



The President's Diversity and Equity Committee

Meeting Particulars:

Date: October 19, 2023 **Time:** 1:00pm – 3:00pm
Purpose: Committee meeting **Meeting Lead:** Dr. Alan Davis

Attendance:

Alan Davis	President & Vice Chancellor / Chair	
Alberta Mwangi	Advisor, Anti-Racism and Anti-Oppression, OEIC	
Abdullah Randhawa	KSA – International Students Rep.	
Ann Marie Davison	Faculty, Biology	KFA appointee
Asma Sayed	Special Advisor, Strategic Initiatives	
Billeh Nickerson	Assoc. Dean, Faculty of Arts	Academic Council Rep
Catherine Schwichtenberg	Senate Vice-Chair	
Courtney Chambers	Confidential Assistant, KPU International	
Craig Wright	Teaching & Learning Strategist	
Fiona Whittington-Walsh	Lead Advisor, Disability, Accessibility and Inclusion	
Iain Hunter	Director, Facilities Services	
Jeff Yip	Web Content Writer, External Relations	Professional Staff rep.
Jenna Smith	Specialist, Community Engagement & Major Events	BCGEU appointee
Jose Areekadan	Associate Dean, Melville School of Business	
Joshua Mitchell	Associate Vice President, Student Affairs	VP Students designate
Lesli Sangha	KSA VP Student Life/Students with Disabilities Rep	
Lynda Beveridge	Director, Counselling Services	
Nadia Mallay	VP, Equity and Inclusive Communities	
Natalie Wood-Wiens	Manager, Indigenous Services for Students	
Romy Kozak	Director of Diversity	
Shalini Vanan	Director, Student Wellness	
Steve Adames	Executive Assistant, Office of EIC	
Trina Prince	Manager, Culture and Wellbeing, OEIC	
Caroline Lillico	Confidential Assistant to the University Secretary	
Lindsay Wood	Co-op Instructor	

Regrets:

Carole St. Laurent	AVP, KPU International	
Destiny Lang	KSA – Queer Students Rep	
Diane Purvey	Provost & Vice President, Academic	
Gunoor Kaur	KSA – Women's Rep	
Gurtepreet Kaliyan	KSA – Mature Students Rep	
Jaspreet Shokar	KSA – Students of Colour Rep	

John O'Brian	KSA Advocacy Coordinator	
Kitin Aggarwal	KSA – KSA Social Justice & Equity Committee	
Magdalena Mot	WIL Coordinator, Melville School of Business	
Salma Husain	Testing Administrator, ATS	BCGEU appointee
Tanya Boboricken	Faculty, Mathematics	KFA appointee
Tristan Li	Policy & Academic Affairs Specialist	Provost desig.
Zena Mitchell	VP, Students	
Usha Gunatilake	KSA – Students with Disabilities Rep	

Minutes

1. The meeting was called to order at 1:02pm and Dr. Davis provided a Territorial Acknowledgement and welcomed Courtney Chambers and Billeh Nickerson to PDEC.
2. The Agenda for October 19, 2023 was approved as circulated.
3. Approval of September 21, 2023 meeting Minutes.
 - a. Approved with the following edit: Catherine Schwichtenberg is Vice-Chair of Senate, not Co-Chair
4. Follow-up on Action Items from previous meeting:
 - a. Inclusive Convocation Attire – A. Davis
 - i. Dr. Davis reported that they do have a design for the top of the mortarboard and it's a design that Brandon Gabriel had made several years ago. This new design will be printed on top of all mortarboards. Students who wear other head dress and cannot wear a mortarboard will still receive the official mortarboard. They are still considering other alternatives to the mortarboard, particularly in the context of Indigenous peoples.
 - ii. Policy AR14 which addresses the attire required for convocation is still under review and Dr. Kozak will connect with Zena Mitchell to find out where the revision is at.
 - b. Truth and Reconciliation Flagpole – N. Wood-Wiens
 - i. N. Wood-Wiens reported that a final decision for the Survivors flag has not been made yet, but it is on the Agenda for the next IAC meeting. An update will be provided at the next PDEC meeting.
5. Reports from PDEC Members
 - a. Lead Advisor on Disability, Accessibility & Inclusion – F. Whittington Walsh
 - i. At the recent "Drop, Cover and Hold" event it was discovered that the safety processes recommended don't support the special needs for people with disabilities. F. Whittington Walsh is following up on this.
 - ii. BC ED Access Conference – it's online today and tomorrow and then in person on Saturday and Sunday. This is an organization that serves families of students with disabilities and complex learners across the province. With over 5,000 community members, their focus is on the human right for equitable access to education. They also advocate the government for systemic change and KPU holds the title sponsorship for this conference. The conference was initially intended to be held at SFU but with the labour disruption, there needed to be a quick pivot to an alternate location. Our Facilities team quickly put things

- together so that the conference could be held at KPU Richmond. Many thanks to our Facilities team, Lori Scanlan and Cindy Stevens for making this happen!
- iii. F. Whittington Walsh is organizing an event for Indigenous Disability Awareness Month in November. It'll take place on November 22nd at about mid-day. More details will be circulated later on.
 - iv. On November 21st there's a collaboration between an English class and KPU Pride in the Gathering Place to participate in a meet and greet with crafting and snacks.
- b. Office of Anti-Racism – N. Mallay
- i. The Executive Director position is now closed and they have screened about 8 candidates – all are exceptional applicants. They're hoping to schedule interviews within the next week.
 - ii. Alberta Mwangi has been appointed to the position of Advisor Anti-Racism.
- c. Teaching and Learning – C. Wright
- i. C. Wright reported that he was requested to give a reasonably high level overview of the services or initiatives related to accessibility that are offered through the Teaching and Learning Commons. As such, he had provided a PowerPoint presentation which is attached to these Minutes as a PDF. The presentation was comprehensive and well received.
- d. Pride Advocacy Group – S. Vanan & R. Kozak
- i. Pride Peers – which is a pilot project that has been running for four weeks now-- is operating quite well. They are currently planning on offering an event for Trans Awareness Week coming up in November as well as one on Nov. 21 (the day after Trans Day of Remembrance).
 - ii. Coming Out Day – PAG/ KPUPS/ Pride Peers set up a booth in Surrey Main courtyard on October 11 and held a scavenger hunt with special Pride cookies, t-shirts, and lanyards as prizes. The event was well attended and hopefully will expand to other campuses next year.
 - iii. PAG is meeting with Trans Focus around the washroom consultation, with T. Prince driving this. A great deal of feedback has been received and is much appreciated.
 - iv. PAG also talked about an issue that the Pride Society students brought forward. Posters they have put up around campus advertising their group have been torn down, ripped, had biblical verses written on them, etc. This behavior has been very threatening and upsetting to many people and the issue was brought forward to N. Mallay, VP, EIC.
- e. Accessibility Services/Counselling – L. Beveridge
- i. In-person service to students are now available at Civic Plaza. A Counsellor is there on Wednesdays, and an Accessibility Advisor is there on Thursdays in Room 503.
 - ii. The Indigenous Counsellor is available to Indigenous students if availability permits (based in Surrey - virtual and in-person appointments).
 - iii. Two counselling groups are being offered this fall semester: Two Spirit LGBTQIA+ (Surrey, Weds x 5 starting 25 Oct); Mindfulness for Anxiety (Langley, Weds x 4 starting 1st Nov).
 - iv. A new Learning Specialist is starting on the Langley/Cloverdale campuses 1st Nov (replacement of person who left KPU in the summer).

- f. Indigenous Student Services – N. Wood-Wiens
 - i. The Indigenous Student Tuition waiver processes are unfolding, requiring collaboration and conversations with multiple departments across KPU. Thank you to Nadia Henwood who has been incredibly helpful with navigating some of the internal systems that are involved in waiving tuition.
 - ii. They are continuing to plan for the Global Indigenous Learning Experience which is a partnership with Edith Cowan University in Australia. They'll be offering a hybrid program this summer. They're hoping to have a virtual and an in-person exchange. Related to this program, N. Wood-Wiens will be co-presenting virtually at the upcoming Canada's International Education Conference on this program. Two honorary guests from Edit Cowan University will also be visiting us this November.
 - iii. There will be another Indigenous Dialogue Series event, but the recently announced date will need to be changed to November 2nd from noon to 2pm. A Today@KPU announcement will be coming out. The presenter is Dr. Verna St. Denis who is the author of the book "White Benevolence".
6. Director of Diversity Report – R. Kozak
- a. Just a reminder that PDEC will be meeting in person on December 14th.
 - b. The work on Policy HR15 is underway;a revised draft should be presented at the November PDEC meeting.
 - c. DIG meeting to be scheduled soon to discuss the Accessibility Plan
 - d. Have been talking with HRIS regarding "dead names" coming up. HRIS indicated they will be doing a comprehensive review to see where those names are coming up.
 - e. It was brought to Dr. Kozak's attention that the language used on the exam cover booklets is very outdated and needs to be re-done. It's a bit of a challenge to find out who makes decisions on how to revise this but the work is underway.
 - f. November 28th – An event on intersectional conversations about gender-based violence and the Punjabi diaspora, organized by Dr. Tara Lyons, will be held from 4:30 – 6:30 p.m. in the Surrey Conference Centre. Save the date and sign up page coming soon.
7. New Business
- a. PDEC Sponsorship Applications:
 - i. Indigenous Languages and Cultures Beyond Borders
 - 1. Requesting \$2,000 and approved for \$2,000
 - ii. The Wake-Up Social Justice Music Festival 2024
 - 1. Requesting \$2,200 and approved for \$2,000
 - a. Dr. Kozak to follow up with Gordon Cobb regarding whether or not he plans to host this as an annual event. **ACTION**
 - iii. The committee indicated they wish to revisit the limit of \$2,000 per project **ACTION**
 - b. Accessibility Plan Presentation/Discussion – AM Davison
 - i. Dr. Davison provided a presentation, including the background and purpose of the Accessibility Plan and the Accessibility Committee. While the Committee had its first meeting January 2023, they completed a great deal of work over the summer months to prepare for the launch coming up. Dr. Davison thanked committee members, J. Mitchell, F. Whittington Walsh, and T. Prince. Overall, the Accessibility Plan has 67 recommendations, but these aren't finite. Dr.

Davison indicated that the committee didn't have a great deal of time in doing consultations, and going forward, they would very much appreciate feedback on the current plan and recommendations.

- ii. Ann Marie Davison was also thanked for her work on and commitment to the Accessibility committee.
- iii. The PowerPoint presentation is attached to these Minutes.
- iv. Please refer to this link for the Accessibility Plan.
<https://www.kpu.ca/accessibility-plan>

8. Next Meetings

- a. November 9, 2023 (1pm – 3pm) Teams
 - b. December 14, 2023 (1:30pm – 3:30 pm) in person, Surrey Campus Boardroom
9. Adjournment – the meeting adjourned at 2:40pm