



DISTRICT HUMAN RIGHTS COMMITTEE
Fostering Discrimination-Free Working and Learning Environments

Thursday, December 2, 2021

School Board Room 1/Main

4:00 pm – 5:30 pm

MEETING MINUTES

COMMITTEE MEMBERS PRESENT

Raquel Steen Central Okanagan Public Schools	Norah Bowman (via Zoom) Board of Education	Kristina Luchka (recorder) Central Okanagan Public Schools
Jesse Bruce COPVPA	Jill Voros COPVPA	
Leigh-Ann Yanow COTA, Harmony Day Chair	Kelly Hanson COTA	
Simone Gauthier CUPE 3523	Shannon Gallivan COPAC	
Isabella Harmel District Student Council	Mehak Parihar District Student Council	Shannon Rowe District Student Council
Violeta Malfair International Education		
Deven Basdeo Kelowna Community Resources	Wan Wan Kelowna Community Resources	
Dr. Catherine Broom (via Zoom) UBCO		

REGRETS

Nicola Baker COPAC	Kyle Cormier Central Okanagan Public Schools	
Joanne DeGuevara Indigenous Education	April Strickland Indigenous Education	
Tracey Beckett Parents for Inclusive Education	Kelly Hanson COTA	Anima Anand Kelowna Community Resources

GUESTS & PRESENTERS

Chris Goodwin KSS, KSS Diversity Club	Lori Dawson Bedard COTA	Marilyn Green District SOGI Lead
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This meeting is taking place on the Traditional Unceded Territory of the Sylix Okanagan People.

1. AGENDA

Raquel Steen

1.1 Approval of the **December 2, 2021** Agenda – APPROVED by the committee without additions or changes.

2. PREVIOUS MINUTES

Raquel Steen

2.1 Changes to **September 23, 2021** Minutes - SOGI spelling correction (Page 2 of 3)

2.2 Adoption of the **September 23, 2021** Minutes.

The committee ADOPTED the Minutes of the September 23, 2021 District Human Rights Committee meeting with the above noted change.

3. **PRESENTATION**

3.1 **Pronoun Sheets**

KSS Diversity Club

Student Profile Sheets presented and shared with Committee by Chris Goodwin and Isabella Harmel on behalf of the KSS Diversity Club. Discussion of pronoun and who uses pronouns, no matter their gender identity or expression and the changes of pronouns and their use as part of our identity. KSS has developed this classroom profile sheet process to proactively prevent misgendering. This process has been a helpful way used at KSS to support students.

3.2 **United Against Discrimination – Incident Reporting**

Wan Wan

Online portal was shared with Committee promoting a site to report discrimination. This site is a secure link; confidentiality is of utmost priority, including how information/data is shared. Started in March 2020 together with UBC-O by Dr. Shirley Chow. Link has a place to *report an incident* as well as *Anti-Racism Resources* recommended resources by founder of project.

Further discussion was had of the reporting process and how an incident in the school would normally be treated within the Central Okanagan Public Schools if a student felt they were discriminated against or bullied or a victim of racist acts or remarks in their school surrounding and the support that would be received. Each incident is treated as unique.

3.3 **Harmony 23 Website**

Leigh-Ann Yanow & Marilyn Green

Draft Harmony 23 website & background of its creation were shared with the committee. Original idea to create a SOGI website so that there would be a central location for SOGI resources. Idea expanded for Harmony 23 website to include resources for Diversity, Equity and Inclusion. Website still in draft version.

Committee: Marilyn Green, Raquel Steen, Leigh-Ann Yanow, Graham Johnson and Deven Basdeo.

3.4 **Diversity Calendar**

Mehak Parihar, Violeta Malfair & Leigh-Ann Yanow

Proposal to add a multicultural calendar to the district dashboard to provide internal staff access to multicultural events, days of recognition, and celebrations. The multicultural calendar's 29th edition theme is the *Power of Connection*.

This multicultural calendar was created by a non-profit Canadian company. The electronic calendar is customizable to add local important dates. Poster and wall calendars are also available.

Items shared:

Examples of celebrations were discussed with respect to bringing awareness of diversity in our communities.

- (a) Hudson Road Elementary recognized Lunar New Year with activities and virtual connections to other schools.
- (b) Welcome Centre staff sends out Together We Learn Globally Newsletter as well as reminders to ELL teachers regarding significant cultural celebrations. Presented by Leigh-Ann Yanow.
- (c) Rutland Senior Secondary celebrated Diwali with student events. It was meaningful for students to see their culture and their holiday being recognized and celebrated and having teachers and students wishing them a happy Diwali.

Recommendation for review of research regarding multiculturalism in public education by Dr. Shibao Guo and Dr. Yan Guo.

First step is to make people aware that there are different festivals, holidays and celebrations around the world and many people, from the world, are in our community. The calendar will be an available resource for district and school staff as a part of our anti-racism strategy and provide opportunity to reimagine some colonized traditions from a multicultural lens.

OUTCOME: APPROVAL by the committee. The committee approved the motion to distribute multicultural calendars electronically or paper versions to all district sites.

3.5 Committee Mandate Update Raquel Steen, Leigh-Ann Yanow, Jesse Bruce & Kelly Hanson
Proposal to change Human Rights Committee Mandate.

From: "*The District Human Rights Committee's mandate is supporting discrimination-free learning and working environments in Central Okanagan Public Schools through the promotion of understanding, acceptance, inclusiveness, and harmony.*"

To: "*The District Human Rights Committee's mandate is supporting **culturally safe and** discrimination-free learning and working environments in Central Okanagan Public Schools. **We strive for equity** through the promotion of understanding, acceptance, inclusiveness, and harmony.*"

OUTCOME: APPROVAL by the committee. The committee approved the proposal to change the Human Rights Committee Mandate with the above noted changes.

4. DISCUSSION

4.1 Diversity, Equity and Inclusion - Announcement

Deven Basdeo

There will be a second community training session(s) in the New Year on Diversity, Equity and Inclusion

Dates: Wednesday, January 26, 2022 and Wednesday, February 2, 2022

Location: Rotary Centre for the Arts

Information has not yet been posted on the website but it will be shortly for registration.

There will be a \$20 charge (to cover some catering costs).

Wan Wan will be one of the facilitators and there may be more focus/emphasis on the break-outs this time.

4.2 Pride Festival, October 30, 2021

Comments and feedback were shared to the Committee by those who attended the Pride Festival this year. Central Okanagan Public Schools was well represented and thank you's go out to all the volunteers and those who attended.

Representatives ranged from COTA, CUPE, Admin Council, District Student Council Committee members and Trustee Board members.

5. FUTURE AGENDA ITEMS

5.1 School Code of Conduct Feedback

6. ADJOURNMENT

The meeting was adjourned at 5:51 pm.

Upcoming District Human Rights Committee Meetings

Tuesday, February 1, 2022 School Board Office Board Room 1 (4-5:30 pm)

Thursday, April 21, 2022 HES Room 3 (4-5:30 pm)

Thursday, June 2, 2022 HES Room 3 (4-5:30 pm)