

# Briefing Note

## Date: December 8, 2021



**To:** Britannia Board of Management  
**From:** Cynthia Low

**Issue:** 2022 Priority Actions

On November 27 & 28, 2021 the Board of Management gathered to plan the direction for the Society. This briefing note provides a summary of the scope of work for 2022 based on the discussions at the Board Planning Day.

The management team was directed to consult with staff to develop the 2022 Priority Actions. This summary and action items will be taken to our staff and committees in January for review and feedback. The management team will discuss costs related to the items and provide a recommendation to the Board at the January 12, 2022 Board meeting.

For 2022, there are five primary deliverables that should be grounded in reconciliation, decolonization, anti-racism, anti-oppression and youth empowerment. At this time, we are embarking on a paradigm shift that questions our existing structure and reframes our values and principles. At the core of this work is the need to build relationships, and centre youth as the focus of our future and as our teachers.

The 2022 Priorities:

1. Reconciliation
2. Renewal
3. Relationships (including partnerships)
4. Support & wellness for our community and staff
5. Communications & engagement

Proposed actions in each area:

### **Reconciliation**

We need to examine our programming principals and values; while the spirit of the words are relevant, they are expressed in a colonial structure and language that creates barriers. It is important that our values and frameworks have a home and life grounded in Indigenous values, and be inclusive of immigrant experiences.

We also need to acknowledge colonization in the present and understand how to work with and within it to change it. Having a paradigm shift within the Society—moving away from a colonial structure and embracing values that are in the community (urban Indigenous, local host nations, and cultural communities)—means integrating storytelling as a way of learning, acknowledging power and how that power is exercised, examining use of language, initiating circle seating, etc.

Action:

1. Develop and invest in a long-range plan that creates a meaningful shift by having appropriate staff and programs such as an Indigenous Arts and Culture Programmer, Indigenous Community Youth Worker, Elders in Residence, and Indigenous people in positions of power.
2. Build on staff capacity to understand and practice reconciliation (see actions under "Support and Wellness for Our Community and Staff").

3. Rename the Society through consultation with our community, urban Indigenous communities, and the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh (Squamish) and səliłwətał (Tseil-Waututh) Nations.
4. Restate our programming principles in a manner that better reflects community values.

### **Renewal**

- Share information for the purpose of authentic engagement—to have discussions, not just publish updates—with residents and especially youth who may not have equal access to provide their input into the future of the site.
- Board to be informed, engaged, and transparent to build trust with the community (and develop relationships).
- Renew the Operating Agreement.

#### **Actions:**

1. Implement the Renewal Communications Plan.
2. Meet with the City and VSB to discuss how best to engage the school community.
3. Issue an update to the 2018 Board Response to the Master Plan and engage community.

### **Relationships (including partnerships)**

- Building respectful and mutually beneficial relationships between peoples and communities, grounded in the acknowledgement of power, inequality, systemic bias, genocide, exploitation and intentional exclusion.
- Create a conscious and transparent resetting of relationships and engagement with residents in Grandview Woodland and Strathcona (this is connected to our commitment to reconciliation and decolonization).

#### **Actions:**

1. Complete partnership reviews and identify where we can strengthen/grow partnerships.
2. Create a list of partners organized by types of partnerships.
3. Recommit to the operating agreement with the City and VSB.

### **Support & wellness for our community and staff**

- The Society is here for the community—to provide services and support the aspirations of residents. Our staff do the work of the Society in Reconciliation, Renewal, relationship building, and communications. As the face of Britannia, it is important that our staff feel supported, and that the Society helps nurture capacity for staff to build relationships with our community, the board, and committees; relationship building will enable staff to increase understanding of community aspirations and the Board's goals.
- Staff should be supported to build capacity and to do this in ways that reflects Indigenous and immigrant experiences.

#### **Actions:**

1. Work with staff to develop training that is relevant and meaningful to them.
2. Provide opportunities for staff to engage in reconciliation, anti-racism and anti-oppression initiatives.

## **Communication & engagement**

The success of all other areas for the Board is contingent on good communication that ensures that the message and platforms are relevant, easily understood, engaging, accessible, culturally relatable, and available.

### **Actions:**

1. Redesign the Society website to have a staff, board, and committee intranet with the capacity to communicate directly within each group; stream public meetings online and post videos; integrate an accessible shared calendar; and be able to sign on to list serves easily. The platform should support dialogue.
2. Communications assessment to ensure we are achieving our communication goals.