

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

Thursday, September 23, 2021

School Board Office

4:00 pm - 5:45 pm

Amended MEETING MINUTES

COMMITTEE MEMBERS PRESENT

Raquel Steen Central Okanagan Public Schools	Kyle Cormier Central Okanagan Public Schools	Jan Nicholls (recorder) Central Okanagan Public Schools
Nicola Baker COPAC		
Jesse Bruce COPVPA	Jill Voros COPVPA	
Lori Dawson Bedard COTA	Kelly Hanson COTA	
Simone Gauthier CUPE	Leigh-Ann Yanow COTA	
Isabella Harmel District Student Council	Mehak Parihar District Student Council	Shannon Rowe District Student Council (alternate)
Violeta Malfair International Education	Leigh-Ann Yanow International Education	
Deven Basdeo Kelowna Community Resources		

REGRETS

Norah Bowman Board of Education	Joanne DeGuevara Indigenous Education	Dr. Catherine Broom UBCO
Tracey Beckett Parents for Inclusive Education		

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

1. AGENDA

Raquel Steen

1.1 Approval of the **June 3, 2021** Agenda – APPROVED by the committee without additions or changes.

2. PREVIOUS MINUTES

2.1 The June 3, 2021 Minutes were approved and adopted.

3. PRESENTATION

3.1 Sexual Orientation Gender Identity (SOGI) Toolkits for Schools

Jay Marees & Lori Dawson-Bedard

Funding:

Every year, the Central Okanagan Public School District gives COTA approximately \$15,000 to go toward Social Justice Initiatives. This year, the BCTF gave an additional \$5000. These funds were put toward the development of SOGI Toolkits for the district's 31 elementary schools.

SOGI Kits:

The SOGI kits are in English and French. The feedback from schools has been extremely positive.

After the kits are in schools, it is left up to individual schools how to use the information. See the attachment for the information PowerPoint that was presented by the district SOGI lead Jay Marees.

SOGI Leads:

The SOGI leads in schools meet approximately every two months.

COPAC is also interested in having this education as well and would like to help with fund raising for future projects.

3.2 The District Human Rights Committee Mandate

Raquel Steen

The District Human Rights Committee's mandate is supporting discrimination-free learning and working environments in the S.D. 23 (Central Okanagan) through the promotion of UNDERSTANDING, ACCEPTANCE, INCLUSIVENESS, and HARMONY.

As a committee, does this continue to be our mandate? The committee discussed adding the word EQUITY. Small group will meet to discuss this addition and bring back suggestion to the committee. Leigh-Ann Yanow recommended to establish a small group to gather and discuss updating the District Human Rights Committee Mandate wording. Leigh-Ann Yanow, Jesse Bruce and Kelly Hanson will plan to meet.

Recommendation to change SD23 to Central Okanagan Public Schools. Moved.

Membership: The main goal is to educate as many people as possible.

As we update the members of this committee, all standing members can have the right to vote on issues at hand. The membership will be updated with new members and representatives from:

- Senior District Staff (chair of the committee)
- Human Resources (co-chair of the committee)
- Board of Education Trustee
- COPAC (2) including one from PIE
- COPVPA (1)
- COSDC (2)
- COTA (2)
- CUPE (2)
- Indigenous Education (1)
- International Education and Welcome Centre (1)
- Community Partners (2 – 4) – currently: UBC, KCR, COLIP
- District SOGI Lead
- Harmony Day Chair

3.3 Strategic Plan 2021- 2026

Raquel Steen

The new Strategic Plan and a copy of the 2013-2018 committee action plan were shared. The District Human Rights Committee will use the new Strategic Plan as a guiding document when setting direction for future action items.

Concept of the committee creating a multi-cultural calendar to build an understanding of major cultural events was suggested. An example that Ramadan occurs during our track and field season. More awareness and understanding may be helpful when schools, classes are scheduling certain activities. A suggestion was also made that the calendar could be created as a fund raiser for our PACs. A calendar Design Committee was formed: Raquel, Violeta, Lori, Leigh-Ann, Mehak and Shannon.

A code of conduct review was an action item during the 2013- 2018 timeframe. Committee discussed the value in re-visiting schools' codes of conducts. Suggestion was made to invite schools to have code of conducts reviewed by this committee. This would be done in an appreciative, positive, and respectful way. This process would be invitational emphasizing the positive aspects of different schools' codes of conducts, being cognizant of the sensitive nature of the process. Jesse Bruce will move forward with sending out an invitation to all school administrators to share their school's Codes of Conducts.

Equity Diversity & Inclusion Website

Marilynn Green

A website with information on diversity and equity could be a place for resources for parents, educators, and students. A team is in the design stage of this site. The concept will be presented at the next committee meeting.

Kelowna Community Resources

Deven Basdeo

(KCR) has a portal that help individuals report racism and discrimination. If anyone sees or is experiencing racism or discrimination, it can be reported on the KCR website. UBC uses this information so that these incidents can be documented and logged. Committee to invite representatives from KCR to explain the reporting and follow up process.

4. ACTION ITEMS

4.1 Pride Festival Volunteers for Saturday, October 30

Raquel Steen

Central Okanagan Public Schools has a booth. This booth will be run by COTA, CUPE, DSC and Admin Council. If you are interested in volunteering, please email Raquel or Jan. Marilynn will send an email to SOGI school leads.

4.2 Diversity, Equity & Inclusion Training (Kelowna Community Resources)

Raquel Steen

This training takes place October 6 and October 13. Please sign up on your own. Students can participate in this training, but permission will be required from parents / guardians.

<https://kcr.ca/community-services/workshops-training/#diversity>

5. DISCUSSION

None discussed

6. INFORMATION ITEMS

6.1 Declaration: Truth and Reconciliation week: September 27th – October 1, 2021

Raquel Steen

Committee members were encouraged to wear orange all week. To find events and learn more visit National Centre for Truth and Reconciliation website <https://nctr.ca/education/trw/>
Local events are planned.

7. FUTURE AGENDA ITEMS

7.1 Harmony 23 Website – Graham Johnson, Marilyn Green & Leigh-Ann Yanow

7.2 KCR Reporting Racism Portal

8. ADJOURNMENT

The meeting was adjourned at 5:30 pm.

Upcoming District Human Rights Committee Meetings

Thursday, December 2, 2021 HES Room 3 (4-5:30 pm)

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)