

SCHOOL DISTRICT NO. 63 (SAANICH)

POLICY DEVELOPMENT COMMITTEE  
**Report to Board Meeting of May 13, 2026**

Committee Members:	Trustee VanWell Trustee Elder Trustee McMurphy
Staff Support:	Dave Eberwein, Superintendent of Schools Jason Reid, Secretary Treasurer
Partner Representatives:	STA – Shannon Toronitz – regrets CUPE – regrets Sean Kenny, SAA COPACS – regrets
Other Attendees:	Chair Dunford, Trustee Vandall, Trustee Silzer, Trustee Hickman

**Committee Meeting**

Tuesday, May 5, 2026

**A. PRESENTATIONS AND QUESTIONS**

No Items.

**B. ITEMS DISCUSSED**

No Items.

**C. ITEMS FOR RECOMMENDATION**

1. Policy 27 – Sexual Orientation, Gender Identity

**Motion:**

The Committee recommends and I, Trustee VanWell move,  
That revisions to Policy 27 – Sexual Orientation, Gender Identity be approved.

2. Policy 29 – Diversity & Inclusion

**Motion:**

The Committee recommends and I, Trustee VanWell move,  
That revisions to Policy 29 – Diversity & Inclusion be approved.

**D. ITEMS FOR INFORMATION**

No Items.

**E. FUTURE AGENDA ITEMS**

Policy 19 – June 2026  
Policy 12 Appendix A – Trustee Elections Bylaw

## Policy 27 – Sexual Orientation, Gender Equity

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, **a culture rooted in belonging, where differences are celebrated as strengths and everyone feels seen, respected, and supported**. The Board also recognizes that students and other school community members identifying with diverse sexual orientations and gender identities face a unique set of challenges within our schools and communities. This sometimes results in ~~a struggle with~~ a variety of profound social consequences including, **but not limited to** discrimination, harassment, physical and sexual violence, social and emotional isolation, substance abuse, homelessness, **disengagement from** ~~truancy and drop-out,~~ school, self-harm and suicide.

The Board believes that each member of the District community must share the responsibility for supporting all students and staff in addressing and facing these challenges and that we have the responsibility for providing an education system that is safe, welcoming, inclusive and affirming for its students, employees and community members. The Board commits to creating this environment for all students and employees of all sexual orientations and gender identities.

The Board is committed to **a proactive approach** in establishing and maintaining a safe and positive environment, free from discrimination, harassment and intimidation for all students, employees and community members regardless of their sexual orientation and/or gender identity. The Board is particularly committed to supporting those who identify with diverse sexual orientations and gender identities. In this regard, the Board is committed to the ~~letter and spirit and intent of the~~ Canadian Charter of Rights and Freedoms, the BC Human Rights Code, related District administrative procedures and the Collective Agreements.

Specifically, the Board will not tolerate hate crimes, harassment, discrimination or intimidation, and will ~~vigorously~~ enforce policy and regulations when dealing with such matters. The Board commits to providing a safe environment, free from harassment, discrimination and intimidation, while also promoting proactive strategies and guidelines to ensure that everyone is welcomed and included in all aspects of education and school life while being treated with respect and dignity. **The Board supports the use of appropriate educational resources for students and staff, including in-service learning opportunities.**

The Board will not permit, encourage, ~~nor~~ **or** 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.

Reference: Sections 6, 7, 17, 20, 22, 65, 85 School Act  
~~Human Rights Code~~ Canadian Charter of Rights and Freedoms  
Canadian Human Rights Act  
BC Human Rights Code  
AP 176 - Sexual Orientation, Gender Identity

Approved: November 2021

Reviewed: May 2026

## POLICY 29 – DIVERSITY & 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 **in accordance with** the Canadian Charter of Rights and Freedoms ~~as well as~~ and 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~~ **through** fair and equitable treatment **for all by providing**: ~~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~~ **not** permit, encourage ~~nor~~ **or** 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
- ~~Human Rights Code~~ Canadian Charter of Rights and Freedoms
- Canadian Human Rights Act
- **BC Human Rights Code**

Approved: May 2023

Reviewed: May 2026

## Policies Revised During Board Term

Motion: That during the last two years of the term, the Board conduct a review of policies not previously reviewed by this Board, pursuant to Policy 6 – Policy Making & Review

Policy	Board Review - 2022-Present	Action/Discussion	Previous Board 2018-2022	Recommendation
1 – Foundational Statements			New Policy approved Jun/19	
<b>Recommendation</b> <ul style="list-style-type: none"> <li>▪ Defer review to coincide with development of next Strategic Plan</li> </ul>				
2 – Role of the Board App A – Annual Work Plan App B – Advocacy Public Education	Sept 2023 / 2024	Spring/21 changes were made to align with legislative changes / ministerial order for childcare (3.9)		No changes recommended
3 – Role of the Trustee	Jan 2024	Reviewed Jan/24 – changes made to para16 to support for ProD	New Policy approved Jun/19	No changes recommended
4 – Role of the Board C			New Policy approved Jun/19	No changes recommended
5 – Role of the Vice-Chair			New Policy approved Jun/19	No changes recommended
6 – Policy Making & Review	Mar 2023	6.4 – Evaluation of Policies	New Policy approved Oct/19	No changes recommended
7 – Board Committees			New Policy approved Jun/19	
<b>Recommendation</b> <ul style="list-style-type: none"> <li>▪ HR 1.5 – What is STA/CUPE Committee?</li> <li>▪ FFT 2.5 – Student Safety?</li> <li>▪ Ed Dir 4.5 Should early learning &amp; childcare programs be included in the scope of the Ed Directions Committee?</li> <li>▪ FFT 2.2.2 May want to review Audit Committee Responsibilities as there is a Future Agenda Item to review audit committee guidance</li> </ul>				
8 – Board Representatives			New Policy approved Jun/19	No changes recommended
9 – Board Operations	Nov 2023 Nov 2024	Nov/23 – revisions relating to Trustee Attendance at Bd Mtgs  Nov/24 – revisions section 7 (public participation) and 'clean up' amendments		No changes recommended
10 – Delegation of Authority			New Policy approved Nov/20	No changes recommended
11 – Indemnification			New Policy approved Nov/20	Legal Review
12 – Trustee Elections App A – Elections			New Policy Sept/19	No changes recommended

13 – Trustee Code of Conduct App – Code of Conduct Sanctions			New Policy approved Jun/19	No changes recommended
14 – Role of the Superintendent			Reviewed May 2019	No changes recommended
15 – Parent/Guardian Involvement			New Policy approved Jan/20	No changes recommended
16 – Appeals Bylaw	Feb 2024	Policy re-write		No changes recommended
17 – Public Consult.			New Policy approved Jan/20	No changes recommended
18 – Recruitment of Personnel App A App B			New Policy approved Oct/19	No changes recommended
19 – Accumulated Operating Surplus		Revisions made in 2021/22 response to Ministry direction re approval of internal restrictions and fund transfers	New Policy approved Nov/20	No changes recommended
20 – Environmental Sustainability			Approved Jan/20	No changes recommended
21 – Student Transp.	Feb 2024	Revision following extensive community consultation		No changes recommended
22 – Disposal of Land & Improvements			New Policy approved Jan/20	No changes recommended
23 – School Closures			New Policy approved Oct/19	No changes recommended
24 – Programs of Choice			New Policy approved Apr/21	No changes recommended
25 – Int'l Student Program			New Policy approved May/21	No changes recommended
26 – Online Learning			New Policy approved Sep/21	No changes recommended
27 – Sexual Orient. Gender Identity			New Policy approved Dec/21	No changes recommended
28 – Core French	Jan 2024	Committee provided direction for future policy revisions		To be reviewed
29 – Diversity & Incl.	Dec 2022	New Policy		No changes recommended