – Trina Prince

- Gender & Sexual Equity:
 - o 7th week of Creating Safer Spaces for 2S/LGBTQ+ Communities OEAC learning program; positive feedback and ongoing course improvements.
 - o Gender and Sexual Equity Action Plan committee formation in progress.
 - o Drafting Trans Inclusion Policy and Procedure for upcoming consultation.
 - o Planning participation in Pride events across Lower Mainland (June–August).
- Disability Justice & Accessibility:
 - o Disability Justice and Accessibility policy consultation closed; next steps underway.
 - o Developing accessible meeting guidelines and one-on-one disability justice training (launch expected May, during Accessibility Week).
 - o Team completed [free Inclusion BC training on disability rights history](#).
- OEIC hosted delegation from Wales for EDI training exchange.
- OEIC Advocacy Awards for Students:
 - o Over 30 applications received across Gender & Sexual Equity, Anti-Racism, and Disability Justice advocacy categories.
 - o Top 10 students awarded \$1,000 each.

c. HR Updates – Respectful Workplace Training – Michelle Wootton

- Plan is to bring training in-house to make it more tailored to KPU's context.
- OEIC team continues to provide more in-depth, specialized training for staff.
- Next Steps: Collect feedback during 2026 to guide updates; in-house training expected to be implemented in 2027, with refreshed content each year.

d. Including All Citizens Pathway Update – Fiona Whittington-Walsh

- Postponed till next meeting.

6. Adjournment

- adjourned at 1:34 pm