



Central Okanagan  
Public Schools  
Together We Learn

**DISTRICT HUMAN RIGHTS COMMITTEE**  
*Fostering Discrimination-Free Working and Learning Environments*  
**Thursday, January 25, 2018 4:00 pm – 5:30 pm**  
**School Board Office - Boardroom**  
**MINUTES**

**COMMITTEE MEMBERS PRESENT**

Board of Education	Moyra Baxter, Board Chairperson	
Community	Joyce Brinkerhoff, Kelowna Inter-Cultural Society	Latif Kacuri, Kelowna Community Resources
COPAC	Adam Clarke	
COPVA	Mike Kormany	
COTA	Leigh-Ann Yanow	Erin Talbot
CUPE	Colleen Elder	
District Student Council	Jessica Proulx (RSS)	
Central Okanagan Public Schools	Dr. Rick Oliver, Assistant Superintendent	Deb Roseleine, Recorder

**REGRETS**

Aboriginal Education	Joanne DeGuevara	
Board of Education	Deb Butler	
Community	Rawle James, Kelowna Community Resources	
COPAC	Sarah Shakespeare ( <i>Alternate</i> )	
COPVA	Kathy Weninger	
UBCO	Dr. Catherine Broom	
District Student Council	Isis Darosa (OKM)	Lily Robinson (GESS)
International Education	Carol Rimmer	
Central Okanagan Public Schools	Kyle Cormier, Director of Human Resources	

**1. WELCOME**

*Rick Oliver*

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

- Jessica Proulx, District Student Council Representative
- Erin Talbot, COTA Representative

**2. AGENDA**

*Rick Oliver*

- 2.1 **Additions to Agenda:** There were no additions to the January 25, 2018 agenda.
- 2.2 **Approval of January 28, 2018 Agenda. – APPROVED.**

**3. PREVIOUS MINUTES**

- 3.1 **Adoption of the June 8, 2017 Minutes. No amendments. – ADOPTED.**

*Rick Oliver*

**4. ACTION ITEMS**

- 4.1 **Report on Re-Establishment of A Human Rights Commission in BC**

*Adam Clarke*

***"A Human Rights Commission for the 21<sup>st</sup> Century: British Columbians Talk About Human Rights"***

The Premier announced the re-establishment of a Human Rights Commission in August and the Attorney General asked for recommendations before the end of 2017, which are contained in the attached report.

We are going to have to be able to react and think about how to revise our Human Rights Policy to accommodate this new commission.

**4. ACTION ITEMS** *(Continued)***4.2 SOGI 123 – Provincial Initiative and Resources****Rick Oliver**

Rick introduced SOGI 123 to the committee. Resources to support districts and teachers are available online at SOGI.org and act as a guide to help us work through the process in being more inclusive of diversity. We are one of fifty-one districts in the province that are involved in the ongoing process. The government established a structure and recommended resources last year.

*A video was shown to give the committee an overview of the process.*

**SOGI PowerPoint Presentation:** The Human Rights Committee worked through a process over the past two years to create the SOGI policy that came through the Human Rights Committee to the Board.

**Background: BC Human Rights Code Amendment – Addition: "Gender Identity or Expression"**

The Human Rights Code was amended as of July 2016 to include "Gender Identity or Expression". As a result, all of our schools were required to amend the Code of Conduct on their websites and any printed material to include this addition. Policy 352 and Policy 452 in the Staff Policies and Procedures needed to be amended to add gender expression. When those policy changes were proposed at a Board Meeting, the gallery was overflowing and people were lined up in the hallway with some powerful speakers coming forward. The Board voted unanimously in favour of the policy amendments. It was a very powerful moment.

This committee put forward some further recommendations on gender-neutral washroom access across the district. The Board directed staff to work with our Operations Department and the directive went through the Facilities Committee to create more accommodating washrooms, which started with the gender-neutral washrooms in the School Board Office.

The committee had a great discussion on how to support students in our system and the importance of keeping parents informed.

**4.3 Word of the Week and Info on Multi-Cultural Holidays****Rick Oliver**

There is still work being done. We are looking for ways to infuse this to be more inclusive.

**4.4 Human Rights Month – February 2018****Leigh-Ann Yanow**

The Human Rights Calendar was distributed to the committee. *(Attached)*

We've included events that are happening in our community and also nationally and globally. We've already put the calendar on the Harmony Day website and it will be posted on the school district home page as well.

**4.5 Harmony Day 2018 Events, January 30<sup>th</sup> Living Library Conference****Leigh-Ann Yanow**

We have a Living Library Conference coming up for middle school students to prepare them for Harmony Day. We have 155 students registered and 18 speakers. The speakers each come in as a "book" and instead of reading, they tell their own story to the students.

COTA has donated \$5,000 and that goes towards the cost of the TOCs. All middle schools are participating, including OKM and GESS. We also look after the cost of the bussing and the lunches at the conference.

The Harmony Day t-shirts have changed a little bit to go with our theme of "Resilience". The t-shirt has our Harmony Day logo and "Central Okanagan Public Schools" on the sleeve.

**Harmony Day Resources for Schools:** Among the books that are being sent out to schools are, "I Have The Right to Be A Child", "My Beautiful Birds", and "Embers" - a book of Ojibway interpretations.

**Harmony Day Website:** The website is upgraded again this year. It's a new site: [harmonyday.ca](http://harmonyday.ca)

**Harmony Day Video:** Chris Velasco from the Tech Department is working on this video again this year. Chris is working with two teachers from RSS, one film making teacher and one dance teacher. Some poetry and dance are going to be involved. It's looking great.

Our keynote speaker at the conference will be Rawle James. If any of you would like to attend, you are welcome to come check it out.

#### **4. ACTION ITEMS (Continued)**

##### **4.6 Board Proclamations – January 31, 2018 (Attached)**

***Rick Oliver***

- The Board will be declaring February as Human Rights month at next week's Board of Education meeting.
- We will ask for the Human Rights Month calendar to be attached to the Superintendent's newsletter.

#### **5. INFORMATION ITEMS**

##### **5.1 Welcome Centre and International Ed Updates**

***Rick Oliver***

What is diversity and what does it look like in our school district? We have 1,008 students from 69 different countries in our system. Latif works with us and with those families. That's huge that out of our 22,000 students, there are 1,008 students who have recently immigrated. 63 of those students are refugees.

In our International Education program, we have 540 students and 400 FTE. Our target was 400 students. Germany is still our number one country, second is China, and Mexico is third. From there it's Japan, Brazil, Italy and Spain. Our goal has been diversity and I think that we are seeing a lot of diversity in our system from the Welcome Center and International Ed.

##### **5.2 Non-Sexist Environment Statement Posted at All Worksites (Attached)**

***Rick Oliver***

Every year the ***Non-Sexist Environment statement*** is signed by the Superintendent of Schools/CEO and the COTA President and posted on all worksite bulletin boards.

##### **5.3 WE Day Feedback – October 18, 2017**

***Rick Oliver***

600 of our students and staff went to the WE Day event in Vancouver.

We met last week as a committee. There were a lot of changes made by the WE Day Committee this year.

We wanted to make sure that we didn't have a lot of food waste. We took the leftover food to a shelter outreach center on our way to the WE Day event, so that was the biggest plus – there was no waste and kids got what they wanted.

We had a very positive survey result with 100% of the teachers responding that they wanted to go to WE Day again. There were a lot of positives from the day. The kids really spoke well.

##### **5.4 Global Schoolhouse 2018 Update**

***Joyce Brinkerhoff***

The Global Schoolhouse will be running from February 13 to 21, 2018. Based on feedback from teachers, the impact that the Global Schoolhouse has on our students has been really positive and has been a good learning experience.

#### **6. FUTURE AGENDA ITEMS**

##### **6.1 COPAC raised two items for future consideration:**

***Adam Clarke***

**6.1.1** COPAC is aware that the demographics of the Central Okanagan are in flux. It appears that in some communities, the diversity of teaching staff differs from that of the local community. Perhaps the district could start by determining the accuracy of our causal observations.

**6.1.2** COPAC is concerned about the impact that Sexual Assault and Harassment has upon students in our schools and requests that the district review the codes of conduct and serious offences. This will be referred to the District Safe Schools Committee.

#### **7. ADJOURNMENT**

The meeting adjourned at 5:30 p.m.

**Next District Human Rights Committee Meeting – Thursday, June 7, 2018**

*(Optional Meeting Date of April 26, 2018 – only if needed to address emergent items)*