

District Human Rights Committee

Thursday – January 28, 2016

School Board Office - Board Room

4:00 pm - 5:30 pm



MINUTES

Fostering Discrimination-Free Learning and Working Environments

COMMITTEE MEMBERS

Ab. Ed. District Principal	Joanne DeGuevara		
Board of Education	Moyra Baxter	Deb Butler (alternate)	
Community	Katelin Mitchell (KCR)		
COPAC	Adam Clarke	Valary Chidwick (COPAC Alternate)	
COPVPA	Kathy Weninger		
COTA	Leigh-Ann Yanow	Kyle Hamilton	April Smith
CUPE	Treena Harley		
District Student Council	Kelsey Munro	Amanda Nyirfa	
International Education	Carol Rimmer		
UBCO	Dr. Catherine Broom		
SD No. 23	Dr. Rick Oliver	Jim Colquhoun	
REGRETS			
	Joanne Deguevara	Kathy Weninger	
	Katelin Mitchell		

- 1. WELCOME**
Welcome Rawle James (KCR Alternate) *Rick Oliver*
- 2. APPROVE THE AMENDED JANUARY 28, 2016 AGENDA**
The amended agenda was approved. *Rick Oliver*
- 3. APPROVE THE SEPTEMBER 24, 2015 MINUTES**
The minutes were accepted and approved. *Rick Oliver*

ACTION ITEMS

- 1. HARMONY DAY FEBRUARY 17, 2016** *Leigh-Ann Yanow*
SD No. 23 will be celebrating its 9th annual Harmony Day.
The local Lions and Lioness clubs have come forward to once again to support Harmony Day with a generous donation of \$4155.
SD No. 23 staff and parents have ordered a total of 1099 Harmony Day t-shirts this year.
Each school will receive a Harmony Day package containing various resources for Harmony Day.
- 2. HARMONY DAY VIDEO** *T. VanBrummelen*
The school district vision of Harmony Day started just over 9 years ago with Terry Lee Beaudry.
Terry brought this vision back from Australia.
Thank you Leigh-Ann Yanow for carrying this torch and keeping Harmony Day very alive and celebrated in SD No. 23 and beyond.
In order to create the outstanding video, "Oh Canada and the Okanagan Song in Harmony", it took the collaborated efforts of a very large and diverse group of artists and students to unite and come together for this common vision.
We want our students to have this ability as well – to have diverse groups working together toward one common goal.

APPROVED

Next Meeting: June 9, 2016

Thank you Tim for this incredible video!

3. HUMAN RIGHTS MONTH – FEBRUARY 2016

R. Oliver / L. Yanow

For the last two years, February has been declared Human Rights month by the Board of Education. IF there are any further additions to be made to this calendar, please send the information and dates to Jan.

4. SCHOOLS' CODES OF CONDUCT

Rick Oliver

The goal is to ensure that all School District No. 23 schools' codes of conduct are in sync with the new legislation.

Presently, *only* three schools are in the process of working through this process with their PACs

5. DIVERSITY AWARENESS AND SENSITIVITY TRAINING

Jim Colquhoun

This training continues to be a work in progress.

6. HUMAN RIGHTS ACCOMMODATIONS IN SCHOOLS

Rick Oliver

Schools are responding to meet students' needs of making washrooms accessible to all students.

The discussion revolves around gender neutral washrooms.

There are several diverse students' needs such as prayer during the day and diversity clubs.

Schools try to address these needs as they present themselves.

Is there a way for SD No. 23 to be a proactive district and to have the process in place before the students' needs are heard?

Students have to fight for these changes and to have a process put in place.

Sometimes schools are not aware of these students needs because some students do not want attention drawn to themselves.

Students do struggle.

Some students do not feel safe.

Some students feel they are left behind.

Our goal is for all students to be safe and to be accepted.

It is difficult to know what to do – should SD No. 23 be more proactive?

In Vancouver, this issue created a great conflict. "If you are allowing gender neutral washrooms, you are encouraging students to be like that."

In Vancouver, the arguments and conflicts continued for months.

After the conflicts and arguments in Vancouver, it forces one to wonder what the best avenue to take is.

Decisions on fear.

Difficult controversial conversations create change.

Years ago, when condoms and family life were mentioned in SD No. 23, hundreds of parents showed up at these meetings and that was all that was discussed.

Today, when family life is discussed, no one shows up.

Times have changed.

This district has a Human Rights Policy in place.

This policy should determine how the school district should move forward.

Decisions should be made proactively.

Possibly, SD No. 23 can learn from other school districts to determine what has worked and what has not worked. For example, what signage was successful?

At UBCO, all single washroom are gender neutral.

The signage simply states, "WASHROOM".

It is a single washroom without stalls.

Future washrooms at our schools will have to be closed stalls.

SD No. 23 wants to encourage out students to be themselves and there is always someone to talk to,

There has been some progress in larger centers like Toronto; Kelowna is not far behind.

The goal is to be *inclusive of everyone*.

The issue of change rooms will then have to be addressed.

Single washroom needs to be large enough to accommodate a change room and a washroom.

Some kids are shy and do not feel comfortable changing in front of other people.

Rick Oliver will take this topic and discussion to Admin Council.

7. HUMAN RIGHTS EXEMPTION

Rick Oliver

The Central Okanagan School District has been granted a Human Rights hiring exemption when seeking people of Aboriginal ancestry as a priority for the positions of Aboriginal youth and family supports workers and a manager to provide clinical supervision for these positions.

8. OVERT SURVEILLANCE

Adam Clarke

At Raymer Elementary, there are issues with the community engaging in nocturnal activities.
The resulting residue is hazardous to the students at Raymer.
Raymer installed a surveillance system.
This install is in conflict with Policy 645R 1.2 and 1.3.
It is requested to get process in order to ensure approval by parents and reviewed every year.
There is a balance that needs to be monitored.
The balance is the safety of students and the infringement of their privacy.
The District Human Rights Committee should monitor this process.
It is recommended the district hire a District Review Officer.
This issue became evident at OKM when student complained about the surveillance cameras at schools.
These decisions are made at the Privacy Commissioner Office.
The surveillance at schools are installed for safety.
If policy or regulation needs changing, the Board of Education will look into it.
At Raymer Elementary, procedure was not followed as it contravenes section 74.01 of the School Act, which requires the prior approval of the PAC before installing and operating a surveillance system.
After this was brought to the district's attention, Hugh Gloster, former SD No. 23 Superintendent, made certain all school administrators were aware of this policy and procedure.
These items could also be looked at through the interpretations.
People look at you in public places.
Video Surveillance falls under the portfolio of the Director of Operations.
The operations department needs to know where the video surveillance systems are located.
This has been clarified and there is a process.
Also, some cameras are better than others.
There is a difference between the cameras used at the elementary, middle and secondary levels.
The Director of Operations needs to oversee the training and management of these cameras.
If any other input is needed, please let the Human Rights Committee know.

9. LATIF KACURI'S STORY

Rick Oliver

Jan will send the link to Latif's story to all member of the Human Rights Committee.

10. WELCOME CENTRE / SWIS

Rick Oliver

The Welcome Centre and the SWIS work with the community to assist and help settle our new families.
Donna Garbeyla has been recognized for her fantastic contributions to this program.
The Central Okanagan School District presently has 798 students from 61 countries.
The school district has 2 SWIS workers in schools.
People are asking about the Syrian refugees.
Kelowna has a lot of community support.
The refugees with school aged children come through our Welcome Centre where the families receive further support and assistance.
The system is prepared provincially and federally for our new families.
Approximately 100 kids will land in our area.
Some are school aged; some are not.
The partnerships with the KCR, local immigrations partners and government assisted programs help these new families feel safe and emotionally connected to their new community.
Immigration has always been very important to Canada.
The public needs to be educated.
The new immigrants need to find ways to tell their stories when they are ready to share.

The community of Kelowna and SD No. 23 need to show compassion and understanding.
It is difficult for people in these tough economic times to have understanding.
At the end of the day, most people want to help.

INFORMATION ITEMS

1. THE GLOBAL SCHOOL HOUSE 2016

Joyce Brinkerhoff

The Global School House will take place February 10 – 18, 2016.

This year, almost 1300 Grade 6 students will attend The Global Schoolhouse.

One session has changed from, “I can’t go to school because I am a girl”, to “I can’t go to school because of conflict.”