

Fostering a Culture of Equity and Inclusion at KPU

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Purvey, Dr. Asma Sayed

Polytechnics Canada Showcase

May 17, 2023





Territorial Acknowledgement

- *We at Kwantlen Polytechnic University respectfully acknowledge that we live, work and study in a region that overlaps with the unceded traditional and ancestral First Nations territories of the Musqueam, Katzie, Semiahmoo, Tsawwassen, Qayqayt, and Kwikwetlem; and with the lands of the Kwantlen First Nation, which gifted its name to this university.*
- *In the cause of reconciliation, we recognize our commitment to address and reduce ongoing systemic colonialism, oppression and racism that Indigenous Peoples continue to experience. Let us hope that events such as today's helps us to understand more about our role in dismantling oppression and colonialism.*

Presentation Roadmap

The role of post-secondary institutions in advancing social justice

- KPU's context and commitment
- President's Diversity and Equity Committee (PDEC)
- EDI Action Plan
- Office of Anti-Racism
- Provost Speaker Series
- xé?elł - Pathways to Systemic Transformation

KPU

➤ KPU Richmond



➤ KPU Surrey



➤ KPU Civic Plaza



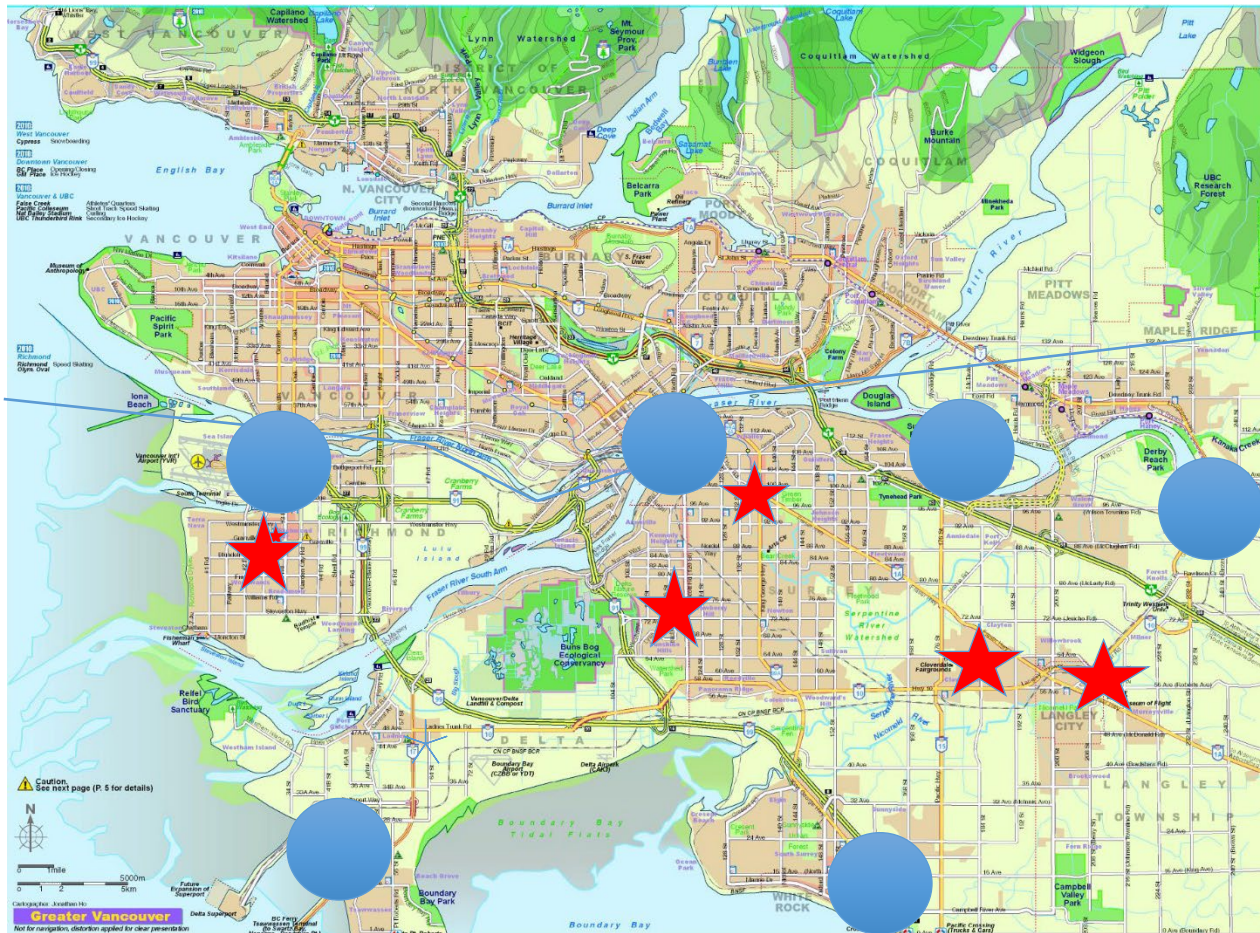
➤ KPU Tech



➤ KPU Langley







Context: KPU Learners

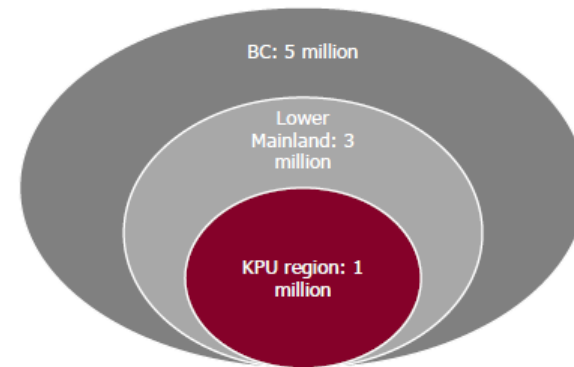
- 20,000 learners
- 1/3rd of domestic students are first generation learners
- 29% born to immigrant parents
- (2/3rd international learners are first generation)
- Over 75% are members of a visible minority
- 100 languages spoken at home
- They are busy: most “full-time” learners take 3 courses rather than 5: headcount is a truer measure of activity, not FTE.

The KPU Distinction

- Small class sizes
- High density of experiential and work-integrated learning
- Multi-modal: about 30% online post-pandemic
- Huge community engagement: Carnegie Pilot
- Growing applied research activity and impact
- Top ZTC school in Canada: leader in Open Education

Complexity

- Unique in Canada: a college, a polytechnic and a university
- 5 campuses and multi modal
- 145 programs
- 20,000 students
- 26 politicians plus 6 mayors
- 1 million population and growing
- 6 land based FN + urban + Metis
- 900+ full time faculty + adjuncts + professional staff and administrators = 1900
- Fastest growing, most diverse region in BC



President's Diversity and Equity Committee



PDEC
@KPU.ca

PDEC role and mandate

From Policy HR 15 – Diversity and Inclusiveness:

- i. identify and coordinate diversity and equity initiatives across the various Faculties and divisions of the University and further facilitate self-determination and leadership by and for these diverse groups;
- ii. identify gaps in KPU's current policies and practices and recommend accordingly; . . .
- v. sponsor communications, research and events that support diversity and equity; and
- vi. develop and implement a strategic plan with metrics for diversity and equity.

PDEC Sponsorship Fund

KPU

WAKE UP!

THE KPU SOCIAL JUSTICE MUSIC FESTIVAL 2023

HEADLINER *Quanah Style*

FEBRUARY 23
KPU Surrey campus, SPRUCE ATRIUM

This event is **FREE!**

Explore and celebrate social justice with music artists from the local Indigenous, Queer, South Asian, and Black communities.

Free samples of KPU'S AWARD WINNING BREW PROGRAM beer!

DOORS OPEN AT 6PM

wakeupmusicfestival.com

Artiya Warbus
Exéwén
Jae Kae
MUDHR
Ndidi Cascade
Saint Soldier



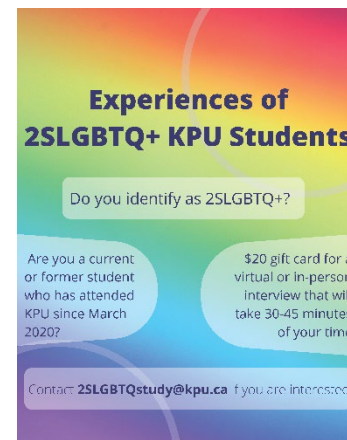
Bakau
Consulting

Fundamentals of Anti-Oppression

Justice Equity Diversity Inclusion Awards



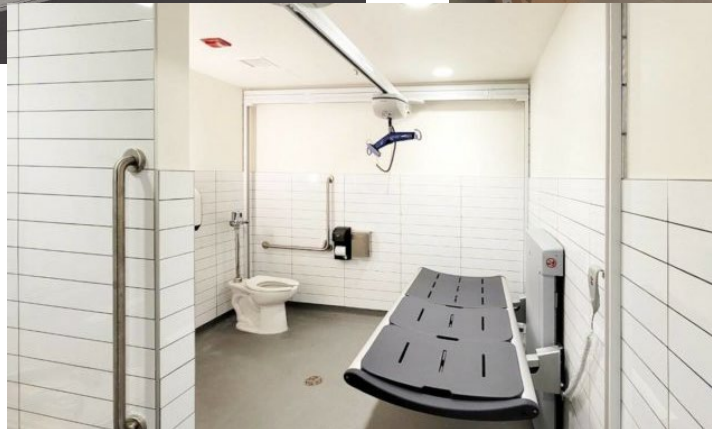
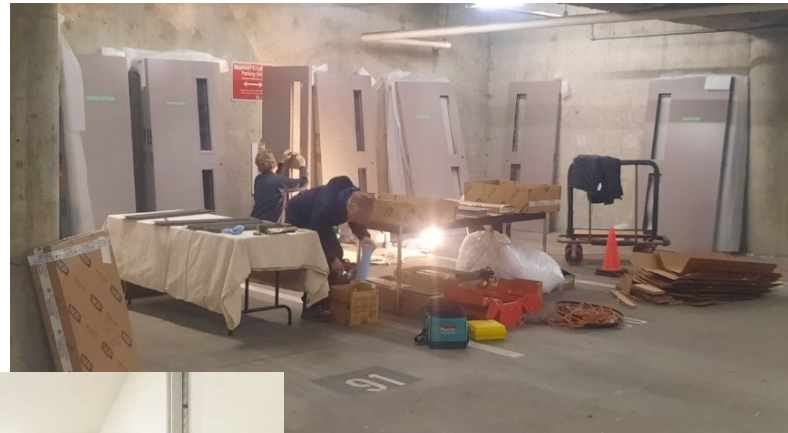
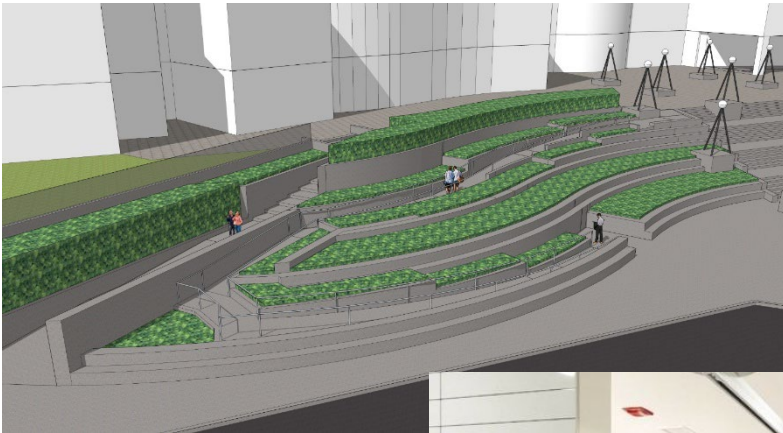
Pride Advocacy Group



Disability Inclusion Group



Disability Inclusion Group (DIG)



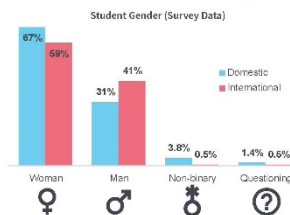
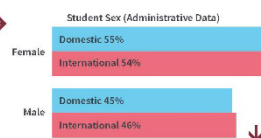
Indigenous Dialogue Series



EDI-related Data

GENDER DIVERSITY

Previously, KPU's administrative system only collected binary data on legal sex (male/female). Going forward, the administrative system will collect data on gender identity. Students will be able to identify as a man, woman, or non-binary gender. Additionally, students will be able to specify whether they are cisgender or transgender.



Women tend to be over-represented in the Student Satisfaction Survey. The SSS has had a non-binary gender option since 2017.

Overall, 3% of students had trans experience or had a non-binary gender



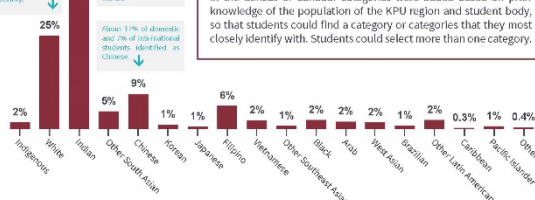
Non-binary is as non-binary gender never self-described (questioning) that they are Q

ETHNIC IDENTITY

62% of domestic students identified as white, when asked to select another identity.

About 20% of domestic and 80% of international students identified as Indian.

About 11% of domestic and 7% of international students identified as Chinese.



After consultation with KPU International and the Task Force on Anti-Racism, survey questions on racialization and family background were reverted into a question on ethnic identity similar to that used in the Census of Canada. Categories were added based on prior knowledge of the population of the KPU region and student body, so that students could find a category or categories that they most closely identify with. Students could select more than one category.

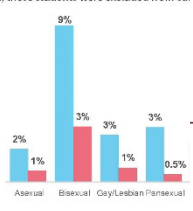
SEXUAL DIVERSITY

The proportion of students who identified as LGBTQ+ declined compared to 2020, how the question on sexual orientation was asked. In 2021, a definition was added the unsure/questioning category was divided into two distinct categories due to my sexual orientation and "I don't understand the question". About 2% of domestic students did not understand the question; these students were excluded from cal



Overall, 14% of students identify as asexual, bisexual, gay, lesbian, pansexual, queer, Indigiqueer, self-described another sexual orientation, or are questioning their sexual orientation.

Domestic: 19%
International: 7%



78% of students belonged to visible minority groups (62% of Domestic and 98% of International)



Visible minority is a term defined by Canada's Employment Equity Act as people who are non-Caucasian in race or non-white in colour, excluding indigenous people. This statistic was calculated using Statistics Canada's most recent standard.

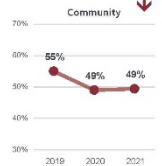
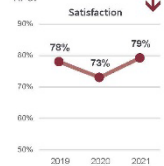
31% of domestic students were first-generation Canadians, meaning they immigrated to Canada. Another 29% were born in Canada to parents who immigrated.

INDIGENOUS STUDENTS

3% of domestic students identified as Indigenous, which includes status or non-status First Nations, Métis, and Inuk/Inuit people of Canada.

79% of Indigenous students indicated that they were somewhat or very satisfied with their educational experience at KPU.

49% of Indigenous students somewhat or strongly agreed that they feel they are part of the KPU community.



3. Office of Planning & Accountability: August 23, 2022

2021 STUDENT SATISFACTION SURVEY REPORT

STUDENT DIVERSITY



Canadian Centre for Diversity and Inclusion
Centre canadien pour la diversité et l'inclusion

Current State Inclusivity Assessment

Prepared for Kwantlen Polytechnic University
November 2021

We respect the privacy of our clients and request they do the same. This document is private and confidential and not to be shared with anyone external to your organization.



EDI Action Plan

1. To support EDI practices throughout the institution
2. To strengthen employee awareness and understanding of EDI
3. To address systemic barriers to create space for full participation of employees in the university community



Equity, Diversity, and Inclusion (EDI)
Recommendations for Institutional Change



Office of Anti-Racism

- KPU established a Task Force on Anti-Racism (TFA) in July 2020
- The TFA submitted its report with 64 recommendations in October 2022
- One of the recommendations is an establishment of an Office of Anti-Racism (OAR) with an Associate Vice President leading the OAR





Inaugural Anti-Racism Symposium

- The Office of Anti-Racism supports the university in its goals to foster anti-racism; strengthens awareness and understanding of race, racism and anti-racism among employees and students; and addresses systemic barriers to full participation in the Kwantlen Polytechnic University community.
- The OAR is working on implementing the recommendations made by the TFA

An Anti-Racist Institution

- Being an anti-racist institution means committing to eliminating racist and discriminatory practices and policies; actively recruiting, supporting, and promoting racialized employees who have been historically denied access and opportunity; supporting our BIPOC students to succeed in their careers; and actively fostering an overall culture of anti-racism.



“Provost Presents” – webinar series

- Provost Presents... is a speaker series organized by Dr. Diane Purvey
- Each event will provide opportunities for KPU students, staff and faculty to hear from experts in higher education about timely, compelling issues that are pertinent to work and study in the field of academia.

“Provost Presents” – webinar series

Past webinar topics include:



Provost Presents *Speaker Series*

Living With/in the Complexities of Internationalization

GUEST PRESENTERS

Kumari Beck PHD., CO-DIRECTOR, CENTRE FOR RESEARCH ON INTERNATIONAL EDUCATION, SIMON FRASER UNIVERSITY

Sharon Stein PHD., DEPARTMENT OF EDUCATIONAL STUDIES, UNIVERSITY OF BRITISH COLUMBIA

THUR, APRIL 27 | 12:00 – 1:00 PM | VIRTUAL EVENT
[kpu.ca/provost-presents](https://www.kpu.ca/provost-presents)

REGISTER NOW

[Link to past webinars](https://www.kpu.ca/provost-presents)

<https://www.kpu.ca/provost-presents>

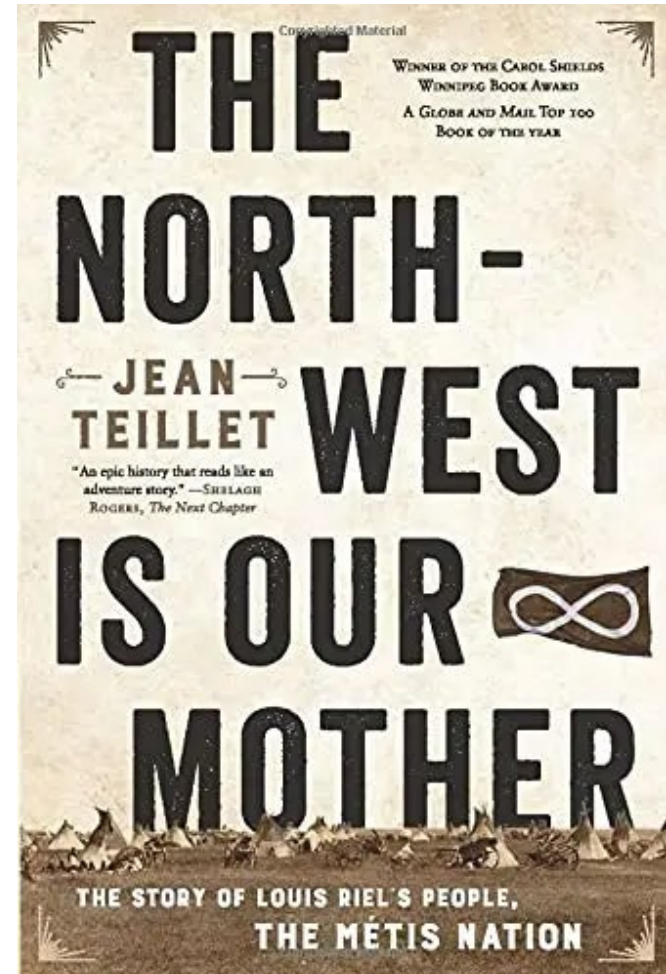
“Provost Presents” – webinar series

Past webinar topics include:

A conversation with Indigenous author Jean Teillet about her book – “The North-West is Our Mother”

[Link to past webinars](https://www.kpu.ca/provost-presents)

<https://www.kpu.ca/provost-presents>



“Provost Presents” – webinar series

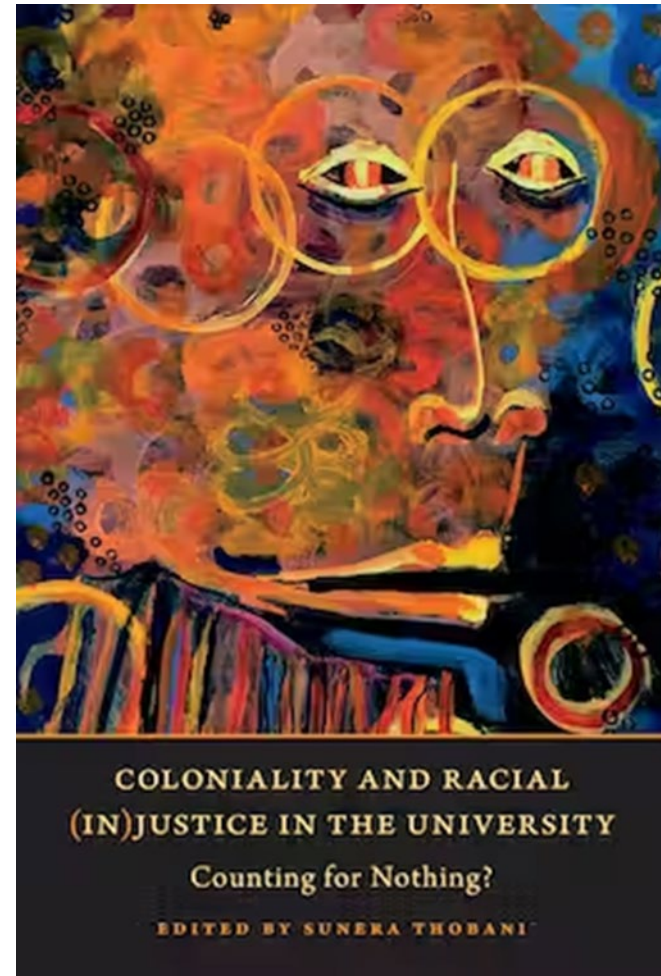
Past webinar topics include:

Coloniality and Racial (in)Justice
in the University: Counting for Nothing?

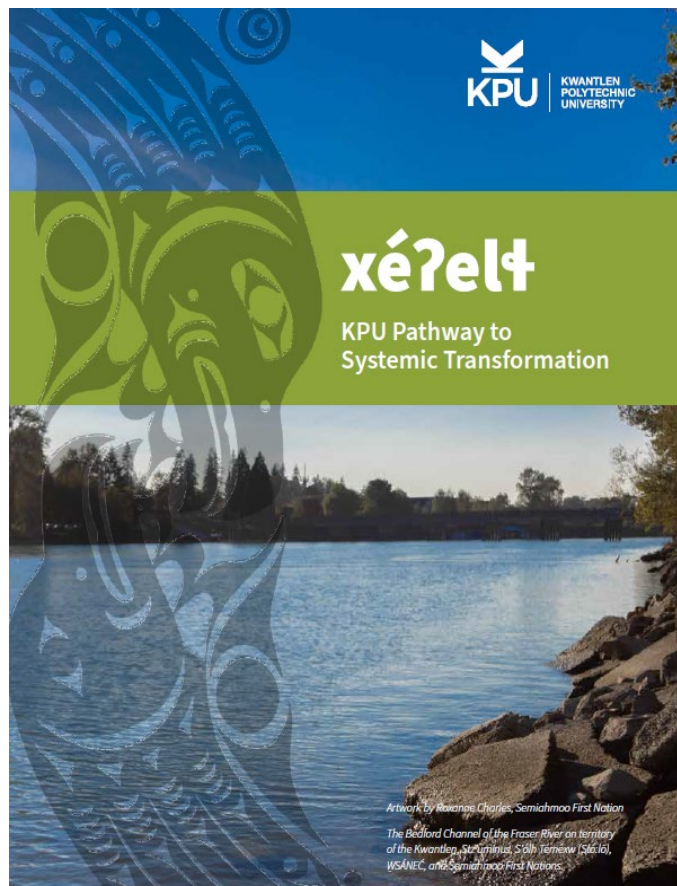
- The first event in this series features Sunera Thobani, editor of *Coloniality and Racial (in)Justice in the University: Counting for Nothing?* and professor in the Department of Asian Studies at the University of British Columbia, along with Benita Bunjun, and Enakshi Dua, contributors to the book.

[Link to past webinars](https://www.kpu.ca/provost-presents)

<https://www.kpu.ca/provost-presents>



xé?el̓t - Pathways to Systemic Transformation



The BCcampus and KPU “Pulling Together,” Professional Learning Series

Pictures of The BCcampus and KPU “Pulling Together”, Professional Learning Series: Closing session and luncheon, held at the Tsawwassen First Nation Recreation Centre, December 1, 2022:



Vision 2026

Mission and Vision

MISSION: By thinking and acting together, we transform lives and empower positive change

VISION: In 2026, KPU is a learning ecosystem rooted in a culture of sustainability, creativity, **justice** and quality that inspires our people and our communities

Vision 2026: 5 themes

- A. Experience
- B. Sustainability
- C. Creativity
- D. Justice
- E. Quality

D. Justice

KPU will build on its history of openness and innovation to help build a more just society

**We
will:**

- D1.** Foster decolonization and reconciliation
- D2.** Advance anti-racism across KPU
- D3.** Advance equity, diversity, inclusion and accessibility across KPU

A new portfolio: VP Inclusive Communities

Antiracism

EDI

nt

Indigenous Leadership, Innovation and Partnerships

Accessibility Governance

Dr. Nadia Mallay



