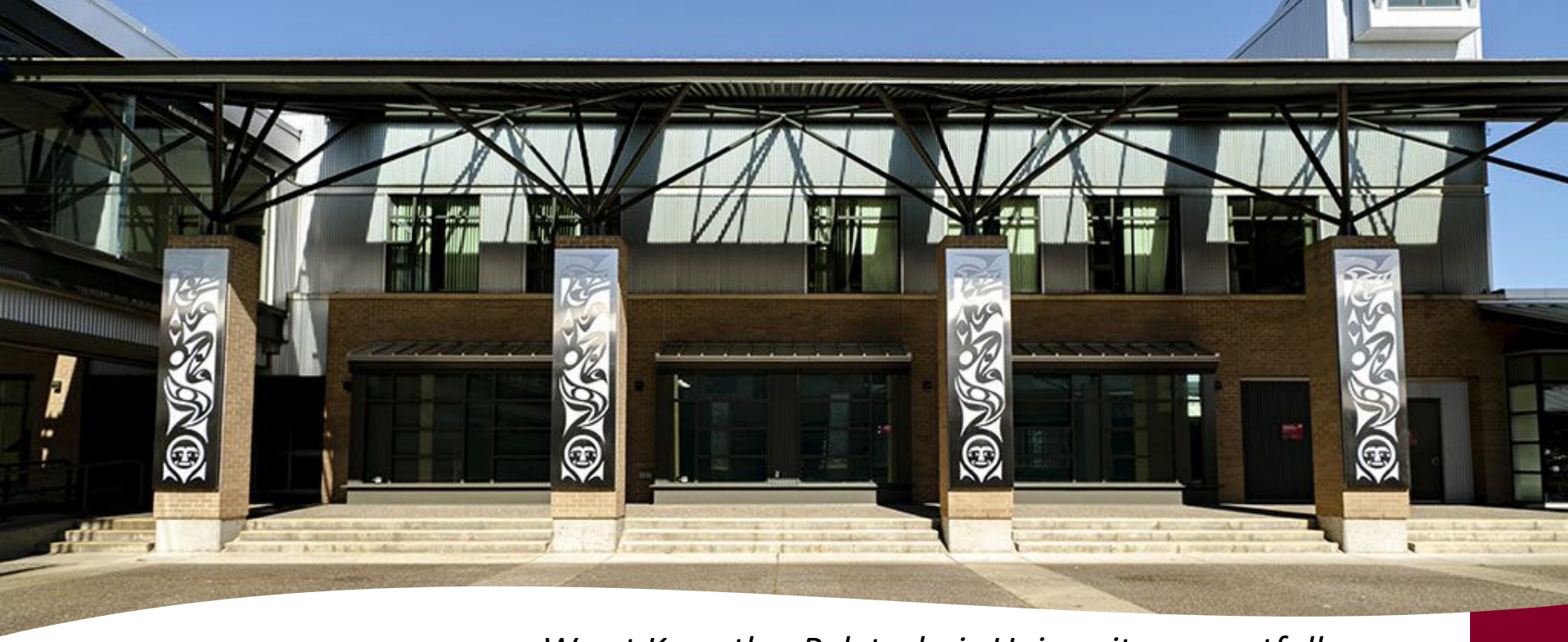
Fostering a Culture of Equity and Inclusion at KPU

Dr. Alan Davis, Dr. Romy Kozak, Dr. Diane Purvey, Dr. Asma Sayed

Polytechnics Canada Showcase

May 17, 2023

KPU



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.*

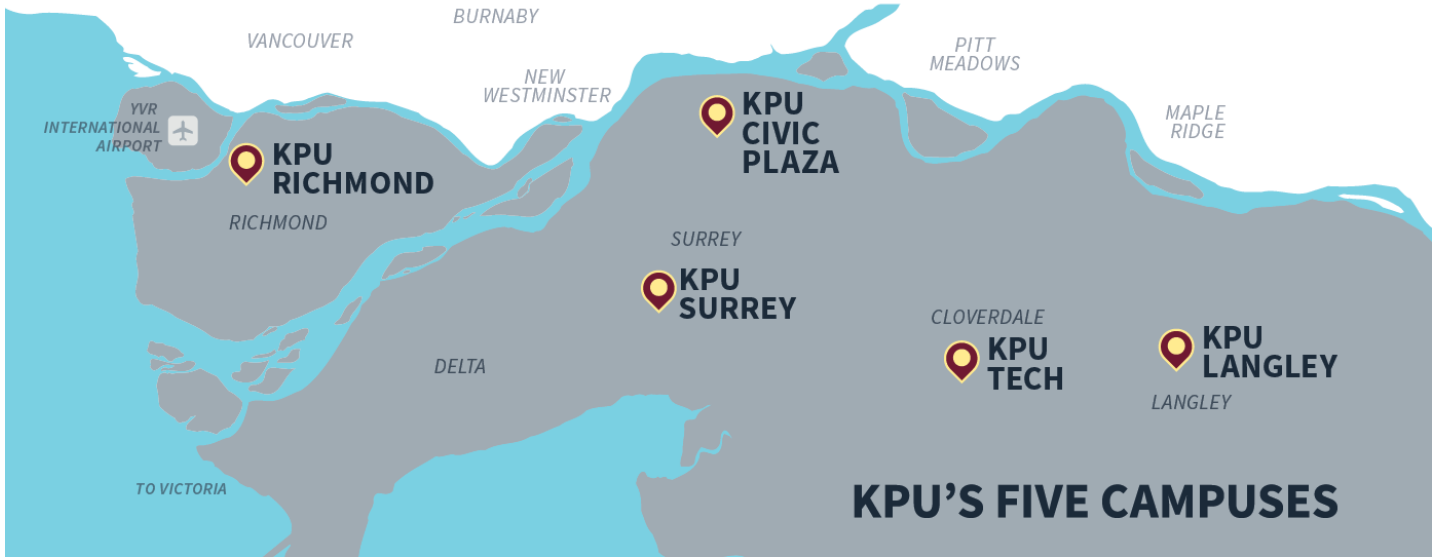
Presentation Roadmap

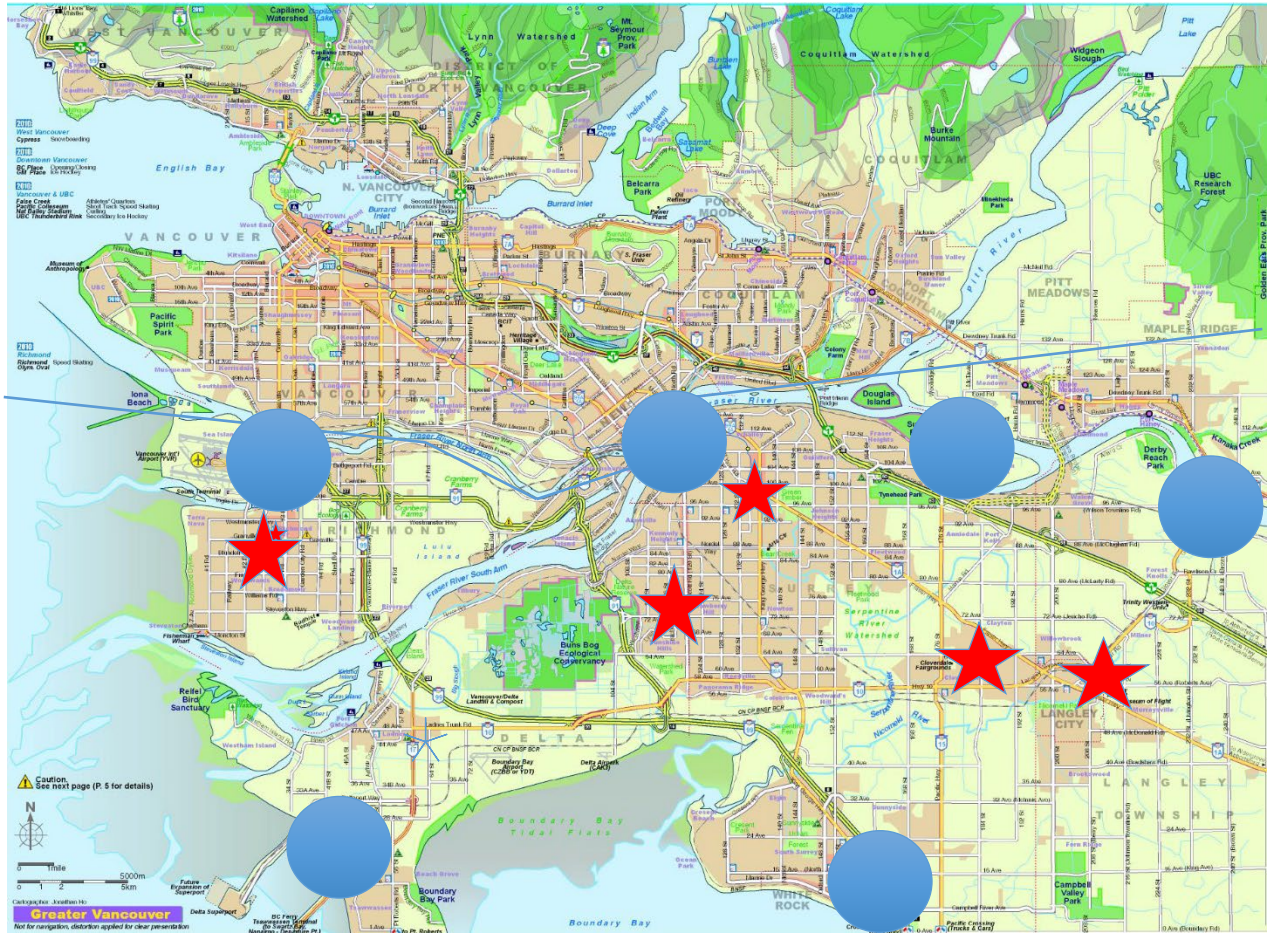
The role of post-secondary institutions in advancing social justice

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

KPU

KPU Richmond
KPU Surrey
KPU Civic Plaza
KPU Tech
KPU Langley
KPU


VANCOUVER
BURNABY
NEW WESTMINSTER
PITT MEADOWS
MAPLE RIDGE
YVR INTERNATIONAL AIRPORT
KPU RICHMOND
RICHMOND
KPU CIVIC PLAZA
SURREY
KPU SURREY
CLOVERDALE
KPU TECH
KPU LANGLEY
LANGLEY
DELTA
TO VICTORIA
KPU'S FIVE CAMPUSES



WEST VANCOUVER
DISTRICT OF NORTH VANCOUVER
N. VANCOUVER CITY
VANCOUVER
BURNABY
COQUITLAM
PORT MOODY
PORT COQUITLAM
PITT MEADOWS
MAPLE RIDGE
RICHMOND
SURREY
DELTA
LANGLEY CITY
LANGLEY TOWNSHIP
WHITE ROCK
English Bay
Burrard Inlet
Fraser River
Pitt River
Boundary Bay
Boundary Bay Tidal Flats
Lynn Watershed
Coquitlam Watershed
Capilano Watershed
Mt. Seymour Prov. Park
Belcarra Park
Burke Mountain
Widgeon Slough
UBC Research Forest
Pacific Spirit Park
Iona Beach
Douglas Island
Derby Reach Park
Tynehead Park
Burns Bog Ecological Conservancy
Reifel Bird Sanctuary
Campbell Valley Park
Boundary Bay Park
Caution. See next page (P. 5 for details)
Greater Vancouver
Not for navigation, distortion applied for clear presentation

Context: KPU Learners

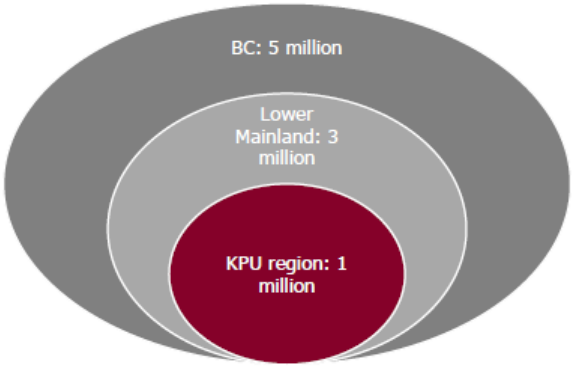
- 20,000 learners
- 1/3rd of domestic students are first generation learners
- 29% born to immigrant parents
- (2/3rd international learners are first generation)
- Over 75% are members of a visible minority
- 100 languages spoken at home
- They are busy: most “full-time” learners take 3 courses rather 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 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

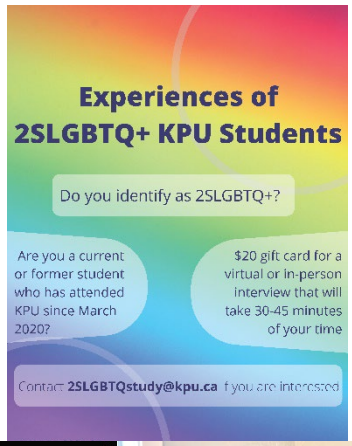
Bakau Consulting

Fundamentals of Anti-Oppression

KPU

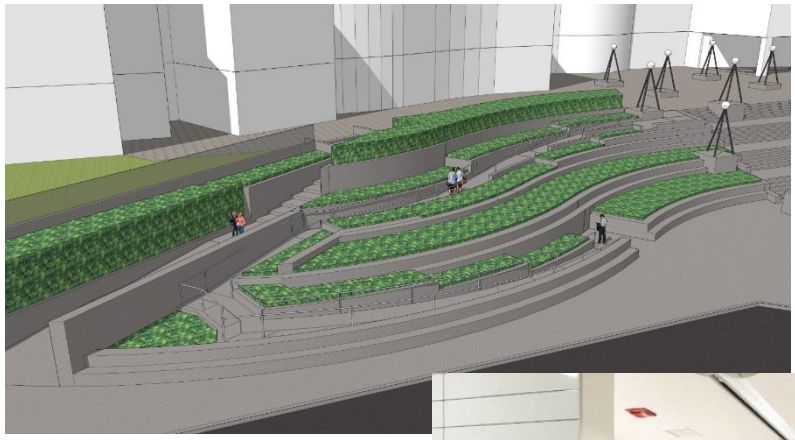
Justice Equity Diversity Inclusion Awards

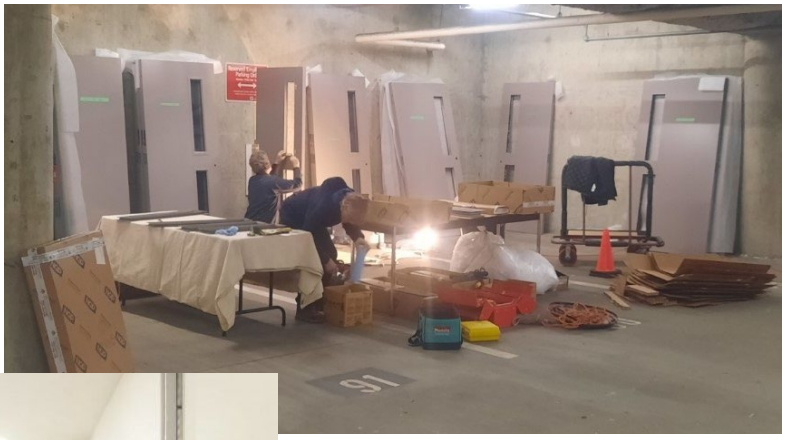
Pride Advocacy Group

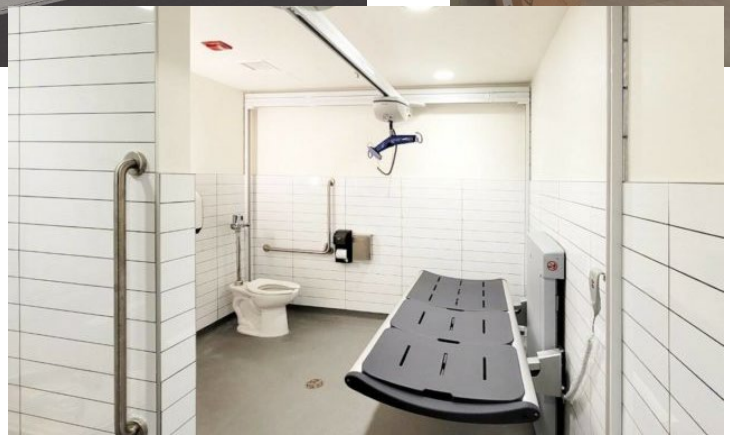


Disability Inclusion Group

KPU | Disability Inclusion Group (DIG)

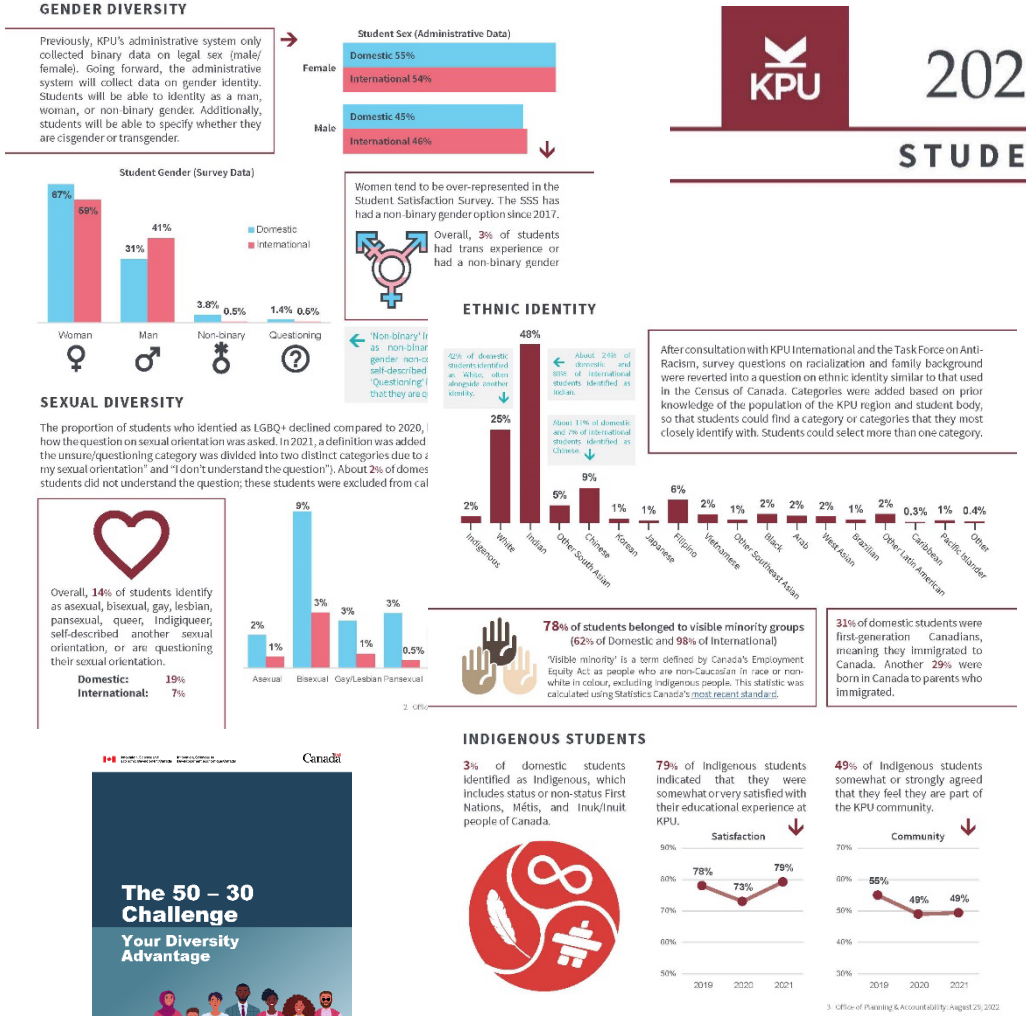






Indigenous Dialogue Series

EDI-related Data



KPU 2021 STUDENT SATISFACTION SURVEY REPORT

STUDENT DIVERSITY

KPU | SUSTAINABLE DEVELOPMENT GOALS

CCDI 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

KPU

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

KPU

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:

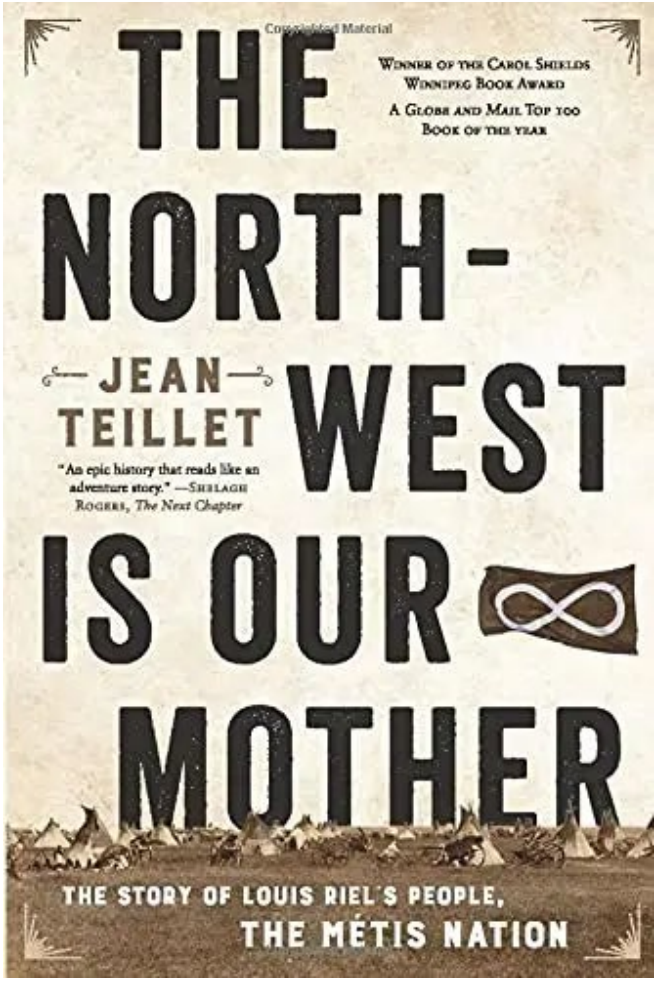
Link to past webinars

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

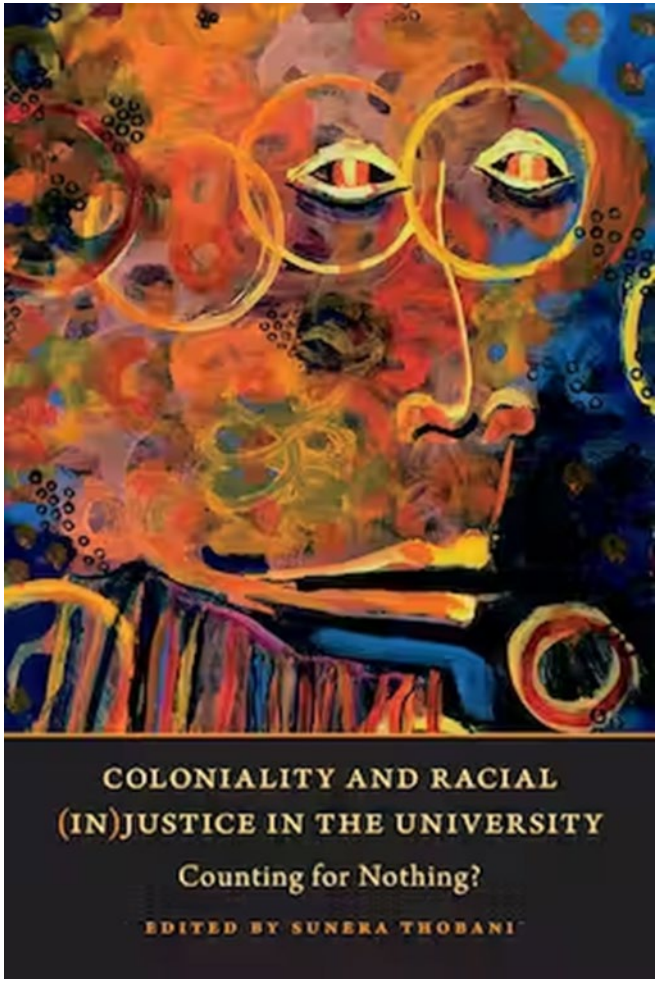
Past webinar topics include:

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

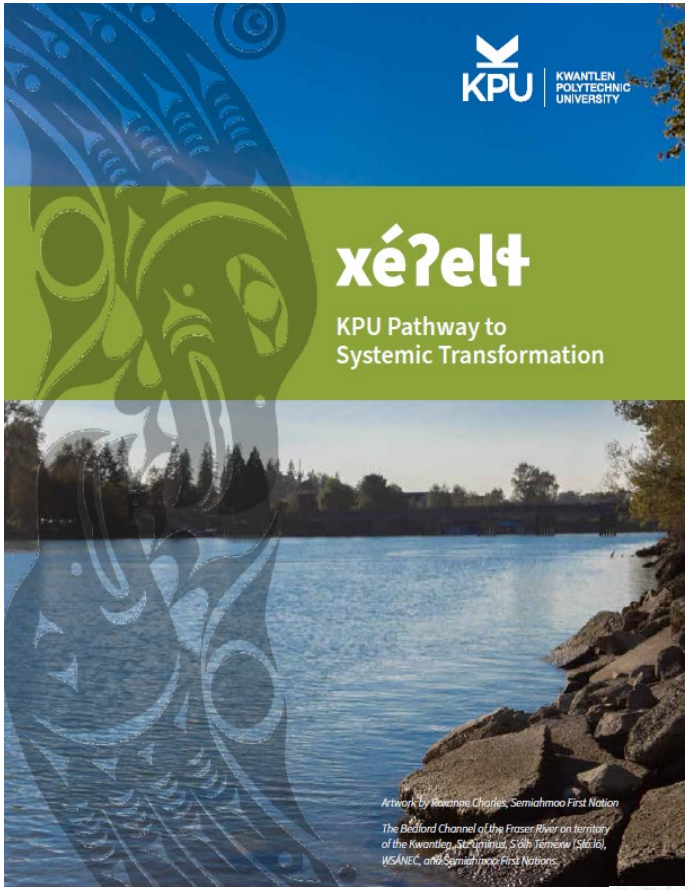
- The first event in this series features Sunera Thobani, editor of Coloniality and Racial (in)Justice in the University: Counting for Nothing? and professor in the Department of Asian Studies at the University of British Columbia, along with Benita Bunjun, and Enakshi Dua, contributors to the book.

Link to past webinars

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



xéʔelɬ - 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

Indigenous Leadership, Innovation and Partnerships

Accessibility Governance

Dr. Nadia Mallay

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