



Accessibility Advisory Group - Terms of Reference

Name of Advisory Group

Saanich Equitable Access Team (SEAT)

Statement of Commitment

Saanich Schools is committed to supporting culturally responsive and barrier-free learning environments that promote inclusion, belonging, diversity, equity, and accessibility which reflect and respond to the lived experiences of students, partners, Rights Holders, parents/guardians, staff members and the broader community with diverse abilities.

Accountability

The Saanich School District is responsible for adhering to all legislation and regulation associated with public education including, but not limited to, the School Act, the B.C. Human Rights Code, the Workers Compensation Act, the Employment Standards Act, the Freedom of Information and Protection of Privacy Act, the Accessible B.C. Act, and the collective agreements held between the District and the Saanich Teachers' Association and CUPE Local 441.

Purpose of the Advisory Group

The purpose of the advisory group will be to identify barriers and recommend strategies to remove or limit barriers identified, in relation to the full and equitable participation of students with respect to educational programming; equitable employment for staff members; and access to schools and facilities - for any other members of the community which may include partners, Rights-Holders, parents/guardians and volunteers.

Scope and Composition

The advisory group will be comprised of individuals representing the diversity found within Saanich Schools including those with disabilities and/or those who support persons with disabilities, individuals with Indigenous Ancestry

and will be Co-Chaired by the Director of Instruction, Diversity & Inclusion and the Director of Human Resources.

The partner groups will include representatives of CUPE Local 441, the Saanich Teachers' Association, individuals with Indigenous Ancestry, parents/guardians (COPACS), and excluded management.

Code of Conduct

Group members commit to acting with integrity and honesty, being prepared and engaged in relevant issues, using active listening and being tolerant of others' opinions and interacting with others in a respectful and inclusive manner. Members will communicate with the Co-Chairs when unable to attend meetings.

Confidentiality

It is acknowledged by group members that in order to understand the lived experience of those with disabilities working and learning within Saanich Schools that confidentiality will be maintained in relation to topics discussed and examples provided. Messaging intended to be shared by the group will be determined collectively.

Attendance at Meetings

The Co-Chairs will strive to accommodate the dates, times and format (i.e. virtual/in-person) that best support members of the advisory group. Given the scope and size of the group it is understood that the work will not be unreasonably delayed if there are challenges associated with accommodating all individual scheduling conflicts.

With exception to unforeseen and short notice absences at least one representative from each of the respective partner groups will be required at each meeting in order for quorum to be met.