



The President's Diversity and Equity Committee

Meeting Particulars:

Date: October 12, 2017 **Time:** 11:00am – 1:00pm
Purpose: Committee meeting **Meeting Lead:** Dr. Alan Davis

Attendance:

Alan Davis	President & Vice Chancellor / Chair	
Romy Kozak	Director of Diversity	
Abby Thorsell	Associate Vice President - Human Resources	
David Burns	Senate Vice Chair	
Stuart McIlmoyle	Associate Vice President - International	Academic Council rep.
Kimberley McMartin	KSA Students with Disabilities Rep	
Ann Marie Davison	Biology Faculty	KFA appointee
Renu Seru	Counsellor	KFA appointee
Valerie Newton	APPD – Instructional Associate	BCGEU appointee
Kim Rose on behalf of Joanne Saunders, Executive Director, Marketing and Recruitment		Professional Staff member
Darlene Willier	Aboriginal Coordinator	President Appointee

Teresa Smith	Manager, Organizational Development	
Ruth Fraser	Director, Services for Students with Disabilities	
John O'Brian	Cloverdale Assembly Coordinator	
Josephine Wong	KSA Marketing and Communications Coordinator	
Prachi Khanna	KPU student	

Guests:

Marti Alger	Learning Strategist, KPU Learning Centre	
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Regrets:

Josephine Chan	Special Assistant to the Provost on Policy & Ac. Affairs	Provost designate
Joshua Mitchell	Senior Director, Student Affairs	VP Students designate
Caroline Lillico	Confidential Assistant to the University Secretary	
Joseph Thorpe	KSA Queer Students Rep	
Samantha Davis	KSA Aboriginal Student Rep	
Munir Dossa	KSA Students of Colour Rep	
Zahid Dossa	KSA Mature Students Rep	
Caitlin McCutchen	KSA Women's Rep & VP External Affairs	
Nancy Dhillon	Instructional Associate, Student Development & Success	BCGEU appointee
Magdalena Mot	Global Partnership Advisor, KPU International	
Catherine Kruger	Disability Action Movement Now – D.A.M.N.!	
Tanvir Singh	KSA VP University Affairs	
Nicki Simpson	KSA Policy Coordinator	

Minutes

1. The meeting was called to order at 11:04 am.
2. Accessibility of Library facilities – presentation by Marti Alger, Learning Strategist, KPU Learning Centre
 - Marti provided an overview of accessibility issues in Library facilities at KPU, and showed some possible alternatives.
 - A discussion followed the presentation, in which the committee discussed budget models that might support spending on accessibility.
 - Dr. Kozak suggested PDEC make a request of SSCUB to look for budget requests to include specific provision for issues of diversity and access. Dr. Davis will discuss this with Jon Harding.
3. Approval of Agenda
 - The agenda of October 12, 2017 was approved as circulated.
4. Approval of Minutes
 - The minutes of September 14, 2017 were approved as circulated.
5. Director of Diversity Report
 - Most activities since the last meeting will be referenced in Business Arising. UBC will be offering a MOOC on reconciliation through indigenous education starting next week. There is no enrolment fee; a certificate of completion costs \$50. The KFA will be hosting an event on Pink Shirt Day (Feb. 28).
6. Business Arising from previous meeting



- Dr. Kozak suggested PDEC make a request of SSCUB to look for budget requests to include specific provision for issues of diversity and access. Dr. Davis will discuss this with Jon Harding.



- CCDI Bootcamp update – Teresa Smith
 - The session has been scheduled for December 6th from 10:00am to 1:00pm, and will include 3 hours on Unconscious Bias and Inclusive Leadership. The December 13th workshop will pertain to PDEC mandate. On November 14th a small group will prepare the facilitators.
- Indigenous Signage – Alan Davis
 - Dr. Davis will bring forward an update.
- Elevator Signage – Romy Kozak
 - Facilities was contacted but did not provide an update.
- Aboriginal Blanket – Romy Kozak
 - The blanket has been framed and is ready to hang. Narada in the International office is in the process of getting permissions to use photos of the blanket-making process to accompany the write-up.



- Trans-Inclusive Registration – Alan Davis
 - Dr. Davis will discuss next steps with the Registrar.



- Dr. Kozak and Dr. Burns will discuss a template for course presentations to include HR15.
- Diversity Questions on Fall Student Survey – Romy Kozak
 - IAP was very open to making changes to the survey to permit self-identification and enable cross-referencing with questions regarding diversity and inclusion.
- Proxies at meetings – Teresa Smith and Kim McMartin
 - Dr. Davis clarified that we are discussing alternates rather than proxies per se.
 - Several administrative reps have designated and/or sent alternates. KSA Constituency rep attendance is down again. There is a KSA by-election later this month.

7. New Business

- Positive Space – Romy Kozak
 - Two issues are implied, a physical space for queer students, but also safe spaces and contact people throughout campus to help support and refer to experts.
 - Dr. Kozak will meet with HR reps to discuss HR's role. Possible actions will also be discussed at the CCDI workshop.
- Sponsorship Applications
 - Discussion around proposals received:
 - Should PDEC support recurring events? Maybe applications might need to build in a sustainability plan? There is a need for a formal selection criteria. For now, what fits with the Committee mandate, and what fosters diversity and equity.
 - Dr. Kozak, Ruth Fraser, Dr. Seru and Kimberley McMartin will draft evaluation criteria to present to the committee in advance of the next funding round.
 - Committee decided on minimum awards based on available budget of \$6000. Dr. Davis will look into whether any additional funds are available to top up these amounts to closer to the full ask.
 - Sponsorship Decisions:



Contact	Project Title	Award Amount
Daniel Tones, Music Dept.	Artist Residency at KPU for Beverley Johnston	Min. \$500
Kimberley McMartin, DAMN!	Disability Awareness Month – November 2017	Min. \$1,000
Lisa Monchalin, Criminology Dept.	Indigenous Community Justice Lecture Series	Min. \$1,000
Janice Morris, ACP	KDOCS: Kwantlen Documentary Film Festival and Community Outreach Program (2018)	Min. \$1,000
Aaron Bushkowsky, Creative Writing Dept.	Writers, Readers and Writer in Residence Program	Min. \$500
Cam Kowalski, Campus Safety and Security & Gira Bhatt, Psychology Dept.	Finding Common Grounds: RCMP-KPU Dialogue with Jewish and Muslim Community Leaders	Min. \$1,000
Nick Bransford, Multi-Faith Centre	UN World Interfaith Harmony Week 2018	Min \$1,000
Total Awarded		Min. \$6000

8. Review 2017/2018 Work Plan – tabled

9. Announcements – tabled

10. Farewell to Darlene Willier

- As Darlene will be retiring on October 31st she was recognized for her contributions to KPU and PDEC, and committee members provided their good wishes.

11. Next meetings:

- November 16, 2017 – 11:00am – 1:00pm (Arbutus 2410)
- January 4, 2018 – 11:00am – 1:00pm (Cedar 2110 – Boardroom)

12. Adjournment

- The meeting was adjourned at 1:10 pm