



Central Okanagan Public Schools
DISTRICT HUMAN RIGHTS COMMITTEE
Fostering Discrimination-Free Working and Learning Environments
Thursday, January 26, 2017
School Board Office – Board Room – 4:00 pm to 5:30 pm

MINUTES

COMMITTEE MEMBERS PRESENT

Aboriginal Education	Joanne DeGuevara		
Board of Education	Lee Mossman, Trustee Representative		
Community	Joyce Brinkerhoff, Kelowna Inter-Cultural Society	Latif Kacuri, Kelowna Community Resources	
COPAC	Adam Clarke		
COTA	April Smith	Kyle Hamilton	Leigh-Ann Yanow
CUPE	Colleen Elder		
International Education	Carol Rimmer		
Central Okanagan Public Schools	Dr. Rick Oliver, Assistant Superintendent	Deb Roseleine, Recording Secretary	

REGRETS

Board of Education	Deb Butler and Moyra Baxter (<i>Alternate</i>)		
Community	Rawle James, Kelowna Community Resources		
COPAC	Shelley Courtney (<i>Alternate</i>)		
COPVA	Mike Kormany	Kathy Weninger	
UBCO	Dr. Catherine Broom		
District Student Council	Kendra Peter and Jenita White		
Central Okanagan Public Schools	<i>District Co-Chair</i> TBA		

1. **WELCOME** *Rick Oliver*
Rick Oliver welcomed new committee member Colleen Elder and Board of Education Trustee Lee Mossman to the meeting.
2. **AGENDA** *Rick Oliver*
 - 2.1 **Additions to Agenda:** There were no additions to the January 26, 2017 agenda.
 - 2.2 **Adoption of January 26, 2017 Agenda. – ADOPTED.**
3. **PREVIOUS MINUTES**
 - 3.1 **Adoption of September 29, 2016 Minutes. No amendments. – ADOPTED.** *Rick Oliver*
4. **ACTION ITEMS**
 - 4.1 **Human Rights Code Compliance – District Policies and School Codes of Conduct re: "Gender Identity or Expression" Amendment** *Rick Oliver*
The Human Rights Code was amended in July 2016 to include "***Gender Identity or Expression***". We were required to comply with changes to the Human Rights Code prior to winter break. I am pleased to inform the committee that we have received confirmation that all of the schools' Code of Conduct language has been updated on their websites.

4.1 Human Rights Code Compliance – District Policies and School Codes of Conduct re: "Gender Identity or Expression" Amendment (Continued)

We have updated four (4) Board policies to reflect the changed language in the Human Rights Code and those policies are:

- I. **Amended Policy 350** – Human Rights;
- II. **Amended Policy 352** – Discrimination Towards and by Staff as it Pertains to Sexual Orientation and Gender Identity;
- III. **Amended Policy 450** – Discrimination Toward and by Students;
- IV. **Amended Policy 452** – Discrimination Towards and by Staff as it Pertains to Sexual Orientation and Gender Identity.

4.2 Board of Education Decision – Gender Neutral Washrooms

Rick Oliver/Lee Mossman

- As directed by the District Human Rights committee at the September 29, 2016 meeting, Chair Rick Oliver wrote a formal report to the board asking for some direct action with regard to our district accommodating the need for gender neutral washrooms.
- Trustee Lee Mossman reported that at the November 15, 2016 Public Board Meeting, we heard a presentation from students and advocates and it was moving to see how well spoken and how passionate the students were. We weren't sure which way it was going to go, but it was very positive and the gallery was full that night with lots of amazing reports. All in attendance were blown away and there wasn't a dry eye in the place. The formal request was unanimously approved. The Board of Education is looking forward to doing whatever we have to do, not only to be in compliance, but to provide a safe environment to gender neutral students. There was a commitment on everyone's behalf to do what needs to be done.
- Congratulations to the people around this table for bringing this forward to the Board.

4.3 Human Rights Month – February 2017

Leigh-Ann Yanow

- Last year was the first year that we declared February as "Human Rights Month". We thought that instead of doing a proclamation for every event, we would just have one proclamation for Human Rights month.
- On the Human Rights calendar (*attached*), we've tried to include things that are happening in our community, as well as nationally and globally. If you see anything that is missing and needs to be added to the calendar, please let us know. We've already put it on the Harmony Day website and it will be put on the District home page as well.
- Joyce Brinkerhoff commented that there may be a speaker series in February on racism and immigration. We will connect with Rawle James for confirmation.

5. INFORMATION ITEMS

5.1 Change Gamers Community Fair Feedback – October 13, 2016

Rick Oliver

- The Change Gamers' organizers received a lot of feedback from teachers. It was overwhelmingly positive, but there were a lot of suggestions on how to improve things, such as the issue of food vending line-ups, managing the flow of students, etc. It was Change Gamers' first foray into it. The teachers were really appreciate of the event. The organizers were very encouraged by what they heard and took the criticism really well and welcomed suggestions for improvements.
- There was a question as to whether any corporate aspect was present at the fair. None of the teachers mentioned it in their feedback. Because Change Gamers is involved in a number of things in the community, we do have to be careful that we are promoting Change Gamers and not businesses that Change Gamers may be involved with.

5.1 Change Gamers Community Fair Feedback – October 13, 2016 *(Continued)*

- It's a great idea that kids have somewhere to volunteer locally. It's making students aware of what is in their community. This was presented as an event to provide youth with an opportunity to target a cause. That was the vision but we do need to see if that is becoming reality.
- Has this committee considered creating a set of criteria for events that we will bring our students to, or for events that we allow to be brought to our students? Can we provide a set of criteria so that if the organization does not meet them, then they are a no go because organizations have to make the criteria fit for us?
- It's a good suggestion for future discussion.
- We did a small poll of parents who had children attending this event. Some parents are very sensitive to corporate advertising. None of the warning flags were set off by this particular event. The response was quite positive.
- Leigh-Ann Yanow took photos at the event and did not see anything that was corporate related.
- The event had lots of community involvement. The mayor was the keynote speaker. The feedback from the community was that they were happy to have the opportunity to showcase themselves.
- Joyce Brinkerhoff was a volunteer at the event and she told the committee that the kids seemed to enjoy themselves. It's always up to the teacher to do the debriefing afterwards, to talk about how they can apply or not apply what they learned at the event.
- We will brainstorm criteria for outside groups.

5.2 WE Day Feedback – November 2016***Rick Oliver***

- Feedback from teachers and students – there was an overwhelmingly positive response from the teachers and kids who attended We Day.
- From the teachers who participated, 100% said that they would return. This year we had only middle and elementary students attend because the secondary schools decided to do different things this year.
- We Day students did a follow-up presentation at the Board meeting.
- It was pointed out that reference was made to the fact that the opportunity to attend We Day be made available to students who had not gone before. But the students who presented at the Board shared that they had been to We Day two or three times. The Board Chair noticed this as well.
- Rick clarified that the students who presented at the Board meeting were actually chosen as student volunteers and were a huge asset as they were involved with organizing the stations at Dr. Charles Best Secondary School the night before We Day, assisting the teachers and helping students, etc. Because these student volunteers are so passionate about We Day, they are the head leaders. We weren't sure that the Board presentation was going to happen, so the keeners were there to do it.
- There are some students who attend more than one time through an overlap, but the vast majority of the We Day feedback involves stories from kids who have never been out of the valley; it's their first bus trip, first time away from home, etc.
- Question arose: Why don't we bring We Day to our community so that we can send more students?
- This question has been taken forward to the We Day Committee in the past and we've talked about it. It's a lot of work to organize the students to go to Vancouver, but it's not nearly as much work as it would be to organize a similar event here. So that's been the drawback. How do we do something locally?

5.2 WE Day Feedback – November 2016 (Continued)

- It would come down to finding community groups that would be interested and getting sponsors. What would it be? How would sponsorship look? We'd love to move towards doing something in our community if we can, but it would be a huge undertaking.
- As has been done in the past, individual schools will be deciding if their students will be participating in We Day.

5.3 Harmony Day 2017 - Update**Leigh-Ann Yanow**

- This year is our 10 Year Anniversary for Harmony Day. We are excited that we've made it to that milestone. In planning for the 10th Anniversary, our committee decided to host a middle school conference that will take place on Thursday, February 2nd at Hollywood Road Education Services called the *Harmony Day Living Library*.
- We've got some really amazing presenters scheduled. The concept is that in the *Living Library* the students choose a presenter (the presenter is "the book") and then listen for about 15 minutes as the presenters tell their stories. The presenter and students will have some time afterward to talk.
- We have 18 presenters and 140 students registered, which means that we will have some small groups, which is nice for the presenters. It will be a nice round table discussion and easier for presenters to speak to small groups.
- We are going to have a cultural lunch as well. Deputy Superintendent Terry Beaudry is going to be our keynote speaker. Rawle James is going to do some spoken word with students. The goal is that students will come away with ideas on how to celebrate Harmony Day at their schools on February 15th. We have set planning time into the day of the conference to give students the opportunity to plan for Harmony Day at their schools.
- We have ordered Harmony Day resources such as *The Medicine Wheel – Stories of a Hoop Dancer* and *A Refugee Family's Journey*, written by a BC author and illustrated by an artist from Syria who did all of the amazing stone art in the book. They are beautiful books. \$10.00 from every book is going to support Syrian refugees coming into the country.
- Tomorrow is the last day for Harmony Day t-shirt orders.
- We have a new website. If you still go to harmonyday.ca it will direct you to our new site, which has additional resources this year, including some collected from We Day by schools. These are projects that will work well with Harmony Day.
- Kyle Hamilton added that the middle school students are thrilled to be going to the conference. It's brought them together because in the past they have been disorganized and not sure what to do on Harmony Day. So this year they are pretty excited and looking forward to attending and bringing ideas back to their school.
- Leigh-Ann has invited Trustees to the conference.

5.4 Global Schoolhouse 2017 - Update**Joyce Brinkerhoff**

- The Global Schoolhouse will be running from February 14th to 21st. All session dates are full. It will be crowded, but that's a reality in most schools around the world.
- In the past, Joyce has spoken to Professor David Jefferess at UBCO about The Global Schoolhouse and Joyce told the committee, "We've really worked with the university at trying to address issues. So I think we've got the right balance and are set up well."

5.4 Global Schoolhouse 2017 – Update *(Continued)*

- We actually have a surplus of volunteers this year, from the TELUS volunteers to the Lions Club, and a number of retired school teachers. They will keep the students well organized.
- Raymer Elementary won't be going to the Global Schoolhouse. Essentially what's cropped up is that their staff are feeling overwhelmed this particular year and they feel that it is just too much for them to take on.

6. FUTURE AGENDA ITEMS**6.1 Criteria for Outside Groups**

We will look at criteria for outside groups.

6.2 Cultural Awareness and Sensitivity Training

Cultural Awareness and Sensitivity Training is something that we want all of our employees to go through. That was started when Jim Colquhoun was on the committee, so we will have to pick that up.

- The question from COTA was specifically around the topic of training and whether anything is being developed (similar to the asbestos training that came out and the bullying training). Is anything being done?
- Learning resources for both staff and students: Are we doing this? Is this something that teachers and/or others can collaborate on?
- We could facilitate this message with training such as Orientation. It could become a module or a piece of that.

6.3 Pink Shirt Day – Bullying Concerns

We will continue to look into this to determine if there is an increase in bullying after Pink Shirt Day.

7. ADJOURNMENT

Meeting adjourned at 5:00 p.m.

ACTION ITEMS SUMMARY

Action Item	Person(s) Responsible	Status
Pink Shirt Day – Bullying Concerns Some parents have brought up concerns that they are seeing an increase in bullying after Pink Shirt Day.	Rick Oliver <i>on behalf of District Human Rights Committee</i>	Ongoing
Collective Agreement – Article E.1.3 Non-Sexist Environment What are other districts doing to address the language? Research by consulting with other districts and/or BCPSEA.	Rick Oliver <i>on behalf of District Human Rights Committee</i>	Ongoing

Next District Human Rights Committee Meeting – Thursday, June 8, 2017



HUMAN RIGHTS MONTH

FEBRUARY 2017



Colour Codes

Blue – SD23 Events

Green – Community Events

Red – National / Provincial Events

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Month Long Events Black History Month Month of Love International Development Week			1	2 "Harmony Day Living Library" Middle School Conference – HES	3	4
5	6	7	8 Kindness Awareness Week February 8-14	9 A Magical Night of Laughter – Love Gives Back Campaign Rotary Centre for the Arts http://rotarycentreforthearts.com/event/a-magical-night/	10	11 Taste of Home Mainstreet Centre, 2041 Harvey Avenue 5:30–8:30 pm www.globalcitizenkelowna.org
12	13 Louis Riel Day Family Day (BC)	14 Valentine's Day ❤️ Global School House February 14 through 21	15 Harmony Day www.harmonyday.ca	16	17 Random Acts of Kindness Day https://www.randomactsofkindness.org/	18
19	20	21 International Mother Language Day	22 Anti-Bullying/ Pink Shirt Day Info@pinkshirtday.ca	23	24	25 Global Children's Village – Lake Country Community Gym, 9950 Main Street 11 am-3:00 pm
26	27	28				