



# The President's Diversity and Equity Committee

**Date:** April 11, 2024  
**Location:** MS Teams

**Time:** 1:00-2:30 pm  
**Meeting Lead:** Dr. Asma Sayed

## Agenda

| Item   | Speaker  | Start Time |
|--|--|------------|
| 1) Call to Order and Land Acknowledgement  | A. Sayed   | 1:00 pm    |
| 2) Approval of Agenda  |  |            |
| 3) Approval of Minutes from March 2024   |  |            |
| 4) Follow-up on Action Items from Previous Meeting<br>- none   |  | 1:05 pm    |
| 5) VP, OEIC Report   | A. Sayed   | 1:05 pm    |
| 6) Restructuring of PDEC   | A. Davis<br>A. Sayed   | 1:10 pm    |
| 7) New Business<br>a) Student Housing Update Followed by Q&A - Campus and Community Planning   | C. Joseph  | 1:20 pm    |
| 8) Reports from PDEC Members<br>a) Accessibility Committee<br>b) Lead Advisor on Disability, Accessibility, and Inclusion<br>c) Human Resources<br>d) Pride Advocacy Group | A.M. Davison<br>F. Whittington-Walsh<br>H. Elsonbaty<br>S. Vanan/ R. Kozak | 1:45 pm    |
| 9) Director of Diversity Report  | R. Kozak   | 2:15 pm    |
| 10) Learning & Teaching Moments/Challenges and Successes   | Various Members  | 2:25 pm    |
| 11) Adjournment  |  | 2:30 pm    |
| <b><i>Next meeting: Thursday May 9, 2024 – 1:00-3:00 p.m.- Cedar Boardroom 2110, Surrey Campus</i></b>   |  |            |



# The President's Diversity and Equity Committee

## Meeting Particulars:

**Date:** March 14, 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        |                        |
| Heba Elsonbaty           | Director, Organizational Development and Employee Experience | HR Representative      |
| Jenna Smith              | Specialist, Community Engagement & Major Events              | BCGEU appointee        |
| Salma Husain             | Testing Administrator, ATS                                   | BCGEU Appointee        |
| Romy Kozak               | Director of Diversity  |                        |
| Trina Prince             | Manager, Culture and Wellbeing, OEIC                         |                        |
| Tristan Li               | Policy & Academic Affairs Specialist                         | Provost Designate      |
| Zahra Mohamud            | Confidential Assistant, OEIC                                 |                        |
| Destiny Lang             | KSA – Queer Students Rep                                     |                        |
| Jeff Yip                 | Web Content Writer, External Relations                       | Professional Staff Rep |
| John O'Brian             | KSA Advocacy Coordinator                                     |                        |

|                    |   |  |
|--------------------|---|--|
| Natalie Wood-Wiens | Manager, Indigenous Services for Students             |  |
| Sarah Burn         | Study Abroad Coordinator, Office of Global Engagement |  |
| Sarah Beasleigh    | Associate Dean, Faculty of Health                     |  |

**Regrets:**

|                    |  |                       |
|--------------------|--|-----------------------|
| Iain Hunter        | Facilities Services                                |                       |
| Joshua Mitchell    | Associate Vice President, Student Affairs          | VP Students Designate |
| Lynda Beveridge    | Director, Counselling Services                     |                       |
| Shalini Vanan      | Director, Student Wellness                         |                       |
| Steve Adames       | Executive Assistant, OEIC                          |                       |
| Tanya Boboricken   | Faculty, Mathematics                               | KFA appointee         |
| Usha Gunatilake    | KSA – Students with Disabilities Rep               |                       |
| Abdullah Randhawa  | KSA – International Students Rep.                  |                       |
| Carole St. Laurent | AVP, KPU International                             |                       |
| 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                       |                       |
| 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         |                       |

## Minutes

- 1) Call to Order and Land Acknowledgement
- 2) Approval of Agenda
  - Added: Report from Lead Advisor on Accessibility, Disability, and Inclusion, Fiona Whittington-Walsh
  - Approved
- 3) Approval of Minutes from January 2024
  - Approved
- 4) Follow-up on Action Items from Previous Meeting
  - a) Accessibility Training Schedule - done
  - b) [Multicultural Calendar](#) Announcement – done
- 5) Presentation: Petition for KSA Gender-Affirming Healthcare Coverage Add-On – Destiny Lang
  - KSA Queer Students representative Destiny Lang presented information about an add-on to the student health plan which will offer gender-affirming care coverage starting in September 2024. This add-on has received approval from the KSA.
  - Destiny shared research findings, recommendations, and insights into the challenges faced by 2SLGBTQ+ students when accessing mental health services.
  - One key recommendation is to either offer or direct students to gender-affirming care service providers.
  - Destiny also highlighted certain limitations of the proposed plan add-on and mentioned ongoing efforts to provide additional support services.
- 6) VP, OEIC Report – A. Sayed
  - Dr. Sayed presented an overview of the portfolios under the Office of Equity and Inclusive Communities. It includes: Accessibility, Anti-Racism, Social Sustainability, Gender and Sexual Equity. She also identified the current priorities of the OEIC, active committees and their scope of work. OEIC is also the point of contact for the 50:30 Challenge and the commitments to the Scarborough Charter on Anti-Black Racism and Black Inclusion in Higher Education.
  - Current priorities include the implementation of the TFA Report recommendations and the Accessibility Plan, and completion of the EDI Action Plan.
  - For any inquiries regarding this work, please reach out to [oeic@kpu.ca](mailto:oeic@kpu.ca).
- 7) New Business (Part One)  
Role of OEIC – A. Davis
  - The OEIC will oversee the development and implementation of the EDI Action Plan. When complete, specific recommendations will be assigned to offices and departments across KPU (e.g.; Facilities, HR, etc.).
  - President Davis addressed the complexity of KPU and highlighted that while autonomy fosters creativity and engagement, it also leads to fragmentation, duplication of efforts, and missed opportunities.
  - Davis emphasized the need for communication and collaboration, particularly with the newly established Office of Equity and Inclusive Communities led by VP Asma Sayed.

- He mentioned that PDEC will be restructured in the near future and concluded by passing the responsibility of overseeing collaboration and coordination of the committee's efforts to Asma and her team in the OEIC.

## 8) Reports from PDEC Members

### a) Indigenous Services for Students – N. Wood-Wiens

- A new coordinator for Indigenous Student Transition and Engagement has been appointed, with responsibilities including community engagement, recruitment efforts, and providing support to Indigenous students.
- Regarding the Indigenous design grad cap, there will be a call for designs soon.
- Updates were provided on KPU's partnership with Edith Cowan University, offering a global Indigenous learning experience, which may include both virtual and potentially in-person components, pending final confirmation.
- Upcoming events include the Indigenous Dialogue series featuring guest presenter Donna Goodleaf.

### b) Teaching and Learning Commons – C. Wright

- Technology enhanced classrooms are available in Langley, Surrey and Richmond. More info can be found [here](#).
- Zero Textbook Cost Program – info is on the TLC [dashboard](#).
- Open Education Resources (OERs) – more info [here](#).
- Workshops for Generative AI are commencing in May, and a faculty community of practice for Generative AI was established in February 2024. For participation in these workshops, please contact Craig Wright via email at [craig.wright@kpu.ca](mailto:craig.wright@kpu.ca).

### c) Accessibility Committee – A.M. Davison

- Dr. Davison expressed gratitude to the committee for their participation in the training session conducted by Untapped Accessibility on February 8th.
- The contract with Untapped Accessibility has been finalized. The OEIC will explore avenues for extending similar training sessions to other groups within KPU.

### d) Report from Lead Advisor on Accessibility, Disability, and Inclusion, Fiona Whittington-Walsh

- Fiona and Jennifer Hardwick presented their BCCAT Accessible Admissions Report to the Council at BCCAT, which received positive feedback, prompting consideration for a potential follow-up.
- KPU is sponsoring the Inclusion BC conference, of which KPU is an affiliate member, advocating for individuals with intellectual and developmental disabilities. The conference will be held in Nanaimo from May 30th to June 1st.
- KPU is also sponsoring the Indigenous Disability Canada's Wellness gathering, scheduled for November 19th to the 21st in Victoria. These gatherings occur biennially.
- Fiona hosted an online information session for Including All Citizens pathway, noting a high volume of applicants for the upcoming fall term.

### e) Pride Advocacy Group – R.Kozak

- PAG convened a subcommittee to select recipients for the 2024 Pride Advocacy award, with \$20,000 allocated. Ten individuals were chosen as successful recipients, each receiving \$2,000. A celebratory gathering is planned for June.
- The prospective event for Trans Day of Visibility has been moved to May (for International Day Against Homophobia, Biphobia, and Transphobia) due to availability of representatives from the Arc Foundation.
- Dr. Kozak mentioned a number of Pride events sponsored by KPU and that members of KPU will be participating in.

9) Director of Diversity Report

- JEDI Award recipients have been chosen and will be revealed at KPU Day on April 26th in Langley. Please attend!
- A lingering issue regarding a married instructor's request to use her professional (non-married) last name has finally been resolved. Part of the issue seems to be the fact that Banner does not offer a field for an alternate last name (or middle name). This needs to be addressed.
- April 17, May 22 and June 19 are set for the Future of Race in Canada Speaker Series hosted by Dr. Leland Harper. These will be virtual sessions on MS Teams. Registration details to come soon. Victoria E. Thomas is scheduled to present on June 19th for the Future of Race in Canada Speaker Series. Dr. Thomas's research focuses on portrayals of Black Trans women in the media and the inclusion of trans and queer people in Black communities.

10) New Business (Part Two) – R.Kozak/all

- a) PDEC Sponsorship Application – Kanaka Bar Repatriation Celebration
  - Natalie Wood-Wiens and AVP Gayle Bedard are in support of this application.
  - Funds are available for the new fiscal year.
  - PDEC supports the application.
- b) PDEC Sponsorship Application – Third Age Learning at Kwantlen (TALK)
  - The funding request of \$5k exceeds the amount in the application guidelines.
  - The committee discussed various aspects of the application.
  - President Davis requested VP Sayed to follow up with VP Randall Heidt and Dean Begalka to get further context regarding the application before a final funding decision can be made.

11) Learning & Teaching Moments/Challenges and Successes

12) Adjournment

***Next meeting: April 11, 2024 – 1:00-3:00 p.m. via MS Teams***