



# The President's Diversity and Equity Committee

## Meeting Particulars:

**Date:** November 16, 2017      **Time:** 11:00 am – 1:00 pm  
**Purpose:** Committee meeting      **Meeting Lead:** Dr. Alan Davis

## Attendance:

Alan Davis	President & Vice Chancellor / Chair	
Romy Kozak	Director of Diversity	
Josephine Chan	Special Assistant to the Provost on Policy & Ac. Affairs	Provost designate
Joshua Mitchell	Senior Director, Student Affairs	VP Students designate
David Burns	Senate Vice Chair	
Carol St. Laurent on behalf of Stuart McIlmoyle, Associate Vice President - International		Academic Council rep.
Kimberley McMartin	KSA Students with Disabilities Rep	
Ann Marie Davison	Biology Faculty	KFA appointee
Joanne Saunders	Executive Director, Marketing and Recruitment	Professional Staff member

Teresa Smith	Manager, Organizational Development	
Ruth Fraser	Director, Services for Students with Disabilities	
Gina Buchanan	Senior Director, Educational Development	
John O'Brian	KSA Advocacy Coordinator	
Josephine Wong	KSA Marketing and Communications Coordinator	

## Regrets:

Abby Thorsell	Associate Vice President - Human Resources	
Joseph Thorpe	KSA Queer Students Rep	
Emily Haugen	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	
Renu Seru	Counsellor	KFA appointee
Nancy Dhillon	Instructional Assoc, Student Development & Success	BCGEU appointee
Valerie Newton	APPD – Instructional Associate	BCGEU appointee
Caroline Lillico	Confidential Assistant to the University Secretary	
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	
Prachi Khanna	KPU student	

## Minutes

1. Call to order
  - a. The meeting was called to order at 11:06 am
2. Presentation by Dr. Sal Ferreras – Current State of Academic Planning
  - The Provost discussed the development of a broader strategy for Aboriginal initiatives, including a new manager-level position that is being created within the student success portfolio. He also reported on micro-credentialing initiatives with Surrey Schools, and a new grant in process with the Squamish Trade Centre.
  - A new Moodle course on Indigenization has been commissioned. It is self-paced, and is being primarily offered to employees, but it is meant to be open to the entire KPU community. The Director of Diversity suggested that the authors of the course be acknowledged, and that face-to-face opportunities for discussion be made possible.
  - In line with Universal Design Principles – Accessibility is a focus during the renovations to the Fir building, as well as the construction of the new Chip and Shannon School of Design and the Civic Plaza campus.
  - A general strategy for internationalization is in development.
  - A global competencies suite of course will be coming from the Faculty of Arts in January.
  - The Zed Cred initiative was discussed as a positive development for university accessibility
3. Approval of Agenda
  - a. The Agenda for November 16, 2017 was approved as circulated.
4. Approval of October 13, 2017 meeting minutes
  - a. The meeting minutes were approved as circulated.
5. Director of Diversity Report
  - a. The Director reported on a recent interview in the Runner, discussions with Gina Buchanan of the Teaching and Learning Commons, outreach to the VIU positive space coordinator, a follow up meeting with Joshua Mitchell and Teresa Smith on positive space, a preparatory meeting in advance of the upcoming Bootcamp sessions, the NEVR conference on violence in relationships, and on the President's recent funding to supplement the existing PDEC Sponsorship program
6. Business Arising from Previous Meeting
  - a. The President discussed the budget model for supporting diversity, and the one-time funding he provided the PDEC Sponsorship program. The Committee then discussed the role of PDEC, and the distinction between initiatives and regular business.
  - b. Bootcamp updates – Two bootcamps have been arranged. For anyone who hasn't RSVP'd their attendance, please do so. Please also do the Unconscious Bias Harvard test in advance.
  - c. Indigenous Signage – brought forward to next meeting
  - d. Elevator Signage – No new information at this time from Facilities.

- e. Trans-Inclusive Registration – no new update. A request was made for a motion to Senate regarding general principles for trans-inclusive language in forms and policy. It was noted by John O’Brian that the Province of BC requires the reporting of gender data.
  - f. Positive Space – Discussed with Kathleen Reed, VIU, who does the work as an informal part of her job. The Director recommended the “Our City of Colours” campaign as of interest to the Committee. Further discussions to follow at upcoming bootcamps.
  - g. Course Presentation template - The Committee discussed policy mechanisms to ensure that diversity related language is added to all course presentations. It was decided that the Director would liase with David Burns to consider action.
  - h. Sponsorship – Evaluation Criteria – brought forward to next meeting
7. New Business
- a. Additional Sponsorship Fund Application
    - i. An additional proposal was presented – Michael Ma and Mike Larsen put forward a project called “Policing Black Lives: State Violence in Canada from Slavery to the Present”, requesting \$850 funding from PDEC.
    - ii. The committee reviewed the application and awarded the applicant \$200, which represents the remaining sponsorship funds for fiscal year 2017.
8. Review 2017/2018 workplan – general update provided
9. Challenges and Stories – committee members shared information on events and situations.
10. Adjournment – meeting was adjourned at 1:00 pm