



The President's Diversity and Equity Committee

Meeting Particulars:

Date: April 5, 2018 **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	
Josephine Chan	Special Assistant to the Provost on Policy & Ac. Affairs	Provost designate
David Burns	Senate Vice Chair	
Joseph Thorpe	KSA Queer Students Rep & VP Finance & Operations	
Caitlin McCutchen	KSA Women's Rep & President & VP External Affairs	
Renu Seru	Counsellor	KFA appointee
Jenna Afanasiff	Events & Communications Specialist, FSO	BCGEU appointee
Valerie Newton	APPD – Instructional Associate	BCGEU appointee
Joanne Saunders	Executive Director, Marketing and Recruitment	Professional Staff member

Caroline Lillico	Confidential Assistant to the University Secretary	
Teresa Smith	Manager, Organizational Development	
Gina Buchanan	Senior Director, Educational Development	
Deborah Carmichael	Special Advisor, International	
Magdalena Mot	Student Success Coach, School of Business	
John O'Brian	KSA Advocacy Coordinator	
Josephine Wong	KSA Marketing and Communications Coordinator	
Murdoch de Mooy	KSA VP University Affairs	

Regrets:

Joshua Mitchell	Senior Director, Student Affairs	VP Students designate
Abby Thorsell	Associate Vice President - Human Resources	
Stuart McIlmoyle	Associate Vice President - International	Academic Council rep.
Sarah Strachan	KSA Aboriginal Student Rep	
Munir-Khalid Dossa	KSA Students of Colour Rep	
Jasika Rai	KSA Mature Students Rep	
Shivam Kataria	KSA International Students Rep	
(vacant)	KSA Students with Disabilities Rep	
Ann Marie Davison	Biology Faculty	KFA appointee
Nicki Simpson	KSA Policy Coordinator	
Ruth Fraser	Director, Services for Students with Disabilities	

Minutes

1. Call to order
 - The meeting was called to order at 11:03 am.
 - Round table introductions and the new KSA representatives present were congratulated on their new roles.
2. Approval of Agenda
 - The Agenda was approved as circulated.
3. Approval of the February 15, 2018 Minutes
 - The Minutes were approved as circulated.
4. Director of Diversity Report
 - Dr. Kozak attended the launch of the manual “Whose Land is it Anyways” which was written by a subcommittee of the Federation of Post-Secondary Educators. Dr. Kozak has a copy of the book if anyone would like to borrow it. It is also available on the internet as a PDF:
http://www.fpse.ca/decolonization_manual_whose_land_is_it_anyway
 - Dr. Kozak went to Yukon College in Whitehorse recently. The college is turning into a university and was holding an event welcoming others from post-secondary institutions. They were looking at how to integrate decolonizing principles into their governance model of the university. Presidents, Vice Presidents, and other administrators in Indigenous Affairs-type roles from various BC and Western Canadian universities were in attendance.
 - Our current trans students are still running into issues in changing their registration details. Students are relating the issues to department administrators and/or advisors. Many want to change their email to reflect their identity, as well as changing their names. Currently, KPU does not have a stream-lined mechanism to change these details post-admission.
 - As mentioned at the previous meeting, DAMN wasn't able to use their PDEC award thus we had funds at the end of the last fiscal year to use. As approved by the PDEC committee Dr. Kozak looked into a multicultural calendar possibility and purchased a 3-year contract with <https://www.multiculturalcalendar.com/>. The calendars can be downloaded and installed into Outlook. The link to download will be put on the PDEC webpage by Marketing. When everything is ready, we'll be sending out a letter.
 - At the last Board of Governors meeting it was approved to double the time for the Director of Diversity. Dr. Kozak will be devising a plan for the time and also is considering hiring a work-study student.
5. Finalizing Sponsorship Evaluation Criteria.
 - Dr. Kozak provided a handout “PDEC Event Funding Decision Rubric”.
 - Since the last meeting, minor modifications were done to the document per the committee's recommendations

- The current applications didn't have the benefit of reviewing these particular criteria, so we need to keep this in mind when we review the Spring 2018 requests.
 - It is noted that the criteria should be built into a new application form.
 - It was suggested that there are two different kinds of partnerships PDEC should look at. One is a partner as in providing support or activity, but another partner provides financial support. The latter is something that can ensure sustainability of a project. Dr. Kozak and Gina Buchanan will discuss this further.
6. There were four applications received requesting funding. All applications met relevant criteria and were approved for funding.
- "Poor People Organizing for Social Justice" awarded \$1,500
 - "October at KPU: Dance. People. Culture." awarded \$2,000
 - "Everything's Gonna Be All Right: Real World Career Talk" awarded \$800
 - "Indigenous Right Relationship Workshop" awarded \$400
7. Business Arising from Previous Meetings
- Indigenous Signage and Art – Dr. Davis
 - i. Dr. Davis is in discussions with Brandon Gabriel. They are talking about the process in how to choose artists and their art for each campus. Of note, each campus is associated with different First Nations. The process KPU needs to use also involves a public art committee. There are also Facilities issues, and people from that department also need to be involved. We need to consider what is best for each campus. Dr. Davis is also meeting with Fern Gabriel in how we might use Indigenous languages in signage. We need to see if there's a way to use our KPU tag line in Indigenous languages. We will begin with the Langley campus as it is close to the Kwantlen First Nation.
 - ii. The Richmond campus has several display cases and there was discussion we might be able to use some of these for indigenous displays. Dr. Davis wasn't sure if these displays could be used in any particular way, but he will see if there is are rules or policies governing their use. He will also contact Narada from International about this issue.
 - Elevator Signage – Dr. Kozak
 - i. No update to provide
 - Trans-Inclusive Registration – Dr. Kozak
 - i. As touched on in the Director of Diversity Report, there appears to be a problem with the KPU system. Dr. Kozak with speak with the Registrar, Zena Mitchell, to see if we can devise a smoother process.
 - Positive Space – Dr. Kozak
 - i. This issue will be revisited soon.
 - Multicultural Calendar – Dr. Kozak
 - i. As discussed previously. Dr. Kozak is working with Marketing to get this up on the PDEC webpage.

- Workshops provided by TLC
 - i. Gina gave a brief description on the workshops she is offering to faculty that will support diversity and inclusion in the classroom. These will help students be more accepting and comfortable with a diverse population and working in teams.

8. Vision 2023 Update

- Dr. Davis provided a handout which is not to be widely circulated. This is a draft and a second version will be scripted shortly. The goal is to bring it all down to two pages complete with impact statements.
- There will be “hallway” discussions regarding Vision 2023, and they are looking for feedback.
- Once everything is brought together, they will bring to Senate for approval in May and then to the Board of Governors in June.
- Vision 2023 will drive the PDEC Action Plan. The committee will need to look into this and extract what we’ll be doing. This will also impact the application for sponsorships as well.

9. Adjournment

- The meeting was adjourned at 12:51pm