

DISTRICT HUMAN RIGHTS COMMITTEE

Fostering Discrimination-Free Working and Learning Environments

AGENDA

Tuesday, June 27th, 2023

4:00 pm - 5:30 pm

HRES Room 3

<u>COMMITTEE MEMBERS:</u>	Valene Johnson Board of Education Kyle Cormier Central Okanagan Public Schools Deannie Zahara COPAC Representative Jessa Paddison COLIP Coordinator Lori Dawson-Bedard COTA Renee Opperman K-12 SEL Team Teacher District SOGI Lead Mehak Parihar Co-Pres District Student Council Kirsten Donison Central Okanagan Public Schools	Julia Fraser (Alternate) Board of Education Violeta Malfair International Ed/Welcome Centre Jesse Bruce COPVA Simone Gauthier CUPE Kelly Hanson COTA Wan Wan KCR Community Resources Ava Parke District Student Council	Raquel Steen Central Okanagan Public Schools Carrie Broughton COPAC Representative Jill Voros (Alternate) COPVA Meran Couzens CUPE Dr. Catherine Broom UBCO Sherri Roche Learning Support Services (SEL Team) October Angell-Janfield District Student Council
<u>GUEST(S):</u>	Randy Horne Central Okanagan Public Schools	Michelle Kaup Central Okanagan Public Schools	
<u>REGRET(S):</u>	Jessa Paddison Kelly Hanson Meran Couzens	Julia Fraser Ava Parke October Angell-Janfield	Simone Gauthier Jill Voros

1. WELCOME AND INTRODUCTIONS

Those in attendance were welcomed and land acknowledgment was made by Raquel.

2. AGENDA/PREVIOUS MINUTES

Motion for approval of agenda

- Requested addendum to agenda - Carrie Broughton
 - Discussion on recent District Track and Field Incident

Motion for approval of amended agenda: Violeta Malfair

Seconded: Jessie Bruce

Motion for approval of April minutes

- Correction noted to minutes (3 billion dollars to read 3 million dollars) – Randy Horne
- Minutes to be updated

Motion for approval of amended minutes: Carrie Broughton

Seconded: Wan Wan

3. PRESENTATIONS

4. DISCUSSION AND UPDATES

4.1 Accessibility Mandate: Update from Randy Horne and Michelle Kaupp

Randy reviewed what the provincial mandate means for our district.

By September 1 of this year we must have in place:

1. Accessibility Sub-Committee – created after April Zoom meeting
2. Accessibility Plan – drafted
3. Feedback Tool – in process

The drafted Accessibility Plan was presented with a power point.

Key points:

- it is a 3-year plan aligning with current legislation
- highlights 3 important terms: Barriers, Disability, and Impairment
- drafted definitions and terms have been taken from Disability BC – keeping in alignment with their work.

The government itself will soon be releasing expected standards in two areas: Employment and Transportation. Randy not sure how this will work for us.

This legislation is not funded. The hope is that as barriers are identified and a voice is given to those with disabilities, this will create momentum for funding.

It was asked how would one be able to *define themselves* as having a *barrier or disability*? Would this need to involve a doctor note or be substantiated by a medical professional?

Randy stated at this point he does not have the answers as to how this will work.

It was commented by another member that the Human Rights Act and Employment Standards will affect this and will need to be considered.

Randy stressed the importance of moving slowly and thoughtfully in our plan. Gathering information from those with lived experiences is critical.

Michelle Kaupp spoke to the development of the "feedback tool" and gathering such data. The committee is looking to answer these questions.

1. How will feedback will be accessed?
2. What the feedback tools might look like?
3. Where the feedback tools might be found?
4. Privacy and safety concerns

Many different options for feedback needs to be available: i.e. online forms, phone, email, and mail. Barriers hindering feedback need to be eliminated: i.e. use of translators, videos, photos, voice or reader screens, large font, subtitles, using forms/tile(s) or link(s), QR codes; highly visible and user friendly.

Once the tool is developed, data will be collected, and tangible achievable goals will be created in the areas of:

- employment
- building
- transportation
- communication

All SD23 websites are currently being redesigned to be more user friendly.

One committee member commented that some people may feel accessibility encompasses more than building and schematics, and must include *broader* issues and experiences i.e. discrimination, learning considerations. It was suggested an other category should be included on the forms.

It was also suggested the feedback tool(s) needs to be available in multiple languages due to the diverse population moving to our district.

All members will be sent the draft plan within the week and are asked to review and send feedback to Randy or Michelle by July 10, 2023.

Once feedback is received and feedback tools are designed the plan will be accessible to the community.

4.2 Anti Racism Strategy and Action Plan: Raquel Steen

Raquel re-visited the new ministry action plan with members. Raquel invited the committee to review and provide feedback on the plan as there are many things to consider.

The vision of the plan is to empower students to be anti-racist. The plan focuses on six priority areas; community voice, removing barriers, raising awareness, collaborative change, capacity building and school support.

KCR currently has a website "hub" called "United Against Discrimination", where one can report an incident online, by email or by phone as well as access available resources. Wan Wan reported that post covid there has been a rise in incidents and reports of racism in BC. These often occur on busses and with female victims from marginalized groups.

There is some alignment with the District Strategic Plan and the new Anti-Racist Action plan; additional action items will be added to the District workplan next year.

Province has curated resources and policies linked to anti-racism which are available on the Harmony 23 website.

Renee Opperman spoke about her role as SOGI Team Lead and the training modules she has created this year. Sherri Roche acknowledged the work Renee has done and recognized that Renee's passion and dedication to create connections has been incredible and she has created safe spaces for learning which can be uncomfortable to take place.

It was asked if the training modules would be available for parents and could they participate? Raquel stated provincial training modules would be available at some point in the future and parents will be welcome to participate in future opportunities.

Raquel informed the committee the district theme for 2023-24 school year is: WONDER

4.3 Pride Booth: Renee Opperman

Members were updated on the success of the Central Okanagan Public Schools Pride Booth at the Pride Festival - June 8th

- Approx 65 volunteers supported the booth at City Park
- Students from many different schools attended; shared positive feedback about things happening in their schools
- Organizers received positive feedback from the event

4.4 Added Agenda item: District Track and Field Incident

More clarification was sought regarding the recent incident at the Apple Bowl.

It was asked: What was the response from District? What are the District strategies moving forward? What will future responses be? How will we ensure student and staff safety moving forward?

Members were told the yearly event is organized by a group of retired teachers as well as teacher and parent volunteers. The person(s) involved have been banned from any district events moving forward.

Committee member stated that this incident to be a violation of Human Rights and felt the committee should be making a recommendation to the board. After discussion, it was decided that the committee chair and the Trustee representative would bring concerns forward to the Superintendent.

4.5 Other

It was acknowledged that National Indigenous day was June 21

Mehak was recognized for her dedication to the committee and to District Student Council. The committee wished her the best!

Raquel thanked everyone for joining the committee and bringing a voice to the meetings for this school year.

5. ADJOURNMENT

Meeting adjourned at 5:45 pm

Upcoming District Human Rights Committee Meeting

Thursday, December 14, 2023
Main SBO Board Room 1, 4:00 pm – 5:30 pm