



# The President's Diversity and Equity Committee

## Meeting Particulars:

**Date:** November 9, 2023      **Time:** 1:00pm – 3:00pm  
**Purpose:** Committee meeting      **Meeting Lead:** Dr. Romy Kozak

## Attendance:

Alan Davis	President & Vice Chancellor / Chair	
Alberta Mwangi	Advisor, Anti-Racism and Anti-Oppression, OEIC	
Ann Marie Davison	Faculty, Biology	KFA appointee
Asma Sayed	VP, Office of Equity & Inclusive Communities	
Billeh Nickerson	Assoc. Dean, Faculty of Arts	Academic Council Rep
Catherine Schwichtenberg	Senate Vice-Chair	
Courtney Chambers	Confidential Assistant, KPU International	
Fiona Whittington-Walsh	Lead Advisor, Disability, Accessibility and Inclusion	
Iain Hunter	Director, Facilities Services	
Jeff Yip	Web Content Writer, External Relations	Professional Staff rep.
Lani Lajambe	Events Coordinator	
Lindsay Wood	Instructor, Work Integrated Learning	
Lynda Beveridge	Director, Counselling Services	
Natalie Wood-Wiens	Manager, Indigenous Services for Students	
Salma Husain	Testing Administrator, ATS	BCGEU appointee
Romy Kozak	Director of Diversity	
Shalini Vanan	Director, Student Wellness	
Trina Prince	Manager, Culture and Wellbeing, OEIC	
Tristan Li	Policy & Academic Affairs Specialist	Provost desig.
Caroline Lillico	Confidential Assistant to the University Secretary	

## Regrets:

Abdullah Randhawa	KSA – International Students Rep.	
Carole St. Laurent	AVP, KPU International	
Craig Wright	Teaching & Learning Strategist	
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	
Jenna Smith	Specialist, Community Engagement & Major Events	BCGEU appointee
John O'Brian	KSA Advocacy Coordinator	
Joshua Mitchell	Associate Vice President, Student Affairs	VP Students designate

Kitin Aggarwal	KSA – KSA Social Justice & Equity Committee	
Lesli Sangha	KSA VP Student Life/Students with Disabilities Rep	
Magdalena Mot	WIL Coordinator, Melville School of Business	
Steve Adames	Executive Assistant, Office of EIC	
Tanya Boboricken	Faculty, Mathematics	KFA appointee
Zena Mitchell	VP, Students	
Usha Gunatilake	KSA – Students with Disabilities Rep	

**Guests:**

Chani Joseph	Interim Director, Planning, Development and Sustainability	Campus & Community Planning
Alexandra Taylor	Campus Planning and Sustainability Project Support	Campus & Community Planning

## Minutes

1. Dr. Kozak provided a land acknowledgement and also acknowledged that yesterday was Indigenous Soldiers Recognition day.
2. The Agenda for November 9, 2023 was approved as circulated.
3. The Minutes of October 19, 2023 were approved as circulated.
4. Follow-up on Action Items from previous meeting:
  - a. The Action Item contained on page 4 of the Agenda. Gordon Cobb confirmed with Dr. Kozak that this project is planned to be an annual event.
  - b. Inclusive Convocation Attire – A. Davis: This is still in progress. Will also include Gayle Bedard and the Indigenous Advisory Committee
  - c. Truth and Reconciliation Flagpole – N. Woods: Waiting on finance decision regarding budget for the flagpole for the Surrey Campus. Capital request was submitted at the end of August 2023.
5. Reports from PDEC Members:
  - a. KPU International – Courtney Chambers:
    - i. KPU is set to launch its third global Indigenous learning experience in partnership with Edith Cowan University in Australia. The program is scheduled for Summer 2024 in Perth, Australia. This program is offering an in-person experience so that Indigenous students are able to immerse themselves in the culture of Australia. Also looking at having past students who were only able to experience this program online to be able to apply for the in-person experience. Support staff or a faculty member will accompany the Indigenous students to provide guidance and support through the program for one week. Edith Cowan University will then send their students and staff member to KPU to have a similar experience. Funding is available for KPU students. [RSVP Today! Lunch & Learn: Global Indigenous Learning Experience with Edith Cowan University, Australia | KPU.ca - Kwantlen Polytechnic University](#)
  - b. Policy & Academic Affairs Specialist - Tristan Li
    - i. New Policy – AC5 Graduate Studies, Master’s Level

1. This policy has finished phase one posting on October 18, 2023. This phase invites community members to opt in to further consultation. The policy is now in the consultation and development stage and is scheduled to be posted before the December break.
2. AC5 Graduate Studies policy will govern KPU Master's degree programs and what those programs offer. This policy started with consultations with the Indigenous communities and designed based on their teachings. A draft policy will be posted on the engine soon for review.
3. A quick overview of the policy outlines the teachings that were received and include but not limited to connectedness, reciprocity and community in graduate studies. The policy also envisions education to be open, non-judgmental, non-confrontational and nurturing with emphasis on community building as well as giving back to the community.
4. This policy will be presented to the Office of Equity and Inclusive Communities during the consultation stage.

ii. New Policy – ER2 Naming Policy

1. This policy completed phase one posting on June 9, 2023.
2. This policy is a result of amalgamating existing policies AC12 Name Academic Units and ER8 Asset Naming Opportunities. Changes include a land acknowledgement at the top of the policy and specifying the right of Indigenous communities to participate in the naming process.
3. This policy is in the amendment stage and is planned to be ready for consultation by late December 2023 or early 2024.

iii. KPU Policy Development Website

1. The KPU Development Website will be updated in 2024 to make it more accessible and include more short videos explaining policies. This project is in the early planning stages.

c. Associate Dean, Faculty of Arts - Billeh Nickerson

- i. Napatsi Folger is working with KPU in the capacity of Indigenous Writer in Residence. She is also an artist and publisher. There will be two additional people joining the team in the Spring of 2024 in the roles of writer/educator and knowledge keeper.
- ii. All staff will be participating online in a two-part Indigenous cultural training session.
- iii. In Spring 2024, Gordon Cobb will be curating and coordinating the Wake-Up Social Justice Music Festival (note: received PDEC funds)
- iv. Additional funding has been received so students can continue with the program Inside/Out which includes attending prisons and holding classes. Lubna Moosa, faculty in Journalism Communications, will be teaching classes at the Surrey Pre-Trial facility in the January 2024 term.
- v. On Nov. 28 Arts is hosting an event on the intersectional conversations on gender-based violence within the Panjabi diaspora. This event will include Dr. Tara Lyons, Seema Ahluwalia and Sunny Mangat.

d. Accessibility Committee – AM Davison

- i. There is a video that can be accessed for the Accessibility Plan Launch for anyone that missed it. Calvin Tiu was the MC for the event.  
[https://media.kpu.ca/media/Accessibility+Plan+Launch+Event+at+KPU/0\\_bjn1n77x](https://media.kpu.ca/media/Accessibility+Plan+Launch+Event+at+KPU/0_bjn1n77x)
- ii. Funding for training is available. They would like to invest the funds into senior leadership. Open to suggestions.
- iii. They are in the early stages of organizing consultations with the KPU community.

e. Lead Advisor, Disability, Accessibility and Inclusion – Fiona Whittington-Walsh

- i. Event for Indigenous Disability Awareness Month.  
<https://www.kpu.ca/events/indigenous-disability-awareness-month>. Two speakers are confirmed for the event, being, Smokii Sumac and Dr. R. Robinson. Smokii Sumac will be providing poetry regarding disability and indigenous identity and Dr. Robinson will be presenting an indigenous model of disability. This will be followed up with a forum theatre production from the students in Policy Studies 1200 using the results of a province wide survey.
  1. Live Educate Transform Society will be hosting a low reduced sensory space for the event which will include books and coloring. Counselors will also be available.
- ii. Two sessions were held this week including all citizens pathway that was organized by the Future Students Office where F. Whittington Walsh presented accessibility services and the Employment and Community Studies Program was also present.
- iii. F. Whittington-Walsh held an on-line presentation for the Family Support Institute with approximately 90 family members in attendance.
- iv. F. Whittington-Walsh will be attending the International Day of Persons with Disabilities conference in Ottawa on December 3, 2023. Fiona will also be attending various workshops arranged by the Institute for Research and Development on Inclusion and Society.

f. Pride Advocacy Group – Shalini Vanan

- i. Pride Peers Program is progressing well. Their first event is being organized for November 14<sup>th</sup> – Trans Awareness Week.
- ii. The committee gave out one award and will be adjudicating others.
- iii. Pride Advocacy Group, Students from the Pride Society and K Docs is organizing a small-scale event with Smokii Sumac on November 21, 2023.
- iv. They're wanting to secure additional Pride space at different campuses

6. Director of Diversity – Dr. Romy Kozak

- a. Attended a Pride@Work session on the experiences, hopes, challenges, and needs of 2SLGBTQ+ immigrants and newcomers. Also attended the Indian Ocean Conference both online and in person.
- b. Attend Provost's Presents event featuring Sara Ahmed talking about living as a feminist killjoy.
- c. Attended the Indigenous Dialogue Series event on Indigenous anti-racism presented by Verna St. Denis. Great session but was not recorded. However, some slides or bibliography may be available.
- d. Continued work on the exam booklet revisions and consultations regarding the use of preferred names on various forms at KPU.
- e. Met with BCGEU Vice President regarding support for trans employees.
- f. PAG swag is being secured for upcoming events.
- g. Results of the TransFocus consultations will be presented shortly.
- h. A further meeting with DIG and the VP Equity and Inclusive Communities will be scheduled to consult on SD 14 and 15 Student Accessibility Policies.
- i. A meeting with the VP External is scheduled to discuss how KPU is going to be involved in Surrey Pride in 2024. Co-sponsoring a community event that precedes Pride is under consideration.
- j. JEDI Award nominations will be open again around December 10, 2023.

## 7. New Business

- a. Additional Funds Request: Jen Currin, faculty member in Creative Writing requested PDEC to consider adding further funding to the previous request to fund an honorarium. \$250.00 was initially approved. The speaker needed to take a cab to and from the event and that cost was \$140.00. This additional amount is being requested from PDEC. This request was approved by Committee members.
- b. Sponsorship Limit Discussion: It was approved by board members to increase the limit for any individual PDEC award to \$2,500.
- c. Introduction: New Vice President, Equity and Inclusive Communities – Dr. Asma Sayed.
  - i. The update from the OEIC is that there is a lot of work going on at KPU and that work is being streamlined.
  - ii. A. Sayed is currently scheduling meetings with each board member to discuss any initiatives within each department.
  - iii. A. Sayed is reviewing all of the equity-related work that is currently underway at KPU including but not limited to the implementation of the recommendations for antiracism, EDI action plan, accessibility plan, and women's education. Communication for the above will be sent out in due course.
- d. Student Housing Update: Campus and Community Planning - Alexandra Taylor and Chani Joseph
  - i. Presentation on KPU Student Housing Update (Each member was emailed a copy of the presentation)
  - ii. The presentation included affordable housing options, benefits of students and faculty living in close proximity of the university i.e.: commute, time, gas, the ability to attract and retain current and future students. Potential locations for student housing were presented. Suggested to set long term goals to commence student housing at the Surrey – Newton location.

- iii. Partial funding can be applied for through the Ministry for housing loans and grants.
- iv. The committee offered feedback and thanked Alexandra Taylor and Chani Joseph for the presentation.

8. Next Meeting

- a. December 14, 2023 (**1:30 pm to 3:30 pm**) in person, Surrey Campus Boardroom