



# The President's Diversity and Equity Committee

## Meeting Particulars:

**Date:** May 11, 2017      **Time:** 2:00 pm – 4:00 pm  
**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
Abby Thorsell	AVP, Human Resources
Jas Parmar	Director, Compensation, Health & Benefits
John O'Brian	Cloverdale Assembly Coordinator
Caitlin McCutchen	KSA VP External Affairs & Women's Representative
Ann Marie Davison	Faculty Member, Biology Department
Renu Seru	Counsellor
Valerie Newton	Instructional Associate, APPD
Joseph Thorpe	KSA Queer Students Rep
Kimberley McMartin	KSA Students with Disabilities Rep.

## Regrets:

Stuart McIlmoyle	Associate Vice President, International
Tanvir Singh	KSA VP University Affairs
Samantha Davis	KSA Aboriginal Students Rep.
Kari Michaels	KSA Records Coordinator and Advocate
Joanne Saunders	Executive Director, Marketing & Recruitment
Darlene J. Willier	Cree Coordinator, Aboriginal Services
Catherine Kruger	Disability Action Movement Now

## Minutes

1. Call to order	The meeting was called to order at 2:00 pm
2. Adoption of Agenda	Include the following: In Item 6 – New Business <ul style="list-style-type: none"> <li>• Positive Space campaign</li> <li>• Richmond News article re: KPU Access Program</li> </ul> In Item 8 – Challenges & Success Stories <ul style="list-style-type: none"> <li>• A. Davison has an announcement</li> </ul>
3. Approval of Minutes	The Minutes of March 28, 2017 were approved as circulated

<p>4. Directory of Diversity Report</p>	<ul style="list-style-type: none"> <li>• Followed up with various successful and unsuccessful applicants to our last round of PDEC funding. The students from Design have already completed their event and submitted a report, which I reviewed. Working with Caroline to create a space on the PDEC website where these reports can be posted.</li> <li>• Met over the phone with rep from Canadian Centre for Diversity and Inclusion to find out about benefits of KPU becoming a partner.</li> <li>• Met with Decolonizing our Practice faculty working group and am bringing forward their suggestion for multi-lingual campus signage, particularly at 3 Civic Plaza.</li> <li>• Held discussions with faculty in the Automotive department in Trades about including their 1932 Ford Model A in the KPU Pride Parade contingent.</li> <li>• Continued to work with Caroline and Marketing on PDEC swag. Hoping to have samples by next meeting.</li> </ul>
<p>5. Business Arising from Previous meeting        a. Civic Plaza Campus</p> <p><b>ACTION →</b></p>	<ul style="list-style-type: none"> <li>• A. Davis provided a brief visual presentation demonstrating the accessibility designed gender-neutral, single occupancy washrooms. Two washrooms are wheelchair accessible. Washroom designs are replicated on all floors.</li> <li>• A. Davison requested that more work go into where the automatic door openers are located as many designs make it impossible for people using scooters.</li> <li>• Question raised as to whether student lockers will be available on this campus. A. Davis will look into this and report back</li> </ul>
<p>6. New Business        a. Canadian Centre for Diversity and Inclusion</p> <p><b>ACTION →</b></p> <p>b. Pride Parade Organization</p> <p><b>ACTION →</b></p> <p>c. Aboriginal Language Signage</p>	<ul style="list-style-type: none"> <li>• CCDI works to promote diversity. Memberships are \$3,000 per year. Members receive 20% reduction on products and services and included access to conference, webinars, and other events. Some members have had workings with CCDI in the past – through KPU and previous employment situations. All feedback on CCDI was very positive.</li> <li>• PDEC endorses KPU becoming a member of CCDI. Abby Thorsell to look into this and report back.</li> <li>• Contingent in Vancouver Pride Parade is being organized by the KSA. Planning is underway. Parade is August 6<sup>th</sup>. The application for participation has already been sent in. They're trying to find a flat-bed trailer to use for the float which would also help those participants who find it difficult to be on their feet for that length of time.</li> <li>• KSA is covering the costs related to the Pride Parade.</li> <li>• A. Davis to talk with Trades &amp; Tech regarding the purchase of a trailer that could be used for the parade.</li> <li>• R. Kozak provided a brief presentation on how other colleges/universities are using Aboriginal Signage on their campus.</li> <li>• At the Civic Plaza campus there will be many possibilities to use aboriginal signage. It was suggested that at the entrance to the</li> </ul>

<p><b>ACTION →</b></p> <p><b>ACTION →</b></p> <p>d. Positive Space Campaign</p> <p><b>ACTION →</b></p> <p>e. Richmond News article</p>	<p>campus that “Welcome” be portrayed in the local aboriginal language, which recognizes that we’re guests on this land.</p> <ul style="list-style-type: none"> <li>• Once in Civic Plaza campus, could use the design to retro fit to other campuses.</li> <li>• PDEC endorses the use of local indigenous language signage and A. Davis will relay this to the Aboriginal Advisory Committee.</li> <li>• A question arose re: the display of the Aboriginal Blanket project at Richmond campus. R. Kozak to follow up with Stuart McIlmoyle.</li> <li>• K. McMartin inquired about the progress of the Positive Space Campaign. R. Kozak relayed information from Josh Mitchell that a training manual is being produced and he is in the process of determining the appropriate administrative unit to support and sustain this initiative. Josh Mitchell to be asked to provide further updates.</li> <li>• A recent article in <a href="#">Richmond News</a> re: APPD and transit-ready students was brought to the PDEC’s attention.</li> <li>• V. Newton spoke that her department is aware of the article and that the issue has been addressed.</li> </ul>
<p>7. 2016/2017 Work Plan (previously called Action Plan)</p> <p><b>ACTION →</b></p> <p><b>ACTION →</b></p>	<ul style="list-style-type: none"> <li>• It was noted a new category was added which is “Accessibility”. This was done to distinguish between the issue of making gender-neutral washrooms, and that of wheelchair and scooter accessible washrooms and allow other accessible issues to be foregrounded.</li> <li>• DAMN! Research is progressing; will report back to PDEC when done. DAMN has been in contact with the Rick Hansen foundation about having a campus disability audit done.</li> <li>• Further work to be done on the WorkPlan and will be brought back to the committee at the June meeting.</li> <li>• K. McMartin noted that KPU elevators need more and clearer signage displaying floor levels. While braille is available it doesn’t always work for vision-impaired people. What might help is large signage on the adjacent wall or on the floor. R Kozak will bring request to Facilities.</li> </ul>
<p>8. Challenges and Success Stories</p> <p>a. Announcement</p> <p><b>ACTION →</b></p>	<ul style="list-style-type: none"> <li>• A. Davison read an email she received from the Minister of Sport and Persons with Disabilities announcing National AccessAbility week in Canada from May 28 to June 3<sup>rd</sup>.</li> <li>• A. Davis to follow up with M. Graziano to discuss how KPU will acknowledge AccessAbility week.</li> </ul>
<p>9. Adjournment</p>	<p>Meeting was adjourned at 3:45pm.</p>