



The President's Diversity and Equity Committee

Meeting Particulars:

Date: September 14, 2017 **Time:** 11:00 am – 1:00 pm
Purpose: Committee meeting **Meeting Lead:** Dr. Alan Davis

Attendance:

Alan Davis	PDEC Chair / President & Vice Chancellor
Romy Kozak	Director of Diversity
David Burns	Senate Vice-Chair
Josephine Chan	Special Assistant to the Provost on Policy & Academic Affairs
Joshua Mitchell	Senior Director, Student Affairs
Caitlin McCutchen	KSA VP External Affairs & Women's Representative
Kimberley McMartin	KSA Students with Disabilities Rep.
Ann Marie Davison	Instructor, Faculty of Science
Darlene J. Willier	Cree Coordinator, Aboriginal Services
Caroline Lillico	Confidential Assistant to the University Secretary
Teresa Smith	Manager, Organizational Development (HR)
John O'Brian	KSA Advocacy Coordinator

Guests:

Nicki Simpson	KSA Policy Coordinator
Magdalena Mot	KPU International, Global Partnership Advisor
Prachi Khanna	KPU Student
Ruth Fraser	Director, Services for Students with Disabilities

Regrets:

Abby Thorsell	Associate Vice President, Human Resources
Joanne Saunders	Executive Director, Marketing & Recruitment
Stuart McIlmoyle	Associate Vice President, International
Renu Seru	Counsellor
Valerie Newton	Instructional Associate, APPD
Zahid Dossa	KSA Mature Students Representative
Tanvir Singh	KSA VP University Affairs
Samantha Davis	KSA Aboriginal Students Representative
Munir Dossa	KSA Students of Colour Representative
Nancy Dhillon	Instructional Associate, Student Development & Success
Catherine Kruger	Disability Action Movement Now

1. Call to Order

The meeting was called to order at 11:00 am. Guests were welcomed, and introductions proceeded.

2. Approval of Agenda

To add as item #11 – update on Vision 2023

3. Approval of June 15, 2017 Minutes

The Minutes were approved as circulated

4. Director of Diversity Report

- Met with HR, Dean of Arts office and Ann-Marie Davison to discuss/ resolve ANTH poster issue
- Attended and helped with swag and float decoration for Surrey and Vancouver Pride celebrations with KPU contingent
- Attended planning meeting for CCDI Bootcamp
- Met with VP Students and Senior Director, Student Affairs re: Positive Space; will be convening a meeting of KSA and KPU reps to discuss further
- Corresponded with IAP, Registrar, International Offices re: PDEC-related issues; specific info to be reported on elsewhere in agenda
- Met with various individuals interested in finding out what PDEC does
- Updated 2017/18 workplan; consulted with Caroline re: new PDEC Sharepoint site, revised Event Fund Application form, June minutes and September agenda
- Moved office: academic/PDEC office is now Desk 5 in Fir 332 local 3059; I can also be found in the KFA office in Fir 226F local 2259

5. Progress on Action Items

a. CCDI Bootcamp

Teresa and Abby contacted CCDI with a request for a workshop proposal. CCDI provided a proposal that contained three options for consideration. Teresa presented printed copies of the proposal to the PDEC Committee.

The committee had a lengthy discussion about the three options available and decided on the second choice for Option 2 – “Unconscious Bias and Inclusive Leadership”. This option allows for 2 half-day workshops. The second half day would support PDEC in reviewing its mandate and action plan.

HR is requested to send out a doodle poll to decide which dates for the workshop.

b. Pride Parade debrief

The Pride Parade was a great day with a lot of fun. The Float design worked well, and the truck that was rented worked out perfectly. It should be noted to use this kind of truck again next year.

Many thanks to the Future Students Office for providing the swag to hand out during the parade.

What is needed though is more signage. The magnetic KPU signs for the side of the truck were too small. We need a larger banner to display.

c. Indigenous signage

The wording for the Territorial Acknowledgement signage has been approved and the signage is on its way. Each campus will have the signage and we should have everything in place by the end of this semester.



Action

Civic Plaza Campus – Dr. Davis will follow up regarding welcome signs provided in Indigenous language

d. Elevator signage

A KPU designer is looking into this but there are no further updates at presentss the Spruce Building completion is a priority. Dr. Kozak will check in with Facilities in a few weeks.

e. Aboriginal Blanket

An email update was provided by Stuart McIlmoyle’s assistant, Narada Luckanachai. Facilities is involved in where to place/display the blanket. A wall has been chosen and already has a fresh coat of paint. They are now deciding how to frame the blanket.



Action

It wasn’t clear to whom they requested information on how to display the blanket. Dr. Kozak will follow up with Narada.

f. Trans-Inclusive Registration

Dr. Kozak circulated a memo from Zena Mitchell, University Registrar which was received September 14, 2017.

In the memo Ms. Mitchell indicates that the BC Registrar’s Association (BCRA) is recommending that institutions adopt an expanded gender category within the application for admission part of the provincial-wide application service (Education Planner BC). The expanded gender category would ask the following two-part question

- What is your gender identity?
Select one from:
 - Woman
 - Non-Binary
 - Man

- Are you someone with trans experience (meaning your gender identity does not align with your sex assigned at birth)?
Select one from:
 - Yes
 - No

The memo indicates that KPU will be proceeding with the recommended expanded gender nomenclature options as part of the online application service. For further information on the report it is available online on the PDEC website at <http://www.kpu.ca/pdec/resources> or on the BCCAT website at <http://www.bccat.ca/pubs/beingseen.pdf>



Action

Dr. Davis will request Zena Mitchell to forward this memo to the Senate.

Dr. Burns indicated that Senate can start making some changes when updating forms.

HR – what changes can be made here? Teresa Smith to follow up.

g. Diversity Questions on Fall Student Survey



Action

There is a PDEC committee to look at the data and provide some guidance on the new survey. The committee has a meeting with Institutional Analysis and Planning at the end of September. Currently Renu Seru and Dr. Kozak are on the committee. Teresa Smith, Josh Mitchell, Kim McMartin and Prachi Khanna requestws to join the committee. The committee will meet next week before the meeting with IAP.

h. Proxies at meetings



Action

Teresa Smith discussed how HR has been in contact with some committee members who have not been able to accommodate PDEC meeting times. Those individuals will reconfirm their commitments to the committee.

KSA representatives – Kim McMartin will look into this.

6. New Business

a. Sponsorship Applications

The call for sponsorship applications is out and has been posted on the Today@KPU message system weekly. To date, four applications have been received. The applications received are saved on the PDEC SharePoint site and will be reviewed next meeting.

b. Introduction to PDEC SharePoint website

Caroline Lillico gave a brief demonstration of the new PDEC SharePoint site at <https://our.kpu.ca/sites/committees/pdec/SitePages/Home.aspx>. The purpose of the site is to have a centralized location for all PDEC documents and communications, a list of all meeting times/locations, and an RSVP list.

All past and current sponsorship applications are saved on this site also, as well as various resource documents for the committee.

The challenge with using SharePoint is that students will be required to complete a Person Information Form for IT & HR. Kim McMartin will inform all KSA representatives the purpose of the site and the need to complete the Person Information Form and submitting it on to Caroline.

7. Guest Speaker – Ruth Fraser, Director of Services for Students with Disabilities

Ruth was welcomed and thanked for presenting to PDEC.

Ruth Fraser provided an overview of how to work better with students with disabilities. She notes that while KPU is doing quite well in recognizing and removing barriers, there is still more work to be done. She presented the two methods of supporting people with disabilities – the medical model and the social model. The medical model is the method generally used, and she discussed the problems associated with it. The social model is the method that we are striving for. Discussion ensued. Ms. Fraser was invited to join the Committee as an ongoing member.

8. Review 2017/2018 Work Plan

Dr. Davis and Dr. Kozak will review the Work Plan and present to the next meeting.

9. Challenges and Success Stories

Members were provided a few minutes to give brief updates.

10. Next meetings

The next meeting will be October 12th from 11:00 am to 1:00pm and will be held in Cedar 1140. Spring 2018 meetings will be scheduled for the same Thursday time slot, per the decision at the June 2017 meeting.

11. Vision 2023

As chair of the committee developing Vision 2023, Dr. Davis is in an ideal position to ensure diversity- and inclusion-related goals are integrated into KPU's next Strategic and Academic Plans. He will provide updates and invite relevant guests to speak about it next meeting.



Action

12. Adjournment

The meeting was adjourned at 1:05 pm