

COMMITTEE MEETING

POLICY AND GOVERNANCE COMMITTEE

Wednesday, December 2, 2020

Committee Report to the Board, December 14th, 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.

1. Colonial Audit – Update (verbal)

Trustee Fraser presented a verbal update on the *Colonial Audit*. She discussed background information on the Colonial Audit and discussed the focus on building relationships and ongoing conversations with the First Nations. Further updates will be provided to the Policy and Governance committee.

This item was provided for information.

2. Advocacy Committee Update (verbal)

Trustee Cho presented a verbal update on the *Advocacy Committee*. She reported on the work the Advocacy Committee has been undertaken, including a potential motion requesting the Minister of Education reinstate the role of the Chief Educator at the Ministry, pending feedback from the Committee.

Trustees and stakeholder representatives provided feedback.

No concerns were raised by the Committee regarding the potential motion. A notice of motion will be brought to the December 14th, 2020 Board meeting.

This item was provided for information.

3. Motions referred from the June 22, 2020 Board Meeting

Trustee Parrott spoke to two motions referred from the June 22 Board Meeting. This was brought to Committee for consideration and feedback.

3.1 Racism and Discrimination – Strategic Plan

Trustee Parrott reviewed the rationale for the motion. She clarified she is referring to the current 2016-2021 Strategic Plan.

The Deputy Superintendent noted that the purpose of this item being referred to Committee is to gather feedback from stakeholders. It was agreed by consensus the word “District” should replace “Racism and Discrimination” in the motion as presented. The revised motion to go to the Board will read:

IT IS RECOMMENDED THAT the 2016-2021 District Strategic Plan include anti-racism as a guiding principle and that the goals explicitly stated ensuring school communities are safe from racism and discrimination.

Discussion continued and trustees and stakeholder representatives provided feedback and staff provided clarification on various points.

Committee members agreed by consensus to forward the revised recommendation to the Board for consideration.

3.2 Racism and Discrimination – Policy 21

Trustee Parrott reviewed the rationale for the motion.

Following discussion, committee members agreed by consensus to forward the following motion to the Board for consideration.

IT IS RECOMMENDED THAT VBE Policy 21 be amended to “Anti-Racism and” at the beginning of its title.

4. Motion – Trustee Code of Conduct - Policy 4

The Chairperson reported the discussion regarding Trustee Code of Conduct – Policy 4 is to gather feedback from stakeholders and committee members. She recommended that legal counsel review any proposed changes.

Trustee Hanson presented a report dated December 2, 2020 entitled *Motions referred from the September 28, 2020 Board Meeting: Trustee Code of Conduct – Policy 4* as listed on the memorandum. The report follows up on a motion presented at the September 28, 2020 Board meeting and has been referred to Committee for consideration and feedback. Trustee Hanson reviewed the rationale for the motion and reviewed the substantive proposed changes to the policy.

Proposed motion: THAT the Board of Education of School District No. 39 (Vancouver) adopt the amended Policy 4, Trustee Code of Conduct, in the form attached hereto as Schedule “A”.

Trustees and stakeholder representatives provided feedback, including seeking support for legal counsel input prior to adopting any changes.

There was consensus among the Committee to seek legal counsel input on the draft Policy 4 as presented and bring it back to the Policy and Governance Committee for further consideration.

5. Audit Committee Terms of Reference Change

The Deputy Superintendent presented and reviewed a report from the Secretary Treasurer dated December 2, 2020 entitled *Audit Committee Terms of Reference Change*. He provided the motion passed at the June 24, 2019 Board meeting, which is included in the agenda.

The intent of the motion is to transfer the responsibility for making recommendations regarding the appointment of the District’s banker from the Audit Committee to Finance Committee.

Following discussion, committee members agreed by consensus to forward the following motion to the Board for consideration

IT IS RECOMMENDED that the responsibility to make recommendations regarding the appointment of the District banker, as outlined in Policy 8, be transferred from the Audit Committee to the Finance Committee.

6. Proposed Revisions to Policy 21 (Non-Discrimination)

The Deputy Superintendent presented and reviewed a report dated December 2, 2020 entitled *Proposed Revisions to Policy 21 (Non-Discrimination) and Accompanying Administrative Procedures*.

Following the October 14, 2020 Committee meeting, staff sought and received feedback from stakeholders regarding Policy 21. The Deputy Superintendent reported that revisions were made based on feedback with additional clarifications as attached in Appendix B.

Trustees and stakeholders provided feedback on Policy 21 and Administrative Procedures. The Deputy Superintendent responded to questions and clarified the Administrative Procedures updates will be finalized once Policy 21 has been adopted.

Suggestions on further clarification to Policy 21 were provided and have been incorporated into the final revised draft for Board consideration.

The Committee agreed by consensus to forward revisions to Policy 21 to the Board for approval.

IT IS RECOMMENDED that the Board adopt the revisions to Policy 21 as attached.

7. Information Item Requests:

None

8. Date and Time of Next Meeting

The next meeting of this Committee is scheduled for Wednesday, February 3, 2021 at 5:00 PM.

Meeting adjourned at 6:54 pm.

Lois Chan-Pedley, Chairperson

Committee Members Present
in the Teams:

Lois Chan-Pedley, Janet Fraser, Estrellita Gonzalez,
Allan Wong

Other Trustees Present in Teams:

Fraser Ballantyne, Carmen Cho, Oliver Hanson,
Barbara Parrott, Jennifer Reddy,
Student Trustee Ricky Huang

Senior Management Present in Teams:
(if applicable)

Carmen Batista, Pedro da Silva, David Green
Suzanne Hoffman, Jody Langlois, David Nelson,
Rob Schindel

Association Representatives Present in
Teams:

Treena Goolieff, VSTA
Joanne Sutherland, VESTA
Annette Vey Chilton, VASSA
Mark Cormack, VEPVPA
Tim Chester, IUOE
Hayden O'Connor, PASA
Gord Lau, DPAC
Lilianna Gut, CUPE 15
Lake Harris, VDSC

Policy 21

ATTACHMENT

NON-DISCRIMINATION

The District believes in equitable treatment for all individuals regardless of race, colour, ancestry, ethnic origin, religion, socio-economic status, gender, sexual orientation, physical or mental ability, or political beliefs. The letter and spirit of the *Canadian Human Rights Act* and the *B. C. Human Rights Code* shall be carefully observed, enforced, and supported, so that all members of the school community may work together in an atmosphere of respect and tolerance for individual differences.

This practice of **anti-racism and non-discrimination** shall prevail in all matters of instruction and course selection: in employment, promotion, and assignment of staff; in providing access to facilities; in the choice of instructional materials and the provision of career guidance and counselling; and in all matters pertaining to community relations. Specifically, the District will not tolerate **acts of hate, discrimination, or the distribution of discriminatory or hateful discriminatory propaganda** and will ensure that administrative procedures dealing with such matters are followed when allegations arise **including keeping a record of incidents and steps taken in response to an incident. These administrative procedures include commitments to transparency, clear communication with all involved and a path to resolution for impacted students and staff.**

The District acknowledges the racial and cultural diversity of the communities that it serves. Under Canadian laws, all people have the right to their fundamental freedoms and protection from discrimination and racism.

The District supports the elimination of direct and systemic discrimination and racism. The District recognizes racism as a form of discrimination that robs society of the full participation of its members.

The District reaffirms its commitment to eliminating racism and promoting educational and employment equity. Furthermore, the District supports the development, implementation and evaluation of procedures, programs and services that promote and support the principles of Multicultural and Anti-Racism Education.

The District also acknowledges that all members of the school community; staff; students, parents and other stakeholders, share the responsibility for creating a welcoming and inclusive environment which honours and respects everyone. It is the District's responsibility to support all members in their efforts to create a welcoming and inclusive environment for all.

In recognition of the *Canadian Charter of Rights and Freedoms*, the *B.C. Human Rights Code* and the *B.C. Multiculturalism Act*, the District accepts its responsibilities in promoting the spirit of the legislation. Additionally, the District recognizes that the principles of Multicultural and Anti-Racism Education are also embedded in the *Aboriginal Educational Enhancement Agreement* to which it is committed.

The District is committed to:

1. Providing human, material and financial resources to support Multicultural and Anti-Racism procedures;
2. Eliminating ethnocentrism, prejudice, stereotyping, discrimination, hate and racism in any form;
3. Ensuring individuals who are targets of prejudice, discrimination, hate and/or racism are offered support following an incident.
4. Ensuring that all schools' Codes of Conducts make explicit reference to the prohibited grounds of discrimination in the BC Human Rights Code;
5. Developing and supporting an environment that affirms, respects, reflects and celebrates the racial, ethno-cultural and religious diversity of our society;
6. Supporting employment equity, through the provision of effective processes to recruit, retain and develop all staff regardless of the race, colour, ancestry, national or ethno-cultural origin or religion;
7. Supporting educational equity through the provision of quality programs for all learners regardless of their race, colour, ancestry, national or ethno-cultural origin or religion;
8. Creating a workplace environment that values and welcomes diversity.

This policy is supported by Administrative Procedure 170 (Non-discrimination); Administrative Procedure 171 (Racial, Ethnocultural and/or Religious Harassment); Administrative Procedure 350 (District Student Code of Conduct)

Legal Reference: Sections 6, 8, 8.5, 20, 22, 65, 85, 177 School Act
 Human Rights Code
 Multiculturalism Act
 Canadian Charter of Rights and Freedoms

 Criminal Code of Canada
 Collective Agreements

Adopted: December 16, 2019

Updated: TBD Date