



Central Okanagan Public Schools
DISTRICT HUMAN RIGHTS COMMITTEE
Terms of Reference

1. Committee Mandate

The District Human Rights Committee (DHR) is committed to fostering a learning and working environment in Central Okanagan Public Schools that is culturally safe and free from discrimination. Guided by Policy 350 – Human Rights, the committee's mandate is to promote equity, understanding, acceptance, inclusivity, and harmony.

As directed by the Board of Education and/or Superintendent of Schools, the committee will:

- i. Promote school-based and district initiatives related to Human Rights.
- ii. Act as a resource for and receive input from partnership groups to increase awareness and support of school-based and district initiatives related to Human Rights.
- iii. Review and provide input to various public education issues related to Human Rights in Central Okanagan Public Schools and the community.
- iv. Provide recommendations to the Superintendent of Schools and the Board of Education on additional strategies to enhance equity, foster understanding, promote acceptance, strengthen inclusivity, and cultivate harmony within Central Okanagan Public Schools, in alignment with Human Rights principles.
- v. Assist in the implementation, review, and evaluation of the District Anti-Racism Action Plan, the District Equity in Action Plan and the District Accessibility Plan.

2. Committee Composition

- a. The District Human Rights Committee shall include the following representatives:
 - i. District staff (2)
 - ii. Board of Education Trustee (1)
 - iii. Canadian Union of Public Employees (1)
 - iv. Central Okanagan Teachers' Association (1)
 - v. Central Okanagan Principals' and Vice-Principals' Association (1)
 - vi. Central Okanagan Parent Advisory Council (1)
 - vii. District Inclusive Education Department (1)
 - viii. District Indigenous Education Department (1)
 - ix. District International Education Department (1)
 - x. District Settlement Services Department (1)
 - xi. District Safety and Wellness Department (1)
 - xii. District SOGI Lead (1)
 - xiii. District Student Council (1)
 - xiv. Partners for Inclusive Education Representative (1)
 - xv. Community Partners (3)

- b. Additional representatives may be invited to participate or provide input when determined by committee need.
- c. Committee members will be appointed by the executive of the representative association.
- d. Length of Term
 - i. When applicable, length of term will be determined by each representative association according to their respective procedures.
 - ii. All other members will be asked to commit to at least a two-year term.

3. Sub-Committees

- i. The committee as a whole can approve the formation of sub-committees on an ad hoc basis.
- ii. Membership of the sub-committees will be solicited at a meeting of the whole committee.
- iii. Additional non-committee members may be invited to sub-committees.

4. Roles and Responsibilities of Committee Members

Committee members are expected to fulfill the following roles and responsibilities as it relates to supporting Human Rights educational initiatives in Central Okanagan Public Schools by:

- i. Familiarizing themselves with the Terms of Reference
- ii. Committing to continuous growth and learning in regard to supporting an awareness of and advocacy for Human Rights
- iii. Collecting input from and ensuring committee business is reported back to their representative association
- iv. Supporting, participating, and contributing to the priorities of the committee

5. Committee Operation

- a. Meetings
 - i. Meetings will be facilitated and coordinated by the committee chairperson.
 - ii. Meeting dates will be developed and agreed upon by the committee annually. (Three meetings per year)
 - iii. Meeting agendas will be developed by the Committee Chairperson and distributed to the committee in advance of the meeting date.
 - iv. Minutes of the regular meetings will be recorded and distributed to the committee members prior to the next committee meeting.
- b. Decision Making
 - i. Decisions will be made through a collaborative approach, which the committee formally endorses.
 - ii. Committee motions for Board consideration will be decided by a majority vote of its members.
 - iii. Decisions made by the committee will be recorded in the committee meeting minutes.

c. Terms of Reference Review

- i. The Terms of Reference will be reviewed by the committee at least once every three years or as requested by the majority of committee members.
- ii. Changes to the Terms of Reference will be decided upon by majority vote of its members.