Britannia Board Meeting
February 12, 2020

Board Room – Information Centre

PRESENT: Ingrid Kolsteren, John Flipse, Freya Kristensen, Pamela Dudas, Susanne Dahlin, Farren Gillaspie, Craig Ollenberger, Jane Stanier, Naina Varshney, Megan Langley

STAFF: Cynthia Low, Peter Odynsky, Jacky Hughes, Kathy Whittam (recording)

REGRETS: Scott Clark, Vera Jones, John Morra, Andrew Phillips, Emily Vickery, Li Mei Yip, Carmen Cho, Stuart MacKinnon, Jeremy Shier, Alec MacInnes

GUESTS: Teka Everstz, Noreen Ma, Ben Caviglia

Board meeting called to order at 6:02pm

Acknowledgement, introductions and welcome.

1. Approval of Agenda

   MOTION TO APPROVE AGENDA
   Pamela Dudas/ Craig Ollenberger  CARRIED

2. Approval of Minutes of Jan 8. 2020

   MOTION TO APPROVE MINUTES
   Pamela Dudas/ Naina Varshney  CARRIED

3. New Business
   Scholarships (Cynthia)
   • Briefing note provided
   • Only amount not confirmed yet for this year is for the Allan Ross Scholarship
   • Born, raised and a part of the Grandview Woodlands community his whole life
   • Left Britannia a Legacy Trust, and the interest from the trust is what goes towards the scholarship each year for a student committed to community service and environmental stewardship
   • Every year the Board needs to vote to release the funds for the scholarships
   • Will need Board members to attend graduation ceremonies to present the scholarships
   • There is a Scholarship Committee struck by each school every year to organize how all scholarships funds are used

Action – Ron will look into which scholarships are used for Outreach students to confirm if Britannia funds included

MOTION THAT THE BOARD APPROVE UP TO $8,500 TO BE PAID OUT IN SCHOLARSHIPS TO BRITANNIA SECONDARY SCHOOL, VANCOUVER TECHNICAL SECONDARY SCHOOL AND TEMPLETON SECONDARY SCHOOLS.

John Flipse/ Craig Ollenberger  CARRIED
Reconciliation In Action (Cynthia) p.7
- No Board members have attended
- Scott has been busy with other commitments and needs to step down from this committee
- As per section 9 in the Society by-laws Reconciliation is to be integrated through departments
- Bringing together community and indigenous leadership
- Goal is reestablishment of regular committee meetings with all communities within Britannia
- Monthly meetings with higher issues we can tackle together
- Likely to be Tue or Wed afternoon for 2-3 hours
- Contact Cynthia or Teka if interested

4. Old Business
   Youth Voices of East Van (Cynthia)
   - Project moving along well
   - Conference is next week
   - Peter and his team have been helping out
   - Cyn supporting with some communication help
   - First half of the day, until 2:30pm is for the youth
   - Afternoon things open up to community including a fashion show in the evening
   - Board members are welcome to attend during second half
   - Conference give youth an opportunity to speak to polices that shape their world
   - Youth homelessness, indigenous issues
   - Complicated project as Britannia is not a grant recipient but doing a lot of the work

Strategic Plan Update (Cynthia)
- Cynthia shared examples of the full report and info graphics
- Now that everyone has had chance to participate in creation of the plan, and also opportunities to review, it is time for approval
- There will be an easier to read summary as well as full plan, options for different kinds of people interested in the content
- Distribution plan is to send to all elected officials, partners, funders
- Cynthia will draft a letter for the President and Vice President to sign on behalf of the Board

MOTION TO ADOPT THE STRATEGIC PLAN

Naina Varshney/ Craig Ollenberger  CARRIED

Staff Training and Capacity Building (Cynthia) p.8-10
- Came up frequently in discussions on 2020 priorities
- Committing to time and resources on staff training this year
- Develop innovative approaches that are more DIY
- Supporting RIA work and initiative
- Need time and space to reflect on what this means for how we do business and share experiences, and how staff can be engaged so all on the same page
• Need skills, knowledge and ability on areas with focusing on such as decolonization, inclusion
• Citylearn is partner for training for city and society staff, but limited knowledge for what our Board, VSB, VPL, all staff at Britannia have to deal with
• Help us work together with instructors, front of line staff, programmers
• Better common experience for staff and patrons
• Have established a working group of staff and sending out needs assessment survey
• Will provide regular update for the Board and invite them
• A few in-service training dates have been selected: Apr 3-6, Jun 26-Jul 3
• Inviting VSB and VPL to participate
• Starting with a bit about Britannia, history cultural component, cultural biases
• April COV focus on diversity, trans inclusion, respectful workplace and harassment to set the tone for the learning
• Cynthia expressed appreciation for all the staff giving their time to the working group
• Needs to go deeper than the CityLearn respectful workplace, not adequate for Britannia reality
• Look at needs of the community we serve. People who use Britannia – what do we have for them and what do we need?
• Working with partners like Canucks Autism Network (CAN) – learn from them how to not make assumptions based on how people present
• Train the trainer model so our staff can share best practices in all areas of work, life
• Help staff be able to deal with various areas
• How can we develop protocol to support staff when there’s issues across site
• Contextualize training for real issues and challenges on site

MOTION TO APPROVE THE FINANCE COMMITTEE RECOMMENDATION THAT THE BOARD SET ASIDE UP TO $17,500 FROM THE SOCIETY RESERVE FOR TRAINING COSTS.

THAT THE MANAGEMENT TEAM EXHAUST ALL 2020 BUDGETED FOR STAFF TRAINING BEFORE ACCESSING THESE FUNDS, AND; THAT QUARTERLY REPORTS BE PROVIDED TO THE FINANCE COMMITTEE.

Pamela Dudas/ Freya Kristensen CARRIED

5. Partners’ Reports
VPB – p.11
• Highlights from last meeting attached
• Other news is that Daisy Chin has been appointed the new Director of Recreation
• Cynthia will invite Daisy to a Board meeting to meet everyone

VPB – Peter Odynsky, p.12-14
• Thanks to the Pool and Fitness committee
• We have a new lifeguard club
• Agreed to let youth from community to have opportunity
• Acknowledge Tom and Boys Who Dare program, young men mentorship
• Noted that we still have gender specific language for programming
• Year for this to change with gender equity and trans inclusion
• How are we navigating language of inclusion
Girls Who Leap is inclusive
Highlights again why we have to have training if we
Free skate on Family Day with activities provided by Commercial Dr BIA

VPL – Megan Langley, p.15-17
Megan introduced Noreen Ma who is the new Branch Head Librarian at Britannia
She has been with VPL for over 20 years, started as a shelve, became a Children’s Librarian and worked at many of the branches, most recently acting as Head Librarian at Mt Pleasant
The branch held a Dogman party (same author as Captain Underpants) popular with 5-9 yr olds
Lots of fun activities and over 60 children came out
For the upcoming Youth Policy conference, Ariel has been working with Dakota on a Zine project based on policy
Had 13 youth show up to work on it with them
A zine is a self-published graphic magazine, usually issue based
Another round of Connecting to Kith & Kin underway
One person today found 12 records to follow up on

VSB – p.18
A report from Carmen Cho attached with highlights from recent VSB meeting

VSB – Ron Scott
Elementary school is at maximum population, has become a destination school
Grade 7’s on a ski trip as part of their grad
In the high school the Senior Girls Basketball came first in City championship
Junior team still playing in lead up to finals
46th Annual Bruins Invitational has 16 teams from the province show up to compete
The elementary Cubs Tournament ended up being cancelled due to snow
Black History month various performances and student engagement on racism issues
Continue to market the high school to all the elementary schools
Change dates on info nights for destination programs to get better turnout
Thanks to Tom, Peter and team for seamless work making spots available for youth to do great things
Partnership is going well when last minute things come together
The Film Academy has green room and other great equipment
Partnership with film company done in mentorship model
Has become an elaborate program under guidance from teacher Brian Green
Students are crossing boundary to be a part of school that is trans inclusive
Also indigenous students crossing boundary to attend as feel safer here
Grandview Woodlands kids need options for after school programming
Looking for space, potential for 1739
Want to make schools and parks as barrier free as possible
Aspirational approach but concerned about the population of youth
Before the Hip Hop Drop closed, there were kids as young as 10-12 yrs coming
Need options to get grade 5-7 youth engaged
Whole community context, all links and connections instead of silo of school/home/etc
Invited 55+ Craft Collective for intergenerational piece
Exciting things going on in schools
6. **Correspondence Report** – No correspondence this month

7. **Board Check-in**
   - Teka noted we’re talking about Black History month in the schools but nothing from the centre
   - We have staff and people who use the site who are black
   - We should ask our community what they would like us to do
   - A celebration is happening and we should acknowledge that
   - Should have been talking about this in advance
   - Reacting now to organize something would be less meaningful
   - Build relationships with community we serve and perhaps establish funds or facilitators to help us plan something for future
   - Do we need a committee or is it part of our Reconciliation work
   - Use our networks and connections like with Black Lives Matters
   - No time for extra consultation this month
   - Letter of regret that we haven’t done anything and would like to consult on how we can do better
   - Reach out to contacts, don’t have to wait until February
   - Recommendations of activities we could do through the year
   - May be more black people in the neighbourhood now than Italians even though rebranded Little Italy
   - Moving with humility and acknowledge mistake, awareness raising year round
   - Black History month has provided us with an opportunity to recognize that we haven’t been reaching out with the black community
   - Want to engage everyone more actively as part of our Reconciliation work
   - Create awareness, strengthen, not tokenism trying to bring Black History into core of our work

**ACTION:** Cynthia will draft a letter to send to Black Lives Matter to invite to start conversation
   - Andrew and other Board members will send notes to Cynthia
   - Lots of important to different communities within our community

8. **Administration Reports**

   **Executive Director** – Cynthia Low, p.19
   - Still working with group to redesign the Hip Hop drop
   - Supporting the Youth Voices of East Van initiative
   - Appreciate all the staff who have been picking up all the last minute details
   - Stresses the need that while we have adapted to new ways of doing things, not always changing how things work
   - Jacky has really stepped into control of admin, record keeping, visiting the centres and all aspects of the job
Manager of Administrative Services – p.20
- More delay than usual for the year end numbers
- Deficit expected of about $30,000 for 2019, a bit below budget
- COV may not want to cover al leisure access
- Britannia offers more discounts that all other centres
- City wide, pay what you can for passes now
- Changes won’t make much difference here as will continue what we do
- Britannia discounts they are reacting to net nothing cost to them
- Audit in March

Manager of Child Care – Jacky Hughes, p.21-22
- Learning so much 2 months into the job
- What’s happening in the programs
- Britannia preschool changing schedule in September
- Will now be M/W/F and T/Th
- License inspection regarding policy for children
- Team confident doing a great job
- Child care committee changing name but excited to work together to determine renewal guiding principles to lead the Hub forward
- Grandview Terrace put in application for expansion of school age licensing space
- Need 24 space in elementary and 15 spaces in portable
- Large need for care in that school community right now

10. Consent Items
   Arts & Culture Committee – p.13
   - Half day strategic plan meeting
   - Bea was fantastic facilitating
   - Role of arts & culture in the community and at this centre
   - Jurying grant applications this weekend

   Board Development Committee
   - AGM planning
   - Better vegetarian food to serve
   - Asking Tuesday drumming circle group to perform

   Planning & Development Committee
   - RFP went out yesterday
   - March 12th is the due date
   - Sub-committee to be struck to grade them
   - Susanne will likely sit on it

MOTION TO ACCEPT CONSENT ITEMS AS PRESENTED
Pamela Dudas/ Freya Kristensen CARRIED

MOTION TO ADJOURN at 8:05pm
John Flipse/ Freya Kristensen CARRIED

Executive in camera