

The University Diversity and Equity Committee

Date: November 20, 2025	Time: 1:00-2:00 pm
Location: MS Teams	Meeting Lead: Dr. Asma Sayed Meeting Co-Lead: Dr. Bruce Choy
Contact: udec@kpu.ca	UDEC SharePoint

Minutes
1. Call to Order and Land Acknowledgement • Provided by Dr. Asma Sayed
2. Approval of Agenda • Approved
3. Approval of Minutes from October • Approved
4. VP, EIC Report External Engagements • The OEIC sponsored a table at the Ascend Canada Gala where President Choy delivered a talk. The event focused on supporting the growth and success of Asian talent in Canada. • OEIC sponsored KPU members to attend the Be the Light Society Gala which raises scholarships for South Asian female high school students. The sponsorship provides a meaningful opportunity for KPU to connect with local high schools and prospective students for KPU. • Dr. Sayed hosted a table discussion on EDI in Canadian post-secondary systems at the University VPs Network (UPVN) hosted by HESA in Victoria. • President Choy, VP Sayed and other KPU executives attended the BC Cabinet & First Nations Leaders Welcome Reception, where they met Premier Eby and Cabinet ministers. Former KPU anti-racism symposium speakers Amna Shah and George Anderson expressed to Dr. Sayed how impressed they were by KPU's anti-racism initiatives, and expressed interest in continuing the dialogue with KPU.

- Dr. Sayed also attended the BC India Business Network Diwali Gala with other KPU employees, which provided a valuable networking opportunity, particularly with the South Asian community.
- KPU signed a Letter of Understanding with PICS, the Progressive Intercultural Community Services (PICS) Society, jointly supported by OEIC and the Provost's Office. The partnership includes collaboration on PLAR, newcomer credential pathways, media initiatives, anti-racism work, and an upcoming joint art exhibit for March 21st in recognition of the International Day for the Elimination of Racial Discrimination.

Internal Engagements & Workshops

- Islamophobia awareness workshops have been completed by KPU leadership and are now available to all employees.
- Several anti-racism workshops are still open for registration, and all employees are encouraged to participate. [More information is available here.](#)
- OEIC participated in multiple on-campus events, including tabling for the New Student Orientation, Welcome Week Student Resource Fair, Thrive Month, and delivered a presentation at New Employee Orientation.
- OEIC's Instagram page continues to grow with new campaigns to increase EDI knowledge. [To follow the page, click here.](#)

RISE Community of Practice

- KPU RISE (Racialized Identities in Solidarity and Empowerment) Community of Practice launched in October, and the first meeting was a great success with attendees appreciating the opportunity to be able to gather in a safer space to move forward anti-racism at KPU.
- To join this community of practice, email oeic.reg@kpu.ca.

Anti-Racism Symposium

- The Call for Proposals for the Fourth Annual Anti-Racism Symposium (Monday, March 23, 2026) has been posted on the [OEIC website](#).
- Faculty and staff are encouraged to share this opportunity widely with students and colleagues who are working on projects or papers related to anti-racism.

Next UDEC Meeting

- UDEC's December 4th meeting is cancelled due to the short time frame between the November and December meetings.
- The next meeting is scheduled for February 11th, 1:00-2:00 pm on MS Teams.

5. Reports from UDEC Members

a. OEIC Portfolio Updates – Trina Prince

Trans Day of Remembrance

- Trina highlighted Trans Day of Remembrance on November 20th, following Trans Awareness Week, and acknowledged rising anti-trans legislation across Canada.

- Trans Awareness Week activities included a *Relearning Gender* workshop on November 18th, and a *Trans Community Social Drop-In* on Monday November 24th (open to all) hosted by the Pride Peers in collaboration with the OEIC.

Trans Inclusion Policy

- A draft policy has been developed and is under internal review with consultations to begin in the new year.

Taith Project Participation

- Trina participated in a Wales-based project on addressing peer-on-peer abuse and misogyny. KPU was one of five Canadian universities selected.
- Dissemination event scheduled for *December 10th*. To attend, please email Trina.

Accessibility & Consultations

- The Accessibility Committee is supporting OEIC in the implementation of the Accessibility Plan.
- The Accessibility Consultation Committee continues to consult on projects, most recently from Facilities and the Office of Sustainability.
- Email oeic@kpu.ca for consultation on accessibility-related items or project plans.

b. Indigenous Services Updates – Natalie Wood-Wiens

Land Awakening Ceremony for the KPU Surrey Child Care Project Site:

- Held on November 13th, the land awakening was conducted by KPU Elder in Residence Lekeyten, and was supported by Kwantlen First Nation Elder Sqwayeten Cheryl Gabriel and Semiahmoo First Nation Chief Harley Chappell.
- This was a significant event for KPU, as the planning process for this project involved the three local nations on whose territories the Surrey campus resides. Photos and video to be released soon.

Pathway to Reciprocity Funding:

- Applications reviewed; exciting initiatives responding to xé?ell, the Strategic Pathways Framework, and TRC Calls to Action.

Provincial Terminology Update:

- Education Planner BC and the AR2 admissions policy have shifted from the term Aboriginal to Indigenous.

New Moon Gala & Bursary:

- Funds raised now meet the threshold to create an endowed bursary in honour of Darlene Willier, coordinator for Indigenous Services. The bursary will be named in her honor with the first award expected to be given out in Fall 2026.
- Future New Moon Gala dependent on financial considerations and potential donors.

Cowichan Land Decision Fallout:

- The recent BC Supreme Court decision involving Cowichan land claims has triggered significant online racism and misinformation, heightening concerns for Indigenous communities locally.

- Campus Security checked in regarding potential impacts on Indigenous students; no safety concerns have been reported thus far.

Inuit-Led University (Canada-wide update):

- First Inuit-led university expected to welcome students in 2030.
- MasterCard has contributed \$50M toward the university's endowment, presenting potential future partnership opportunities for KPU.

Upcoming Provost Presents Event:

- Niigaan Sinclair will be speaking with the Provost on December 3rd. Members are encouraged to attend, as 2025 marks the 10-year anniversary of the TRC Calls to Action. [More information here.](#)

6. New Business

- UDEC Sponsorship Application - [International Students Experience at KPU \(Pedro Dos Santos\)](#)
 - Funding was approved in the amount of \$1500.
- UDEC Sponsorship Application – [Social Justice Design Charette \(Fiona Whittington-Walsh and Fabricio Telo\)](#)
 - Funding was approved in the amount of \$1000.

7. Information Sharing and Updates

a. Student Services Updates – Joshua Mitchell

Leadership Updates:

- Shalini Vanan is now Interim Director of Counselling Services, and will also represent Student Services at UDEC starting in February.
- Accessibility Services continues to report to AVP Student Affairs.

Pride Peers Program:

- Exploring new, more suitable space at KPU Surrey; progress positive, potential updates by summer/fall.

Student Housing Project:

- KPU's first student residence is planned for Surrey campus. Community consultation groups engaged include UDEC, the Accessibility Consultation Committee, the Indigenous Advisory Committee and others.
- Student Affairs will hire a Housing Director and staff to support residence operations by Fall 2029.

b. Teaching and Learning Commons Updates

- Teaching and Learning Commons presented at the Digital Learning Strategy Forum (BC Campus) on creating inclusive digital spaces, and shared core resources, including the Anti-Racism Toolkit, UDL site, and accessibility materials.
- TLC also developed accessible Moodle course templates to support students requiring accessibility accommodations. These are available on Moodle.

c. Lead Advisor on Disability, Accessibility, and Inclusion Updates

- Fiona shared updates on her work with the New Society Institute, noting a national gathering she hosted at KPU Richmond that featured social justice theatre and discussions on decolonizing boards with input from diverse grassroots groups.
- Fiona highlighted the Provost Speaker Series talk by Dr. Rheanna Robinson (UNBC), an Indigenous scholar, whose talk focused on decolonizing disability and creating an Indigenous model of disability. The related article by Dr. Robinson [can be found here](#).

8. Adjournment

- Meeting adjourned at 1:56 pm.