

**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 shelver, 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

- Ben is intern from a Langara program
- Working for City of Richmond giving him some recreation and society experience
- Just hired for an environmental program job
- Not getting to do as much work with youth now but enjoying new focus

9. 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