

The University Diversity and Equity Committee

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

Minutes
1. Call to Order and Land Acknowledgement
2. Approval of Agenda - Approved by Andhra Goundrey - Seconded by Iain Hunter
3. Approval of Minutes from June - Approved by Nishan Perera - Seconded by Trina Prince
4. VP, OEIC Report Welcome and Introductions - Dr. Sayed welcomed President Choy to his first UDEC meeting. - She introduced two new members of the Office of Equity and Inclusive Communities: Kayla Garvin, Interim Gender and Sexual Equity Specialist and Kathleen Yang, Disability Justice Advisor. Launch of EDI Action Plan - The EDI Action Plan was launched on July 17, 2025 and includes 80 recommendations to ensure all employees have equitable opportunities to thrive at KPU regardless of their background. Implementation has already begun and OEIC will monitor progress and report to the government and Tri-Council as required. - The launch event featured a keynote by Senator Baltej Dhillon, followed by a fireside chat moderated by Dr. Sayed, and remarks from Parliamentary Secretary Amna Shah. - The event, which was by invitation only, was well attended with over 100 people; recording available on the OEIC website.

Training and Educational Workshops

- A new series of six anti-racism workshops has been launched for all KPU employees.
- Additional workshops on antisemitism and Islamophobia are being offered, in response to a global rise in hate incidents. These sessions aim to better equip all KPU employees to support affected students and colleagues. [More details here.](#)

Consultations

- OEIC continues to receive and respond to reports of racism and discrimination from students and employees. Where needed, the office collaborates with Human Resources (HR) and the Student Rights and Responsibilities Office to offer support, advice, or resolution strategies.

Event and Policy Updates

- OEIC has been active in summer Pride events. More details in Trina's report.
- Progress continues on the development of the Accessibility Policy and stage 2 of the Trans Inclusion Policy.

External Funding

- The OEIC applied for the National Anti-Racism Fund through the Canada Race Relations Foundation, and is continually seeking external funding to help expand its initiatives and programs.

Community Engagement – “Coffee with the VP”

- The monthly “Coffee with the VP” sessions have resumed, alternating between in-person and virtual formats.
- These sessions provide space for open dialogue, sharing of ideas, and identifying concerns around EDI issues. Participation is open to all KPU employees.

Community Engagement and Events

- Dr. Sayed delivered a keynote speech at the Breaking Barriers conference at KPU (June 19), focusing on the role of post-secondary institutions in social justice.
- She also attended the Darpan Awards Gala (Sept 19) and the Truth in Reconciliation: Honouring Lived Experiences event at KPU (Sept 22).

Communications

- The OEIC launched a new Instagram campaign called “Keywords that Matter” to raise awareness of EDI topics, starting with an educational series on key terms.
- Faculty are encouraged to share the campaign with students or incorporate it into assignments or teaching activities.
- A biannual newsletter is also being launched by the Office to further support communication and outreach.

New Community of Practice – KPU RISE

- In September the OEIC launched KPU RISE (Racialized Identities in Solidarity and Empowerment), a new community of practice for racialized KPU employees. KPU RISE is designed to foster connection, dialogue, and collective learning among colleagues with shared lived experiences as people of colour. The first meeting will be held on October 22nd. [More details here.](#)

Upcoming Anti-Racism Symposium

- The 4th Annual Anti-Racism Symposium will be held on March 23, 2026, 8:30 am – 4:00 pm.
- The event will include a keynote address, speeches from government dignitaries, and student and employee presentations on anti-racism projects.
- This full-day event is now well-established and known for its strong engagement and visibility. All KPU employees are encouraged to save the date. More details to come.

5. Reports from UDEC Members

a. Universal Design Resource (TLC) – Nishan Perera

- Nishan shared a new [Universal Design for Learning \(UDL\) resource](#) created by the Teaching and Learning Commons. It focuses on practical examples, showing how faculty can apply UDL in course design, syllabus creation and instruction and assessment to support students from diverse backgrounds.
- The resource will be launched this month with a blog post and workshops are also planned to help faculty apply UDL in their teaching.

b. OEIC Portfolio Updates – Trina Prince

- Pride Events: OEIC participated in Surrey, White Rock, Vancouver, Langley, and DESI Pride Ride events, demonstrating strong community engagement on behalf of KPU.
- Workshops: Sessions were hosted on Two-Spirit history and Out on Screen's queer film workshop. Trina delivered Relearning Gender workshop in summer.
- Policy Development: The Trans Inclusion Policy is in the consultation phase, and the Accessibility Policy is in early development.
- Consultations: Both Accessibility Committees are active and available for consultation on new projects.
- Upcoming Initiatives: development of a Gender & Sexual Equity Action Plan is underway.

c. Facilities Updates – Iain Hunter

- Iain provided an update on campus infrastructure projects, highlighting accessibility improvements and upcoming work.
- Richmond Campus: The South Plaza has been completed. The North wheelchair ramp is currently under construction and is expected to be finished by Christmas. A redesign of the South ramp is planned for next summer, with input from accessibility committees. In addition, the central washrooms are being renovated to improve accessibility.
- KPU Tech will have hands-free door installed.
- Surrey Campus: Cedar building washrooms on three floors are being redesigned into fully enclosed, gender-neutral facilities. The redesign is guided by recommendations from the TransFocus Report.

- As part of the Rick Hansen Foundation accessibility audit, targeted upgrades will begin with the Arbutus and Cedar buildings. The accessibility committees will be consulted throughout the process.
- Improvements to parking and wayfinding are underway, including the addition of accessible stalls, ramps, and enhanced signage.
- Accent lighting to highlight awareness days/events has been installed at most campuses. A calendar of lighting dates is currently being developed.
- The 5th flagpole has now been installed across campuses and was launched in time for Truth and Reconciliation Day.

d. Student Affairs Updates – Joshua Mitchell

- Accessibility Services: There has been a significant increase in students actively using accommodations, rising from about 750 in 2020 to 950 this year, reflecting growing demand and support needs.
- BCGEU Job Action Impact: The Student Aid BC offices, which handle financial aid and disability funding applications, have been affected by job action, causing delays in processing. While no student impact has been reported yet, the situation is being closely monitored.
- Thrive Month: KPU is celebrating its 10th anniversary of Thrive Month, a program with campus-wide resource fairs and wellness activities.
- Peer Resource Centre: The centre on Surrey campus has been rebranded and reopened, offering peer-led wellness programming, food pantry services, and drop-in access to student support offices.
- Recognition: The Student Affairs division was recently nominated for an Inclusive Culture Champion Award by Open Doors, reflecting their ongoing commitment to accessibility and inclusion. The partnership with Open Doors was supported and financed by OEIC.

6. New Business

- [UDEC Sponsorship Application - B.C. Prison Arts Collective Project Retreat – Nicola Harwood \(CRWR\)](#)
- Application for sponsorship funding is approved by the committee.

7. Information Sharing and Updates

- Action Item: Zahra to share details of Fiona's event on October 15th with the group via email.
- Action Item: Zahra to schedule an in-person meeting for UDEC on December 4th.

8. Adjournment