

## DISTRICT HUMAN RIGHTS COMMITTEE

*Fostering Discrimination-Free Working and Learning Environments*

### Minutes

Thursday, April 27<sup>th</sup>, 2023

4:00 pm - 5:00 pm

Via Zoom

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

#### 1. **WELCOME AND INTRODUCTIONS**

Raquel welcomed everyone to the meeting and acknowledged that we are on the unceded territory of the Okanagan-Sylix people. Committee members joining today introduced themselves.

#### 2. **AGENDA**

Motion for the approval of today's agenda

Motion carried: Violeta Malfair; Seconded: Deannie Zahara

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Motion for the approval of minutes

Motion: Deannie Zahara; Seconded: Jessie Bruce

#### 3. **PRESENTATIONS**

Raquel thanked everyone for attending this additional DHR meeting via zoom, welcoming Randy Horne and Michelle Kaupp to talk about the new recently adopted Accessible BC Act and how it will affect our district

### 3.1 Accessibility Act – Randy Horne

Randy acknowledged being on the traditional land of Okanagan -Sylix people

A slide deck was presented introducing the committee to the Central Ok Public Schools Accessible BC ACT and outlining important key items.

The Act came into effect in September of 2022. This September 1, 2023, all organizations in our province will need to be in compliance with this act: this includes public schools, private schools, policing, and numerous other organizations (we have over 750 organizations in BC who will need to comply).

What does it mean for us? 3 things have been mandated and need to be in place by Sept 1, 2023. This includes a(n):

- Accessibility committee
- Accessibility plan
- Feedback mechanism for anyone in the general population.

Randy and Michelle have been working on creating a *link* for the SD23 website; this link would allow access for anyone to view the Act as well as access a feedback link in which barriers, issues and accessibility concerns in our district can be brought forward.

Unfortunately, there is no additional funding being provided directly to the district to do this work, but the government has given 3 ~~billion~~ million dollars to the Disability Alliance in BC to support public bodies in achieving compliance. DABC (Disability Alliance BC) or BC Accessibility Hub has great information on the work supporting compliance and examples of plans already in place. Randy noted there are many other provinces who are several years ahead of us as far as accessibility.

Recommendations from Randy and Michelle: use an existing committee, start small, keep it simple and focused, and go slow building on successes.

Taking this to heart we want to make sure the plan implemented in our district is meaningful and developed with data from those with lived disabilities and experiences.

The DHR committee meets the mandate of a committee for this work.

Randy is looking to the end of June for a draft plan to be in place. We need to start with a working group; a sub-committee within the DHR committee. This subcommittee will then report to the Human Rights committee.

A terms of reference document was shared – this will be sent out to members that form this sub-committee (*will be needing a few more members*)

Randy and Michelle, Krista Marshall (COTA) and Tasha Carmichael (COTA) will be on this subcommittee. Other members they feel should comprise this committee include: the *new Indigenous Director, a CUPE member with lived experience, a Parent from PIE committee, and a member from COTA*

Randy shared a rough timeline to implement this mandate:

- Draft plan in works with committee in May
- Draft plan to Admin Council in June

- Draft plan to DHR committee in June
- September – Plan posted to the District website
- September - Feedback link goes live

Randy and Michelle are very supportive and excited about this legislation coming into effect.

#### 4. **DISCUSSION/QUESTIONS**

Time was given for any questions or comments:

It was asked if this presentation was going to be available to all our DHR committee members, not just the subcommittee?

Randy stated he is respectful of the process but at this time, is not ready for a public document to be circulated.

It was agreed that the *terms of reference* along with the *power point/side deck* shared today could be sent out to the DHR committee as long as it is kept internal for now.

Approval given from those in attendance to create a subcommittee, and approval of the suggested timeline to implement the mandate.

#### 5. **UPDATES**

Raquel asked for any other items or updates: None brought forward

#### 6. **ADJOURNMENT**

Meeting adjourned at 4:33 pm

#### **Upcoming District Human Rights Committee Meeting**

June 27<sup>th</sup>  
HES Room 3, 4:00 – 5:30