

**Regular Meeting of the Board  
Agenda**

Thursday, June 13, 2019

8:00 PM

Board Room

Administration Office

181 Henlow Bay, Winnipeg, MB R3Y 1M7

**1. ATTENDANCE**

**2. CALL TO ORDER**

Comments:

The content of the Informational Reports has been reviewed by Trustees prior to the Board Meeting. The reports reflect discussions and activities of the Committees. At Board Meetings, if Trustees wish to speak or to ask questions regarding a particular report included in the Information Reports section of the Board Meeting agenda - that needs to be identified at the time the agenda is amended. Recommended motions from Committees are addressed separately in the agenda.

**3. AGENDA APPROVAL**

**4. BOARD MINUTES APPROVAL**

**5. STANDING COMMITTEE REPORTS, SPECIAL COMMITTEE REPORTS AND OTHER REPORTS**

**1. Standing Committee Reports:**

- a. Report of the Committee Meeting of the Whole held on May 23, 2019
- b. Committee Report of the Finance and Planning Committee Meeting held on May 23, 2019;
- c. Committee Report of the Buildings, Property and Transportation Committee Meeting held on June 3, 2019.

**2. Other Reports:**

- a. Commendation Report dated June 13, 2019;
- b. Teacher Contracts (Permanent and Term) as listed in the Teacher Contracts Report dated June 13, 2019;

- c. Teacher Contract Alterations as listed in the Teacher Contract Alterations Report dated June 13, 2019;
- d. Substitute Teacher Contracts as listed in the 2018-19 Substitute Teacher Contracts Report dated June 13, 2019;
- e. Resignations as listed in the Resignations Report dated June 13, 2019;
- f. Enrolment Report - May 2019;
- g. Disbursements List - April 2019;
- h. Committee Report of the EAPT Negotiations Meeting held on June 3, 2019.

**Purpose:**

To consider receiving the Standing Committee Reports, Special Committee Report and Other Reports as information, and

To consider ratifying Teacher Contracts (Permanent and Term) as listed in the Teacher Contracts Report dated June 13, 2019, and

To approve Teacher Contract Alterations as listed in the Teacher Contract Alterations Report dated June 13, 2019, and

To consider ratifying Substitute Teacher Contracts as listed in the 2018-19 Substitute Teacher Contracts Report dated June 13, 2019, and

To consider receiving resignations as listed in the Resignations Report dated June 13, 2019, and

To consider approving Disbursements for the period April 1 to 30, 2018.

## **6. DELEGATIONS**

## **7. EDUCATIONAL PRESENTATIONS**

### **7.1 ISP Annual Report**

Purpose: The Director of the International Student Program to make a presentation to the Board.

## **8. BUSINESS FROM PREVIOUS BOARD MEETINGS**

## **9. BUSINESS FROM PREVIOUS FINANCE COMMITTEE OF THE WHOLE**

## **10. BUSINESS FROM PREVIOUS COMMITTEE MEETING OF THE WHOLE**

## **11. BY-LAWS AND/OR POLICIES**

### **11.1 By-Law No. 134 Debenture LTPS0302**

WHEREAS it is deemed necessary and expedient to raise by loan the sum of Six Hundred Seventy Thousand Six Hundred Dollars (\$670,600) on the credit of said school division for the purpose of payment for AA Leach Elevator and Roof, Bairdmore Rooftop Unit, Fort Richmond Boiler Replacement, Ralph Maybank Steam System, Van Wallegghem Make-up Air Unit Replacement, Waverley West Elementary School and Daycare Campus, Waverley West High School and Daycare Campus.

THEREFORE BE IT RESOLVED THAT By-Law No. 134, being a by-law of the Board of Trustees of the Pembina Trails School Division, for the purpose of borrowing the sum of \$670,600, and of issuing a Debenture and/or Promissory Note (Hereinafter called the Security) therefor be given first reading.

**11.2 By-Law No.135 (Religious Instruction)**

THAT By-Law No. 135, being a by-law of the Pembina Trails School Division, respecting the submission of a petition requesting the authorization for religious instruction at Bairdmore School be given first reading.

**12. CORRESPONDENCE FOR DISCUSSION**

**13. STANDING AND SPECIAL/ADVISORY COMMITTEE REPORTS**

**13.1 Buildings, Property and Transportation Committee**

**13.2 Communication and Community Relations Committee**

**13.3 Education Committee**

**13.4 Finance and Planning Committee**

**13.5 Human Resources and Policy Committee**

**13.5.1 Policy FF - Naming of Facilities**

Purpose: To consider Committee recommendation.

**13.5.2 Policy IJL - Library Resources and Policy IJ Instructional Resources**

Purpose: to consider Committee recommendation.

**13.5.3 Deferred Salary Leave Plan**

Purpose: To consider Committee recommendation

**13.6 Negotiations Committee**

**13.7 Pembina Trails School Division Educational Support Fund Inc.**

**13.8 Pembina Trails Voices**

**13.9 Council of Presidents**

**13.10 Boards/Association Council on Education (B.A.C.E)**

**14. ADMINISTRATIVE REPORTS**

**14.1 St. John's-Ravenscourt Shared Service Agreement**

Purpose: To consider ratifying the Shared Services Agreement between the Pembina Trails School Division and St. Johns-Ravenscourt School for the provision of Clinician Services during the 2019-20 school year.

**14.2 Staff Development Centre Annual Report**

Purpose: To receive the Staff Development Annual Report as information.

**14.3 Cold Weather Protocol**

Purpose: To receive a verbal report from the Superintendent.

**14.4 School Administration Appointment**

Purpose: To consider ratifying appointment.

**15. NEW BUSINESS**

**15.1 Pembina Trails K-12 Commission Submission**

Purpose: To receive a report from the Chair of the Board and the Superintendent.

**15.2 Indigenous Education**

Purpose: To consider holding a special public event in the fall with respect to Indigenous education.

**16. CORRESPONDENCE FOR INFORMATION DISTRIBUTION LIST**

**17. QUESTIONS FROM TRUSTEES**

**18. QUESTIONS FROM MEMBERS OF THE PUBLIC IN ATTENDANCE**

**19. REQUIREMENT FOR A COMMITTEE MEETING OF THE WHOLE**

**20. ADJOURNMENT**



LEADERSHIP, ADVOCACY AND SERVICE FOR MANITOBA'S PUBLIC SCHOOL BOARDS

May 24, 2019

**TO: SUPERINTENDENTS,  
SECRETARY-TREASURERS,  
BOARD CHAIRS**

**FROM: GEORGE COUPLAND, DIRECTOR, LABOUR RELATIONS**

**RE: ACCESSIBILITY FOR MANITOBANS ACT (AMA)**  
**1. Proposed Accessibility Standard for The Design of Public Spaces**  
**2. Discussion Paper on Recommendations for an Information and Communications  
Accessibility Standard**

Previous correspondence of April 17, 2019

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This letter shall serve as a follow-up to previous correspondence of April 17, 2019 concerning the AMA and the introduction of the remaining accessibility standards.

You may or may not have already received a copy of the proposed standards directly from the Disabilities Issues Office.

1. The Design of Public Spaces Standards Development Committee, in conjunction with the Accessibility Advisory Council, submitted a document titled "*Scope and Intent Document for the Proposed Accessibility Standard on The Design of Public Spaces*".

The intent of the document is to provide an understanding of the scope and intent of the proposed standards.

We were advised that there was to be a public forum held on May 14, 2019.

**Scope and Intent**

*The Design of Public Spaces includes planning, organization, and construction affecting the exterior environment, as well as the maintenance of these spaces. Public spaces covered by this standard include, but are not limited to:*

- *Pedestrian access routes and signal systems*
- *Recreational elements, like trails and beach access routes*
- *Outdoor public eating areas*
- *Outdoor parks, play spaces and play structures*

To quote from the document:

*"The accessibility standard for the Design of Public Spaces is intended to minimize barriers to access public outdoor spaces and provide specific minimum requirements. It is not intended to limit the creativity of the design process during planning, construction and maintenance of public infrastructure. The design of accessible outdoor public spaces requires the participation of all people; designers, builders, persons with disabilities, and other stakeholders, including property owners and governments. Their diverse perspectives will ensure a collaborative process aimed at the greater good. The Design of Public Spaces accessibility standard could also contribute to research and planning practices related to outdoor spaces."*

(see also Appendix 1 of the document for a proposed draft Table of Contents.)

The proposed standards will be posted on the Disabilities Issues Office website with an opportunity for comments. Any comments or submissions are to be submitted by August 16, 2019. The Committee will prepare a final report and recommendations for the Minister of Families no later than August 30, 2019.

Further timelines identified:

***Proposed Timeline of Milestones and Deliverables:***

*May 31, 2019 – Design of Public Spaces Standard Development Committee submits proposed standard to the Accessibility Advisory Council*

*June 21, 2019 – Council posts recommendations for a proposed Design of Public Spaces Standard on the Disabilities Issues Office website for public comment.*

*August 14, 2019 – Deadline for submitting public comment for the Design of Public Spaces proposed standard.*

*August 30, 2019 – Council, in conjunction with the Committee, provide final recommendations to Minister responsible for the AMA.*

*June 2020 – The Design of Public Spaces Standard Regulation comes into force.*

2. The Accessibility Advisory Council (AAC) submitted a Discussion Paper on AAC Recommendations for an Information and Communications Accessibility Standard.

The purpose of the Discussion Paper:

*The purpose of this discussion paper is to seek comments, questions, and feedback on the Council's recommendations for Manitoba's information and communications accessibility standard.*

*In addition to questions highlighted throughout the discussion document, your assessment of the proposed standard may wish to consider the following:*

- *Does the standard provide clear direction on how to remove information and communication barriers?*
- *Is the standard too broad? Too narrow?*
- *Are there items missing from the standard?*
- *Is the standard achievable?*
- *Will the standard make a difference?*

Deadlines for submissions is June 30, 2019.

We were advised a public forum was to be held on May 14, 2019.

The proposed standard has various definitions as to what is meant by information, communication, procurement and authoring.

**Information** - data, facts and knowledge that exists in any format,

**Communications** - the imparting or exchanging of information in any manner

**Procurement** - the process of including accessibility criterion into policies and practices, when finding and purchasing information and communications,

**Authoring** - the tools and technologies used in creating and/or modifying information and communications; authors are people who use authoring tools

Information is either described/identified as:

1. new – created or provided after standard adopted; or
2. pre-existing – created or provided before standard is adopted that continues to be actively in use and maintained; or
3. legacy, unused and/or archived – created or provided before the standard was adopted that are no longer used or accessed on a regular basis.

There are a few exceptions where the regulations would not apply:

- a. *Information that cannot be reasonably converted into an accessible format. For example, in a document containing complex charts, it may be possible to convert the text in the document, but for technical reasons, it may not be possible to convert the information in the charts. In this situation, the organization must explain to the person requesting the information, why it cannot convert the information into an accessible format. The organization must also provide, to the extent possible, a summary of the information that could not be converted.*
- b. *Information that an organization may be sharing on behalf of another organization. For example, a convention centre may offer brochures about local hotels, restaurants and attractions. The convention centre would not have direct or indirect control of this information, so it would not be required to provide that information in an accessible format.*
- c. *Product labels or other information found on products that the vendor has no control over, for example, packaging labels. However, the vendor should provide accessible product related information where possible. For instance, a pharmacist may print or send electronic information to explain the use and potential side effects of medicine.*

The standard, if adopted, would be phased in over time:

<b>Type of Information</b>	<b>Manitoba Government</b>	<b>Public Sector except small municipalities</b>	<b>All other organizations</b>
<i>Obligation to introduce policies, procedures, feedback and training</i>	<i>After one year</i>	<i>After two years</i>	<i>After three years</i>
<i>New information and communications must be made accessible</i>	<i>After two years</i>	<i>After three years</i>	<i>After four years</i>
<i>Emergency procedures plans and/or public safety information</i>	<i>After two years</i>	<i>After three years</i>	<i>After four years</i>
<i>Pre-existing information and communications actively in use must be made accessible</i>	<i>After four years</i>	<i>After five years</i>	<i>Upon request</i>

Note: at this time it is our understanding school divisions would come under the heading of Public Sector.

The standard identifies that an organization must provide barrier-free access to information and communications:

*Every obligated organization's actions must be consistent with the purposes and principles of The Accessibility for Manitobans Act and reasonable accommodation requirements under The Human Rights Code.*

- 4.1 *Every obligated organization must establish and implement measures, policies and practices respecting barrier-free access to information and communications it provides*
- a. *This applies to all information and communications an organization controls directly and/or through a contractual relationship that allows for modification of the information and communications, whether free or paid.*
  - b. *This applies to information and communications related tools and technologies (ICT) that an organization procures and/or purchases.*

When an organization establishes, updates or implements any measures, policy or practices, the organization is responsible for identifying and removing barriers in “new”, “pre-existing”, or “legacy/archived” communications:

*In establishing, updating and implementing its measures, policies and practices, as per Section 7:*

- 4.2 *Every obligated organization must identify and remove barriers in “new” information and communications, so that all persons can reasonably expect to seek to obtain, use, or benefit from the information and communications that are authored, created, provided, and/or received after the obligation timeline.*
- 4.3 *Manitoba government and public sector organizations must also identify and remove barriers in “pre-existing information and communications” that are authored, created, provided, and/or received before the obligation timeline, and continue to be actively in use and maintained.*
- 4.4 *All other organizations, including businesses, non-profit organizations and smaller municipalities, must make “pre-existing information and communications” accessible when persons who are disabled by a barrier request access in an accessible format, as per Section 8.*
- 4.5 *Legacy, unused and/or archived information and communications must only to be made accessible when persons who are disabled by a barrier request access in an accessible format, as per Section 8.*

As with the other accessibility standards already adopted (Customer Service and Employment), this standard identifies what is required as it relates to Emergency Procedures, Plans and/or Public Safety Information:

*Every organization that has emergency procedures, plans and/or public safety information must make these accessible as outlined in Section 7, so that all persons who could reasonably expect to obtain, use or benefit from the emergency procedures, plans and/or public safety information can do so.*

- 5.1 *A person who is disabled by a barrier may request the information in an accessible format, as per Section 8.*
- 5.2 *Obligated organizations must meet the staggered deadlines set out in Section 3.*



An organization must ensure that it provides a way for receiving and responding to feedback about the information and communication processes, and document any action taken:

*An obligated organization must ensure that it provides accessible processes for receiving and responding to feedback about the accessibility of its information and communications, as per Section 7.*

- 6.1 A person who is disabled by a barrier may request the information in an accessible format, as per Section 8.*
- 6.2 The organization must document its resulting actions, and make that documentation available on request.*

An organization must, when creating internet websites and creating web content, ensure that the material can be accessed across all devices, following the principles of the World Wide Web Consortium Web Content Accessibility Guidelines (WCAG):

*Obligated organizations must create accessible web content that can be accessed on desktops, laptops, tablets, and mobile devices. Web content refers to the information in a web page or web application, including:*

- apparent information such as text, images, and sounds;*
- hidden technical code or “markup” that outlines the structure, style, presentation, layout, etc.*

*Web content must apply the following principles of the World Wide Web Consortium Web Content Accessibility Guidelines (WCAG):*

- **Perceivable:** Available to the senses (vision and hearing primarily) either through the browser or through assistive technologies (e.g. screen readers, screen enlargers, etc.).*
- **Operable:** Users can interact with all controls and interactive elements using either the mouse, keyboard, or an assistive device.*
- **Understandable:** Content provides a message clearly, in plain language, to avoid misunderstanding or mistakes.*
- **Robust:** A wide range of technologies can access the content (including old and new assistive technologies).*

*Obligated organizations must meet WCAG 2.1 Level AA criteria for all web content that an organization controls directly or through a contractual relationship that allows for modification of the product, as phased in once the standard has come into force:*

Again, there are specific timelines for implementation under this section.

For the Public Sector:

- b. Public sector organizations, including large municipalities, must meet WCAG 2.1 Level AA:*
  - New information and communications three years after the standard comes into force.*
  - Pre-existing information and communications four years after the standard comes into force, with the exception of criteria 1.2.4 Captions and 1.2.5 Audio Descriptions.*

Note: please see actual accessibility standard for the definitions/explanations regarding the WCAG guidelines.

Organizations must develop a process for individuals affected by barriers to request accessible formats and communication supports not generally available:

- 8.
  - a. *in a timely manner that takes into account the person's accessibility needs due to disability; and,*
  - b. *at a cost that is no more than the regular cost charged to other persons.*
- 8.1 *The obligated organization must consult with the person making the request to determine the suitability of an accessible format or communication support.*
- 8.2 *The obligated organization must notify the public about the availability of accessible formats and communication supports.*

Organizations must document measures, policies and practices:

*Subject to Section 4, Manitoba government, public sector organizations (with the exception of small municipalities) and businesses and non-profit organizations with more than 50 employees must:*

- a. *document their measures, policies and practices;*
- b. *provide a copy of the documentation on request; and,*
- c. *notify the public that the documentation is available on request.*

There are specific additional requirements for school boards:

*Organizations that are school boards or educational or training institutions have additional requirements to meet the accessibility needs of their learners.*

School boards must provide educational or training resources or materials in a format that meets the accessibility needs of learners and provide educators with accessibility awareness training related to accessibility programs or course delivery and instruction:

- 10.2 *Educational or training institutions must provide educational or training resources or materials in a format that meets the accessibility needs of the learners by:*
  - a. *Procuring an accessible or conversion ready electronic format, or*
  - b. *Providing a comparable resource in an accessible or conversion ready format, if the educational or training resources or materials cannot be procured, obtained by other means or converted into an accessible format.*
- 10.3 *Educational and training institutions must provide student records and information on program requirements, availability and descriptions in an accessible format.*
- 10.4 *The deadline for compliance by large obligated organizations, with 50 or more employees, is two years after the standard comes into force.*  
*The deadline for compliance of small obligated organizations, with fewer than 50 employees, is three years after the standard comes into force.*

## **11. Training to Educators**

*School boards or educational or training institutions must provide educators with accessibility awareness training related to accessible program or course delivery and instruction.*

- 11.1 Obligated organizations must keep a record of the training provided under this section, including the dates on which the training is provided and the number of individuals to whom it is provided.*
- 11.2 The deadline for compliance of large obligated organizations, with 50 or more employees, is two years after the standard comes into force.  
The deadline for compliance of small obligated organizations, with fewer than 50 employees, is three years after the standard comes into force.*

Any Manitoba producer of educational or training textbooks for educational or training institutions must make these accessible upon request:

- 12.1 Every obligated organization that is a producer of print-based educational or training supplementary learning resources for educational or training institutions shall, upon request, make accessible or conversion ready versions of the printed materials available to the institutions.*
- 12.2 The deadline to make conversion ready versions of textbooks available is two years after the standard comes into force.  
The deadline to make conversion ready versions of printed materials that are educational or training supplementary learning resources is three years after the standard comes into force.*

Libraries of educational and training institutions that are obligated organizations must provide, procure or acquire by other means an accessible or conversion ready format or print, digital or multimedia resources or materials for a person with a disability, upon request.

- 13.1 Special collections, archival materials, rare books and donations are exempt from the requirements of Section 13.*
- 13.2 The deadline to make accessible formats of print-based resources or materials available is two years after the standard comes into force, and the deadline to make accessible formats of digital or multi-media resources or materials available is three years after the standard comes into force.*

Note: The Public Libraries Act already requires Manitoba library boards to provide access to, or arrange for, access to accessible matters when they exist.

A library board is defined:

- 14.1 For the purposes of Section 14, a library board, as defined in The Public Libraries Act, is an obligated organization.*

Please see the attached documents for the full text of the proposed standards.



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## The Accessibility for Manitobans Act (AMA)

### **Scope and Intent Document for the Proposed Accessibility Standard on The Design of Public Spaces**

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*Prepared by:*

The Design of Public Spaces  
Standard Development Committee  
In conjunction with the  
Accessibility Advisory Council

May 14, 2019  
Winnipeg MB

This document is available in alternate formats, upon request.

This document is intended to provide an understanding of the scope and intent of the Accessibility Standard for the Design of Public Spaces. A public forum to discuss this document and the proposed standard will be held:

Tuesday, May 14, 2019  
1:30 – 3:30 p.m.  
Main Floor Ballroom  
Viscount Gort Hotel  
1670 Portage Avenue  
Winnipeg MB R3G 2E2

We encourage all stakeholders to attend, including designers, builders, persons with disabilities, representatives from the disability organizations and members of the general public. Improving accessibility for Manitobans involves everyone.

## **Social and Legal Framework**

Barriers to accessibility are a daily reality for persons with disabilities. According to Statistics Canada, one in four Manitobans has a disability. Some are born with a disability. Others develop a disability through accident, illness or as part of the aging process. Nearly every Manitoban has a disability, knows someone with a disability, or will develop a disability in the coming years.

The Accessibility for Manitobans Act (AMA) became law in 2013. The purpose of the legislation is to provide a clear and proactive process for the identification, prevention and removal of barriers. The AMA strives to accomplish this goal by developing accessibility standards in five fundamental areas: customer service, employment, information and communications, transportation and the built environment. Each standard sets out specific requirements and responsibilities regarding the removal of barriers.

Standards provide a legally binding foundation for practice and enforcement. Standards exist for accessible building design in the form of the Manitoba Building Code, but the design of accessible exterior environments is governed only by non-binding guidance documents in Manitoba. The creation of the Design of Public Spaces standards fills a significant gap, and is thus a priority.

The social and legal rationale for the AMA can be summarized as follows:

- Accessibility will improve the health, independence and well-being of persons disabled by barriers
- Barriers create considerable costs to persons disabled by those barriers, their families and friends, and to communities and the economy
- In developing our built environment, barriers have been perpetuated

- A systemic and proactive approach for identifying, preventing and removing barriers complements *The Human Rights Code* in ensuring accessibility for Manitobans
- Under *The United Nations Convention on the Rights of Persons with Disabilities*, which Canada ratified in 2010, member states are expected to take appropriate measures to ensure accessibility and independent living
- The equality rights of all Canadians, including persons disabled by barriers, are enshrined in the *Canadian Charter of Rights and Freedoms*

Barriers are often created and perpetuated through a lack of planning or appreciation of the significance these obstacles can play in people's daily lives. A proactive process of developing accessibility standards and regularly updating them will help create a more inclusive society and benefit all Manitobans, regardless of abilities.

## **Process**

The Minister of Families, Honourable Heather Stefanson, is responsible for the administration of the AMA. The Minister set the [Terms of Reference](#) for all accessibility standards developed under the AMA, including an Accessibility Standard for the Design of Public Spaces.

Under the AMA, the Accessibility Advisory Council (Council) has the responsibility to make recommendations to the Minister regarding the development of accessibility standards. The Council is comprised of nine members with diverse backgrounds and experience, including representatives of organizations of persons with disabilities, business, municipalities and other organizations.

The Council has the authority to establish standard development committees with the expertise required to develop a particular standard. The Council was directed to create a Design of Public Spaces Standard Development Committee and selected its members, approved by the Deputy Minister of Families. Updates to the Manitoba Building Code will be conducted through a separate process, apart from the work of this Committee.

Since it was formed in October 2018, the Committee has met bi-weekly. At the end of May 2019, the Committee is scheduled to submit its recommendations for an accessibility standard for the Design of Public Spaces for Council deliberation before releasing the draft standard for online public review.

## **Scope and Intent**

The Design of Public Spaces includes planning, organization, and construction affecting the exterior environment, as well as the maintenance of these spaces. Public spaces covered by this standard include, but are not limited to:

- Pedestrian access routes and signal systems

- Recreational elements, like trails and beach access routes
- Outdoor public eating areas
- Outdoor parks, play spaces and play structures

Please refer to [Appendix 1](#) for a draft Table of Contents for the proposed standard.

The accessibility standard for the Design of Public Spaces is intended to minimize barriers to access public outdoor spaces and provide specific minimum requirements. It is not intended to limit the creativity of the design process during planning, construction and maintenance of public infrastructure. The design of accessible outdoor public spaces requires the participation of all people; designers, builders, persons with disabilities, and other stakeholders, including property owners and governments. Their diverse perspectives will ensure a collaborative process aimed at the greater good. The Design of Public Spaces accessibility standard could also contribute to research and planning practices related to outdoor spaces.

## **Moving Forward**

Following Council's review of the committee's recommendations, Council will post a proposed standard for the Design of Public Spaces on the Disabilities Issues Office website, [AccessibilityMB.ca](#). This will be an opportunity for the disability community, stakeholders and the public to comment on the proposed standard.

All submissions received will be reviewed and considered. In order to ensure that all comments are received prior to the preparation of the Committee's recommendations, submissions must be received by August 16, 2019. The Design of Public Spaces Standard Development Committee will prepare a final report for the Accessibility Advisory Council for review and approval. The final report, including recommendations for a proposed standard for the Design of Public Spaces, will be submitted to the Minister of Families no later than August 30, 2019. The report will be publicly available and posted on the Disabilities Issues Office website, [AccessibilityMB.ca](#)

This document and the public consultation on May 14, 2019 are among the first steps in establishing an Accessibility Standard for the Design of Public Spaces. For a complete list of the legislatively required steps involved in the developing accessibility standards under the AMA, please see Appendix 2.

## **Appendix 1**

### **Preliminary Topic Areas**

The following is the Committee's current list of topic areas that will be included in the new Design of Public Spaces Standard. The list is not exhaustive and will continue to be refined as the Standard is completed:

1. Exterior accessible path of travel
2. Exterior parking and loading zones
3. Ramps
4. Mechanical lifts
5. Controls
6. Signage
7. Washrooms and Change Facilities
8. Docks
9. Boat launches / sports facilities
10. Counters, tables, service desks
11. Seating
12. Play areas
13. Pedestrian Crossings
14. Lighting
15. Transit Stops
16. Sound / Communication
17. Community Places



## **Appendix 2**

### **Steps Required for Standard Development** **as required under the AMA**

1. The Accessibility Advisory Council (Council) establishes a committee with expertise to develop a particular standard.
2. The Committee's proposed standard is submitted to the Council for review and/or further development.
3. Based on the Committee's recommendations for a proposed standard, the Council prepares a discussion paper that serves as the basis for public consultations.
4. Depending on the particular standard being considered, the Council, in conjunction with the Committee, use the public input to prepare a draft standard for the Minister responsible for the AMA.
5. The Minister may accept the Council's proposal in whole, in part or with changes.
6. The government's response is posted on the Disabilities Issues Office website for public comment for a 60-day period.
7. The Council and/or the Committee review the submissions and provides suggested amendments to the Minister for consideration.
8. The Minister makes any final amendments before forwarding drafting instructions for the standard to Legislative Counsel.

#### **Proposed Timeline of Milestones and Deliverables:**

- May 31, 2019 – Design of Public Spaces Standard Development Committee submits proposed standard to the Accessibility Advisory Council
- June 21, 2019 – Council posts recommendations for a proposed Design of Public Spaces Standard on the Disabilities Issues Office website for public comment.
- August 14, 2019 – Deadline for submitting public comment for the Design of Public Spaces proposed standard.
- August 30, 2019 – Council, in conjunction with the Committee, provide final recommendations to Minister responsible for the AMA.
- June 2020 – The Design of Public Spaces Standard Regulation comes into force.



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**The Accessibility for Manitobans Act  
Accessibility Advisory Council  
Presents a**

**Discussion Paper  
on AAC Recommendations for an  
Information and Communications  
Accessibility Standard**

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**April 30, 2019  
Winnipeg, MB**

# 1. Introduction and Background

The Accessibility Advisory Council (Council) is pleased to present its draft accessibility standard on information and communications for public feedback in accordance with [The Accessibility for Manitobans Act \(AMA\)](#).

In May 2017, the Honourable Minister Scott Fielding, former Minister responsible for the AMA, established the [Terms of Reference](#) for an information and communications accessibility standard. The Minister requested that the standard establish policies, practices and other requirements needed to identify and remove barriers impacting information and communications accessibility for persons with disabilities, including:

- providing accessible formats upon request
- providing communication supports upon request
- creating and offering accessible web content

The Council, which is mandated to make recommendations on accessibility standards, chose to create a committee of experts to assist in the development of this accessibility standard. The Council extends its gratitude to Lisa Snider, chairperson, and the members of the [Standard Development Committee on Information and Communications](#) (Committee).

The Committee submitted its report to the Council on September 6, 2018, when the Council began its review and deliberations. Council hoped to benefit from the five-year review of Ontario's parallel accessibility requirements affecting Information and Communications. Unfortunately, the outcome of this 2017 review and update is still not public. In the meantime, Council has considered current Ontario requirements to promote consistency among provincial accessibility standards.

## 2. The Meaning and Value of Accessible Information and Communications

For the purposes of this discussion document:

- “information” is knowledge, data and facts that convey meaning
- “communication” is the interaction between two or more people to transfer information
- “Information and Communications Technology” (ICT) is the use of telecommunications, computers, and software that helps users access, store, transfer and manipulate information

Information and communication happens in a variety of ways or “formats,” including speech, written text, recorded audio, images, or digital information made available through ICT. Most of us have a preference of one format over another – to follow instructions, schedule an appointment, explore new ideas, or for relaxation. When we face a barrier to one format (for example, related to vision, hearing, or memory), we choose another format that works best. Typically, at least one of the formats we use involves technology.

Technology has revolutionized access to information and communication for people with disabilities. For instance, what you may be able to see printed is spoken, via voice software, to another Manitoban who is visually impaired or blind. Or, what you may hear in a video is provided in text (or “captions”) to another viewer who is Deaf or hard-of-hearing. **Technology has broken down many barriers, but it has also created new barriers, particularly when the individuals who are communicating ignore the accessibility features that are available to them.** For example, a new barrier is created when the only way to communicate with an organization is to complete a complicated online request form, with no telephone option.

By educating Manitobans about why and how to consider accessibility in information and communications, this standard helps ensure each of us is part of the solution. For instance, by using the headings at the top of your computer screen, you can create an attractive document that works for

everyone. This includes the person who wants to jump from heading to subheading to quickly find the information they are seeking and for the person who is blind or cannot manipulate a computer mouse, for example, to scroll down to the financial statement many pages into an annual report.

### **3. Scope**

The Terms of Reference require that the standard “be specific enough that one can determine when the requirements have been met.” The Council’s recommendations will meet this requirement by applying existing national and international standards affecting ICT, which are both detailed and supported by a variety of resources, training opportunities and expertise.

Nonetheless, the Council recognizes that “specific” technologies in use today may have evolved three years from now. The Council therefore recommends a general consideration that organizations offer functional alternatives to the ways users can access information and communication, no matter what the mode of communication (see Section 7).

To keep up with changing technologies and to consider accessibility issues that cannot be addressed in a regulation, the Council calls on the Manitoba government to support accessible information and communication with a range of free tools and resources. For instance, the government should provide print guidelines that explain how to use colour contrast and appropriately sized font depending on the type of document, whether a business card, report or poster.

Please note that the Federal government is responsible for communications that fall under the mandate of the Canadian Radio-Television and Telecommunications Commission. Related regulations are out of scope of this consultation.

## 4. Purpose of the Discussion Paper

The purpose of this discussion paper is to seek comments, questions, and feedback on the Council's recommendations for Manitoba's information and communications accessibility standard.

In addition to questions highlighted throughout the discussion document, your assessment of the proposed standard may wish to consider the following:

- Does the standard provide clear direction on how to remove information and communication barriers?
- Is the standard too broad? Too narrow?
- Are there items missing from the standard?
- Is the standard achievable?
- Will the standard make a difference?

Your opinion matters. You are invited to prepare written submissions and briefs by **June 30, 2019** to:

**Disabilities Issues Office**

630 - 240 Graham Avenue

Winnipeg MB R3C 0J7

Email: [access@gov.mb.ca](mailto:access@gov.mb.ca)

Website: [AccessibilityMB.ca](http://AccessibilityMB.ca)

Phone: 204-945-7613

Toll Free: 1-800-282-8069, Ext. 7613

In addition, you are welcome to attend a public forum on **May 14, 2019**, from 9:00 am to noon at the Viscount Gort Hotel, main floor, 1670 Portage Avenue in Winnipeg. To register and for more information, please visit [AccessibilityMB.ca](http://AccessibilityMB.ca).

# Discussion Document on an Initial Proposal for an Information and Communications Accessibility Standard

## INTRODUCTORY PROVISIONS

### Definitions, Categories and Exceptions

#### 1.1 Definitions:

##### **Information**

Information includes data, facts and knowledge that exists in any format, including, but not limited to, text, audio, digital and/or images, which conveys meaning, and includes, but is not limited to, in person, conventional print and digital communications and technologies.

##### **Communications**

The imparting or exchanging of information by speaking, writing, and/or using some other medium and/or mechanisms, including but not limited to in person, conventional print, and digital information and technologies.

##### **Procurement**

The process of including accessibility criterion into policies and practices, when finding and purchasing information and communications, which may include tools and technologies from an external source. This includes, but is not limited to in-person, conventional print and/or digital.

## **Authoring** (as related to Information and Communications Technology)

The tools and technologies used in creating and/or modifying information and communications and that affect accessibility, such as computer software, website content management systems, or self-service kiosks. Authors are the people who use authoring tools to create, design, or modify computer programs or websites, such as website designers.

## **1.2 The standard refers to different categories of information, as follows:**

### **New Information and Communications**

Information and communications authored, created, provided and/or received after the standard comes into force.

### **Pre-existing Information and Communications**

Information and communications authored, created, provided and/or received before the standard comes into force that continue to be actively in use and maintained.

### **Legacy, Unused and/or Archived Information and Communications**

Information and communications authored, created, provided and/or received before the standard comes into force that are no longer used or accessed on a regular basis, or are permanently kept in archives for their historic or legal value.

## **1.3 Exceptions**

The proposed requirements for an accessibility standard for information and communications do not apply to the following:

- a. Information that cannot be reasonably converted into an accessible format. For example, in a document containing complex charts, it may



be possible to convert the text in the document, but for technical reasons, it may not be possible to convert the information in the charts. In this situation, the organization must explain to the person requesting the information, why it cannot convert the information into an accessible format. The organization must also provide, to the extent possible, a summary of the information that could not be converted.

- b. Information that an organization may be sharing on behalf of another organization. For example, a convention centre may offer brochures about local hotels, restaurants and attractions. The convention centre would not have direct or indirect control of this information, so it would not be required to provide that information in an accessible format.
- c. Product labels or other information found on products that the vendor has no control over, for example, packaging labels. However, the vendor should provide accessible product related information where possible. For instance, a pharmacist may print or send electronic information to explain the use and potential side effects of medicine.

## **2. Meaning of Accessible Information and Communications**

For the purpose of this regulation, accessible information and communications are authored, created, provided and/or received when all persons who are reasonably expected to seek to obtain, use, or benefit from information and communications, have a similar opportunity to seek to obtain, use, or benefit from the information or communications.

## **3. Application and Phase-In of Obligations**

Once the standard comes into force, obligations will be phased in over four years affecting the Manitoba government, public sector and all other organizations, including business, non-profits and municipalities, as follows:

<b>Type</b>	<b>Manitoba Government</b>	<b>Public Sector except small municipalities</b>	<b>All other organizations</b>
Obligation to introduce policies, procedures, feedback and training	After one year	After two years	After three years
New information and communications must be made accessible	After two years	After three years	After four years
Emergency procedures plans and/or public safety information	After two years	After three years	After four years
Pre-existing information and communications actively in use must be made accessible	After four years	After five years	Upon request

## **MEASURES, POLICIES AND PRACTICES**

### **4. Barrier-Free Access to Information and Communications**

Every obligated organization's actions must be consistent with the purposes and principles of The Accessibility for Manitobans Act and reasonable accommodation requirements under The Human Rights Code.

- 4.1 Every obligated organization must establish and implement measures, policies and practices respecting barrier-free access to information and communications it provides.

- a. This applies to all information and communications an organization controls directly and/or through a contractual relationship that allows for modification of the information and communications, whether free or paid.
- b. This applies to information and communications related tools and technologies (ICT) that an organization procures and/or purchases.

**Question:** Should the standard address procurement (purchase) of accessible ICT? If so, what aspects – hardware, software, ICT services? Who should be affected – government, public sector, private sector?

In establishing, updating and implementing its measures, policies and practices, as per Section 7:

- 4.2 Every obligated organization must identify and remove barriers in “new” information and communications, so that all persons can reasonably expect to seek to obtain, use, or benefit from the information and communications that are authored, created, provided, and/or received after the obligation timeline.
- 4.3 Manitoba government and public sector organizations must also identify and remove barriers in “pre-existing information and communications” that are authored, created, provided, and/or received before the obligation timeline, and continue to be actively in use and maintained.
- 4.4 All other organizations, including businesses, non-profit organizations and smaller municipalities, must make “pre-existing information and communications” accessible when persons who are disabled by a barrier request access in an accessible format, as per Section 8.
- 4.5 Legacy, unused and/or archived information and communications must only to be made accessible when persons who are disabled by a barrier request access in an accessible format, as per Section 8.

## **5. Emergency Procedures, Plans and/or Public Safety Information**

Every organization that has emergency procedures, plans and/or public safety information must make these accessible as outlined in Section 7, so that all persons who could reasonably expect to obtain, use or benefit from the emergency procedures, plans and/or public safety information can do so.

- 5.1 A person who is disabled by a barrier may request the information in an accessible format, as per Section 8.
- 5.2 Obligated organizations must meet the staggered deadlines set out in Section 3.

## **6. Accessible Information and Communications Feedback**

An obligated organization must ensure that it provides accessible processes for receiving and responding to feedback about the accessibility of its information and communications, as per Section 7.

- 6.1 A person who is disabled by a barrier may request the information in an accessible format, as per Section 8.
- 6.2 The organization must document its resulting actions, and make that documentation available on request.

## **7. Specific and General Guidelines**

In its measures, policies and practices, under Section 4, an obligated organization must ensure that it provides accessible information and communications in the following ways:

## 7.1 Accessible Websites and Web Content

Obligated organizations must create accessible web content that can be accessed on desktops, laptops, tablets, and mobile devices. Web content refers to the information in a web page or web application, including:

- apparent information such as text, images, and sounds;
- hidden technical code or “markup” that outlines the structure, style, presentation, layout, etc.

Web content must apply the following principles of the World Wide Web Consortium Web Content Accessibility Guidelines (WCAG):

- **Perceivable:** Available to the senses (vision and hearing primarily) either through the browser or through assistive technologies (e.g. screen readers, screen enlargers, etc.).
- **Operable:** Users can interact with all controls and interactive elements using either the mouse, keyboard, or an assistive device.
- **Understandable:** Content provides a message clearly, in plain language, to avoid misunderstanding or mistakes.
- **Robust:** A wide range of technologies can access the content (including old and new assistive technologies).

Obligated organizations must meet WCAG 2.1 Level AA criteria for all web content that an organization controls directly or through a contractual relationship that allows for modification of the product, as phased in once the standard has come into force:

a. Manitoba government must meet WCAG 2.1 Level AA:

- New information and communications two years after the standard comes into force.

- Pre-existing information and communications three years after the standard comes into force with the exception of criteria 1.2.4 Captions and 1.2.5 Audio Descriptions.
- b. Public sector organizations, including large municipalities, must meet WCAG 2.1 Level AA:
- New information and communications three years after the standard comes into force.
  - Pre-existing information and communications four years after the standard comes into force, with the exception of criteria 1.2.4 Captions and 1.2.5 Audio Descriptions.
- c. All other obligated organizations, including business, non-profits and small municipalities must meet WCAG 2.1 Level AA:
- New information and communications four years after the standard comes into force.
  - Pre-existing information and communications must be made available in an accessible format upon request by a person disabled by a barrier, as per Section 8.

WCAG guidelines are the basis of most accessibility laws around the world. The goal is to ensure all users have equal access to information and functionality, including people affected by blindness and low vision, deafness and hearing loss, learning disabilities, cognitive limitations, limited movement, speech disabilities, photosensitivity and combinations of these.

## 7.2 Self-Service Interactive Devices

Obligated organizations must ensure accessibility for all users when designing, procuring or acquiring self-service interactive devices by meeting the CAN/CSA-B651.2-07 (R2017) Accessible Design for Self-Service Interactive Devices. The phased application of this obligation is set out in Section 3.

The Canadian Standards Association (CSA) defines a self-service interactive device as: “a device, whether electronic or mechanical, that requires user input and provides physical or electronic output.” Self-service devices are also called kiosks. For example, self-service kiosks are used by financial institutions, for parking payment, ticket sales, and grocery checkout.

**Question:** Should only the Manitoba government, public sector organizations and larger private sector organizations follow standards to make kiosks accessible? What about smaller businesses, defined as having fewer than 50 employees?

### 7.3 General Considerations

Obligated organizations must aim to create accessibility to ICT that is not specified in this standard, and could consider Functional Accessibility Requirements (FAR) as a guideline to enable people to locate, identify, and operate ICT functions, and to access the information provided.

FAR offers general alternatives to addressing potential barriers to ICT, for instance new forms of artificial intelligence, including but not limited to the following ways:

- Vision: by allowing adjustment to size, format, colour and use of voice software;
- Hearing: by offering alternative communication through captions (representation of image with words), by allowing adjustment in volume and background noise, using images or offering sign language;
- Speech: by offering alternatives to voice, for example responding by text or with a support person;
- Physical access, strength and manual dexterity: by locating ICT in an accessible space and at an accessible height and by offering alternative ways of operating technology; and,

- Extended focus, memorization or abstract thinking: by offering information in plain language, without time limits or demanding an ability to sequence steps to engage with ICT, and by offering a simple way to correct or undo mistakes.

## **8. Accessible Formats and Communication Supports**

Obligated organizations must provide an opportunity to individuals affected by barriers to information and communications to request accessible formats and communication supports not generally available

- a. in a timely manner that takes into account the person's accessibility needs due to disability; and,
- b. at a cost that is no more than the regular cost charged to other persons.

8.1 The obligated organization must consult with the person making the request to determine the suitability of an accessible format or communication support.

8.2 The obligated organization must notify the public about the availability of accessible formats and communication supports.

## **9. Documentation of Measures, Policies and Practices**

Subject to Section 4, Manitoba government, public sector organizations (with the exception of small municipalities) and businesses and non-profit organizations with more than 50 employees must:

- a. document their measures, policies and practices;
- b. provide a copy of the documentation on request; and,
- c. notify the public that the documentation is available on request.



## 10. Educational and Training Resources and Materials

Organizations that are school boards or educational or training institutions have additional requirements to meet the accessibility needs of their learners.

10.1 In the following sections, an educational or training institution is considered an obligated organization if it falls into one of the following categories:

- a. it is a school division or a school district established under the Public Schools Act
- b. it is a private school as defined in section 1 of The Education Administration Act
- c. it is an educational institution as defined in section 1 of The Advanced Education Administration Act
- d. it is a private vocational institution registered under The Private Vocational Institutions Act

**Question:** Should training that is offered by community and non-profit organizations be exempt from Sections 10 and 11? For example, training for literacy, financial management or parenting?

10.2 Educational or training institutions must provide educational or training resources or materials in a format that meets the accessibility needs of the learners by:

- a. Procuring an accessible or conversion ready electronic format, or
- b. Providing a comparable resource in an accessible or conversion ready format, if the educational or training resources or materials cannot be procured, obtained by other means or converted into an accessible format.

10.3 Educational and training institutions must provide student records and information on program requirements, availability and descriptions in an accessible format.

10.4 The deadline for compliance by large obligated organizations, with 50 or more employees, is two years after the standard comes into force.

The deadline for compliance of small obligated organizations, with fewer than 50 employees, is three years after the standard comes into force.

## **11. Training to Educators**

School boards or educational or training institutions must provide educators with accessibility awareness training related to accessible program or course delivery and instruction.

11.1 Obligated organizations must keep a record of the training provided under this section, including the dates on which the training is provided and the number of individuals to whom it is provided.

11.2 The deadline for compliance of large obligated organizations, with 50 or more employees, is two years after the standard comes into force.

The deadline for compliance of small obligated organizations, with fewer than 50 employees, is three years after the standard comes into force.

## **12. Producers of Educational or Training Material**

Manitoba producers of educational or training textbooks for educational or training institutions must make these accessible upon request.

12.1 Every obligated organization that is a producer of print-based educational or training supplementary learning resources for educational or training institutions shall, upon request, make

accessible or conversion ready versions of the printed materials available to the institutions.

- 12.2 The deadline to make conversion ready versions of textbooks available is two years after the standard comes into force.

The deadline to make conversion ready versions of printed materials that are educational or training supplementary learning resources is three years after the standard comes into force.

### **13. Libraries of Educational and Training Institutions**

Libraries of educational and training institutions that are obligated organizations must provide, procure or acquire by other means an accessible or conversion ready format or print, digital or multimedia resources or materials for a person with a disability, upon request.

- 13.1 Special collections, archival materials, rare books and donations are exempt from the requirements of Section 13.
- 13.2 The deadline to make accessible formats of print-based resources or materials available is two years after the standard comes into force, and the deadline to make accessible formats of digital or multi-media resources or materials available is three years after the standard comes into force.

### **14. Public Libraries**

The Public Libraries Act requires Manitoba's library boards to provide access to, or arrange for access to, accessible materials where they exist. Manitoba's inter-library loan system is designed to allow users to access collections from libraries throughout the province.

- 14.1 For the purposes of Section 14, a library board, as defined in The Public Libraries Act, is an obligated organization.

- 14.2 In the context of this requirement, “accessible materials” include all works of literary, musical, artistic, dramatic nature , in accessible formats such as, but not limited to, print, electronic, video, DVD, audio, Braille, etc.
- 14.3 Every library board must provide access to or arrange for the provision of access to accessible materials where they exist.
- 14.4 When procuring new library materials, library boards are required to consider the accessibility needs of their users
- 14.5 Library boards shall make information about the availability of accessible materials publicly available and must provide the information in accessible format or with appropriate communication supports, upon request.
- 14.6 Library boards may provide accessible formats for archival materials, special collections, rare books and donations.
- 14.7 The deadline for library boards to make accessible formats of print-based resources or materials available is three years after coming into force, and the deadline to make accessible formats of digital or multi-media resources or materials available is four years after the standard comes into force.



LEADERSHIP, ADVOCACY AND SERVICE FOR MANITOBA'S PUBLIC SCHOOL BOARDS

## MEMO

May 31, 2019

**TO:** All Board Chairs and Secretary-Treasurers

**FROM:** Alan M. Campbell  
President

**RE:** MSBA EDITORIALS

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Today marks the close of the formal public consultation with the commission on the review of the K-12 education in Manitoba. However, we wanted to share that your association will continue the important conversations around public education in the weeks and months ahead.

The following links feature the op-ed piece, which have appeared in the Winnipeg Free Press as well as the Brandon Sun.

<https://www.winnipegfreepress.com/opinion/analysis/education-conversation-will-continue-past-review-deadline-510653792.html>

<https://www.brandonsun.com/opinion/letters-to-the-editor/lettertotheditor----review-must-bring-change-510544902.html>

AMC/ak

# Executive Highlights

Monday, June 3, 2019

**Alan Campbell**  
President  
204-886-7121

**Sandy Nemeth**  
Vice-President  
(6,000 students or more)  
204-230-6475

**Floyd Martens**  
Vice-President  
(fewer than 6,000 students)  
204-572-5374

**Vacant**  
Past President

**Kelli Riehl**  
Director Region 1  
204-539-2803

**Leah Klassen**  
Director Region 2  
204-325-8093

**Lena Kublick**  
Director Region 3  
204-757-2889

**Vaughn Wadelius**  
Director Region 4  
204-623-3073

**Jerry Sodomlak**  
Director Region 5  
204-999-1409

**Julie Fisher**  
Director Region 5  
204-261-7963

**Leave of absence**  
Director Region 6

1. Dr. Noralou Roos and Dr. Sharon MacDonald from Manitoba Centre for Health Policy presented the *Addressing Poverty through Access to Benefits and Education* initiative for low income families.
2. Dr. Rob Santos, Senior ADM, MB Education and Training and Paul McArthur, Knowledge Manager, McConnell Foundation presented the WellAhead Pilot Project initiative for Manitoba schools.
3. The following committee appointments and re-appointments were approved, Convention Planning Committee: Kristine Janz, Prairie Spirit SD, Charlene Geiler, Red River Valley SD; Manitoba Schools Insurance Committee: Murray McLenehan, Portage La Prairie SD, Certificate Review: Patty Wiebe, Border Land SD.
4. The Executive reviewed and approved the 2019-2020 Association budget.
5. A review and discussion of the roles and responsibilities with respect to both the MUST Fund and Convention Planning Committees was held.
6. The Executive approved the appointment of Sandy Nemeth, Floyd Martens, Lena Kublick and Jerry Sodomlak to the ad-hoc committee tasked with follow-through on 2019 Convention Resolution M-01-19.
7. Alan reported that he, along with Laurie French, President and Nancy Pynch-Worthylake, Executive Director, with the Canadian School Boards Association, have submitted a workshop proposal for consideration of the National School Boards Association Congress in April 2020. The theme of the proposal is advocacy in the Canadian context.
8. In preparation for the November general meeting and regional meetings, Heather Demetriooff invited Executive to give some thought to different PD sessions they wish to see for the event. Suggestions will be shared at the July meeting.

JW/ak

*Should you have any questions about the items listed above, please feel free to contact any member of the MSBA Executive or Josh Watt, MSBA Executive Director. The official minutes of the meeting will be posted to the MSBA Website once approved at the Executive's next meeting on July 15, 2019.*

LEADERSHIP, ADVOCACY AND SERVICE FOR MANITOBA'S PUBLIC SCHOOL BOARDS

TO: ALL TRUSTEES

## Canadian School Boards Association (CSBA) Congress and National Trustee Gathering on Indigenous Education

### “Leading Today with a Vision for Tomorrow”

A reminder, in case you have not yet registered:



**Early Bird [Registration Fee ENDS on Friday, June 14](#)** for the National Trustee Gathering on Indigenous Education AND the Canadian School Boards Association (CSBA) CONGRESS 2019, which will be held from JULY 3 to 6 at the Westin Harbour Castle in Toronto.

CSBA Congress is the leading national professional development event for the school board sector in Canada and the Ontario Public School Boards' Association is looking forward to hosting the event this year. We have built a program inspired by the outstanding work of school boards across the country and are confident of offering a dynamic and stimulating program in Toronto in July 2019. Congress 2019 runs from 4 - 6 July, preceded by the National Trustee Gathering on Indigenous Education, from 3 – 4 July. Both events are being held at the Westin Harbour Castle Hotel in Toronto.

We are looking forward to welcoming you to Toronto! Toronto has many outstanding attractions within a short walking distance of the conference hotel, including; the Rogers' Centre home of the Toronto Blue Jays, Ripley's Aquarium, the CN Tower, a world-class theatre district, fabulous restaurants, as well as a beautiful waterfront. **Included in your registration is a dinner cruise around the Toronto Harbour and Islands.** For more information on things to do and see in Toronto, see [mtm.seetorontonow.com](http://mtm.seetorontonow.com).

Don't miss these stimulating, thought-provoking **Keynote Speakers:**

### **National Trustee Gathering on Indigenous Education**

#### **Wednesday, July 3**

- **KEVIN LAMOUREUX**

Kevin Lamoureux is an award winning scholar with an impressive publication and research grant record. He has consulted for governments, organizations and institutions across Canada. His most recent book contribution, for *Ensouling Our Schools* with Jennifer Katz is being used by educators across Canada working to create inclusive spaces for all students. He has been seen on TV, in documentaries, in print, and in the media. More than anything, Lamoureux is

committed to reconciliation and contributing to an even better Canada for all children to grow up in.

#### **Thursday, July 4**

- **NATIONAL CHIEF PERRY BELLEGARDE**

Perry Bellegarde, re-elected National Chief of the Assembly of First Nations in 2018, holds a wealth of leadership experience. He has spent the past thirty years putting into practice his strong beliefs on the laws and traditions instilled in him by the many Chiefs and Elders he has known over the years. Passionate and unrelenting in creating real, measurable progress on the priorities that matter most to First Nations, National Chief Bellegarde is a strong advocate for honouring and implementing Inherent and Treaty rights, title and jurisdiction.

#### **CSBA CONGRESS**

#### **Thursday, July 4 - evening**

- **VALÉRIE CHORT**

How will we prepare Canadian youth for the workplace of the future? In the coming decade, half of all jobs will be disrupted by technology and automation. Some will change dramatically. Others will disappear completely, replaced by jobs that are yet to be invented. We are living through an era of radical change, with the latest advancements in artificial intelligence and automation transforming the way we work, even in unexpected fields such as law and customer service. Valérie's presentation will outline the findings of the Royal Bank of Canada's report "Humans Wanted: How Canadian Youth Can Thrive in the Age of Disruption", a major study of the Canadian workforce. Valérie is VP Corporate Citizenship for RBC and Executive Director of the RBC Foundation.

#### **Friday, July 5**

- **DR. GABOR MATÉ**

Gabor Maté is a medical doctor, known internationally for his work on the mind/body unity in health and illness, on attention deficit disorder and other childhood developmental issues, and his breakthrough analysis of addiction as a psycho-physiological response to childhood trauma and emotional loss. He is the author of four best-selling books and is the recipient of many awards. In 2017 he was named among 150 Canadians as a Difference Maker in Mental Health by the Centre for Addictions and Mental Health. He addresses professional and lay audiences in North America and internationally on issues related to childhood development and parenting, physical and mental health and wellness, and addiction.

- **BRIAN WOODLAND**

Brian Woodland is a passionate advocate for public education and sees his role, first and foremost, as supporting student achievement through effective communication. Brian is known for his practical, powerful, provocative, humorous and fearless presentations. He is known for making a strong emotional connection with his audience – one that inspires.

More information is available in the [Program Outline](#).



[Online registration](#)

[Hotel information](#)

We hope to see you at the National Trustee Gathering on Indigenous Education and CSBA CONGRESS!

**Thank you** to those of you who have already registered.



September 23 – 29, 2019  
Celebrating science,  
innovation and solutions  
#GBW2019



## MARK YOUR CALENDAR!

**Bioscience Association Manitoba** is proud to host a special one-day event for students Grades 8 – 12 during **Global Biotech Week**.

Please mark your calendar the week of **September 23 to 29, 2019**.

Further details to follow as logistics are confirmed.

### Who We Are:

Bioscience Association Manitoba (BAM) is a non-profit organization supporting 110 members across the province, ranging from agricultural biotechnology to health biotechnology to cleantech biotechnology. We host valuable resources and training opportunities to help the sector improve skills, enhance research and development, and achieve commercial success. This includes outreach to high school and post-secondary students to build awareness of career options in the bioscience sector.

### What is Global Biotech Week & Why It Matters for Your Students:

The purpose of Global Biotech Week is to raise awareness of the industry and its global potential among policymakers, policy influencers and the general public more broadly. As a part of BAM's promotion of the 2019 Global Biotech Week the association will be hosting several events throughout the week, including a dedicated event focused on student engagement and building career awareness.

Details for this event, including the specific date and location, are in the process of being confirmed so we are reaching out today to request that you mark your calendars for the week of September 23-29, 2019.

Don't miss out on this phenomenal opportunity to introduce your students to all that bioscience has to offer. Further details to follow as logistics are confirmed.

Please contact Sheri Huetter, Training Coordinator ([Sheri@biomb.ca](mailto:Sheri@biomb.ca)) to reserve your spot.

Kind Regards,

Kim Kline

Director, Training and Development  
BioScience Association Manitoba

Tele: 204-272-5097

[kim@biomb.ca](mailto:kim@biomb.ca)