

SCHOOL DISTRICT NO. 63 (SAANICH)

POLICY DEVELOPMENT COMMITTEE
Report to Board Meeting of May 17, 2023

Committee Members:	Trustee VanWell Trustee Elder Trustee McMurphy
Staff Support:	Dave Eberwein, Superintendent of Schools Jason Reid, Secretary Treasurer
Partner Representatives:	Don Peterson, STA Nola Welsh, CUPE Suzanne Chisholm, SAA COPACS – regrets
Other Attendees:	Chair Dunford, Trustee Silzer, Trustee Hickman, & Trustee Vandall

Committee Meeting

Tuesday, May 9, 2023

A. PRESENTATIONS AND QUESTIONS

No Items.

B. ITEMS DISCUSSED

Political Meeting Attendance by Staff

- Administrative Procedure 411 (Staff Participation in Political Activities) updated
The Superintendent will bring this procedure back to the next Policy Committee meeting.

C. ITEMS FOR RECOMMENDATION

1. Policy 29 (Diversity & Inclusion)

Motion:

The Committee recommends and I, Trustee VanWell move,
As the required Notice of Motion has been provided, I Trustee VanWell move that Policy 29 (Diversity & Inclusion) be approved.

Feedback received during the consultation period is attached.

D. ITEMS FOR INFORMATION

No Items.

E. FUTURE AGENDA ITEMS

That the following remain as policies pending a review by the Board about what portions of these programs the Board wishes to retain as policy:

- Policy 9 – Provisions for Virtual Meeting Attendance/correspondence/trustee attendance/trustee absences
- Policy 3 – Role of the Trustee – ProD Funds
- Policy Review – November 2024

Policy 29

DIVERSITY AND INCLUSION

The Board recognizes and values the diversity found within its school communities and believes that each individual contributes to the strength of the District's culture. The Board is committed to establishing and maintaining a safe and positive environment, free from discrimination, harassment or intimidation for all students, employees and community members. It recognizes and supports the Canadian Charter of Rights and Freedoms, as well as the BC Human Rights Code which prohibits discrimination based on race, colour, ancestry, place of origin, religion, marital status, family status, physical and mental ability, sexual orientation, or gender identity or expression.

The Board believes that each member of the District community must share the responsibility for supporting students and staff in addressing and facing the challenges in providing an education system that is safe, welcoming, inclusive and affirming for its students, employees and community members.

The Board will create and maintain policies and practices that foster student success and promote fair and equitable treatment for all. These include **providing**:

1. Equitable access to a quality education;
2. School cultures that value and celebrate diversity, and which respond to the diverse social and cultural needs of the people and communities they serve;
3. Learning and working environments that are inclusive, safe and welcoming, and free from discrimination, harassment or violence;
4. **Flexible personalized learning environments that are responsive and relevant to children's varied learning styles;**
5. **Inclusive practices that address the unique learning needs of all students.**

The Board will **neither** permit, encourage, nor condone any behaviours contrary to these commitments, whether by commission or by failing to act with the intent of bringing such behaviours to an end, and is committed to providing support and assistance to those who may be the intended or unintended targets of such behaviours.

Reference: Sections 6, 7, 17, 20, 22, 65, 85 School Act
BC Human Rights Code
Canadian Charter of Rights and Freedoms
Canadian Human Rights Act

Approved: xxxxx 2023

Leigh Glancie

From: Don Peterson - Local 63 President <lp63@bctf.ca>
Sent: Thursday, March 9, 2023 8:50 AM
To: Leigh Glancie
Subject: Re: Policy 29 (Diversity & Inclusion)

[Caution: External Sender] This email is from a sender outside the organization. Do not open attachments, reply, or click links unless you have verified the content and sender are legitimate.

Hi Leigh,

Here is the Associations feedback on Policy 29. Overall, we believe that such a policy is needed in the school district.

We did struggle with the wording of the final paragraph:

The Board will neither permit, encourage, nor condone any behaviours contrary to these commitments, whether by commission or by failing to act to bring such behaviours to an end, and is committed to providing support and assistance to those who may be the intended or unintended targets of such behaviours.

We believe that the highlighted section is awkwardly worded. The "whether by commission or by failing to act to bring such behaviours to an end" could either be rewritten or struck. Perhaps, "whether" could be changed to "including."

We believe it is important for people who witness discrimination to act. Acting could be different depending on who is the witness. If it is student who is the witness, we may expect them to report to an adult. If it is a staff member, they might intervene. The paragraph seems to have an expectation that the person acting is not only expected to act, but will also be required to be successful in bringing the behaviour to an end. They are not always going to have that success. We suggest that this section could be reworded to say "by failing to act with the goal/intent of bringing such behaviours to an end."

Thank Leigh!

Don Peterson

President, Saanich Teachers' Association



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Acknowledging the WSÁNEĆ people on whose unceded territory we are honoured to be guests. The WSÁNEĆ people have been the caretakers of this land since time immemorial.