



DISTRICT HUMAN RIGHTS COMMITTEE

Fostering Discrimination-Free Working and Learning Environments

Thursday, February 6, 2020
Hollywood Road Education Services – Room 3
4:00 pm - 5:00 pm

DRAFT MINUTES

COMMITTEE MEMBERS PRESENT

Julia Fraser Board of Education Representative	Paula Morrison COPAC Representative	Lori Dawson Bedard COTA Representative
Leigh-Ann Yanow COTA Representative	Anima Anand Kelowna Community Resources	Bill Wang Kelowna Community Resources
Joanne De Guevara Indigenous Education	Simone Gauthier CUPE Representative	Kyle Cormier Central Okanagan Public Schools
Dr. Rick Oliver Central Okanagan Public Schools	Deb Roseleine (<i>Recorder</i>) Central Okanagan Public Schools	

REGRETS

Moyra Baxter (<i>Alternate</i>) Board of Education	Raquel Steen COPVPA Representative	Kathy Weninger COPVPA Representative
Mary Hope COTA Representative	Latif Kacuri Kelowna Community Resources	Dr. Catherine Broom UBCO
Yvonne Wood (<i>OKM, Grade 12</i>) District Student Council		

GUEST PRESENTERS

Terry Beaudry Deputy Superintendent	Naim Cardinal District VP, Indigenous Education	
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1. INTRODUCTION

Rick asked the members to introduce themselves and welcomed Bill Wang to the committee. Bill is stepping into the role that Leah Sanford was in – he is the new Central Okanagan Local Immigration Partnership (COLIP) Coordinator at Kelowna Community Resources.

2. AGENDA

Rick Oliver

2.1 Additions to the February 6, 2020 Agenda – there were no additions.

2.2 Change to the February 6, 2020 Agenda:

- Move "*Equity in Action*" to the beginning of the agenda.

2.3 Approval of the February 6, 2020 Agenda – APPROVED by the committee with the above change.

3. PREVIOUS MINUTES

3.1 Adoption of the September 26, 2019 Minutes

The committee reviewed and ADOPTED the minutes of the September 26, 2019 District Human Rights Committee meeting.

4. ACTION ITEMS

4.1 Equity in Action Agreement

Terry Beaudry, Naim Cardinal, Joanne De Guevara

Rick welcomed Deputy Superintendent Terry Lee Beaudry and Naim Cardinal, District Vice Principal of Indigenous Education, to the meeting. They attended as guests to give a presentation to the committee alongside Joanne De Guevara.

The committee was given the opportunity to review the *Equity in Action Agreement* before Terry, Naim and Joanne provided a brief orientation overview.

There is a lot of excitement around the signing of this *Equity in Action Agreement*.

The agreement itself specifically supports Indigenous students' success, however the concept of equity really ripples out to all 23,000 of our students, with the goal of ensuring that access and opportunities are provided to each student in our school district to enable them to thrive.

In the past we have signed tri-party enhancement agreements between the Ministry of Education, the Central Okanagan School District, and the Indigenous communities within the Okanagan territory. Those enhancement agreements have been specific commitment statements, explicit goals to move our Indigenous students' success rates forward. They have served their purpose; we have moved from a graduation rate in 2001 of 31% to 82%. With a significant success rate in a very small period of time in history, we are closing the gap in parity between Indigenous and non-Indigenous students. Students are finishing with dignity, purpose and options.

We strongly believe that this *Equity in Action Agreement* has a deeper level in a sense of shared responsibility that goes beyond the Indigenous Education program and moves out to a district wide responsibility, starting with the Board and our senior leadership teams, but also engaging schools and school communities.

The front cover is a beautiful project and frames the whole essence of this agreement. This was a project that was done in 2018 with Sheldon Lewis, an amazing artist from Okanagan Indian Band. He just finished painting "The Four Food Chiefs" at Constable Neil Bruce Middle School with Indigenous students there.

Sheldon worked with KSS teacher Tim Mayer and UBC faculty. They imagined how to translate the students' learning into a visual graphic. It really speaks to what has happened in the past from the elements of the residential school to the contemporary visual of the Okanagan bridge and the sense of moving forward (as the paddlers are moving forward) in our efforts to have more inclusiveness and a sense of reconciliation within Canada. There are huge banners of this beautiful mural at KSS.

Joanne acknowledged all of the committee members who worked over two and half years to collect data and reach goals, our community our community partners, the Ministry of Education, and district staff at all levels who came alongside and were committed to the work.

There were community forums and lots of surveys and ways to collect info from students and parents teachers and district staff. There were many voices at the table to determine how we want to move forward as a district.

Terry told the committee that the *Equity in Action Agreement* is seen as a living definition, to have some sense of meaning of what equity is because we are going to be having those conversation in our schools and out in the great community. We sometimes are up against conversations where we have a belief statement that equity means equal. We're beyond that, we know that equity means the art of possibility for every child which will be unique and different.

They agreed with members of their equity scan committee that they want to see a sense of empowerment - of what equity is that empowers each learner to thrive, to be looked at from a wholistic lens. It's a combination of spiritual and cultural as well as physical and intellectual development.

4. ACTION ITEMS (Continued)

4.1 Equity in Action Agreement (Continued)

Belief statements were created that speak to what we hope to have, not just a sense of simply reaching parity, but ensuring that every child reaches their potential, that there will be no difference between any of our students regardless of their ancestry, that they will all be in a position of graduating with dignity, purpose and options.

Every journey is different, all we can do is share.

Rick thanked the presenters and commented that the *Equity in Action Agreement for Truth & Reconciliation* ties in beautifully with the mandate of the District Human Rights committee in terms of education for the whole of our district, students, staff, parents and community.

5. INFORMATION ITEMS**5.1 District Participation in Pride Events*****Julia Fraser for Norah Bowman***

A motion was passed that the Board would participate in the Pride events and last year was the first year that the Board and Administration attended. There was discussion about joining with COTA and CUPE and having a larger presence in the future to be more proactive. Julia as Board rep can take that forward.

5.2 Living Library Middle School Conference***Leigh-Ann Yanow***

Our fourth annual Living Library Middle School Conference took place on January 24th. We had 150 students in attendance including Canyon Falls Middle School this year. It's great to have another school on board. There were eighteen community speakers, including two students. There were three keynote speakers (two in the morning and one in the afternoon). We brought our keynote speaker, Clayton Gautier, in from Prince George. He is the author of *"The Bear's Medicine"*. It was really exciting to have him at the conference for the whole day. The presenters are "live books" who tell their stories to the students and the theme this year was *Gratitude*. Chris Velasco did tape four different presenters (books) this year. We will incorporate those in our website. Grade 12 OKM student Hanna Sault-Hartwick, a provincial recipient who won first place for her story *"Whole"* in the Junior Writing category of the Indigenous Arts and Stories Contest, told her powerful story about growing up as the daughter of an Indigenous mother and Caucasian father. Students participated in two live book presentations and then enjoyed a cultural lunch. This year they were able to choose from Indigenous tacos, Japanese food and Indian food. We love how they're willing to try new things. It was a really positive day. We had lots of positive feedback from teachers, as well as presenters telling us what an amazing opportunity it was for them to be able to share their story. Some parents contacted Leigh-Ann to let her know how much their children enjoyed the conference.

5.3 Harmony Day 2020 Update***Leigh-Ann Yanow***

The goal of the Living Library Conference is to get middle school students involved and to follow up with planning Harmony Day events at their schools. This year Harmony Day is February 19th.

Leigh showed the committee the 2020 Harmony t-shirt design, featuring artwork by OKM Grade 12 student Teegan Johnston. The t-shirts are available for purchase to all students, parents and district staff. This year we are sending blank Gratitude cards to the schools. Students can then write gratitude notes to whoever they wish.

Four resource books were sent out to schools with the specific theme of gratitude. Elementary schools received *The Quiltmaker's Gift* and *Last Stop on Market Street*. Middle and Secondary schools received *Have You seen Louis Velez?* and all schools received *The Bear's Medicine*.

Leigh-Ann thanked Lori and COTA for all their support with the Living Library conference. They funded all the TOCs that were needed from the attending schools and that was very much appreciated. Leigh-Ann also expressed gratitude to the Harmony Day Committee for their assistance. Rick thanked Leigh-Ann for all of her hard work as Chairperson of the committee.

5. INFORMATION ITEMS (Continued)

5.4 Board Proclamation – Human Rights Month/Harmony Day**Rick Oliver**

At the last meeting, the Board proclaimed February as Human Rights Month and that's something that we as a committee recommended a number of years ago, and that has happened every year. At the next Board meeting, they will be giving a thank you and recognition to student Teegan Johnston, as well as to KSS teacher Tim Mayer. Leigh-Ann will also be speaking about Harmony Day and The Living Library at the Board meeting.

5.5 February 2020 Calendar of Events for Human Rights Month**Leigh-Ann Yanow**

The Human Rights calendar has been uploaded to the school district site.

5.6 Terms of Reference**Rick Oliver**

Rick Oliver read out the Terms of Reference, which is the District Human Rights Committee's statement of purpose and its mandate.

The committee structure has changed a little bit over time. PIE has just recently been established (Parents for Inclusive Education) so we will be inviting them to send a rep, in addition to our current COPAC rep. Our committee is also comprised of partner groups and community groups. The Board has asked that community groups be official groups so we have a UBC representative, the Immigration Partnership representative and Kelowna Community Resources as our immigration partner. What we tend to deal with are issues that come up from the system from students, parents and staff, as well as advocacy for any of those groups. We have advocated some policies and policy changes to the Board that have been implemented, as well as some structural pieces such as SOGI. We have had gay-straight alliances that have presented to us in the past that pushed for inclusion of gender-neutral washrooms. The Board is committed through Operations to being as inclusive as possible within the limitations of what the budget will allow us to do from year to year.

All of our schools have Diversity Clubs unique to each site to provide our students with a safe place to meet.

5.7 Policy Updates to the Board**Rick Oliver**

One of the recommendations that came from one of our schools' diversity clubs was in regard to the Board aligning their policies with gender neutral language. The Board accepted all of those changes in language and made a commitment to continue to use gender neutral language in all future policies.

6. FUTURE AGENDA ITEMS**5.1 Accessibility in Schools****Peter Molloy**

We've asked Dr. Molloy to present on *Accessibility in Schools* at our June meeting.

7. ADJOURNMENT

The meeting adjourned at 5:22 p.m.

UPCOMING DISTRICT HUMAN RIGHTS COMMITTEE MEETINGS***Thursday, April 23, 2020***

(Optional Meeting to be held only in the event of Emergent Items)

THURSDAY, JUNE 4, 2020**Hollywood Road Education Services - Room 3**

ACTION ITEMS SUMMARY

Action Item	Person(s) Responsible	Status
Accessibility in Schools Rick will invite Dr. Peter Molloy to a District Human Rights Committee meeting to address accessibility in schools.	Rick Oliver <i>on behalf of</i> <i>District Human Rights</i> <i>Committee</i>	Ongoing <i>Meeting Date</i> <i>To Be Confirmed</i>