



**Central Okanagan  
Public Schools**  
Together We Learn

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

**Thursday, February 4, 2021**

**Zoom Meeting  
4:00 pm - 5:30 pm**

**MEETING MINUTES**

**COMMITTEE MEMBERS PRESENT**

<b>Tracey Beckett</b> Parents for Inclusive Education	<b>Joanne De Guevara</b> Indigenous Education	<b>Bill Wang</b> Central Okanagan Local Immigration Partnership
<b>Dr. Norah Bowman</b> Board of Education	<b>Moyra Baxter</b> Board of Education	<b>Chantelle Desrosiers</b> Board of Education
<b>Anima Anand</b> Kelowna Community Resources	<b>Paula Morrison</b> COPAC	<b>Violeta Malfair</b> COPVPA
<b>Raquel Steen</b> COPVPA	<b>Leigh-Ann Yanow</b> COTA	<b>Lori Dawson Bedard</b> COTA
<b>Simone Gauthier</b> CUPE	<b>Sebastian Sharma</b> District Student Council	<b>Dr. Catherine Broom</b> UBC Okanagan Campus
<b>Dr. Rick Oliver</b> Central Okanagan Public Schools	<b>Kyle Cormier</b> Central Okanagan Public Schools	<b>Cerise Campbell (Recorder)</b> Central Okanagan Public Schools

**REGRETS**

<b>Naim Cardinal (Alternate)</b> Indigenous Education	<b>Latif Kacuri</b> Kelowna Community Resources	<b>Mary Hope</b> COTA Representative
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**GUEST PRESENTERS**

<b>Graeme Stacey</b> KSS Teacher	<b>Jason Hudson</b> MBS Teacher	<b>Dr. Peter Molloy</b> Director of Instruction, Student Support Services
<b>Karol Elliott</b> Physical Therapist and Occupational Therapist, Student Support Services	<b>Derek Smith</b> MBS Teacher	

***This meeting is taking place on the Traditional Unceded Territory of the Okanagan People.***

**1. AGENDA**

***Rick Oliver***

**1.1** Additions to **February 4, 2021** Agenda – there were no additions.

- Rick proposed that the agenda be changed so that the student presentations in item 3.2 would be before item 3.1.

**1.2** Approval of the **February 4, 2021** Agenda – APPROVED by the committee with the above change.

**2. PREVIOUS MINUTES**

**2.1** Adoption of the **September 24, 2020** Minutes

***Rick Oliver***

The committee ADOPTED the minutes of the September 24, 2020 District Human Rights Committee meeting.

### **3. ACTION ITEMS/PRESENTATIONS**

#### **3.1 Human Rights Field Study**

***Graeme Stacey and Jason Hudson***

Teachers Jason Hudson and Graeme Stacey were in attendance to give a presentation about the trip they took with their Genocide Studies students last March to the Canadian Museum for Human Rights in Winnipeg. They provided background on the funding opportunity that was offered to their group in exchange for participation in the Museum's Virtual Field Trips program. The Museum offered financial support by way of a \$20,000 grant.

The District helped with the application and entered into an agreement to continue with the initiatives of the CMHR's Virtual Field Trips program, and actively engage schools in the promotion of the VFT program. School District 23 staff members (Jason, Graeme and Mark Hauk) will be made available to teachers within the School District to liaise with them and facilitate the VFTs. In addition to other commitments made by the School District as part of the agreement, Jason and Graeme will volunteer their time to be liaisons with the CMHR regarding the VFTs and education programs.

Three students that participated in the trip to the CMHR in Winnipeg gave accounts to the Committee about their experiences. They expressed how amazing it was to learn the stories/perspectives of different people and eye-opening to find out about the various human rights violations. It was also good to see the progress that has been made in our country with respect to human rights. Each student received a Certificate for the National Human Rights Leadership Program. They were privileged to be part of this first trial run of the program.

#### **3.2 Accessibility in Schools – how do we adjust to meet student needs**

***Peter Molloy***

Peter Molloy and Karol Elliott were in attendance to present their report on Accessibility in Central Okanagan Public Schools.

Approximately 30 years ago, a focus on the need for an accessibility study was identified. A group of participants including SD23 Occupational Therapy staff, Physical Therapy staff, a teacher using a wheelchair for mobility, and an architect proceeded to identify accessibility concerns. The concerns noted were:

- barriers to entry
- washrooms were too small for teacher with a wheelchair to use
- washrooms too small or non-existent for students that needed personal care
- lack of ramps to access portables
- few schools had push button door openers for accessible entry

The Director of Instruction for Student Support Services, District Occupational Therapy and Physical Therapy staff developed an ongoing working relationship with the Operations Department to renovate schools to overcome barriers.

The study aimed to achieve consistency of accessibility for all school sites. It was also a goal to ensure that any student or staff member with mobility challenges would have appropriate access and facilities, and this would also benefit family members or members of the community with mobility impairments. The following results have been brought about to date:

- all portable classrooms have ramps
- ramps -added to schools for access and egress
- door openers – added to all school sites built prior to mandate in Building Code
- renovations to enlarge and/or upgrade washrooms in almost all schools
- paved path for access to playgrounds
- signage to direct wheelchair users to safe egress in the event of fires, or to Areas of Refuge

The Student Support Services OT and PT team have also developed guidelines for accessible washrooms for students with special needs. For new school planning and construction, the team and the Director of Student Support Services meet with the Project Manager for new school planning and construction before preliminary plans are drawn. Any new 2-storey building now has an elevator included in the design.

Student Support Services has purchased specialized equipment to facilitate access and overcome architectural barriers. Specifically, the Mobilift Vertical Wheelchair Lift and Super-Trac Portable Inclined Platform Lift were explained. With this equipment you can put a wheelchair on a platform and lift it onto a stage or up/down stairs. It was noted that pneumatic tables have virtually eliminated back strain for CEA staff.

For new students, the OT/PT team tries to find out in advance when those with special needs for accessibility are entering Kindergarten and then work can be started at spring break in order to get facilities ready for September.

### **3.3 Intercultural Studies**

***Derek Smith and Raquel Steen***

Raquel and Derek presented information on the Global & Intercultural Skills Pilot that has been introduced by the Ministry of Education. The program includes BAA courses to help students learn more about their cultures. There are three modules for the GISP Certificate (32 credits).

In the first module are Global and Intercultural Courses (8 credits) where students learn about their own culture. Required are completion of Global & Intercultural Studies 12 which is aimed at helping students develop intercultural skills/mindsets and recognize culture around them. Students must also complete Global Intercultural Experience 12 which involves participation in and reflection of at least three international, intercultural, Indigenous, or global experience activities.

Students will also look at other cultures through Language Studies (8 credits) and elective courses (16 credits). Language Studies will entail completion of at least two language courses at the grade 10 level or higher. The elective courses are at least four globally related courses at the grade 10 level or higher, as determined by the GISP coordinator.

The GISP Certificate will make studies more purposeful and directed. Students go on an intercultural journey throughout their high school years while earning this certificate. The origins of this came out of a review of International Education in 2018. Raquel has been certified to assess and track the intercultural competence of students, Derek has worked on putting together the BAA's.

We are grateful for the Ministry involving our District in this pilot program. The Ministry will fund the teachers involved to meet as a group, so now Derek will be involved in connecting with others across the province. In our District, the program will start at MBS, then students can cross-enroll from other schools. The goal is to make it available to all schools.

It was asked if the program would partner with elementary schools so that younger students can become involved with cultural and international experiences. Raquel suggested that Derek's students could go to elementary schools to read Harmony Day books to students.

## **4. INFORMATION ITEMS**

### **4.1 Living Library and Harmony Day 2021 Update**

***Leigh-Ann Yanow***

Leigh-Ann showed the Harmony Day posters that were just printed today and are now packaged to go out to schools. She talked about the theme of Courage with an additional focus on Anti-racism and Equity and presented the Harmony Day books that will be going out to schools. The Harmony Day planning team and the ILT have put together lesson plans, etc. that are already available on the Harmony Day website, so everything is ready to go for teachers.

The Living Library is virtual this year, so it will be interesting to see how it goes. With the Zoom format, we have been able to open it up to more students than was previously possible. Leigh-Ann shared that the keynote speaker is Kevin Lamoureux, Indigenous Scholar and Faculty member at the University of Winnipeg. The other individuals who had agreed to act as Living Library books were listed as well. All of it will be recorded, so that presentations will continue to be available on the website. We are very thankful to COTA for their sponsorship; they have agreed to provide funding for all the books that have been ordered for Harmony Day.

Leigh-Ann showed the Committee the Harmony Day masks and t-shirts. They have the word "Courage" on them in English, French, Okanagan and the top 30 other languages spoken in our District. The Harmony Day website is at [harmonyday.ca](http://harmonyday.ca).

## **5. WORKSHOP - Introduction**

### **5.1 Board of Education Motion**

*Norah Bowman*

THAT: The Central Okanagan Public Schools Board of Education put in place a process to assess and support education throughout the school district regarding systemic racism; anti-racist education; and historic and contemporary content by and about Black, Indigenous, and People of Colour.

Trustee Bowman explained that she wasn't on committee previously but was hoping that we could do some of the work to address the Board's motion online. She showed what she uses in her teaching to give ideas of what we could use. Mentimeter is an interactive presentation software for which input is anonymous. It can be used on smart phones so that people can submit votes and we can get ideas of what the group wants to do.

### **5.2 Introduction to Jamboard**

*Norah Bowman*

Jamboard is an interactive whiteboard system that is part of G Suite. Trustee Bowman gave a tour of the app and some of its features, including the ability to break into groups. She noted that although she will not be taking on the role of developing or facilitating the workshop, she wanted to show the technology and possibilities.

It was agreed that it is important to see what is available to determine how we can work together when not in person. These technologies could be useful to build out a virtual workshop on the topics that are relevant to the board motion regarding systemic racism, to find how we can make the changes needed to get the changes we want to see. It was noted that there may not be privacy when using these platforms if the software is US-based.

Rick and Cerise will work on getting some information to send out, then ask people to explore a little bit to work on a virtual workshop to carry us forward.

## **6. FUTURE AGENDA ITEMS**

### **6.1 Schedule Workshop - Part 2**

*Rick Oliver*

It was discussed and decided that the workshop should be scheduled for a virtual meeting on April 22, and there could be a reflection at the June meeting. An April workshop would also give time for the Board to address anything that they need to. Some of the Equity in Action process will be used for the virtual workshop.

### **6.2 Cultural Sensitivity**

*Kyle Cormier*

Kyle explained that this item comes from part of the Equity in Action agreement. Terry Beaudry was going to be involved so there still needs to be some discussion with her about this item prior to the Committee addressing it.

- 7. ADJOURNMENT** – It was noted that the February Human Rights month calendar and events are posted on the District website. The meeting was adjourned at 5:30 pm.

**UPCOMING DISTRICT HUMAN RIGHTS COMMITTEE MEETINGS**

**Thursday, April 22, 2021 (Virtual Workshop)**

**THURSDAY, JUNE 3, 2021**

**Zoom Meeting**