



The President's Diversity and Equity Committee

Meeting Particulars:

Date: March 28, 2017 **Time:** 9:00 am – 11:00 am
Purpose: Committee meeting **Meeting Lead:** Dr. Alan Davis

Attendance:

Alan Davis	President & Vice Chancellor/ PDEC Chair
Romy Kozak	Instructor, Faculty of Arts/ Director of Diversity
Caroline Lillico	Confidential Assistant to the University Secretary
Josephine Chan	Special Assistant to the Provost on Policy & Academic Affairs
Joshua Mitchell	Senior Director, Student Affairs
Abby Thorsell	Associate Vice President, Human Resources
Jas Parmar	Director, Compensation, Health & Benefits
Zahid Dossa	KSA Students of Colour Rep.
Catherine Kruger	D.A.M.N.
Kari Michaels	KSA Student Senator & Student Rights
Nancy Dhillon	Instructional Associate, Student Development & Success
Valerie Newton	Instructional Associate, APPD
Ann Marie Davison (<i>by phone</i>)	Faculty Member, Biology Department
Darlene J. Willier	Cree Coordinator, Aboriginal Services

Guests:

Dr. Lori McElroy	Executive Director, Institutional Analysis and Planning
Taylor Gelaspey	D.A.M.N.

Regrets:

Jennifer Au	Senate Vice Chair
Stuart McIlmoyle	Associate Vice President, International
Joanne Saunders	Executive Director, Marketing & Recruitment
Landon Charney	KSA Students with Disabilities Rep
Samantha Davis	KSA Aboriginal Student Rep
Kayla England	KSA Mature Students Rep
Natasha Lopes	KSA VP Student Life and Women's Rep
Kimberley McMartin	KSA Student Senator
John O'Brian	Cloverdale and Advocacy Coordinator
Tanvir Singh	KSA VP Services
Renu Seru	Counsellor

Minutes

1. Call to Order

Meeting was called to order at 9:05 am

2. Adoption of Agenda

Add to item #7:

- Positive Space Campaign
- Organization of PRIDE

3. Approval of January 17, 2017 Meeting Minutes

Approved as circulated.

4. Directory of Diversity Report

R. Kozak provided a verbal report to the committee:

Finished attending Faculty Council meetings of all Faculties with presentations at Science and Horticulture (Jan 17), ACA (Jan 20), and Health (Jan 27). Was invited also to present at Faculty of Health meeting of the whole on Feb 24.

Discussions raised issues such as the former Kwantlen Committee for Diversity, Inclusion, and Action (1992-2011),

- the need for spaces for nursing mothers,
- the need for clear protocol when elevators out of commission, and
- better signage of area of refuge spaces for students with disabilities

Met with Sunita Wiebe from IAP on Jan 20 to discuss factoring in diversity-related questions in Program Review. The discussion resulted from an action item from last meeting, which arose when from my observation that a recent Review of the Engineering program documented an ongoing enrolment of about 5% women, 95% men, but these figures were not even addressed in the self-study report. Sunita expressed support for the goals of diversity but pointed out that the program review guide approved by the Senate Standing Committee doesn't include specific questions on such issues. She noted that Program Review generally aligns with Ministry requirements for Quality Assurance and institutional goals as captured in the Academic Plan, so any suggestions to ask SSCPR to include diversity-related questions in the Guide would have to align with these. We would also have to have a clear sense of definite goals and ways of measuring these.

Met with groups of KSA Student constituency reps (Feb 3 and Feb 8) to encourage and find ways to facilitate attendance at PDEC meetings. Annual turnover and afternoon meetings seem to be barriers. After elections, I obtained contact info for incoming reps and asked Caroline to send out invitations. Unfortunately only 3 constituencies had reps elected—Zahid Dossa, Mature; Kim McMartin, Disabilities; Caitlin McCutchen, Women—leaving the 4 other positions—Colour, Queer, International, and Aboriginal—vacant. PDEC depends on students bringing forth issues from their areas, so we should discuss how to deal with these vacancies.

Fielded various emails and calls relating to the PDEC Fund applications due March 1. Most interesting was from Ruth Fraser, new Director of Services for Students with Disabilities, who was asked to consult on design of 3 Civic Plaza. This is not her area of expertise, so she was interested in possibly hiring a professional consultant also working with the Rick Hansens Foundation, which is conducting a pilot of an Accessibility Certification Program and also has an online accessibility rating tool available called Planat. Kind of a LEED certification for access. Ruth withdrew her application due to timing, but this seems to be a promising relationship to pursue.

Prepared materials for and staffed a table representing PDEC at KPU Day on March 3. Handed out copies of HR 15 Policy/Procedures on Diversity and Inclusion, played a slideshow providing info as to what PDEC is and does, provided infographics on studies of gender bias in the workplace prepared by organization representing women in STEM fields, displayed Pride flags.

With some further organization, hoping also to have tables at Open House and KDocs next year. Fielded requests to make the PDEC site more of a resource site for information such as the infographics on gender bias.

Met with Wade Deisman, Associate Dean, Faculty of Arts, on March 6 to discuss how to assess diversity, equity and inclusivity and move ahead with more organized initiatives in these areas across the university. The Council of Deans is interested in supporting such measures. They seem concerned about doing what we can as an institution to ensure that events such as the shooting by the Université de Laval student in late January don't happen here. We discussed the possibility of coordinating an action-oriented group of administrators from across the university. It's unclear to me how such a group would relate to PDEC but it is clear that the Deans would like to see more happening.

Following up several times with Marketing about including a territorial acknowledgement on the KPU About Us page; offered feedback on several drafts. The page should be published this week.

Working with Caroline Lillico and Marketing to create PDEC standing banners, pamphlets, and other swag. So far have confirmed post-it notes made from recycled materials and the following graphic. Further PDEC input welcome.

Also with Caroline, reviewed and updated the 2016-17 Work Plan to capture how recent action items and follow-ups relate to items in work plan. As a result of this review, we're suggesting that "Accessibility" be given its own category in the Work Plan (if the DAMN Research project is still progressing, perhaps it can be a specific goal within this category). I would suggest also revising the "Academic Plan" and "Student Services" categories to focus on clearer goals within these areas.

Looking into the request we received from International Colloquium on Black Males in Education to provide sponsorship for their next conference, which may take place in Toronto this October. Committee input welcome; perhaps we should sponsor someone to go?

Finally, I've also been tracking down and exploring documents such as the "Global Diversity and Inclusion Benchmarks" put out by The Diversity Collegium and the "E(Race)r Post-Summit Report" published just a few days ago by the Diversity and Equity Office of Wilfrid Laurier University, which summarizes recommendations resulting from the Summit on Race and Racism on Canadian University Campuses held at Laurier in March 2016

5. Guest Speaker – Dr. Lori McElroy - Collection of Diversity Information

Currently there are only two categories that we capture – Gender (Male/Female) and Aboriginal.

Like other universities across Canada, we do not collect other identifying demographics of students for a variety of reasons. Ultimately, like other institutions, we don't really know anything about our students at KPU.

The problem with collecting this kind of information is not so simple. It's difficult to ask these questions because of the potential harm it can cause. Many students feel unsafe when asked because of past threats in their country of origin, or past experiences of racism, etc.

Even offering a survey whereby students can participate anonymously can't be reliable as many students simply opt out of answering those questions. Ultimately we have a low participation rate which doesn't help in reporting out.

The new Strategic Plan will need this kind of information, therefore this is a good opportunity to begin discussions. Diversity is a very broad spectrum, with a great deal of potential information we can consider to capture. To start with, we should find out what information other institutions are capturing (eg. BCIT).

6. Business Arising from Previous meeting

- **Progress on Previous Action Items**

- a. **3 Civic Plaza**

- Due to time constraints, the brief presentation on 3 Civic Plaza is tabled to the next meeting

- b. **Diversity Awareness at Student Services – presented by Josh Mitchell**

- Josh Mitchell provided a brief presentation on the current structure of Student Services.

- Diversity awareness is a foundational piece of this department. They're Customer Service Philosophy is connecting students with people who care – how they deliver service matters; how they treat people matters; developing and resourcing employees matters; and respecting each student as an individual matters.

- Foundational pieces for Values, Mission and Vision are: Integrity; Compassion; Innovation; and Collaboration.

- Some smaller departments are specific in serving marginalized groups.

7. New Business

- a. **Review of Applications for PDEC Funds – March 1, 2017 call**

- The following applications for PDEC funding were approved:

- “Blanket Workshop”**

- Applicant:* Jaroslav Welz (Student, Health)

- Amount approved:* **\$550**

- It's requested that they not conduct their event on Aboriginal Day.

- “Boys, Batteries and Behaviour: Smartphone Battery Levels and Sexual Decision-making Among Gay Men”**

- Applicant:* Dr. Cory Pederson, Psychology

- Amount approved:* **\$1,000**

- It's suggested they use these funds to leverage other funding from [Student Educational Enhancement Fund](#) and/or KSA.

- It's requested that they do a presentation at KPU.

- “The Fashion Show”**

- Applicant:* Sharon Yu Hsuan (Student, Wilson School of Design)

- Amount approved:* **\$750**

- “Kwantlen Health and Wellness Convention 2017”**

- Applicant:* Rimi Afroze (Student, Health; Health Science in Action Club)

- Amount approved:* **\$700**

- It's suggested they use these funds to leverage other funding from KSA and the Dean's Office.

"Somali Youth Summit III"

Applicant: Patrick Donahoe, Dean, ACA

Amount approved: **\$1,000**

- It's suggested they use these funds to leverage other funding sources.

b. Positive Space Campaign

They did the train the trainer workshop, but there hasn't been any sessions booked since then. Purenet designed the train the trainer manual and initial workshop was last February. Josh and Kari to connect outside of these meetings.

c. Organization of PRIDE

KSA is supporting PRIDE, and is paying to enter the parade. Josephine Wong spearheads this initiative at KSA. Romy to connect with Josephine

8. 2016/2017 Work Plan (previously called Action Plan)

A handout of the document 2016/2017 Workplan was circulated. Alan and Romy to update document for next meeting

9. Adjournment

The meeting was adjourned at 11:15am