



DISTRICT HUMAN RIGHTS COMMITTEE

Fostering Discrimination-Free Working and Learning Environments

Thursday, December 6, 2018

School Board Office - Board Room

4:00 pm - 5:30 pm

MINUTES

COMMITTEE MEMBERS PRESENT

Board of Education	Moyra Baxter (Alternate)		
Community	Leah Sanford		
	Local Immigration Partnership, KCR		
COPAC	Adam Clarke	Paula Morrison	
COPVA	Kathy Weninger	Mike Kormany	
COTA	Leigh-Ann Yanow	Lori Dawson Bedard	
CUPE	Simone Gauthier		
District Student Council	Jakob Cherrey (RSS)	Summer Sharma (OKM)	
International Education	Carol Rimmer		
Central Okanagan Public Schools	Dr. Rick Oliver	Kyle Cormier	Deb Roseleine Recorder

REGRETS

Aboriginal Education	Joanne DeGuevara		
Board of Education	Dr. Norah Bowman		
Community	Latif Kacuri	Anima Anand	
	Kelowna Community Resources	Kelowna Community Resources	
COPAC	Sarah Shakespeare (Alternate)		
UBCO	Dr. Catherine Broom		

1. WELCOME

Rick Oliver

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

- Leah Sanford, Kelowna Community Resources
- Paula Morrison, COPAC Representative
- Simone Gauthier, CUPE Representative
- Jakob Cherrey, RSS Grade 12 Student, District Student Council
- Summer Sharma, OKM Grade 12 Student, District Student Council

2. AGENDA

Rick Oliver

2.1 Additions to the December 6, 2018 Agenda:

Adam Clarke requested that "COPAC–Diversity of Teaching Staff" be added to the Agenda under Action Items.

2.2 Approval of the December 6, 2018 Agenda – The December 6, 2018 Agenda was **APPROVED**.3. PREVIOUS MINUTES3.1 Adoption of the January 25, 2018 and June 7, 2018 Minutes

Rick Oliver

The committee reviewed and **ADOPTED** the January 25, 2018 and June 7, 2018 minutes.

4. ACTION ITEMS

4.1 Gender-Neutral Washroom Update

Rick Oliver

All genders can access the new washrooms and feel comfortable in doing so due to the privacy stalls. Washrooms will be changing to gender-neutral across the District as per the Board's direction, and will be a priority in new schools such as Canyon Falls Junior Middle School.

4.2 SOGI Update

Rick Oliver

A ***SOGI School Lead Training Session*** was held on the afternoon of Monday, December 3 at Hollywood Road Education Services. Teacher representatives from all of our schools were invited to participate, listen to student stories, and learn about the resources available to them. The SOGI Provincial Coordinator was there as well to provide information to teachers on how to access resources for their school.

4.3 Indigenous Academy

Rick Oliver

We now have two Indigenous Academies. Joanne sends her regrets today, but at the next meeting, Joanne would like to talk a little bit about the academies and also share information with the committee about the Equity Scan.

Question arose as to whether it would be possible to have some Indigenous Academy students come to a District Human Rights Committee meeting.

Action Item: Rick will follow up on inviting Indigenous Academy student to our next meeting.

4.4 COPAC – Diversity of Teaching Staff in the Central Okanagan

Adam Clarke

Discussion continued from the last committee meeting.

The issue that COPAC is raising is with regard to staff demographics, and first and foremost, they want the best student outcome. Some parents have noticed that there is a discrepancy between the diversity of staff and students. Members of COPAC have seen studies that match a school's student demographic with its staff. COPAC would like to see a more thorough analysis done to determine if there is an indication that this might be beneficial. COPAC does not want to go on their impressions; they would like to go on solid evidence. They are trying to get to the bottom of whether the discrepancy in the correlation between the diversity of staff and the diversity of students is impacting student outcomes in the schools.

Discussion followed.

- There are many issues that affect student outcomes and diversity is only one of them. COTA is trying to understand and would like to know if the diversity of teaching staff in the Central Okanagan is a significant issue for them to take further interest in.
- One of the issues that comes up is self-identification. The school district would face challenges attempting to collect that information from employees because an employer cannot require a person to provide it.
- In terms of Aboriginal employees, we do have some self-identification, but overall, how does one break that down, not just in the school district, but in the province?

5. INFORMATION ITEMS

5.1 TEDxYouth Talks

Rick Oliver

Rick showed the committee an inspiring *TEDxYouth Talk* video featuring RSS Grade 12 student Keneisha Charles. Jakob told the committee that he, Summer and Keneisha are all members of a Diversity Club.

Discussion followed.

5. INFORMATION ITEMS (Continued)

5.2 Rainbow Crosswalks

Rick Oliver

We now have a *Rainbow Crosswalk* outside the front door of the School Board Office. Students have said that they feel safe and welcome coming here. There are currently five *Rainbow Crosswalks* in our district. At Mount Boucherie Secondary School, money was raised for the sidewalk to provide a sense of ownership. The board is supportive of this process, similar to the way that PACs have chosen to pay for some school murals. PACs do have to be careful in terms of the facilities piece. Schools will be required to put in a work order and submit a design in order for a *Rainbow Crosswalk* to be put in place.

5.3 Harmony Day 2019 Events and January 30th Living Library Conference

Leigh-Ann Yanow

Leigh-Ann reported that Harmony Day will be celebrated on February 20th, 2019. The annual *Living Library Conference* will take place on January 30th with approximately 130 middle school students participating.

This year our Harmony Day theme is "***Identity... Who I am and what makes me unique.***" It is an exciting theme that will initiate great conversation in the district.

- The front of this year's Harmony Day t-shirt has "I AM" in large block letters with "Identity related" words contained within the block letters. Students will have the option of adding their own words with markers.
- The back of the t-shirt has the word "Identity" with definitions in French and Okanagan.
- The Harmony Day logo and "Central Okanagan Public Schools" will be printed on the sleeve.
- Harmony Day resources and "Identity" themed bookmarks will be going out to the schools beforehand. "I AM" will be printed on the Harmony Day bookmarks and will include space for students to add their own words and drawings.

Students attending the *Living Library Conference* will enjoy a cultural lunch provided by *Thai Terrace* and *Hector's Casa*. The Board of Trustees will be invited to attend, along with the Mayor of Kelowna and the media.

5.4 Human Rights Hiring Exemption History – Start and Renewal Dates

Kyle Cormier

Kyle Cormier, Assistant Director of Human Resources, reviewed the *Human Rights Hiring Exemption* history with the committee.

This Special Program is divided up into two groups, COTA and CUPE.

- The *COTA Human Rights Hiring Exemption* application was first approved in 2011 and was renewed in 2016, with the current expiry date being June 2021.
- The *CUPE Special Program* is quite a bit older. The first *CUPE Human Rights Hiring Exemption* application requested that the B.C. Human Rights Tribunal allow discretionary hiring of *Aboriginal Student Advocates*, *Aboriginal Cultural Facilitator(s)*, *Aboriginal Cultural Assistant(s)*, an *Aboriginal Cultural Presenter*, and an *Okanagan Language Instructor* to persons of Aboriginal ancestry only. This application was originally approved in December 2003 and renewed in December 2008 and 2014, with the current expiry date being February 2019. An application is currently being prepared to request renewal of this Special Program.

5.5 The Global Schoolhouse - Update

Rick Oliver

The Global Schoolhouse is an event that has been in big demand over the years and has grown in size. Our district office will continue to distribute the initial Global Schoolhouse registration information to the schools, but because this event is run by an outside organization, from now on The Global Schoolhouse organizers will be solely responsible for handling their event registration and session bookings.

5. **INFORMATION ITEMS** *(Continued)*

5.6 **District Human Rights Committee Meeting Dates 2018-2019 – Confirmed Schedule**

Rick Oliver

The committee was provided with a confirmed schedule of District Human Rights Committee meeting dates for the 2018-2019 school year. *(Attached)*.

6. **ADJOURNMENT**

The meeting adjourned at 5:31 p.m.

Upcoming District Human Rights Committee Meetings

Thursday, February 7, 2019

Thursday, April 25, 2019 (Optional Meeting Date)

Thursday, June 6, 2019



Central Okanagan
Public Schools

Together We Learn

DISTRICT HUMAN RIGHTS COMMITTEE
Meeting Schedule
2018 - 2019

<u>CANCELLED</u> Optional Meeting Date Thursday, <u>Sept. 27, 2018</u>	4:00 pm – 5:30 pm	School Board Office Main Boardroom
Thursday, <u>December 6, 2018</u>	4:00 pm – 5:30 pm	Hollywood Road Education Services <i>Room 3</i>
Thursday, <u>February 7, 2019</u>	4:00 pm – 5:30 pm	Hollywood Road Education Services <i>Room 3</i>
Optional Meeting Date Thursday, <u>April 25, 2019</u> <i>(This is an optional meeting date to be held only in the event of emergent items).</i>	4:00 pm – 5:30 pm	School Board Office <i>Main Boardroom</i>
Thursday, <u>June 6, 2019</u>	4:00 pm – 5:30 pm	Hollywood Road Education Services <i>Room 3</i>

December 6, 2018