

The University Diversity and Equity Committee

Date: December 12, 2024	Time: 1:00-3:00 pm
Location: MS Teams	Meeting Lead: Dr. Alan Davis
Contact: udec@kpu.ca	
UDEC SharePoint: https://kpuemp.sharepoint.com/sites/committees/udec	

Minutes
<p>1. Call to Order and Land Acknowledgement</p> <ul style="list-style-type: none"> - Provided by Dr. Davis.
<p>2. Approval of Agenda</p> <ul style="list-style-type: none"> - Approved
<p>3. Approval of November Minutes</p> <ul style="list-style-type: none"> - Approved
<p>4. VP, OEIC Report</p> <p>Workshops for Student Services:</p> <ul style="list-style-type: none"> - Series of workshops completed, presented by Dr. Nicole Kaniki. - Well-received by participants, with a high level of engagement. <p>Third Annual Anti-Racism Symposium:</p> <ul style="list-style-type: none"> - March 21, 9:00 am – 4:00 pm (International Day Against Discrimination and Racism). Event will be held in the Surrey Campus, Conference Centre. - Call for proposals has been made. More information can be found here. <p>Black History Month Workshops:</p> <ul style="list-style-type: none"> - Three workshops are scheduled: one in January and two in February with Dr. Nicole Kaniki of Senomi Solutions. The sessions will focus on Black history, culture, and anti-Black racism. - More information can be found here. <p>Accessibility Series:</p> <ul style="list-style-type: none"> - Two more workshops have been completed with Invisible Condition, and two more are upcoming. More information can be found here.

Indigenous Racism Framework:

- Draft framework under review, aiming for completion in Spring.
- Collaboration with AVP Bedard and her team.

EDI Action Plan:

- Employee feedback (received through a survey) on the recommendations has been incorporated; steering committee has approved the recommendations.
- Next step: developing the action plan, aiming for completion by March end.

Update on EDI Backlash:

- There is growing opposition claiming that EDI initiatives are negatively impacting academic excellence in universities, with arguments suggesting these initiatives prevent the identification of the best researchers and scholars.
- Committee may need to issue a statement depending on developments.

5. Reports from UDEC Members

a. Facilities Services Update – Iain Hunter

- New initiative to create an Indigenous medicine garden located near the Gathering Place, near the pond side of the courtyard.
- Accent Lighting Project is expected to start soon; buildings will be lit for future engagements by the end of March.

Richmond Campus Projects:

- Plaza Project: Significant space reclaimed for accessibility, events, and gatherings. Expected completion soon.
- North Campus Entrance Ramp: Existing ramp not up to code; redesign underway with plans for tendering early next year and completion by October.
- South Ramp: Project resumed with new funding; ramp extended and redesigned to meet accessibility standards, with added resting zone and benches.

Washroom Accessibility Upgrades:

- Renovation of washrooms in the original Richmond building's north wing for accessibility and gender inclusivity.
- Design by Herman Ho's team, with construction to begin in the new year.

b. Committee Updates – Trina Prince

Accessibility and Consultation Committees:

- The Consultation Committee will begin its work in February, focusing on reports, projects, and policies.
- The Accessibility Committee continues overseeing the Accessibility Plan and feedback mechanisms from the BC Accessibility Act.

Committee Updates:

- The committee welcomed three new student members and will continue exploring ways to involve more students.

Indigenous Disability and Wellness Gathering:

- Trina and Fiona attended a gathering in Victoria, discussing the intersection of disability and Indigenous experiences.

Pride Advocacy Group:

- The group is finalizing its updated terms of reference, expected to be completed by the end of January.
- The Office plans to collaborate with Surrey Pride and other local pride groups, including White Rock and Langley Youth Pride.

6. New Business

a. UDEC Sponsorship Application – Simon Driver (*Meaningful Work for All: Inclusion in the Workplace*)

- The committee approved the funding request, but Asma Sayed will ensure Simon is informed about the badging limitations.
- Nishan Perera will discuss badging options with Simon.

b. UDEC Sponsorship Application – Kelsey Chaban (*Library Braille Paper*) and OEIC Sponsorship Application – Kelsey Chaban (*Library Braille Keyboard*)

- Conditional approval is provided for the library keyboard; Asma to talk to Todd Mundle about funding this through the operating budget.
- Asma will discuss with Todd Mundle and Kelsey Chaban alternative funding options outside of UDEC and OEIC sponsorship for the library braille paper.

7. Information Sharing and Updates

- Andhra Goundrey suggested automatically sharing the UDEC funded project reports with the Communications department to help raise awareness and celebrate the projects more widely.
- Asma Sayed agreed with the idea and proposed that going forward, the OEIC team will track all incoming reports and send them to the Communications Office. They would also ask for any visuals to accompany the reports, which could be posted on the website.

8. Adjournment

- Meeting adjourned at 2:00 pm.