

NORTH DISTRICT ADVISORY COMMITTEE REPORT NO. 2-2016

To the Chair and Members
Winnipeg Public School Board:

May 10, 2016

Your North District Advisory Committee reports as follows:

1. Safe and Caring Policy – Trans and Gender Diverse Students and Staff

Your Committee received a video presentation on the Safe and Caring Policy – Trans and Gender Diverse Students and Staff. Your Committee was informed that the Winnipeg School Division strives for students to receive a high quality education in a safe, equitable and inclusive school environment. The Division is committed to providing learning opportunities, dignity, respect and equity for all. Your Committee was informed that the Safe and Caring Policy – Trans and Gender Diverse Students and Staff is intended to support all students and employees. The policy compliments existing provincial legislation, including the Public School Act and the Safe Schools Charter. In addition the policy strives to encourage the positive mental health among trans and gender creative students within the Winnipeg School Division and staff.

Your Committee was informed that the draft policy includes a comprehensive list of definitions and terms. All employees, students, volunteers and trustees are responsible for ensuring their conduct contributes to a welcoming, caring, respectful and safe learning and working environment for everyone. The specific responsibilities outlined in the draft policy will ensure effective and respectful support for individual needs.

Your Committee was informed that the Winnipeg School Division Code of Conduct is a key supporting document for the policy and essentially requires everyone to respect the rights of all students and staff with regard to their gender identity and gender expression, and be aware of unacceptable behaviours, such as bullying, harassment, violence or discrimination. Your Committee was informed that the policy also includes guidelines for dealing with conflict.

Your Committee was informed that students' and staff safety is the highest priority for the Winnipeg School Division.

Your Committee was informed that there are eight guiding principles for administering the policy consistently within all schools across the Winnipeg School Division.

- Direction on how to maintain student records for Trans and Gender Diverse students;
- Communication with parents or guardians;
- The right of students and employees to be addressed by their preferred name and pronoun;
- How to minimize gender segregated sorting – whether it is educational, recreational or competitive;
- Access to all-gender washrooms and appropriate change rooms; the use of an all gender washroom is a matter of choice and not mandatory;
- Arrangements for overnight trips, excursions and camps to provide accommodations that best address the needs of the students;
- Access to activities and sports regardless of sexual orientation, gender identity or expression;
- And school dress codes that ensure students have the right to dress in a manner consistent with their gender identity or expression.

In response to an enquiry on availability and accommodations of field trip locations, your Committee was informed that schools will be required to engage in discussions with field trip locations to ensure student needs are met during the field trip. Your Committee was also informed that it has become legislation that all organizations work toward ensuring maximum accessibility.

In response to an enquiry, your Committee was informed that in 2013, the Division embarked on a multi-year renovation program to provide gender inclusive washrooms in all facilities. The first phase of the program has been completed with gender inclusive washroom facilities in all high schools. The second phase will focus on junior high facilities and the final phase will address the remaining Division facilities. Your Committee was informed that in the meantime, all schools in the Division are able to provide access to a washroom for students or staff who are seeking a gender inclusive facility.

Your Committee suggested in addition to parents and guardians, the policy should include caregivers as well.

In response to an enquiry, your Committee was informed that all Winnipeg School Division policies are being reviewed and where appropriate will be updated with the new language and definitions of the Safe and Caring Policy. Your Committee was also informed that in order to simplify policy management, policies have specific topics addressed so that multiple policies do not require revisions when a change occurs. Consideration is being taken to implement hyperlinks within policies that would direct you to other relevant policies. Your Committee was also informed that all policies are located on our Division website under the Board of Trustees tab (www.winnipegssd.ca).

Your Committee was informed that Professional Development on anti-homophobia has been offered to staff for many years and additional training will be provided. Your Committee was informed that professional development needs are constantly being reviewed by Directors, Superintendents along with the Human Resources Department.

Your Committee was informed that many aspects of the Safe and Caring Policy is covered through the Division's Code of Conduct which includes guidelines for staff, students as well as parents/guardians/caregivers.

Your Committee was informed that the video to clarify the intent of the policy as well as a survey is posted on the Division's website www.wsd1.org. The deadline to receive feedback regarding the draft policy is May 20, 2016.

2. New Business

2.1 Accessibility

The parent representative from Sisler High School indicated that in consideration of the Accessibility Legislation requirements specifically for wheelchairs that the Division consider purchasing games that can easily be played indoors and outdoors by students with mobility constrictions. The parent representative brought samples of the games where the expense would be minimal.

2.2 Livestreaming

The parent representative from Sisler High School informed your Committee that she had noted technical difficulties related to the livestreaming of Board meetings. It was also suggested that trustees review the delegation process to better accommodate presenters.

IN ATTENDANCE:

Voting Representatives:

Danielle Kopychanski, Champlain School
 Marleen Pollok, Garden Grove School
 Lynn Kammerlock, Ecole Lansdowne
 Kim Storer, Lord Nelson School
 Catherine Harder, Luxton School
 Dave Heaney, Ralph Brown School
 Ellen Hrabchak, Robertson School
 Bernice Rempel, St. John's High School
 Sharon Machinski, Sisler High School

Regrets:

Faraday School
 Inkster School
 Prairie Rose School
 Tyndall Park School

Trustees:

Mike Babinsky
 Dean Koshelanyk

Non-Voting/Resource Members:

Kim Robson, Community Support Worker – Shaughnessy Park School
 Lorrie Guilbault, Community Support Worker – Shaughnessy Park School & Tyndall Park School
 Community Members

Administration:

Fatima Mota Superintendent
 Chris Rhodes, Director of Career Education
 Greg Bouchard, Principal, Andrew Mynarski School
 Kathy Ateah, Vice-Principal, Andrew Mynarski School
 Lisa Hasselfield, Principal, Champlain School
 Susan Christiuk, Vice-Principal, Isaac Newton School
 Sherry Jones, Vice-Principal, Ecole Lansdowne
 Julye Rogoski, Vice-Principal, Lord Nelson School
 Ken Reimer, Principal, Luxton School
 Randy Routledge, Principal, Ralph Brown School
 Judith Guzzi, Vice-Principal, Robertson School
 Doug Taylor, Principal, St. John's High School
 Cree Crowchild, Vice-Principal, St. John's High School
 Joan Fransen, Vice-Principal, St. John's High School
 Dennis Mogg, Principal, Shaughnessy Park School
 George Heshka, Principal, Sisler High School
 Madalynne Iannone, Vice-Principal, Sisler High School
 Paul Krowiak, Vice-Principal, Sisler High School
 Evelyn Siddall, Vice-Principal, Stanley Knowles School
 Ruth Schappert, Vice-Principal, Stanley Knowles School
 Helena Tessier, Recording Secretary

Respectfully Submitted,

MIKE BABINSKY
 Trustee Representative