



# The President's Diversity and Equity Committee

## Meeting Particulars:

**Date:** May 17, 2017      **Time:** 11:30am – 1:00 pm  
**Purpose:** Committee meeting      **Meeting Lead:** Dr. Alan Davis

## Attendance:

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	
Jasika Rai	KSA Mature Students Rep	
Jenna Afanasiff	Events & Communications Specialist, FSO	BCGEU appointee
Caroline Lillico	Confidential Assistant to the University Secretary	
Teresa Smith	Manager, Organizational Development	
Ruth Fraser	Director, Services for Students with Disabilities	
John O'Brian	KSA Advocacy Coordinator	
Murdoch de Mooy	KSA VP University Affairs	
Josephine Wong	KSA Marketing and Communications Coordinator	

## Regrets:

Alan Davis	President & Vice Chancellor / Chair	
Abby Thorsell	Associate Vice President - Human Resources	
Stuart McIlmoyle	Associate Vice President - International	Academic Council rep.
Joseph Thorpe	KSA Queer Students Rep & VP Finance & Operations	
Sarah Strachan	KSA Aboriginal Student Rep	
Munir Dossa	KSA Students of Colour Rep	
Caitlin McCutchen	KSA Women's Rep & President/VP External Affairs	
Vacant	KSA Students with Disabilities Rep	
Ann Marie Davison	Biology Faculty	KFA appointee
Renu Seru	Counsellor	KFA appointee
Valerie Newton	APPD – Instructional Associate	BCGEU appointee
Joanne Saunders	Executive Director, Marketing and Recruitment	Professional Staff
Gina Buchanan	Senior Director, Educational Development	
Magdalena Mot	Student Success Coach, School of Business	
Catherine Kruger	Disability Action Movement Now – D.A.M.N.!	
Nicki Simpson	KSA Policy Coordinator	
Prachi Khanna	KPU student	

# Minutes

1. Call to Order
  - a. The meeting was called to order at 11:36 am. In the absence of Dr. Davis, Dr. Kozak assumed the role of Chair for the meeting.
  - b. Dr. Kozak welcomed Jasika Rai, KSA – Mature Students Representative to the PDEC Committee.
2. Approval of Agenda
  - a. Changes to the Agenda:
    - i. Remove 5.i Indigenous Signage Update.
    - ii. Add 6.iv – Teresa Smith to provide an update
    - iii. Item 8.i – there will be a change with this meeting date
  - b. The Agenda was approved with changes.
3. Approval of the April 5, 2018 Meeting Minutes
  - a. The Minutes were approved as circulated
4. Director of Diversity Report – Dr. Kozak
  - a. At the last meeting Dr. Kozak introduced a book called “Whose Land Is It Anyways”. She has several copies of the book if any committee member would like to borrow one.
  - b. Dr. Kozak has had some conversations regarding issues on the Cloverdale Campus. There is a role for HR here.
  - c. Dr. Kozak provided input into a Runner article focusing on equity in women’s pay in Universities. KPU does not face quite the same issues as research-intensive universities but there is potential for further investigation here. Dr. Lori McElroy (Institutional Analysis & Planning) indicated this is possible, but IAP would need some specific questions to pursue. Dr. McElroy will be invited to an upcoming PDEC meeting to present on findings from the Fall Faculty Survey. Once these findings have been presented, it’s expected that questions will be generated.
  - d. Dr. Kozak has been reading several diversity, equity and inclusion-related articles that may be of interest to committee members. Dr. Kozak will make these available. Committee members were also invited to bring research and articles relevant to their areas of interest to future committee meetings for discussion.
  - e. Now that Dr. Kozak will have a second course release to focus on PDEC work, the committee was asked for suggestions as to how best to use this time. While Vision 2023 will help determine the work or focus, there are many potential areas to address. Some suggestions were looking at ways of promoting student accommodations in the classroom, looking into a variety of different workshops, or promoting current workshops, doing more of the same workshops so that more people receive the benefits.
5. Business Arising from Previous Meeting
  - a. Update on Multicultural Calendar – R. Kozak
    - i. The Multicultural Calendar is now uploaded to the PDEC webpage. KPU community members can view the full online calendar and also download the information in it to their own calendars (Outlook and other formats).
    - ii. Update on Vision 2023
      1. Dr. Kozak circulated an updated Vision 2023 and asked members to review for the next PDEC meeting.
6. New Business
  - a. Late funding requests

- i. The committee discussed whether PDEC funding deadlines are firm or could possibly be flexible. The current deadline dates were set in consideration of the fiscal and academic years.
    - ii. Dr. Kozak will review submission deadlines and propose some new dates to consider.
  - b. Pride Event Planning
    - i. Josephine Wong discussed where the KSA is in event planning for the Pride events in Vancouver and Surrey. A budget is being developed and should be finalized within the next week. Registration costs have been covered by KSA.
    - ii. All committee members are invited to participate in these events.
    - iii. Dr. Kozak is in discussion with Marketing regarding a KPU banner.
  - c. Update from HR – Teresa Smith
    - i. The Respectful Workplace training for all staff is almost complete. Core training will take place online, with the option of additional group sessions in specific areas.
    - ii. The Provost office also has training for indigenization awareness, with an emphasis on decolonization. This will be available to all employees as well.
    - iii. HR received feedback on the CCDI bootcamps. CCDI offered free access for about 210 people to online training. Committee members were invited to consider how this might be best utilized.
  - d. Update from Ruth Fraser
    - i. The former SSD department is now called Accessibility Services.
- 7. Next meeting
  - a. The June 28<sup>th</sup> meeting will be rescheduled and committee members will be apprised of the change via Outlook meeting invite.
- 8. Adjournment
  - a. The meeting was adjourned at 1:00 pm