

The University Diversity and Equity Committee

Date: September 17, 2024	Time: 3:00-4:00 pm
Location: MS Teams	Meeting Lead: Dr. Alan Davis
Contact: udec@kpu.ca	
UDEEC SharePoint: https://kpuemp.sharepoint.com/sites/committees/udec	

Minutes
1. Call to Order and Land Acknowledgement
2. Approval of Agenda
<p>3. VP, OEIC Report</p> <p>Anti-Racism</p> <ul style="list-style-type: none"> - A tracking system has been established to monitor progress on the 64 recommendations from the Taskforce on Antiracism Report, with a current completion score of 78 (40%). - Development of an Indigenous Antiracism Action Plan is underway, with the first draft being reviewed. - The third Annual Antiracism Symposium is scheduled for March 21, 2025. A save-the-date announcement was published on Today@ and can be viewed here. - Launch of the Anti-Racism Toolkit is scheduled for this fall. <p>Training</p> <ul style="list-style-type: none"> - Three workshops for executive leadership on EDI were completed this summer. - Anti-Racism workshops are being held in September and October. Details can be viewed here. - Accessibility, Islamophobia, and antisemitism workshops are planned for the coming months. <p>UDEEC</p> <ul style="list-style-type: none"> - The new UDEEC website has launched and can be accessed here. - The UDEEC Sponsorship and Event Fund is now open. Details can be viewed here. <p>OEIC</p> <ul style="list-style-type: none"> - The OEIC Sponsorship Fund is now open as well. Details can be viewed here. <p>Accessibility Committee</p> <ul style="list-style-type: none"> - The committee has been restructured with new co-chairs, Trina Prince and Dr. Fiona Whittington-Walsh.

- A call for members was made for the new Accessibility Consultation Committee. The ACC will focus specifically on providing consultations regarding accessibility needs across the institution (for example, reviewing policies and procedures, building plans, etc.). To review the call, click [here](#).
- The Disability Inclusion Group will transition into a community of practice to foster informal discussions and support.

Citations

- 2 new citations are being developed. 5 Black Studies and 5 EDI courses will be developed through the Faculty of Arts.
- The successful candidate for the development of proposals for both of the citations is Dr. Leland Harper of the Philosophy Department.

Policy Development

- The acronym “EI” (Equity and Inclusion) will be proposed for new and existing policies related to EDI. This is pending approval.

4. New Business

a. IM10 – Records and Information Management Policy and Procedure (RIM) – Beverly Braaten

- Beverly provided a brief overview of records and information management at KPU and introduced the IM10 policy and procedure.
- The committee was asked to review the draft policy and procedure documents and provide feedback by September 19th to beverly.braaten@kpu.ca.

5. Reports from UDEC Members

a. Summer Pride Events Recap – Trina Prince

- KPU’s involvement in community Pride continues to grow. Article can be viewed [here](#).
- OEIC and PAG were involved in Surrey, White Rock, and Vancouver Prides this year.
- The 2025 Vancouver Pride parade is Sunday, August 3 next year.

b. Report from Lead Advisor on Disability, Accessibility, and Inclusion – Dr. Fiona Whittington-Walsh

- See the attached report.

c. Facilities Report – Iain Hunter

- New accessible doors will be installed at KPU Tech.
- Approval received for washroom renovations on the second and third floors of Cedar Building in Surrey, and in Richmond campus, with an emphasis on accessibility and gender inclusion in the design.
- Expansion of the Richmond South Main Plaza by approximately 25-30%, enhancing outdoor event space. Final stage of the project is underway.
- Funding secured for refurbishment of the South and North exterior wheelchair ramps.
- KPU's main educational and administrative buildings have achieved Rick Hansen certification.
- Efforts are ongoing to consolidate approximately 9,000 line items from audits into a meaningful database.
- Exterior Accent Lighting; Permanent Design and Install:
 - o The contract to add accent lighting was awarded and installation will start up early October for completion early in the New Year for R, S, & L.

- Cost escalations and bid prices required us to defer KPU Tech which was part of the tender package. We have requested new KPU Capital funding to add back in KPU Tech as well as the Aboriginal Gathering Place which also has its design completed.
- This year we will be using rental lighting for Surrey Main along with Civic Plaza permanent install.
- Repainting of the Pride sidewalk is scheduled, pending favorable weather.
- A working group is being formed to address replanting of 39 trees in the Surrey Forest in accordance with city requirements, focusing on climate resilience and indigenous species.
- Identification and signage of refuge zones in buildings underway, with a target implementation before Christmas. Each refuge area will feature signs providing contact information for assistance.

6. Information Sharing and Updates

- The Reconciliation Flag Raising Ceremony took place on September 12th. Surrey Main was officially renamed Surrey Maple during the event. [Here is the article about it.](#)
- UDEC meetings are scheduled for 2 hours but may be shortened to 90 minutes if necessary.

7. Adjournment

UDEC Report

Dr. Fiona Whittington-Walsh

Lead Advisor Lead Advisor on Disability, Accessibility, and Inclusion

In addition to the work that supports Including All Citizens Pathway and other initiatives, the I had a busy summer.

In June, myself, research assistants Tayler Glaspey and Anju Miller, Simon Driver (Employment And Community Studies) and Dr Jennifer Hardwick (English), presented at the annual conference for the Canadian Society for the Study of Higher Education (CSSHE) in Montreal, at the University of Montreal and at Concordia University, Drama Therapy Graduate program.

The presentations introduced IACP and my research documenting the experiences of students with disabilities in post-secondary education including a performance from the Forum Theatre project (November 2023) that documented the research findings.

Also in June, we welcomed the two new IACP cohorts to the Surrey campus for a meet and greet, a tour of the campus and pizza lunch. They were introduced to the KPU student system including email, moodle, library etc. Kristy Thomson, SAFA Financial Aid Advisor, introduced the students to funding grants and applications.

As of this Fall term, we have 22 IACP students in various stages of their educational journey. We have 7 IACP mentored instructors and three educational support students.

In June and July, myself, Simon Driver, research assistants Tayler Glaspey and Katie Miller, and ten students from my Policy Studies 1200 Fall 2023 course met on Surrey campus and completed the filming of the Forum Theatre project vignettes.

The vignettes were filmed by Gordon Cobb with support from 0.6% PD Fund and the “*I am Here Because You Are Here*” initiative with a grant from the Irving K Barber Foundation. A premier of the films is being organized for September.

The vignettes will be closed captioned and video described and when fully accessible, will be uploaded onto the Lead Advisors website, *Transforming Post-Secondary Services for Students with Disabilities* (forthcoming). This website will document the research project, results, and the Forum Theatre project.

Dr. Jennifer Hardwick and myself were awarded an OER grant. We will be developing a series of accessible videos that will be explaining disability justice issues and will include interviews with instructors and scholars. Through Student Learning Assistants program, we have hired two IACP students to help us create these videos. These resources will be available for instructors to use in their courses.

In July and August, I was interviewed by the principal research associate from the Social Research and Demonstration Corporation (SRDC a non-profit research organization created specifically to develop, field test, and rigorously evaluate new programs.)

I was interviewed for a research project in collaboration with Skills Trade BC, Community Living BC, and other service providers.

The project, [Opening the Door to Trades](#) is exploring how supported employment practices that include accommodations, modifications, and customized supports can be introduced into apprenticeships and the skilled trades in the province.

I introduced IACP as an exemplary pedagogical model that would advance and indeed 'open the doors to trades' and that KPU's Faculty of Trades and Technology would be the perfect post-secondary faculty to pilot such an initiative. This has been a goal for IACP since 2020.

The conclusion of the two meetings was that SRDC would host a workshop that would explore what fully inclusive post-secondary opportunities in Trades faculties could look like highlighting IACP as a model.

The Lead Advisor also had a very exciting meeting with Laura McDonald Dean of the Faculty of Trades and Technology, where we discussed expanding IACP into the trades.

The workshop was this morning and Joel Murray, Associate Dean Faculty of Trades and Technology, joined myself, the SRDC researcher, and representatives from CLBC, Inclusion Langley, and Skills Trade BC. There was incredible support for bringing the IACP Inclusive and Accessible Pedagogical Model into the trades. This will be groundbreaking and will influence industry. I am looking forward to working with the Faculty of Trades and Technology and community partners to make this happen.