

COMMITTEE MEETING

PERSONNEL COMMITTEE

Wednesday, October 21, 2020

Committee Report to the Board, October 26, 2020

The Chairperson of the Committee called the meeting to order and acknowledged that the meeting is being held on the traditional unceded territory of the Musqueam, Squamish and Tsleil-Waututh Nations and reviewed meeting decorum. This meeting was live-streamed and the audio and visual recording is also available to the public for viewing after the meeting. The footage of the meeting may be viewed inside and outside of Canada.

A master PowerPoint presentation detailing the flow of the agenda was provided throughout the meeting, a copy of which is on file with the meeting agenda.

The Chairperson changed the order of the agenda with item 4.1 Notice of Motion: Anti-Racism Training for all VSB Employee Groups to follow the delegations.

1. Delegations

The following delegations gave presentations regarding the Anti-Racism Training for all VSB Employee Groups

- Warren Williams – CUPE Local 15
- Thien Phan
- Denis Agar

2. Notice of Motion: Anti-Racism Training for All VSB Employee Groups

Wording of the June 22, 2020 referred motion was corrected at the meeting.

The Committee Chair introduced the Anti-Racism Training for All VSB Employee Groups motion that had been referred from the June 22, 2020 Board Meeting. The Chair asked Trustee Reddy for proposed changes and additions to the original wording of the motion. Discussion ensued and there was consensus that the June 22, 2020 motion be changed and forwarded to the Board for approval as worded below:

IT IS RECOMMENDED THAT the Vancouver Board of Education engages independent experts to design and deliver anti-racism training for all educators with a focus on anti-Black, anti-Indigenous, and anti-Asian racism.

And that this training be at least one full day of training, including reference child rights, VSB policies and procedures on discrimination, hate, racism, SOGI, and incident reporting and response.

And that this training be mandatory for all employee groups and trustees in the 2020-2021 school year with a follow-up in the same year to obtain feedback and make needed changes.

It was noted that current Professional Development Days could not be utilized for this training day as it would be an in-service. Logistically, an additional non-instructional day would need to be added to the calendar. It was further noted, that under the School Act, the Board has the capability to amend the school calendar but given that the calendar is already established, it would have to be determined if it was possible to change for 2020-2021.

The committee discussed points proposed by Trustee Cho about adding an additional non-instructional day to the 2021/2022 school calendar for the purpose of anti-racism training for all staff and about writing to the Ministry of Education to recommend that this additional non-instructional day for anti-racism training be in place for all schools in British Columbia.

Discussion ensued regarding the logistics of implementing an extra non-instructional day for the current school year which included having to add additional instructional minutes. The Associate Superintendent and Secretary Treasurer will research the logistics of how to deal with the implementation of an additional non-instructional day for the 2020/2021 school year and bring options to discuss at the October 26, 2020 Board Meeting.

3. Staffing and Recruitment Update

The Associate Superintendent-Employee Services presented a report dated October 21, 2020 entitled *Staffing and Recruitment Update*. The report contains information about the changes and impacts which have occurred due to the COVID-19 pandemic. The report also contains historical resignation, retirement and recruitment data for all employee groups dating back to the 2017/2018 school year.

The Associate Superintendent-Employee Services also shared the addition of the new Indigenous Education Assistant program in conjunction with Burnaby Continuing Education and ACCESS.

Trustees and stakeholder representatives provided feedback and staff provided clarification on various points.

This was provided for information.

4. Wellness and Employee Engagement

The Director of People Services presented a report dated October 21, 2020 entitled *Wellness and Employee Engagement*. The report contains updates to programs and services since the start of the pandemic.

Trustees and stakeholder representatives provided feedback and staff provided clarification on various points.

This was provided for information.

5. Information Item Requests: None

6. Date and Time of Next Meeting

The next meeting of this Committee is scheduled for Wednesday, December 2, 2020 at 6:30 pm.

Meeting adjourned at 8:46 pm.

Estrellita Gonzalez, Chairperson

Committee Members Present in the Room:	Carmen Cho, Barb Parrot, Oliver Hanson
Other Trustees Present in Teams:	Janet Fraser, Jennifer Reddy, Allan Wong
Senior Management Present in the Room:	Carmen Batista, J. David Green, Jody Langlois
Senior Management Present in Teams:	Pedro da Silva, Suzanne Hoffman, David Nelson
Other Staff Present in the Room:	Deena Kotak-Buckley, Pete Nuij, Lorelei Russell
Association Representatives Present in Teams:	Treana Goolieff, VSTA Darren Tereposky, VESTA Paul Godfrey, VASSA Ankie Carswell, VEPVPA Tim DeVivo, IUOE Melissa Werfl, PASA Cynthia Schadt, CUPE 15 Karen Tsang, DPAC