



DISTRICT HUMAN RIGHTS COMMITTEE

Fostering Discrimination-Free Working and Learning Environments

Thursday, February 7, 2019
Hollywood Road Education Services – Room 3
4:00 pm - 5:30 pm

Minutes

COMMITTEE MEMBERS PRESENT

Aboriginal Education	Joanne DeGuevara		
Board of Education	Dr. Norah Bowman		
Community	Anima Anand <i>Kelowna Community Resources</i>	Leah Sanford <i>Local Immigration Partnership</i>	
COPAC	Adam Clarke	Paula Morrison	
COTA	Leigh-Ann Yanow	Lori Dawson Bedard	Geneviève Hawtree
CUPE	Simone Gauthier		
District Student Council	Jakob Cherrey (RSS)		
International Education	Carol Rimmer		
UBCO	Dr. Catherine Broom		
Central Okanagan Public Schools	Dr. Rick Oliver	Kyle Cormier	Jody Kirschner <i>Recorder</i>

REGRETS

Aboriginal Education	Joanne DeGuevara		
Community	Latif Kacuri, Kelowna Community Resources		
COPAC	Sarah Shakespeare <i>(Alternate)</i>		
COPVA	Kathy Weninger	Raquel Steen	
District Student Council	Summer Sharma (OKM)		
UBCO	Dr. Catherine Broom		
Central Okanagan Public Schools	Deb Roseleine <i>Recorder</i>		

1. WELCOME

Rick Oliver

Rick Oliver welcomed the following new committee members to the meeting:

- Jody Kirschner, filling in for Deb Roseleine
- Geneviève Hawtree, COTA Rep
- Dr. Norah Bowman, Trustee

2. AGENDA

Rick Oliver

- 2.1 Additions to February 7, 2019 Agenda: There were no additions to the February 7, 2019 agenda
 2.2 Approval of the February 7, 2019 Agenda -APPROVED.

3. PREVIOUS MINUTES

- 3.1 Adoption of the December 6, 2018 Minutes

Rick Oliver

The Minutes will be reviewed and adopted at the next meeting.

4. ACTION ITEMS

4.1 Equity Scan - Overview

Joanne DeGuevara

The Equity Scan will be moved to the June meeting since Joanne could not attend this meeting.

4.2 Gender Neutral Washroom Update

Rick Oliver

The board has instructed our operations department, where possible to adjust the washrooms to gender neutral washrooms. The topic will be brought forward at the next planning and facilities meeting. The district receives a grant for the washrooms however the items have to be discussed at the Planning and Facilities meeting.

RMS has plans to renovate their washrooms, however at this time the Board has not approved the changes yet. The funding is also an issue therefore has not been decided.

4.3 Indigenous Academy Presentation

MBSS Students

MBSS Student Presenters: Chris Frei, Skylah Charleyboy, Olivia Carlson, and Chloe Chapple, and Kyla Winacott, their teacher

The students introduced themselves and sang a song.

How an Indigenous Academy has impacted the students. (Mrs. Winacott)

The students have the same teacher in English, Social Studies and First Nations gr 10, 11 & 12

The graduation rate has increased due to their sense of belonging. We now have 38 students in their graduating class.

Our Vision for Aboriginal Education: Emotional, Spiritual, Physical and Intellectual is posted in every school. The program has 240 students, 4 teachers, 3 advocates, 2 teacher tutors and 1 elder. The theme is "Culture is Medicine" and there is an Okanagan greeting at the front of the school. The school has expanded from 1 classroom to the entire community of the school. Contributing to the Community: they opened the first park in BC that will have an indigenous name; in creating a trail and park.

Indigenous Leadership Class: "Why Leadership is important to them?" Leadership is an excellent way to be with your culture and be surrounded by others. The students are doing the leadership, leading their classrooms. A way to get in touch with their culture. Tutors are amazing. The topics are interesting to learn about culture. Learning about my background with two different regions. Learning to sing and lead the class song. It has helped me to gain confidence. Everyone is supportive. The classroom is like a home. I am learning so much more about my culture. Leadership has taught me to be brave to learn to be brave and use my voice to present. It is bridging connections with the community.

Leadership Theme have evolved from: "Voice for right choice"; "We are the voice"; "Culture is our voice"; to, "One culture one family"

This was our first year to have our students drumming on the stage at the graduation! We won an award for our graduation rate. It has rose to 98% from 68% (Award: Education Canada)

What was the difference between regular English and the Indigenous academy.

Learning about the First Peoples changed my interest because I wanted to learn about it.

It's amazing to watch the students presenting share their stories, their song and to share their voice.

Does the Indigenous Academy make a difference?

I struggled with mental health for several months, and with the help of the tutors and the academy it helped me to make it through school and helped to keep me here. It has also helped me to feel so supported.

The Harmony Day theme this year is Identity and it fits so well with our students.

An Academy is a concentration of courses. This program does not have a cost. The sports academies have a cost for their program. (Okanagan Language, Leadership, R'Native Voice, First Peoples English, First Nations Studies and First Nations Art Studio)

5. INFORMATION ITEMS

5.1 Living Library was January 30th. Our 3rd annual event. Over 150 students with 1 or 2 teachers. They spent the day bhangra dancing, a lady from Venezuela telling her story, aboriginal drumming and dancing, 2 keynote speakers. Tore Broughten from Dr. Knox and Keneisha Charles from RSS were student speakers to share their stories. The food was Mexican and Thai.

5.2 Harmony Day Feb 20th: The t-shirts are available for sale. I AM t-shirts have all the words embedded into the graphics. The Harmony Day t-shirts started with an orange theme, however the colors have changed over the years. We have chosen the colors to change with the rainbow colors. The Harmony Day books will be distributed next week. Notify Leanne if you have an event going on at your school. Lori Dawson-Bedard passed on a special thank you for all your hard work. The words on the t-shirts are just ideas, however we are supplying fabric pens for the students to write their own words on the t-shirts.

5.3 Human Rights Month – February 2019 Calendar of Events *Rick Oliver*
Has grouped several events into the month of February. Pink Shirt Day – February 27th. Shirts are available from London Drugs. "Be Kind"

5.4 Board Proclamations – Human Rights Month/Harmony Day *Norah Bowman*
March 8th (not a SD event) at First United Church, Bernard and Richter Street, is hosting a scrabble night. 4 trustees will be participating in this event. They are trying to get the City counsellors involved. It's to help out Refugee Families. This fund raising event requires teams of 4 people. KCR can promote this event. Norah will send out an email to the committee.

5.5 Human Rights Hiring Exemption -Update *Kyle Cormier*
We have re-applied for another 5 years for the Aboriginal Cupe Staff. We have not received a response from Tribunal. The exemption would provide the employer with a preference to show with an aboriginal descent. Kyle has sent a letter of support to CUPE. Rick has also submitted a COTA exemption for a Letter of Support.

5.6 The Global Schoolhouse 2019 – Update *Rick Oliver*
Discussion.
Everyone on the committee was encouraged to attend to see what was presented. Discussion will follow at the next meeting.

6. FUTURE AGENDA ITEMS

- Global School House; how was the display? Reach out to the group. How do we want to address it in the future.
- COPAC meeting want to know accessibility. Which schools are not accessible to students and staff. Rick will contact Peter Molly about the topic.

7. ADJOURNMENT

The meeting adjourned at 5:29 p.m.

Next Meeting: Thursday, April 25, 2019
(Optional Meeting Date – Only if needed for emergent items)
or Thursday, June 6, 2019