



The President's Diversity and Equity Committee

Meeting Particulars:

Date: December 14, 2023 **Time:** 1:30pm – 3:30pm
Purpose: Committee meeting **Meeting Lead:** Dr. Romy Kozak

Attendance:

Alan Davis, President & Vice Chancellor / Chair
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
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.
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.
Lesli Sangha KSA VP Student Life/Students with Disabilities Rep
Usha Gunatilake KSA – Students with Disabilities Rep
John O'Brian KSA Advocacy Coordinator
Lori McElroy guess plus two members of the Meredith + Luka
Joshua Mitchell Associate Vice President, Student Affairs VP Students designate
Steve Adames Executive Assistant, Office of EIC
Zahra Mohamud, Confidential Assistant, Office of EIC

Regrets:

Abdullah Randhawa KSA – International Students Rep.
Alicia Gowan, Sustainability Specialist, Campus and Community Planning
Catherine Schwichtenberg, Senate Vice-Chair
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
Kitin Aggarwal KSA – KSA Social Justice & Equity Committee

Magdalena Mot WIL Coordinator, Melville School of Business
Tanya Boboricken Faculty, Mathematics KFA appointee
Zena Mitchell VP, Students

Guests:

Lori McElroy	AVP, Planning & Accountability	Office of Planning & Accountability
Meredith Haaf	Director, Planning & Accountability	
Luka Wall	Mgr, Institutional Research	

Minutes

1) Call to Order and Land Acknowledgement <ul style="list-style-type: none"> VP Asma Sayed called the meeting to order at 1:34pm.
2) Approval of Agenda <ul style="list-style-type: none"> Approved
3) Approval of November 9, 2023 Meeting Minutes <ul style="list-style-type: none"> Approved
4) Follow-up on Action Items from Previous Meeting <ol style="list-style-type: none"> Inclusive convocation attire <ul style="list-style-type: none"> Mortarboard alternative: to be discussed at the next Indigenous Advisory Committee Meeting. Truth and Reconciliation Flagpole: no update at this time.
5) Reports from PDEC Members <ol style="list-style-type: none"> Update from VP, OEIC <ul style="list-style-type: none"> The Office of Equity and Inclusive Communities (OEIC) is continuing its development plan, focusing on priorities such as the Task Force on Anti-Racism Report, Accessibility Plan, and EDI Action Plan. Contact oeic@kpu.ca for all requests. Save the Date: March 21, 2024, for KPU's Second Annual Symposium on Anti-Racism. <ul style="list-style-type: none"> Proposals for papers are currently being accepted. More information here.
<ol style="list-style-type: none"> Indigenous Student Services <ul style="list-style-type: none"> Natalie expressed gratitude to those who organized and attended recent events led by the Indigenous Service team. Reminder: registration open for New Moon Gala on January 11, 2024. <ul style="list-style-type: none"> President Davis extended complimentary tickets to all PDEC members. An Indigenous student orientation event is in the planning stages for the new term. Applications for the Indigenous tuition waiver are incoming for Summer and Fall terms of 2024. Action item: Zahra to send a save-the-date for the New Moon Gala to PDEC members.
<ol style="list-style-type: none"> Facilities <ul style="list-style-type: none"> Infrastructure updates include the accessible door project in Richmond, scheduled to conclude in January 2024. Installation of the Kwantlen Faculty Association door is set for January 20th. Design phase underway for the second and third-floor washrooms in Richmond Main. The Langley library circulation desk will be fully adjustable, expected in January. Rick Hansen Foundation audits ongoing for all campuses; Langley campus audit is complete, with all surveys to be done by the end of February 2024.

- Exterior lighting project progress: Langley and Surrey campus lighting is designed, work underway for Richmond and KPU Tech. Collaboration with AVP Gayle Bedard is ongoing for lighting the Gathering Place.
- Funding shortfalls: Ministry projects with accessibility components that have been delayed will have updates in the new year.
- Signs to go up around the forest as part of a maintenance program to remove unsafe trees.

d) Accessibility and Counselling Services

Both departments: Launched services at Civic Plaza - office #503.

- Adjusted permissions to the 5th floor to allow any KPU student access.
- In-person Counsellor available on Wednesdays.
- In-person Accessibility Advisor available on Thursdays.

Accessibility:

- Nov: Filled Learning Specialist position.
- Jan: Accessibility Advisor position to start.
- Temporary one-year additional positions currently advertised.
- These additional positions aim to foster new and enhanced collaborations with teaching faculty, Teaching and Learning initiatives, and Learning Centre partnerships.
- Policy ST14, under revision for the last 1.5 years (minus pause/summer breaks), is in final consultation this week. To be passed onto legal next week and then policy team for a second round of KPU public 3-week consultations in the new year.

Counselling:

- Retirement of a long-term counsellor today is the last day, with a live NR2 posting for replacement.
- Natasha Pellatt, the new Indigenous Counsellor, started on 1st Sept, bringing intentional, culturally attuned healing practices that intersect with Counselling and Indigenous Services.
- The Gathering Place is increasingly used for workshops, healing circles, and open dialogue.

e) Pride Advocacy Group

- PAG membership has diversified to include faculty, staff and students.
- PAG awards: \$20,000 available until end of fiscal year. Applications will be adjudicated in February 2024.
- Campus and Community planning attended PAG to speak to the upcoming KPU housing project.
- Pride Peer concluded its first term and another term is planned. The new timing for the Pride space will be 11 am – 5 pm. A calendar of events will be established in the new year.
- Trina provided a brief summary of Trans Day of Awareness. The event featured art, food, and conversations, drawing approximately 10 to 15 attendees.
- Romy shared new designs for Pride standing banners and shoelaces.
- New Pride swag is currently in production.
- President Davis relayed a student's concerns regarding the cultural implications of wearing items featuring the KPU logo, values, and pride, particularly in proximity to the feet. The student emphasized the importance of placing the logo in a culturally sensitive manner to demonstrate respect.

6) Director of Diversity Report

- DIG meeting is scheduled for Friday Dec 15, 2023.
- JEDI Awards announcement to go out soon. Deadline for nominations will be February 23, 2024. Awards to be presented at KPU Day 2024.
- Romy will compile information on the use of more inclusive terminology regarding alumni.

7) New Business

- a) PDEC Sponsorship Fund Application: *KDocsFF 2024 Journeys in Solidarity*
 - The committee approved funding for the KDocsFF application.
 - VP Sayed is scheduled to meet with Janice Morris to explore a potential partnership between KDocs and the OEIC.
- b) Accessibility in Classes panel – Usha Gunatilake
 - Usha is coordinating an online panel event for Spring 2024 to improve class accessibility.
 - For inquiries or to join the planning team, contact usha.gunatilake@kpu.ca.
 - Event may take scheduled in the new fiscal year during AccessAbility Week 2024.
 - Lynda Beveridge emphasized that research presented by Fiona Whittington-Walsh was representative of trends across British Columbia as a whole, not specifically of KPU faculty. Additionally, Lynda suggested an academic concessions policy be created to allow faculty to make ad-hoc emergency accommodations for students.
- c) Student Satisfaction Survey Dashboard – Lori McElroy and Meredith Haaf
 - Lori McElroy presented an overview of the [Student Satisfaction Survey dashboard](#).
 - Committee discussed inclusive terminology, future survey questions and other features that could be added to the dashboard to reflect the intersectionality of student experiences.
- d) Relearning Gender Online Moodle – Trina Prince
 - The Relearning Gender module is set to launch in January 2024.
 - The course link will be shared at PDEC on January 11, 2024.
 - The 2-4-hour course will be accessible to all KPU employees and students.
 - Trina will explore the possibility of including a certificate of completion.

Final Notes:

- Romy extended gratitude to Caroline Lillico for her past support of PDEC.
- Zahra Mohamud was announced as the new administrative support person for PDEC.

9) Next meeting

- January 11, 2023 – 1:00-3:00 p.m. via MS Teams

10) Adjournment

- Meeting adjourned at 3:18pm.

11) Snacks and Social