

# DISTRICT HUMAN RIGHTS COMMITTEE

*Fostering Discrimination-Free Working and Learning Environments*

## MINUTES

Thursday, December 1<sup>st</sup>, 2022

4:00 pm - 5:30 pm

HRES Room 3

|                                  |                                                             |                                                                      |                                                            |
|----------------------------------|-------------------------------------------------------------|----------------------------------------------------------------------|------------------------------------------------------------|
| <b><u>COMMITTEE MEMBERS:</u></b> | <b>Valene Johnson</b><br>Board of Education                 | <b>Julia Fraser (Alternate)</b><br>Board of Education                |                                                            |
|                                  | <b>Raquel Steen</b><br>Central Okanagan Public Schools      | <b>Kyle Cormier</b><br>Central Okanagan Public Schools               | <b>Violeta Malfair</b><br>International Ed/Welcome Centre  |
|                                  | <b>Deannie Zahara</b><br>COPAC Representative               | <b>Jesse Bruce</b><br>COPVPA                                         | <b>Carrie Broughton</b><br>COPAC Representative            |
|                                  | <b>Jill Voros (Alternate)</b><br>COPVA                      | <b>Jessa Paddison</b><br>COLIP Coordinator                           | <b>Simone Gauthier</b><br>CUPE                             |
|                                  | <b>Meran Couzens</b><br>CUPE                                | <b>Lori Dawson-Bedard</b><br>COTA                                    | <b>Kelly Hanson</b><br>COTA                                |
|                                  | <b>Dr. Catherine Broom</b><br>UBCO                          | <b>Renee Opperman</b><br>K-12 SEL Team Teacher<br>District SOGI Lead | <b>Wan Wan</b><br>KCR Community Resources                  |
|                                  | <b>Sherri Roche</b><br>Learning Support Services (SEL Team) | <b>Mehak Parihar</b><br>Co-Pres District Student Council             | <b>Ramneek Parihar</b><br>District Student Council         |
|                                  | <b>Amely Wolf</b><br>District Student Council               | <b>October Angell-Janfield</b><br>District Student Council           | <b>Kirsten Donison</b><br>Central Okanagan Public Schools  |
| <b><u>GUEST(S):</u></b>          | <b>Derek Smith</b><br>Teacher - MBSS                        | <b>Misha Pikola</b><br>Student Gr. 10 - MBSS                         | <b>Jayden Stead</b><br>Student Gr. 10 - MBSS               |
| <b><u>REGRET(S):</u></b>         | <b>Carrie Broughton</b><br>COPAC Representative             | <b>Trustee(s) – TBA</b><br>Board of Education                        | <b>Dr. Catherine Broom</b><br>UBCO                         |
| <b><u>ABSENT:</u></b>            | <b>Meran Couzens</b><br>CUPE                                | <b>Amely Wolf</b><br>District Student Council                        | <b>October Angell-Janfield</b><br>District Student Council |

### 1. WELCOME AND INTRODUCTIONS

Raquel welcomed new and returning committee members, acknowledging we are on the unceded territory of the Okanagan-Sylix people. As first meeting of new school year, committee members introduced themselves, who they represent, and their role within the community.

### 2. AGENDA

Motion to adopt agenda: Sherri Roche – moved; Violeta Malfair – second  
Minutes from last DHR meeting in April were not available

### 3. PRESENTATIONS

#### 4.1 Global and Intercultural Skills Program

Guests MBSS Teacher Derek Smith and Gr.10 MBSS students Misha Pikola and Jayden Stead introduced the program to the committee.

- Curriculum involves teaching about bias (of others and oneself), different cultures, how cultural influences affect one's own behavior, and how to interact with other cultures.
- Includes 3 modules and is generally completed over 3 years, and student receive a certificate of completion. Students earn credits toward completion for such things as: travel, hosting homestay students, becoming involved in cultural community events, and taking language classes.
- Each student takes an IDI assessment during program; IDI is self-assessment identifying one's perception of self and how one behaves in regard to others; allows for self-reflection and recognizes one's own bias. Committee members commented they would like the opportunity to take such an assessment.
- Goal is to have this certificate program ministry approved (currently BAA) so it can be used for graduation credit.
- With community activities opening again, hope to have students interact with others out in our community beyond the school walls.

- 2 videos shown from previous MBSS students who took the program expressing how valuable they feel it is and how much they learned about themselves from it.
- Program summary was provided to all committee members.

#### **4. DISCUSSION AND UPDATES**

##### **4.1 Sanctuary School Policy**

This new policy was presented last June to board and approved in October  
Since that time the policy has already been put into practice.

- Families with precarious immigration status come through the Welcome Centre.
- It was discussed how this policy changes the access of schooling for families that may be vulnerable or in need protection.
- The policy and Deputy Minister Bulletin were shared.

##### **4.2 Affinity Group for Parents/Guardians of Black Students**

Raquel updated the committee regarding the first 2 meetings and shared key points of the discussion:

- Comprised of parents who have Black children currently attending our schools.
- Common thread from the meetings– more work needs to be done in schools to ensure Black students feel support and protected.
- There is a need to do a better job ensuring families know where to report racism.
- Links, resources, and advertisements of meetings need to more readily available.

Wan Wan added that there is a racism reporting link through KCR website for the general public, not just schools.  
District Student Council representatives asked for the link to be made available on the school portal.

##### **4.3 Role of K-12 Social Emotional Learning (SEL) Team Teacher – Renee Opperman**

Renee talked about this new role and the numerous initiatives she has been working on: creation of more diversity clubs, multicultural section in weekly newsletters, multicultural videos for families, meeting as many staff and students as possible, working with OC, anti-racism grants. Renee is also the District SOGI lead.

##### **4.4 Human Rights Month**

The month of February is a busy one and there are many events on the calendar

The previous discussions regarding building a catalogue of resources at each grade level was revisited.

How do we go about building this catalogue? Not sure how this can be done?

Discussed RSS currently working to bridge culture in schools through activities such as sharing of different foods, showcasing traditions, videos and sharing of experiences amongst students.

Current grant applied for by Renee will help with the sharing of cultures across all grades.

##### **Questions:**

The enhancement agreement and multicultural sensitivity training for staff was questioned. Where are we going with this?

Currently we are piloting in pockets at this point. Supports need to be in place as triggers may occur with this training – need to be delivered in a safe way.

Added that current Welcome Centre postings ask for training of applicants.

We are moving forward in our district as we are becoming more diverse, but more work needs to be done

It was acknowledged that Diversity, Equity and Inclusion needs greater focus.

Presentations need to build on each other and not be a singleton sessions.

#### **5. ADJOURNMENT**

Meeting adjourned at 5:30 pm

#### **Upcoming District Human Rights Committee Meetings**

Thursday, February 2, 2023 HES Room 3, 4:00 – 5:30