

The University Diversity and Equity Committee

Date: November 14, 2024	Time: 1:00-3:00 pm
Location: MS Teams	Meeting Lead: Dr. Asma Sayed
Contact: udec@kpu.ca	
UDEEC SharePoint: https://kpuemp.sharepoint.com/sites/committees/udec	

Minutes
<ol style="list-style-type: none"> 1. Call to Order and Land Acknowledgement <ul style="list-style-type: none"> - Led by VP Asma Sayed. - Dr. Alan Davis is away.
<ol style="list-style-type: none"> 2. Approval of Agenda <ul style="list-style-type: none"> - Approved.
<ol style="list-style-type: none"> 3. VP, OEIC Report <ul style="list-style-type: none"> - Initiatives reported at the September UDEC meeting are still ongoing. - Five out of six anti-racism workshops with Hook or Crook Consulting were completed. The final session will be rescheduled for new year. - A new series of workshops on disability inclusion, led by Tim Reitsma of Invisible Condition, will begin this week, with sessions scheduled monthly from November 2024 to February 2025. - Two workshops focusing on EDI for Student Services are scheduled for November 21st and 27th, building on previous workshops led by Dr. Nicole Kaniki. - An encore screening of the play Fat Joke, which addresses body shaming and disability, was held on November 13th in Surrey. Additional screenings to follow. - Asma and Trina attended the DIVERSEcity Annual General Meeting and Awards of Impact on September 24th, where Asma presented two awards. - Asma attended THE World Academic Summit in the UK about the role of universities in building civic society. She said it was interesting to see the global approach to EDI work. - "EI" (Equity and Inclusion) has been approved as the new acronym for policies related to EDI which will be housed in OEIC. The first policy to be revised under this acronym is HR15, which will be renamed EI-1. Revisions to the policy will be shared on the KPU Policy Blog and presented at UDEC.

- Additional policies under development include Accessibility and Trans-Inclusion.
- The OEIC [website](#) continues to be updated with more resources.
- After a search process, Trina Prince has been [appointed](#) as the Director of EDI, Gender and Sexual Equity, and Disability Justice in the Office of Equity and Inclusive Communities. Trina officially began the role this week.
- Additionally, Trina was [awarded](#) the King Charles Coronation Award by Canada's Governor General for their work in challenging societal norms and gender-based discrimination.

4. Reports from UDEC Members

a. Indigenous Services Report – Natalie Wood-Wiens

- Indigenous Designed Grad Cap Contest – A Coast Salish design has been chosen for the grad caps, which will be worn by all graduands in the future. Caps may not be ready in time for Convocation in June 2025.
- Indigenous Leadership's One-Time Only Funding: A total of 31 applications were received from various departments and faculties at KPU. The proposed initiatives aimed to address the xé?ell KPU Pathway to Systemic Transformation and the TRC's Calls to Action. All initiatives were funded, with the exception of two. Special thanks to Steve Adames from OEIC for his support with the financial aspects of the process.
- Global Indigenous Learning Experience (GILE) Program: In partnership with Edith Cowan University (Australia), the GILE program will be offered again in Summer 2025. After two years of virtual programming, a hybrid model was introduced this past summer, allowing Indigenous students from both institutions to visit each other's campuses. A student testimonial video will be available soon.
- Indigenous Tuition Waiver: KPU recently hosted 10 students from Tsawwassen First Nation, including four students nearing the completion of Grade 12, who expressed interest in applying to KPU. Ongoing community engagement efforts continue with other Nations.
- Progress continues on the Anti-Indigenous Racism Framework (one of the recommendations of the TFA report). Engagement sessions with Indigenous students and alumni are scheduled for this month.
- The second annual New Moon Gala will take place on Thursday, May 22, 2025, from 5:00–9:00 PM at the Surrey campus. More details to follow.
- Natalie acknowledged the passing of Honourable Justice Murray Sinclair. KPU made an official announcement through the Communicator. Before his passing, he released his new book *Who We Are: Four Questions for a Life and a Nation*.

b. Melville's Emerging Indigenous Entrepreneur-in-Residence – Lindsay Wood

- The School of Business has launched its first-ever Indigenous Entrepreneur-in-Residence program, offering a six-month paid residency to support an Indigenous entrepreneur.
- The program provides resources, time, and space for business growth, while enhancing leadership and mentorship skills. It also offers networking opportunities within the university and the business community.
- The entrepreneur will advise faculty, deliver guest lectures, mentor students, and help strengthen ties with Indigenous communities.
- Seven candidates were interviewed, and one has been selected (soon to be announced).

c. Committee Updates – Trina Prince

- Accessibility Committee Updates:
 - o As of September, Fiona Whittington-Walsh and Trina Prince have assumed the roles of co-chairs of the Accessibility Committee.
 - o The committee has successfully updated its terms of reference.
 - o A call for student members has been issued, and applications are currently under review.
- Accessibility Consultation Committee:
 - o The Accessibility Consultation Committee (ACC) will be established to facilitate consultations with external parties, focusing on addressing accessibility needs across the institution (such as reviewing policies, procedures, and building plans).
 - o Applications for membership are being processed, with plans to convene in the new year.
- Pride Advocacy Group:
 - o The terms of reference for PAG will be reviewed and updated at the November meeting.
 - o Coming Out Day Event (October 10th): The OEIC collaborated with Lynda Beveridge, Shalini Vanan and the Student Services team to host Coming Out Day, which coincided with Thrive Month activities at Surrey campus on October 10, 2024.

5. New Business

- None.

6. Information Sharing and Updates

- Open discussion ensued on the climate of EDI work in post-secondary institutions across North America.

7. Adjournment

- Meeting ended at 2:23 pm.