



The President's Diversity and Equity Committee

Meeting Particulars:

Date: June 15, 2017 **Time:** 2:00 pm – 4:00 pm
Purpose: Committee meeting **Meeting Lead:** Dr. Alan Davis

Attendance:

Alan Davis	PDEC Chair / President & Vice Chancellor
Romy Kozak	Director of Diversity / Instructor, Faculty of Arts
Caroline Lillico	Confidential Assistant to the University Secretary
Jennifer Au	Senate Vice-Chair
Josephine Chan	Special Assistant to the Provost on Policy & Academic Affairs
Joshua Mitchell	Senior Director, Student Affairs
Abby Thorsell	Associate Vice President, Human Resources
Teresa Smith	Manager, Organizational Development
Caitlin McCutchen	KSA VP External Affairs & Women's Representative
Kimberley McMartin	KSA Students with Disabilities Rep.
Ann Marie Davison	Instructor, Faculty of Science
Renu Seru	Counsellor
Valerie Newton	Instructional Associate, APPD
Darlene J. Willier	Cree Coordinator, Aboriginal Services
Joseph Thorpe	KSA Queer Students Rep

Guests:

Josephine Wong	KSA
Jane Fee	VP Students
Martin Shoemaker	Multi-Faith Centre

Regrets:

Stuart McIlmoyle	Associate Vice President, International
John O'Brien	Cloverdale Assembly Coordinator
Tanvir Singh	KSA VP University Affairs
Samantha Davis	KSA Aboriginal Students Rep.
Munir Dossa	KSA Students of Colour Representative
Kari Michaels	KSA Records Coordinator and Advocate
Zahid Dossa	KSA Mature Students Rep.
Nancy Dhillon	Instructional Associate, Student Development & Success
Joanne Saunders	Executive Director, Marketing & Recruitment
Catherine Kruger	Disability Action Movement Now

Minutes

<p>1. Call to order</p>	<p>The meeting was called to order at 2:05 Dr. Kozak chairs the meeting until Dr. Davis arrives</p>
<p>2. Guest Speaker – Jane Fee in place of Catherine Dubé</p>	<p>Dr. Jane Fee was introduced and welcomed to PDEC by Dr. Kozak.</p> <p>Dr. Fee made a presentation on the Sexual Violence and Misconduct Policy which was recently approved by the Board of Governors.</p> <p>A bit of history – KPU knew that the institution was going to need to make some changes in its policy and procedures regarding sexual violence and misconduct, so we had a bit of a head start on this before it became legislation. Dr. Fee further spoke about the development of the working committee and the KPU staff who supported it. To become more informed, members of this committee attended several conferences. So, in May 2016 KPU was in a good place – we were ready to go. Dr. Fee was the chair of the Sexual Abuse and Misconduct Policy committee. They did many consults, bringing best practices to the table. They surveyed the KPU community and had many conversations with staff and students. Committee members also went to many meetings across the campuses to bring information. Last December (2016) the committee drafted the first policy and brought it to their meeting in January for review and revision. On March 15, 2017 the policy was made available online for comments. Feedback was positive and consistent. There was some confusion on how issues would be handled though. The Policy and Procedures sets out principles and tones, and how the safety and security would roll out on campus. Dr. Fee explained why the policy and procedure doesn't answer all questions, and this is because of the complex nature of KPU – staff, students, faculty, non-KPU members. There are many other policies that support each group. The Sexual Violence and Misconduct policy doesn't address discipline because of these complexities. Sexual violence is a legal issue, and it is a crime. Survivors have a choice how to deal with it. KPU has the responsibility to support safety and security. KPU doesn't have the legal authority; we can only deal with policy violations.</p> <p>On April 22nd the Sexual Violence and Misconduct policy went before the KPU Board of Governors and was approved. The policy became effective as of that date.</p> <p>The easy part is drafting the policy; now we're heading into the hard work – the implementation. The committee is still working on this for the next two years. The work before them:</p> <ol style="list-style-type: none">1. Work on creation of a full time position on this issue which will report to Phil Goulet, Chief Safety Officer.

	<p>2. Alignment of the policy with other KPU policies. There needs to be consistent language throughout, and no gaps.</p> <p>3. Sitting on the search committee for the new position.</p> <p>The committee has had many conversations with some classes. Once class did some marketing strategies which will be implemented in the Fall 2017. Still need to work on safe spaces on campus – where people can go to disclose, and where they feel they have a safe haven.</p> <p>The committee has done two full legal reviews of the policy. The victim/ survivor language in the policy is very important.</p> <p>Still need to develop procedures for keeping track of reports. There are two kinds of reports – one is more formal which goes to the University. The other is more informal – it’s telling someone but not wanting the information to go to the university. KPU will develop a system for formal reporting. There is a need for informal reporting, but that won’t be tracked.</p> <p>Dr. Fee was thanked for coming to PDEC and for providing this information to the PDEC committee members.</p>
<p>3. Guest Speaker – Dr. Marty Shoemaker</p>	<p>Dr. Davis joined the meeting at 2:40 pm, at which time he took on chairing the meeting.</p> <p>Dr. Davis welcomed Dr. Marty Shoemaker, Humanist Chaplain from the KPU Multi-faith Centre.</p> <p>Dr. Shoemaker thanked the PDEC committee for sponsoring an event that supported the Multi-faith Centre.</p> <p>The Multi-faith centre has six chaplains, of which two are Humanist Chaplains. The Multi-faith centre is a place where programming is an effort of collaboration, cooperation and a coming together rather than a place to air beliefs.</p> <p>Inter-faith week is in early February each year. KPU is the first university in Canada to support this. The Centre wants to involve more of the KPU community. This event is growing, but there is the potential for more growth. They have several different public events serving different faith groups.</p> <p>In discussing the life journey of a student Dr. Shoemaker believes that where we come from geographically is fixed, but at university students decide where they are going. Multi-faith philosophy asks the same question – where are you going. It models cooperation, collaboration, compassion and conflict reduction. Dr. Shoemaker hopes that where students go will contain some of those principles.</p>

	<p>Regarding Indigenous Spirituality, they are working with Darlene Willier and Lekeyten to address this.</p> <p>The centre's visibility is critical and should be available to staff and faculty as well as students. More and more there are teachers who are bringing the information into their classrooms.</p> <p>Dr. Shoemaker was thanked for coming to PDEC and providing a brief introduction to the Multi-Faith Centre.</p> <p>Dr. Shoemaker and Dr. Fee left the meeting at 3:05 pm</p>
4. Adoption of Agenda	Moved Item 8 to Item 3. Agenda adopted with amendments.
5. Approval of Minutes of	The Minutes of March 28, 2017 were approved with the amendment of "A. Davison" to "A.M. Davison."
6. Directory of Diversity Report	<ul style="list-style-type: none"> • Finalized design of promotional materials, which have now been delivered (water bottles, stickers, post-it pads, standing banner). Currently looking for a space to store these materials. Some materials were distributed to committee members. • Revised and added to WorkPlan 2016-17, based on the last PDEC meeting and follow-up meeting with Dr. Davis and Caroline Lillico on May 19. • Met with Trevor Wong, Interim Director of Planning and Construction, re: better signage on elevators. Update to follow. • Touched base with International Office re: Aboriginal Blanket display, Registrar re: Trans-inclusive registration issues, and IAP re: research on student diversity. Updates to follow. • Followed up with the Senior Director of Student affairs re: Positive Space campaign. No further updates at this point, but hoping to have more information by next meeting. • Met with KSA reps and Dr. Davis re: organizing for Surrey and Vancouver Pride. • Contacted Marketing re: KPU Pride Logo and signage for parade • Met with Faculty of Arts Associate Dean re: diversity initiatives/ research <p>Sent Caroline Lillico several resource documents to upload on PDEC site. These include TRC Summary, E(racer) report from Wilfrid Laurier Summit on Race and Racism on Canadian University Campuses, Transfocus Consulting's report to BCCAT on expanded gender and naming declarations, infographics on gender issues in STEM fields.</p>
7. Business Arising from Previous meeting	

<p>a. Civic Plaza Campus</p> <p>b. CCDI Membership ACTION →</p> <p>c. Pride Parade ACTION →</p> <p>d. Indigenous Signage ACTION →</p> <p>e. AccessAbility week</p> <p>f. Elevator Signage ACTION →</p> <p>g. Aboriginal Blanket ACTION →</p> <p>h. Trans-Inclusive Registration</p>	<p>Dr. Davis indicated that there will be student lockers at this campus.</p> <p>A. Thorsell suggested that we have a workshop (Diversity and Inclusion Boot Camp) provided by CCDI. An email will be coming out shortly with more information.</p> <p>Josephine Wong from the KSA provided an update on the Pride participation. They attempted to find a truck, but it turned out the one they wanted didn't exist, so they're back to the drawing board. Hope to have a truck with a trailer – perhaps they might borrow the KPU truck and rent the trailer. KSA will let PDEC know what they manage to get together.</p> <p>KSA will also have a presence at the Surrey Pride Festival, but this will be a booth. KPU members are welcomed to join them. It's taking place on June 25th.</p> <p>Dr. Davis indicated that the Indigenous Signage is on its way. Further updates to come.</p> <p>Dr. Davis reported that we didn't have enough lead time to prepare for anything this year as the timing coincided with Convocation. But if this turns out to be an annual event, we'll be better prepared to plan for something. Dr. Davison was thanked for forwarding her information on AccessAbility Week.</p> <p>Dr. Kozak reported that Facilities is open to the idea. They're going to start with the Cedar Building. A designer is working out the details right now. Further updates to come.</p> <p>Dr. Kozak reported that International is in possession of the Aboriginal Blanket and the background narrative. They will try to do something on Aboriginal Day with the blanket. Dr. Davis will check on appropriate protocols.</p> <p>Zena Mitchell, Registrar, provided information within an email which was attached to the Agenda. She will report back after the next meeting of the BC Registrars Association</p>
<p>8. New Business</p> <p>a. Diversity Questions on Fall Student Survey ACTION →</p>	<p>Dr. Kozak noted in regard to the IAP Student Survey results re: Diversity that 87% appears like a good number, but it is hard to determine given the absence of comparatives. The committee is wondering about other information. For example, was there the ability for students to provide comments? Were there any other correlations observed? Differences by campus? Or by Faculty? The committee agreed that a small group should look further into the data. Dr. Kozak and Dr. Seru volunteered but if any others are wanting to join, please contact Dr. Kozak.</p>

<p>b. Proxies at meetings</p>	<p>Dr. Kozak noted that there are times that many members are not able to join a meeting. It is suggested that in their stead, they appoint someone to attend on their behalf – for instance, sending an assistant or someone else from their department. Abby will discuss this with Admin. Josephine Wong will discuss with KSA.</p> <p>It was mentioned that Jennifer Au has completed her term on the Senate, and will be stepping down from PDEC . David Burns will be the new Senate Co-Chair as of August, and will be attending PDEC meetings. Dr. Au will connect with Dr. Burns to inform him of this committee.</p> <p>Dr. Au was thanked for her contributions to PDEC.</p>
<p>9. Review 2016/2017 Work Plan and Update for 2017/2018</p> <p>a. 2016 items to be archived</p> <p>b. New/Revised goals</p> <p>c. Other updates</p>	<p>It was agreed to archive the 2016 items and the accompanying activity.</p> <p>We should also capture a list of people to invite regularly (i.e. Dr. Shoemaker and Dr. Ruth Fraser)</p> <p>It was accepted to revise Goal 7 to say “Support Student Services” and Goal 8 “KPU Student and Employee Experience”.</p>
<p>10. Challenges & Success Stories</p>	<p>Dr. Davison discussed her recent challenge regarding a poster which was used to promote a course in the Faculty of Arts. She felt the poster lacked respect and inclusiveness. This issue was brought to the attention of Dr. Davis and Dr. Kozak who in turned looked into how this happened. An HR representative will meet with the Arts Business Manager as well as Dr. Kozak and Dr. Davison to explore how such incidences can be avoided in the future.</p>
<p>11. Next meetings</p>	<p>It was discussed that having meetings every 6 weeks would work well for everyone and the committee. It was decided to have the meetings on a Thursday from 11:00am to 1:00pm.</p> <p>The first meeting of the fall semester will be early September.</p>
<p>12. Adjournment</p>	<p>The meeting was adjourned at 4:05 pm</p>