

The University Diversity and Equity Committee

Date: February 6, 2025	Time: 1:00-3:00 pm
Location: MS Teams	Meeting Lead: Dr. Asma Sayed
Contact: udec@kpu.ca	
UDEC SharePoint: https://kpuemp.sharepoint.com/sites/committees/udec	

Minutes
1. Call to Order and Land Acknowledgement
2. Approval of Agenda <ul style="list-style-type: none"> - Approved
3. Approval of Minutes – December 2024 <ul style="list-style-type: none"> - Approved
4. VP, OEIC Report <ul style="list-style-type: none"> - VP Sayed has visited all faculty councils to update them on the Office of Equity’s work and with a request for Faculties to establish (if they don’t already have one) Equity and Inclusive Communities Committees for better collaboration. Positive feedback received. - The Anti-Racism Toolkit, developed with Teaching and Learning Commons, will be launched on March 21st at the Third Annual Anti-Racism Symposium. The toolkit will be published as a pressbook. - The deadline to submit proposals for presentations at the Symposium was extended to February 21st. - VP Sayed continues to update the Board HR committee on the office's activities and challenges. The Board is fully supportive of the office’s work and efforts. - February is Black History Month; workshops and resources were shared via Today@.

- A Black History and Culture workshop was held on February 5th and well-received, with a follow-up workshop on Anti-Black Racism scheduled for February 18th.
- Asma presented on a panel at a conference in Ottawa on EDI in career development.
- On January 29th, the office commemorated the Quebec City mosque attack through the Green Square Campaign.
- Asma is considering inviting the Executive Director of the Scarborough Charter to speak at the Anti-Racism Symposium.
- The OEIC website is being updated, with a new version to be launched soon.
- Action Item: Coordinate a meeting with the chairs of the faculty councils, committee chairs, and potentially Deans to discuss the establishment of a Faculty-level Standing Committee or a working group. This meeting will help move the idea forward.
- Action Item: Zahra to archive the OAR website to prevent confusion.

5. Reports from UDEC Members

a. Committee Updates

Trina Prince provided the following updates

- Inclusive Washroom Guidelines Launch:
 - o The inclusive washroom guidelines, a nearly two-year project in collaboration with Trans Focus Consulting, have been successfully launched.
 - o 18% of washrooms are gender-inclusive, with a goal of reaching 30%.
 - o This initiative aligns with other post-secondary institutions (typically 20-23%) and involves consultation with Facilities, Administration, and other relevant departments.
 - o The issue of gender-neutral washrooms with urinals and only one stall is recognized, and efforts are underway to make updates as per the inclusive washroom guidelines.
 - o Feedback regarding signage and clearer identification on doors will also be addressed as part of the broader process.
- Pride:
 - o Connections have been made with multiple Pride organizations: Surrey Pride, Vancouver Pride, White Rock Pride, and Langley Pride. Pride events run from June to August, with volunteer opportunities available for those interested.
 - o Upcoming event: "Relearning Gender" training will be offered in early March.
 - o Trina will be attending the Trans History Moving Forward Conference at the end of March and expects to bring back valuable ideas.
- Accessibility Portfolio:
 - o The Accessibility Committee is progressing with the recommendations from the Accessibility Plan launched in October 2023.

- 34% of the recommendations have been implemented within the first year. The goal is to double this progress by the end of the next year.
- An ongoing feedback mechanism has been set up to assess and act on feedback received.
- The Accessibility Consultation Committee will be launched later this month.
- This committee will provide accessibility and disability justice insights for ongoing or new projects brought forward by the community.

6. New Business

a. Update on Previous Applicants

- Simon Driver's Application: application approved with the condition that he works with Todd Mundle and Nishan Perera on badging requirements.
- Kelsey Cheban's Application: application not approved because paper for the braille printer is an ongoing expense; to be funded from their operating budget instead. However, OEIC operating funds can be used for paper if needed.

b. OEIC Sponsorship Application – Sandoval, Telo, Ahluwalia (Indigenous Languages and Cultures (ILC) Beyond Borders (Second International Conference)

- The Indigenous Services offices supports this project, and has provided a one-time only funding of \$20,000 already.
- Funding is approved.
- Action Item: Asma and Zahra to contact applicants to ensure they have an accurate estimate for ASL interpretation costs.

c. OEIC Sponsorship Application –Leland Harper (Carceral Injustice and the Right to be Known workshop)

- Funding is approved.

d. UDEC Sponsorship Application – Cathy Stonehouse (CRWR Reading Series – Writer in Residence)

- Funding is approved.
- There is still remaining budget in both UDEC and OEIC funding programs. Proposals are encouraged to be submitted before the fiscal year ends to avoid surplus and ensure funds are used.
- Action Item: Zahra to send approval letters to applicants

7. Information Sharing and Updates

- Major changes to the EDI landscape in Alberta postsecondary sector was discussed.
- The group openly shared their thoughts and hopes for the future of EDI in Canada and the US.
- Despite the challenges, members reaffirmed their commitment to continue EDI work. VP Sayed reassured the group that KPU leadership and Board has expressed strong support for OEIC, and the work will continue as planned.

8. Adjournment