

FEBRUARY
2021



THE MEMBERS' VOICE

THE NEWSLETTER OF CUPE LOCAL 15, VANCOUVER MUNICIPAL EDUCATION AND COMMUNITY WORKERS
We are on the unceded Coast Salish Territories of the xʷməθkʷəy̍əm (Musqueam), Skwxwú7mesh (Squamish), and Səlilwətaʔ (Tsleil-Waututh)

Notice of By-election

Member at Large –
City Sector Representative

This is for the balance of a three year term ending May 25, 2022. Only members from the City Sector are eligible to be nominated or to vote.

FEBRUARY

GENERAL MEMBERSHIP MEETING

The General Membership meeting will be held on February 24, 2021.

In addition, a Special General Membership meeting to amend Local 15 bylaws has been scheduled on March 18, 2021. Please note – the previously scheduled meeting on February 17, 2021 has been cancelled.

Both meetings will take place using the Zoom platform and you will be sent an invitation by email if the union office has a personal email address on file for you.

Details will also be posted at cupe15.org. If you do not receive emails from the union office and would like to attend any of these meetings please call us at 604-879-4671 to update your information or email us at email@cupe15.org.

Under Discussion:

- By-election for City Sector Representative
- Committee and Staff Reports
- Elections for Delegates for the Virtual CUPE BC Convention
- Bylaw Amendments

Give Them Their Flowers: Excerpts from Celebrating Vancouver's Hometown Heroes

Give Them Their Flowers aims to celebrate and pay respect to ambitious local Black leaders and creators, daylighting the rich Black settlement history in Vancouver, adding to the scope of public representation, and uplifting the presence of Black community.



Black Women's Program at BWSS was formed to redress the deeply entrenched systemic and institutional barriers faced by Black women, highlighting the experiences that are too often moved to the margins of discourse, service, policy, and advocacy. Through her community-based organizing, frontline work, and activism over three decades, Angela Marie MacDougall has been deeply involved in social justice movements. Since the nineties, Angela has developed training curricula from an intersectional and anti-oppression framework. Angela's impact includes developing empowerment and advocacy-based programming and service delivery models that address gender-based violence and violence against women. This includes feminist trauma-informed analysis that integrates the role of substance use and mental wellness.



Anthony's love for the arts began to bloom as a teenager. While attending St. Louis Park Senior High School, Anthony came under the tutelage of Robert "Doc" Anderson, his high school teacher and now lifelong mentor. Through Doc's teachings, Anthony's pursuit of the arts was reinvigorated as he dedicated himself to studying fine arts, embarking on various art projects, commissions, and shows, both at school and within his community.

Continually seeking to hone his art skills, Anthony relocated to Vancouver, British Columbia in 1998 to study at the Emily Carr University of Art + Design, where he earned a Bachelor of Media Arts with a major in Animation. In 2014 Anthony launched ADO Works, an art studio through which he creates mixed media paintings and illustrations.

See more on page 6.

Member Profile: Chad Cammer Materials Handler at Emily Carr University of Art + Design Co-chair on the Campus Joint OSH Committee



1. What do you like about your job?

Communicating and interacting with colleagues. The folks at ECU are like a second family to me. It doesn't necessarily feel like work; it feels like I'm helping out my family.

2. The great debate – Pineapple on pizza?

YES to pineapple on pizza.

3. Binge worthy TV show?

12 Monkeys series (three seasons)

4. First Car?

Dodge Aspen. The thing was built like a tank! Slant 6 engine and plenty of space. My father bought it for me on my 16th birthday.

5. Name a food that you didn't like to eat growing up.

Baby beef liver and onions. I enjoyed the onions, however I fed the liver to the dog when my mother wasn't looking.

Return undeliverable
Canadian addresses to:

CUPE Local 15
545 W. 10th Ave.
Vancouver, BC
V5Z 1K9



How do we build worthiness?



WARREN WILLIAMS
PRESIDENT

by Warren Williams,
President

Hello Members,

I recently attended two events to discuss, learn, and share information on what to do about racism and the Black Canadian

experience and I am thankful that I did.

The first event was hosted by our Local. It was a workshop on Dismantling White Supremacy facilitated by Adrienne Smith, a former member of CUPE Local 23 in Burnaby, now a lawyer advocating for social justice in the work place and society.

The second event I attended was as a member of a panel to discuss Black Identity in North America. It was hosted by the Richmond Public Library.

I have to say I am always a bit leery when asked to speak at or be a participant in such events. It's not that I am a nervous speaker, as those who have attended Conventions,

General Membership Meetings, Council, or Board meetings know, this is far from the truth. It's simply that as a Black person I have come to a place in my life where I am tired of the question What is it like to be unworthy?

I would ask that you hold that thought because, in essence, this is what these discussions and the many protests over the past several years, but more recently 2020 with the Black Lives Matter movement, have been about.

Society has been set up to value one group of people over others; one is worthy where as others are not. Our systems of government have been based on this principal where Black and Indigenous People of Colour have been deemed the least worthy by those systems.

Take a breath... this is not me pointing the finger of guilt at anyone, it's just factual and to one degree or another, we are all quite possibly complicit. I say this because either we see the inequity and ignore it, thinking it doesn't affect us, or we see it and actively advocate for its continuance, or we see it and look to others to solve it, or we see it and laud how far we have come... "it's not as bad as it used to be".

As members of the largest public employees' union in Canada we continue to challenge these structures and are doing good work addressing diversity, inclusion, and equity. Our Society and Executive Boards are good examples of this work.

I think the first step is the very difficult fear-based conversation of the reality of the intended structure of white supremacy and how it affects everything we do. It's not just about "Dem Dar Guys".

That thought I asked you to hold? Go back and look at it and then look at our government hierarchies. What dominant culture is represented? Who holds the power to change this structure? Who do they look like?

How do we build worthiness? That's the crux of the issues we all face that's the problem and the solution? The answer is simple. We are all worthy but the structure we live under has taught us that some are and some are not. This is why we need to look at it, deconstruct it, have those tough conversations, put feelings of guilt and anger aside, and be part of the change that will benefit us all.

Black History should be taught 365 days a year, in addition to this month

by Debbie Mohabir, Secretary-Treasurer

Hello Everyone,

Every year in February we recognize and celebrate the many achievements and

contributions made by Black Canadians who have helped shape the diversity of Canada throughout history.



DEBBIE MOHABIR
SECRETARY-TREASURER

While I strongly believe that we shouldn't be doing this only for one month out of the year, I think

it's important that we share the rich history that many don't know about. Historically Black Canadians suffered from racism, discrimination, and were prevented from holding many positions. In the face of all of the adversity many were able to eventually hold prominent positions and as such continued to make important contributions to this country.

One of the things that made me quite proud as I was researching, was how many of the Black Canadians that I came across were from the Caribbean. For those that don't know, my family is from the Caribbean and even though we are all from different islands we are all proud of any achievements that are made.

I encourage everyone to take some time to learn about Black Canadians; such as The Honourable Lincoln M. Alexander, The Honourable Jean Augustine, Donovan Bailey, Carrie Best, Mary Bibb, Jully Black, Rosemary Brown, Viola Davis Desmond, Devon Clunis, and many more.

We also have featured some excerpts from Give them their Flowers, featuring local names from the BlackArt Gastown project on our cover and page 6..

Chinese New Year/Lunar New Year

One of the things that I love the most about the city that we live in is the diversity and openness to celebrate or partake in a wide range of cultural celebrations. I am sure many have attended the Chinese New Year Parade in Chinatown to see the celebrations and the amazing dragon dancing. Over the years,



I have learned from the celebrations that the Chinese New Year Dragon symbolizes wisdom, power, wealth, and is believed to bring good luck to people.

There are many customs during this time that you may be familiar with such as giving red envelopes filled with "lucky money", lighting fireworks, wearing red, lighting lanterns, and enjoying dinner with the family. 2021 is the year of the Ox which lasts from February 12, 2021 to January 31, 2022 and only occurs every 12 years.

I would like to wish all of our members who celebrate, a Happy Chinese New Year. May the new year bring you lots of happiness and prosperity.

MEMBER & EXECUTIVE DECISIONS

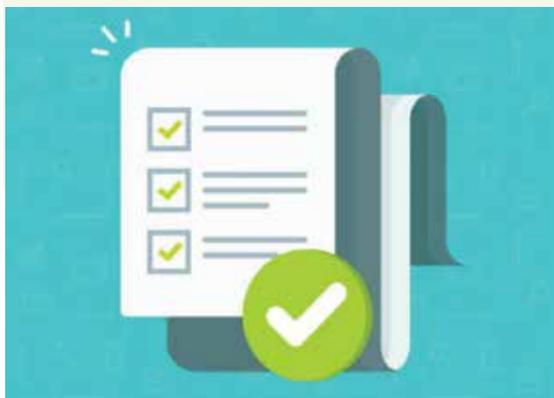
The Executive Decided

At the Executive and Society meetings on January 19, 2021 the following decisions were made:

- To uphold a staff decision to withdraw a grievance.
- To direct staff to pursue agreements with two employers regarding a lateral transfer without a posting.
- To adopt the draft privacy policy as presented.
- To appoint Starla Bayley as interim Chief Shop Steward in the Parks Sector.

The Members Decided

As there was no quorum at the January 27, 2021 General Membership Meeting the meeting was not called to order.



Election of Delegates to the 2021 Virtual CUPE BC Convention

The 57th Annual Convention of CUPE BC is scheduled from 9:00 a.m. to 4:00 p.m. on Wednesday, May 19 through Friday, May 21, 2021. Delegate elections will be held at the virtual General Membership meeting on February 24, 2021.

In order to be eligible to stand as a CUPE 15 delegate a member must have attended a minimum of 50% of the General Membership meetings in the last 12 months.

Attention: City of Vancouver and the Vancouver Board of Parks and Recreation Members

Your union was recently successful at arbitration regarding the proration of vacation banks for members on maternity, parental, and unpaid sick leaves. The arbitrator determined that the proration of vacation banks during these types of leaves was contrary to human rights law. The decision and award are retroactive for the period April 13, 2016 through December 31, 2019. The employer stopped the practice of prorating vacation for these leaves effective January 1, 2020.

If you took a maternity, parental, or unpaid sick leave during the period from April 13, 2016 through December 31, 2019 you are likely to have some vacation restored to you through a process yet to be determined. The union has a comprehensive list of eligible members but we are reaching out to be certain that we have captured everyone who is eligible as there is a time limit on making claims.

If you fall into these categories **and** time frame you can access a document to confirm we have your employee ID number. You can find your employee ID number on your pay advice. Please do **not** call the union office for your ID number as we are unable to provide this information.

Please check the dates of your relevant leave and go to cupe15.org/vacation-proration-by-ee-id/ to look up your employee ID or use the QR Code below.

If your employee ID is on the list no further action or verification is required.

If your employee ID number is not on this list and you were on a maternity, parental, or unpaid sick leave during the time frame referenced you will need to verify the dates of your leave and contact the union office at email@cupe15.org. Please reference Proration of Vacation Banks in the subject line of the email, provide the type and dates of the leave, and attach the relevant pay advices. All this information must be included in order for your application to be reviewed by the union.

Once again, this applies only to those City and Parks members who were on a maternity, parental, or unpaid sick leave between April 13, 2016 and January 31, 2019. Further details with regard to this arbitration and award will be provided in a subsequent issue of the Members' Voice.



VSB Job Share Opportunities

1. Full time SSA at McKechnie Elementary looking for a job share partner to pick up two days per week, preferably Mondays/Tuesdays (days can be flexible) starting September 2021. Please contact Vicky at vfiskilis@vsb.bc.ca.
2. SSA looking for a job share partner to start September 2021 at Maple Grove Elementary (brand new building) to work a 60/40 split. Your work days would be Monday, Tuesday and Friday but if interested but need different days please contact Andrea Corbett at acorbett@vsb.bc.ca.
3. SSB/Youth and Family Worker looking for a job share partner to work two days a week at East Vancouver Education Centre through Vancouver Alternative Schools (2455 Fraser Street) starting September 2021. The duration would be for one year then evaluate for a second year. If you are interested please contact Aimee at achan@vsb.bc.ca.
4. SSA at Henderson Elementary looking for a job share partner for two days a week starting September 2021. Job share days are flexible. If interested, please contact Cody at cboneham@vsb.bc.ca.
5. SSA looking for a job share partner to work at Norquay Elementary Thursdays and Fridays starting September 2021. If you are interested please contact Sheila at sheilafarrates3@gmail.com.
6. SSA looking for a job share partner to work Wednesday, Thursday, and Fridays, for the upcoming school year, 2021-2022, at Mount Pleasant Elementary. If you are interested please contact Jen at jen.prasol@telus.net.
7. SSA looking for a job share partner to work at Britannia Secondary on Mondays and Fridays. If you are interested please contact Cassidy at ckannemeyer@vsb.bc.ca.

Notice of Motion on Union Bylaws

Special Membership Meeting – Union Bylaws

Special Virtual General Membership meetings were scheduled on February 17th and March 18th from 5:30 to 8:30 p.m. to deal with amendments to the union bylaws. Please be advised that the February 17th meeting is cancelled and amendments to Bylaw Section 18: Shop Stewards will be on the agenda for the February 24, 2021 General Membership meeting. Please see below (strike out denotes deleted language and bold denotes new language).

1. Section 18: Shop Stewards

The Executive recommends the members approve the following proposed bylaw amendment to Section 18: Shop Stewards:

18.1 Shop Stewards are official representatives of CUPE Local 15 and are authorized to speak and act on behalf of CUPE Local 15 while acting as an advocate for a member or as an officially designated representative to a committee, subject always to:

- a) Selection **and/or election** by fellow members at the work site to serve a two year term. These elections to be held annually.
- ~~b) Appointment by the Executive Board.~~
- cb) Membership in good standing.
- dc) Compliance with the ~~Constitution, Bylaws, Policy and Directives of CUPE National~~ **Constitution** and **the Bylaws of CUPE Local 15.**
- ed) Compliance with the training requirements ~~as determined by the membership~~ **and subject to confirmation by the CUPE Local 15 Executive Board.**
- e) **Adherence to strict confidentiality.**
- f) **Working collaboratively with the Chief Shop Steward of the sector to enforce the collective agreement.**
- g) **Attending a minimum of 50% of steward meetings per calendar year unless excused.**
- h) **Following the directive of the Sector Staff Representative.**
- i) **Participating in the rotation of answering the sector shop steward line as directed.**
- j) **Maintaining the integrity of the local by action and example.**

18.2 **Shop Stewards shall not be authorized to amend or alter the terms, conditions, or agreed practices arising from the collective agreement either verbally, by action, or in writing. Such authority is vested with the President or designate subject to these bylaws.**

18.23 ~~Shop Stewards not in compliance with one or more of the subjects above, may be removed by the Executive Board~~ **President or designate.** Shop Stewards so removed may seek redress in accordance with the provisions of Section 22 of these bylaws **appeal the decision to the Executive Board.**

The March 18, 2021 meeting will still take place. You will be sent a Zoom invitation by email if the union office has a personal email address on file for you. Details will also be posted at www.cupe15.org.

If you do not receive emails from the union office and would like to attend please call us at 604-879-4671 to update your information or email us at email@cupe15.org.

The current bylaws and proposed amendments are available on the ABOUT tab at www.cupe15.org. Notices of Motion for these amendments was served in the March 2019 issue of the Members' Voice.

Notice of Motion for additional proposed amendments were published in the January issue of the Members' Voice.

How to Become a Site Occupational Health & Safety Representative

A site Occupational Health & Safety Representative (OH&S Rep) is a CUPE 15 member who works on site. The member is either elected to the position by their peers or is appointed to the position by the CUPE 15 Executive Board. The position is held for a two-year term.

Note: Some sector sites may vary with the OH&S Rep selection process. Check with your CUPE 15 OH&S Sector Representative for site procedures.

1. Any interested candidates will provide their name(s) to the site supervisor or designate. The site supervisor or designate will contact the union office to provide name(s) of potential candidates.
2. If only one member is interested in the position that member's name will be put forward to the Local 15 Executive Board for appointment.
3. If two members are interested in the OH&S Representative position, they can decide amongst themselves who will be the primary OH&S rep and who will be the alternate rep. If a decision cannot be confirmed by both candidates, then a site election will be conducted by a CUPE 15 OH&S Sector Representative.
4. If two or more members are interested in the position a site election must be conducted by a CUPE 15 OH&S Sector Representative to determine the site OH&S Representative.

Note: All site OH&S Representatives are entitled to eight hours of training per year. They must have a minimum of OH&S level 1 or equivalent prior to fulfilling the position.

CUPE Local 15 OH&S Sector Representatives:

City

Aaron Cook (cupeaaron@hotmail.com)

Alternate - Ravina Lal

Parks

Henry Lee (henryleecupe15@gmail.com)

Alternate - Vacant

VSB

Tamara Coombes

(tamaralocal15steward@gmail.com)

Alternate - Cynthia Schadt

College/University

Chad Cammer

(chadcammer@hotmail.com)

Alternate - Eduardo Rodriguez

Cultural

Courtney Gillen

(courtneytgillen@hotmail.com)

Alternate - vacant

Health

Mona Mirzayan

(mona_cupe@yahoo.com)

Alternate - vacant

CUPE Local 15 Equality Statement

Our local union solidarity is based on the principle that all members of CUPE Local 15 are equal and deserve mutual respect at all levels. Any behaviour that creates conflict within our local prevents us from working together to strengthen our union.

As members of CUPE Local 15, mutual respect, cooperation, and understanding are our goals. We should neither condone nor tolerate behavior that undermines the dignity or self-esteem of any member, or creates an intimidating, hostile, or offensive environment for them.

We believe that discriminatory speech or conduct which is racist, sexist, transphobic, or homophobic hurts and thereby divides us. So too, does discrimination on the basis of ability, age, class, religion, language, and ethnic origin.

Sometimes discrimination takes the form of harassment. Harassment means using real or perceived power to abuse, devalue or humiliate. Harassment should not be treated as a joke. The uneasiness and resentment that it creates are not feelings that help us meet the needs of our members or grow as a local union.

Discrimination and harassment focus on characteristics that make us different and they reduce our capacity to work together on shared concerns such as decent wages, working conditions, and justice in our workplaces and society, and in our union.

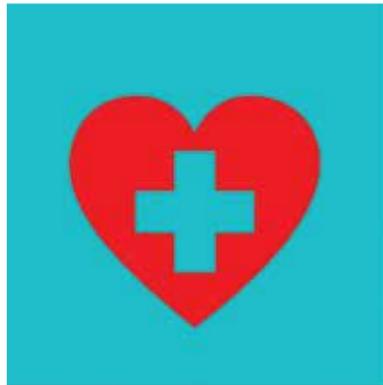
CUPE Local 15 policies and practices must reflect our commitment to equality. Members, staff, and elected officers must be mindful that all members deserve dignity, equality, and respect.



OH&S CORNER

February is a busy month for OH&S

by Aaron Cook, Trustee and OH&S City Sector Representative



February is a month that I generally thought was just comprised of Valentines' Day and Family Day. In looking to write an article and researching some themes for the month I noticed that there is actually a lot going on in terms of OH&S related topics for February.

Starting with Family Day on February 15, 2021; this day is to offer people a mid-winter holiday to spend some extra time together and celebrate the importance of families and family life. This helps by breaking up the long haul from Christmas to Easter with an added long weekend. COVID-19 has kept many of us bunkered down with family, and for some, this day might be a personal health day to re-energize.

February also is a month of many health initiatives. National Therapeutic Recreation Month is one of those that takes place and it helps to recognize that leisure, recreation, and play are integral components of quality of life. Therapists who work in this field help people who have physical, mental, social, or emotional limitations that impact their ability to engage in leisure experiences with assistance. This can include things like functional interventions, leisure education, and participation in recreation programs. Community centres and schools have people who work in this industry and they do an amazing job to help people with keeping their bodies and minds moving.

February is also Heart and Stroke Month. I remember being in school and canvassing the neighborhood for donations in exchange for jumping rope. I never spent too much time learning where the money went at that age, I just knew I wanted to get more donations than my friends did. Donations that were and are collected from this initiative funds research that helps to save lives, and supports survivors and their families. This is tied to OH&S via the health and safety aspect and we can take simple steps to learn the signs of a stroke and heart attack.

Signs of a stroke might include sudden numbness or weakness of face, arm, or leg, especially on one side of the body, sudden confusion, trouble speaking or understanding

speech, sudden trouble seeing or walking, sudden severe headache. Signs of a heart attack might include chest pain or discomfort, feeling weak, light-headed, or faint, pain or discomfort in the jaw, neck, back, arms or shoulders, and shortness of breath. There are more symptoms but these are the basics to be mindful of. The chances of surviving a heart attack and stroke are better the sooner emergency treatment begins, so please keep these signs in mind.

Psychology Month is also celebrated every February to highlight how psychology works to help people live healthy and happy lives. This is critical for workers, especially now during the current times of this pandemic. Stress from work and home gets compounded with being isolated from friends and family during the holidays. It makes for a particularly crazy time indeed.

The usual new year, new me attitude and the yearning to forget about the year 2020 also seems to go away fairly quickly as we see more of the same in this first quarter thus far. This is an important time to check in with others and ourselves and keep our spirits strong. I take time in my day to check in with pod mates at work and ask how they are doing. I have also noticed a trend now at my worksite where more people are checking in with each other and it's great to see this happening.

For myself, I personally see a whole team of professionals in various fields, be it physio and chiro or my GP and psychologist. I think it's important that people take care of their bodies and minds as they work hand in hand so a balance is important. I myself have work to do on the body portion as I like snacks way too much, but it's a work in progress.

Lastly, I would like to highlight Pink Shirt Day on February 24, 2021 this year. This day focuses on working together and treating others with dignity and respect. The COVID-19 pandemic has affected us all and shown the importance of helping one another and advocating for those who need it. This was taken directly from the Pink Shirt Day website but speaks directly to us as unionized workers. I will end this with the CUPE Local 15 Equality Statement as I believe it absolutely is part of what Pink Shirt Day is about.



The Members' Voice is published nine times a year for members of CUPE Local 15 - Vancouver Municipal, Education and Community Workers. The deadline for submissions is 9:00 a.m. on the first Wednesday of each month. All submissions may be edited for brevity and clarity. Signed articles and letters do not necessarily reflect the views or policy of CUPE Local 15.

CUPE Local 15

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Local 15 is a chartered affiliate of the Canadian Union of Public Employees and is also affiliated with the CUPE British Columbia Division, CUPE Metro District Council, the Vancouver & District Labour Council, and the BC Federation of Labour. CUPE 15 is a member of the Canadian Association of Labour Media (CALM).

CUPE Local 15 Executive Board

Table Officers:

President: Warren Williams
Secretary-Treasurer: Debbie Mohabir
1st Vice President: Santino Scardillo
2nd Vice President: Ravina Lal

Sector Representatives:

City: Kamal Gautam, Vacant
College/University: Alex Fowler, Rose Palozzi
Cultural: Nicola Clur
Health/HSSCBA: Mona Mirzayan
Health/HSPBA: Mia Nickel
Parks: Starla Bayley, Henry Lee
K-12: Carley Romas, Cynthia Schadt

Trustees:

Donna Petersen, Michele Alexander,
Aaron Cook

Staff Representatives:

Kathie Currie, John Geppert, Steve Salsman,
Gail Johnson, Joy Tullos

Office & Administrative Staff:

Mark Gloumeau, Accounting Coordinator
Rosemary Matheson, Office Manager
Barbara Simpson, Office Assistant
Nadia Thibault, Office Assistant
Nancy Strider, Accounting Assistant
Tia Tang, Office Assistant

Building Service Worker:

Elaine Duan

CUPE National Representatives:

Lee Mossman, Tanya Paterson

continued from page 1



Lama Mugabo is a community planner with a passion for social housing, food security, nutrition, and wellness. A member of the Hogans Alley board of directors, Lama leads engagement projects that provide opportunities for members of the diaspora to build interrelationships with the community.

At Nora Hendrix Place, Lama uses gardening, nutrition, and wellness as a platform to connect and inform. Lama's work prioritizes food security and nourishment, encouraging the tenants and members to engage in a healthy, active lifestyle.

Dedicated to the global impact on Black lives, in 2005, Mugabo co-founded BBR – Building Bridges with Rwanda, a non-profit organization designed to create a platform for collaboration between international volunteers and their Rwandan counterparts who are rebuilding their society.

The Hogan's Alley Society (HAS) is a non-profit organization composed of civil rights activists, business professionals, community organizations, artists, writers, and academics committed to daylighting Black history in Vancouver and throughout British Columbia. HAS adopts a research-driven approach to community development that seeks to preserve and promote the historical, cultural, societal, and economic contributions made by Black Settlers and their descendants to Vancouver, Greater Vancouver, the Province of British Columbia, the Pacific Northwest, and Canada. With this history in the archives, HAS is in the process of developing partnerships with local government and business interests to acquire and develop land and operate assets as a community land trust.



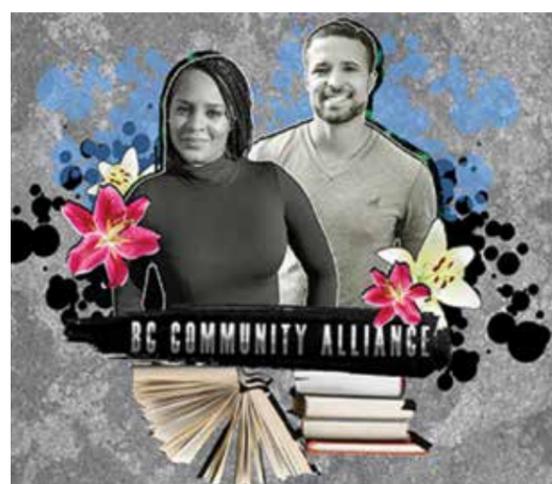
The Movement for Black Lives unapologetically works towards the liberation of all Black people.

BLM Vancouver is feminist, anti-racist, anti-capitalist, abolitionist, and internationalist. They aspire to uphold these principles in their work simultaneously while acknowledging their deep, committed solidarity with Turtle Island's Indigenous peoples. Their mandate to center all Black Lives, including; those existing at the intersections of gender diversity, sexuality, class, disability, neurodiversity, body size, religion, formal education, age, phenotype, ancestral journey, ties to the existing community, sex workers, drug users, and undocumented people work is firmly rooted in Afro-diasporic progress.

In support of Black healing, the affirmation of Black existence, and in response to the anti-Black racism that permeates nationally, Black Lives Matter works to forge critical connections through education and policy reform, embodying the promise of a safe and limitless future for Black people in Canada.

The British Columbia Community Alliance (BCCA) is a Black-led not-for-profit organization dedicated to combating systemic racism throughout BC, especially as it concerns the Black community.

Upon its formation in 2019, the BCCA developed several strategies to help improve the state of racialized British Columbians within the province, including the pursuit of a Human Rights Tribunal Class Complaint in response to a racist bomb threat at a Vancouver high school. The BCCA was successful in holding the Vancouver Police Department accountable by filing a report with the Office of the Police Complaint Commissioner and advocating for a more comprehensive K-12 Provincial curriculum that showcases Canadian Black History and the inclusion of anti-racism training for all teachers and staff throughout the province.



The BCCA is currently working with various community stakeholders to further develop programming to support the Black community and improve racialized communities throughout the province.