



Minutes - Governance and Policy Committee Meeting

Thursday, March 24, 2022, 6:00 p.m., Virtual

Trustees: Michael Barrett, Niki Lundquist, Paul Crawford, Donna Edwards, Carolyn Morton, Christine Thatcher, Scott Templeton, Darlene Forbes

Regrets: Trustees Patrice Barnes, Linda Stone and Chris Braney

Staff present: Director of Education Norah Marsh, Associate Director David Wright, Human Rights and Equity Advisor Devika Mathur, General Counsel Patrick Cotter, Executive System Lead Robert Cerjanec, Superintendents of Equitable Education Stephen Nevills, Jack Nigro, Gary Crossdale, Margaret Lazarus, Heather Mundy, Erin Elmhurst, Mohamed Hamid, Andrea McAuley, Policy Analyst Ahmad Khawaja

Recording Secretary: Gillian Venning

1. Call to Order

Trustee Michael Barrett, Committee Chair, called the meeting to order at 6:02 p.m.

2. Land Acknowledgment

Trustee Barrett read out the Land Acknowledgement.

3. Declarations of Interest

There were no Declarations of Interest.

4. Approval of Agenda

Trustee Templeton put forth a motion to approve the agenda.

CARRIED

5. Approval of Minutes – March 3, 2021

Trustee Morton put forth a motion to approve the minutes.

CARRIED

6. Recommended Actions

(a) Draft Safe and Respectful Workplace Policy

The Committee agreed to review the draft policy and procedure referencing the tracked changes version of the policy. It was noted that the policy and procedure have been revised to ensure alignment with the new draft Human Rights, Anti-Discrimination and Anti-Racism Policy.

Superintendent Mundy and Counsel Cotter led the Committee through each section, summarizing revisions that have been made.

Within the policy, staff committed to revisiting Section 2, Definitions, specifically the inclusion of gossiping and spreading rumours within the disrespectful conduct definition. The intent of any future revision to this section will be to bring clarity to the definition.

Trustee Lundquist joined the meeting at 6:20 p.m.

Within the procedure, it was noted that the window of time within which staff can raise a complaint is six months, consistent with the previous version of the procedure but not consistent with the 12-month length of time found in related legislation. Staff confirmed that the procedure is written in such a way that flexibility is built into this section should it be required on a case-by-case basis but that moving to a 12-month timeframe would be considered, while still maintaining flexibility.

A suggestion as to section 7.2 of the procedure was taken under advisement by staff.

Trustee questions were answered.

Following review of the draft policy and procedure, it was recommended that pending minor revisions as noted above, the policy be moved to the next Board meeting as a Notice of Motion.

It was suggested that any suggested amendments from trustees could be included in the agenda package when the policy is considered.

Trustee Morton put forward a motion to move the draft Safe and Respectful Workplace Policy forward to the next regular meeting of the Board as a notice of motion, scheduled for April 19, 2022.

Trustee Crawford seconded the motion.

CARRIED

(b) Draft Human Rights, Anti-Discrimination and Anti-Racism Policy

Human Rights and Equity Advisor Mathur summarized changes to the policy as outlined in Appendix A of the report. It was noted that minor correction changes were

made, and more substantial changes were made to the Responsibilities section based on discussion and feedback at the previous meeting of the Committee.

Trustee questions were answered.

Trustee Crawford informed the Committee and left the meeting at 7:19 p.m.

Committee members expressed their appreciation to staff for their work in developing this policy, ensuring clarity and for seeking trustee feedback throughout the process.

Trustee Edwards put forward a motion to move the draft Human Rights, Anti-Discrimination and Anti-Racism Policy forward to the next regular meeting of the Board as a notice of motion, scheduled for April 19, 2022.

Trustee Lundquist seconded the motion.

CARRIED

7. Date of Next Meeting

To be scheduled by email poll.

8. Adjournment

Meeting adjourned at 7:25 p.m.