

District Human Rights Committee

Thursday – June 9, 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	Joyce Brinkerhoff (KICS)	Latif Kacuri (KCR)	Rawle James (KCR alternate)
COPAC	Adam Clarke		
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	Leigh-Ann Yanow	Carol Rimmer	Kelsey Munro
		April Smith	Jim Colquhoun	

1. **WELCOME** *Rick Oliver*
Welcome Latif Kacuri (KCR).
2. **APPROVE THE JUNE 9, 2016 AGENDA** *Rick Oliver*
The amended agenda was approved.
3. **APPROVE THE JANUARY 28, 2016 MINUTES** *Rick Oliver*
The minutes were approved.

ACTION ITEMS

1. **KSS DIVERSITY CLUB PRESENTATION** *R. Oliver/J. Lemon*
The KSS Diversity Club was formed during the 2015-2016 school year. Before the KSS Diversity Club, there was no outlet for KSS students. It is student led and student fed. Before this club was formed, several students that attended a leadership conference were surprised that KSS did not have a diversity initiative. This group of students worked with the principal to set up this club. Jasmine Lemon is the KSS teacher sponsor. The KSS Diversity Club is a safe and comfortable place for **all** students to be; a place where people can be comfortable with who they are. It is open to all students with a focus on LGBTQ support. Approximately 10 – 25 students come to the KSS Diversity Club each week. There is hope that this club will continue as it handles sensitive topics. As topics are discussed, they become known and accepted. Friendships in the club have grown. "It is important having people like you; knowing people like you."

Jasmine Lemon's goals for the 2016-2017 year:

APPROVED

Next Meeting: September 29, 2016

- a. Offer parent education and support, to connect with other schools that have Diversity Clubs
 - b. To lessen the disconnect on the terms used and what they really mean.
- Staff are becoming more accepting at KSS.
The initiative for the 2016-2017 school year is to have a gender neutral washroom.
The KSS Diversity Club is successful and accepted.

2. A LOCAL REFUGEE – VIDEO PRESENTATION

R. Oliver / R. James

United Nations Human Rights Committee has come to our school district and produced a video on a refugee family at GPE.

<https://www.youtube.com/watch?v=X03p4jrq6wM&feature=youtu.be>

Our community is doing an amazing job.

- a. June 20, 2016 is World Refugee Day.
 - b. The focus of World Refugee Day is to bring attention to how refugees have been integrated into our community.
 - i. Rawle James read his poem, Canada for Canadians. (Please see the attached.)
 - a. There is a reason why people want to come to Canada.
 - b. Canadians need to be reminded of *where* we are.
- 3. ACCESSIBLE WASHROOMS IN MIDDLE AND SECONDARY SCHOOLS**

K. Weninger

Kathy Weninger is in attendance at all Middle and Secondary Principal Meetings.

Where is the school district at with gender and non-gender washrooms?

RMS had a transgendered student and it was very difficult to accommodate this student.

- a. A common philosophical goal needs to be met.
 - i. How are these needs met?
 - ii. How do we budget to meet these needs?
- b. Administrators are looking for guidance.
 - i. What do administrators have to do to meet these goals and needs?
 - ii. Is a committee needed to visit schools and assess needs?
 - iii. Is this something that is directed by the board of education?
 - iv. It would be good to be board policy.
- c. Going Forward
 - i. Moyra Baxter will report to the board.
 - ii. Discussions need to be up front. Everyone needs to be on the same page.
 - iii. Conversations with the students that will be directly affected need to take place.
 - iv. Education needs to be made available to parents.
 - a. Allow parents to have discussions.
 - b. This should be dealt with through the parent's associations. Adam will take this to COPAC.
- d. A Simple Solution
 - i. An inclusive washroom that is available to whoever needs it.
 - ii. There will be significant costs attached to every middle and secondary school to have one inclusive washroom on site.
 - iii. At this point, every middle and secondary school is having to respond in one way or another. The District needs a thoughtful plan.
 - iv. Rick Oliver will present the topic to the District Planning and Facilities Committee.

4. HARMONY DAY DATE

Rick Oliver

Harmony Day 2017 will take place on Wednesday, Feb 15, 2017.

5. DHRC MEETING DATES FOR 2016-2017

Rick Oliver

The meeting dates for the 2016-2017 school year have been accepted and approved.

INFORMATION ITEMS

1. WE DAY 2016

Rick Oliver

WE Day 2016 will be on November 3, 2016 in Vancouver BC at Roger's Arena.

The school district helps facilitate WE Day.

Some secondary schools are opting out of WE Day this year.

Years ago, there was a sense of social justice deficiencies in our schools.

WE Day has filled this void.

School District No. 23 could create a Diversity Summit to replace WE Day.

WE Day does not benefit ALL students in our district; it benefits the 600 students that are chosen to attend.

2. There is a nonprofit business trying to connect students to community organizations.
 - a. This could benefit ALL students.
 - b. This will help our students become aware of our local issues.
 - c. The District is not offering an alternative when schools are being asked if they are interested in participating.
 - d. We are in transition. We re-assess every year.
 - i. If there was an alternative to WE Day, there is an appetite in our district to explore it.
 - ii. Catherine Broome is interested in participating on a committee if other options become available.

Thank you for all of your time and thoughtful contributions to this committee for the 2015-2016 school year. Have a wonderful and restful summer break with family and friends.

See you in September!