



# The President's Diversity and Equity Committee

## Meeting Particulars:

**Date:** January 11, 2024      **Time:** 1:00pm – 3:00 pm  
**Purpose:** Committee meeting      **Meeting Lead:** Dr. Alan Davis

## Attending:

Alan Davis	President & Vice Chancellor / Chair	
Alicia Gowan	Sustainability Specialist, Campus and Community Planning	
Ann Marie Davison	Faculty, Biology	KFA Appointee
Asma Sayed	VP, Office of Equity & Inclusive Communities	
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	
Jenna Smith	Specialist, Community Engagement & Major Events	BCGEU appointee
Joshua Mitchell	Associate Vice President, Student Affairs	VP Students Desig.
Lynda Beveridge	Director, Counselling Services	
Salma Husain	Testing Administrator, ATS	BCGEU Appointee
Romy Kozak	Director of Diversity	
Shalini Vanan	Director, Student Wellness	
Steve Adames	Executive Assistant, OEIC	
Tanya Boboricken	Faculty, Mathematics	KFA appointee
Trina Prince	Manager, Culture and Wellbeing, OEIC	
Tristan Li	Policy & Academic Affairs Specialist	Provost Designate
Usha Gunatilake	KSA – Students with Disabilities Rep	
Zahra Mohamud	Confidential Assistant, OEIC	

## Regrets:

Abdullah Randhawa	KSA – International Students Rep.	
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	
Jeff Yip	Web Content Writer, External Relations	Prof. Staff Rep
John O’Brian	KSA Advocacy Coordinator	
Kitin Aggarwal	KSA – KSA Social Justice & Equity Committee	
Lesli Sangha	KSA VP Student Life/Students with Disabilities Rep	
Lindsay Wood	Instructor, Work Integrated Learning	
Magdalena Mot	WIL Coordinator, Melville School of Business	
Matt Hoekstra	Media Specialist, Media and Communications	
Natalie Wood-Wiens	Manager, Indigenous Services for Students	
Sarah Burn	Study Abroad Coord., Office of Global Engagement	

**Guests:**

Brent Elliot	Assc. VP, Campus & Comm. Plan.	Campus and Community Planning
Lucas Ozols-Mongeau	Manager, Planning & Sustainability	

**Minutes**

1) Call to Order and Land Acknowledgement
2) Approval of Agenda <ul style="list-style-type: none"> <li>• Approved</li> </ul>
3) Approval of Minutes from Dec 14, 2023 <ul style="list-style-type: none"> <li>• Approved</li> </ul>
4) Follow-up on Action Items from Previous Meeting <ul style="list-style-type: none"> <li>a) New Moon Gala Save the Date (completed). Sold out; added an extra table due to high demand.</li> </ul>
5) Reports from PDEC Members <ul style="list-style-type: none"> <li>a) VP, OEIC <ul style="list-style-type: none"> <li>• Dr. Sayed reminded the committee about the call for presentations for the Second Annual Symposium on Anti-Racism, March 21, 2024.</li> <li>• She requested the committee members to spread the word and to encourage people to submit proposals.</li> <li>• The first Coffee with the VP, OEIC was held on January 10; it was very well attended. Attendees were interested in knowing more about the future of OEIC and they were very supportive.</li> <li>• OEIC will have a table at a forthcoming event by DiverseCity on Feb 1st.</li> <li>• OEIC has partnered with one of the instructors in Psychology to offer intercultural</li> </ul> </li> </ul>

communications experiential learning opportunity to students.

- Asma and/or OEIC members continue to attend meetings across the institution, especially but not limited to, Accessibility Committee, Sustainability Hub, Teaching and Learning, OPA, Communications, Indigenous Services, Student Services, etc.
  - OEIC continues to provide feedback on a number of new as well as revised policies.
- b) Lead Advisor on Disability, Accessibility, and Inclusion – Fiona Whittington-Walsh
- BCCAT report on EDI and Admissions published; Fiona and Jennifer to present at Faculty Council. <https://www.bccat.ca/publication/accessibleadmissions/>.
  - Seeking funding for video recording Forum Theater performances; part of upcoming press book.
  - Visits to faculty councils scheduled, ongoing policy revisions, particularly on ST14.
  - Teaching and Learning workshop series continues on Feb 20th, focusing on Universal Design.
  - Applications for Including All Citizens project on track for Fall 2024.
  - A Provost Speaker Series event is scheduled for early May in collaboration with Dr. Rihanna Robson. It will focus on decolonizing ability, Indigenous women, and girls with disabilities.
- c) Accessibility Committee - Ann Marie Davison
- Future student housing was discussed at the November Accessibility Committee meeting.
  - Lisa Gedak from Teaching and Learning joins the committee in January.
  - Funding secured for accessibility training with Untapped Accessibility.
  - Training sessions set for Academic Council, PDEC, and executives early March.
  - Collaborative training with Student Affairs planned for broader university impact.
  - **Action Item: Zahra and Ann Marie to communicate the Accessibility training schedule to all the groups.**
- d) Disability Inclusion Group – Ann Marie Davison
- Lynda Beveridge and her team discussed policy ST14 at the last DIG meeting.
  - Recognized the necessity for further improvements to the policy.
- e) Policy Revision – Tristan Li
- HR11 and 25 outline principles and procedures for the selection and appointment of administrative and senior administrative positions respectively.
  - The revision of the two Policies and Procedures completed Phase Two Posting on December 22, 2024, and was approved by the President on January 6, 2024. The Policy Developer is Melissa Tomkins, Divisional Business Manager, Human Resources.
  - Summary of changes:
    - HR partnered with the Diversity Institute at Toronto Metropolitan University to ensure equity, diversity and inclusion principles were embedded within the documents.
    - In the HR11 and 25, six Principles speak to Talent, Values, Diversity and Representation, Equity, Due Process, Confidentiality.
    - For instance, the “Diversity and Representation” principle states that KPU will provide training for search committee members related to unconscious biases and how to combat them during recruitment and hiring; as reasonably possible, efforts

for diverse representation and diversity of thought will be considered when appointing individuals to a Search Advisory Committee (SAC), and support and guidance can be provided by KPU's OEIC as needed.

- Two other HR search Policies and Procedures will go to Board for approval this month:
  - HR20 Search Advisory, Appointment and Re-Appointment of Senior Academic Administrator Positions.
  - HR22 Presidential Search Advisory, Appointment and Re-Appointment Policy.
  - Same principles are embedded in these Policies.
- Policy ER2 Naming will combine existing Policies AC12 Naming, Academic Units and ER8 Asset Naming Opportunities. The policy revision has completed Phase One Posting on June 9, 2023.
  - The Policy will include a land acknowledgement to respect and honour the right of KPU's host Nations to participate in the naming process.
  - It will mandate naming decisions to reflect the results of any engagement between the University and the First Nations on whose traditional and ancestral territories the physical or non-physical assets to be named are located.
  - Consultation Plan: Drafts will be posted on the Policy Consultation Engine from Jan. 22 to Feb. 9, 2024. Notification to the University Community via Today@; Communications will be sent out to Senate, Faculty Councils and consultees mandated by the GV2 Policy Protocol and those who opted in.
- SR14 Sexual Violence and Misconduct
  - Board Policy; Phase One Posting completed on Jan. 4, 2024; Policy Developer is Jennifer Jordan, Director, Student Rights & Responsibilities.
  - Provincial legislation Sexual Violence and Misconduct Policy Act requires institutional policy be reviewed every three years; and KPU is complying with this requirement.
  - The team is meeting with the Policy Developer in late January to provide consultation planning support.

#### 6) Director of Diversity Report

- JEDI Awards are now open for nominations.
- PDEC website updates are being pursued.
- KPU is a Platinum Sponsor at DiverseCity event on Feb 1<sup>st</sup>.
- Pride banners are now available to be displayed at events.
- The 2024 Multicultural calendar is now available:  
<https://www.multiculturalcalendar.com/ecal/index.php?s=c-kwant>.
- Discussions to update the PDEC Workplan are being pursued.
- Trina and Romy met with Facilities and Transfocus; report will be shared with PDEC once it's ready.
- **Action Item:** Zahra to send a Today@ announcement about the calendar.

#### 7) New Business

- a) KPU & KPU Communities Trust – Lucas Ozols and Brent Elliot
  - Lucas Ozols-Mongeau and Brent Elliot presented information on the KPU

Communities Trust.

- The Trust is engaged in ongoing discussions with specific Indigenous nations (Kwantlen, Katzie, Semiahmoo) on land issues, equity sharing, employment, and capacity building, emphasizing transparency, equity, and meaningful collaboration.
  - Committee members raised questions about the education and diversity of the KPU Communities Trust board and emphasized the importance of materially benefitting Indigenous nations and recognizing their land sovereignty. Carrying the Kwantlen name is a huge responsibility.
- b) Update on the Relearning Gender course ([link](#)) – T. Prince
- The course is hosted on Community Moodle, accessible to all students and staff.
  - Plans are underway to introduce badge certification.
  - Announcements about the course will be made through Today@ and email.
  - A learning program for the Summer is currently in development.
  - Accessibility features, such as screen reader compatibility and alt-text, have been implemented.
- c) Sponsorship Form - The Future of Race in Canada Speaker Series
- Dr. Sayed and Dr. Kozak will propose a partnership between the OEIC and Leland Harper to hold this series.
  - The speaker series is planned for April-June 2024, falling within the next fiscal year.
  - Funding for this project is approved by the committee.

8) Learning & Teaching Moments/Challenges and Successes

a) Pronoun Feature in MS Teams/Outlook

- T. Prince informed the group about a new feature within MS Teams/Outlook. Pronouns can now be added to your profile card, situated next to your name.

b) Snow Removal – Accessibility Challenges on Surrey Campus

- AM. Davison reported on Monday, January 8th, no snow removal occurred on the Surrey campus, specifically impacting the Fir building entrance and exit.

9) Adjournment