

BOARD PUBLIC MINUTES

Tuesday, December 20, 2022, 7:30 pm

Board Room

Administration Building

133 Greenbank Road

Ottawa, Ontario

Trustees: Lyra Evans, Alysha Aziz, Justine Bell, Donna Blackburn, Donna Dickson, Jennifer Jennekens, Nili Kaplan-Myrth, Matthew Lee, Cathryne Milburn, Suzanne Nash, Amanda Presley, Lynn Scott, Tabarak Al-Delaimi (Student Trustee), Antong Hou (Student Trustee)

Staff: Camille Williams-Taylor (Director of Education), Brett Reynolds (Associate Director of Education), Randy Gerrior (Associate Director, Business Operations), Michele Giroux (Executive Officer, Corporate Services), James Proulx (Executive Officer, Information Technology and Digital Transformation), Prince Duah (Superintendent of Instruction), Mary Jane Farrish (Superintendent of Instruction), Paula Hall (Superintendent of People, Culture and Leadership), Amy Hannah (Superintendent of Instruction), Reg Lavergne (Superintendent of Instruction), Shawn Lehman (Superintendent of Instruction), Richard Sinclair (General Counsel, Superintendent of Labour Relations, Risk Management and Privacy), Shannon Smith (Superintendent of Instruction), Peter Symmonds (Superintendent of Learning Support Services), Carolyn Tanner (Human Rights and Equity Advisor), Pamela LeMaistre (Manager, Human Resources), Sandy Owens (Manager, Business & Learning Technologies), Diane Pernari (Manager of Communications & Information Services), Nicole Guthrie (Manager, Board Services), Michael Guilbault (Central Audio/Visual Technical Specialist), Marco Paladino (Training & Support Specialist), James Baker (Board/Committee Coordinator)

1. Call to Order -- Chair of the Board

Chair Lyra Evans called the public meeting to order at 8:09 p.m.

2. Acknowledgement of Territorial Lands

Chair Lyra Evans acknowledged that the meeting is taking place on unceded Algonquin Homelands and thanked the Algonquin Nations for hosting the meeting on their land.

3. Approval of the Agenda

Moved by Trustee Milburn, seconded by Trustee Presley,

THAT the agenda be approved.

Carried

4. Declarations of Interest

No declarations of interest were filed.

5. Presentation to the Director

Chair Lyra Evans thanked Director Camille Williams-Taylor for her work at the Ottawa-Carleton District School Board (OCDSB) and presented her with a gift as an expression of appreciation on behalf of the Board. Chair Lyra Evans invited Board members to view a video which highlighted Director Williams-Taylor's work as the Director of Education.

Director Williams-Taylor thanked the Board and reflected on her experiences with the trustees and the District, and expressed her deepest appreciation for the learning opportunities and support that she received in this role.

6. Delegations

6.1 Deena Friedman, re Antisemitism at School

Deena Friedman, a grade 12 OCDSB student expressed the view that antisemitism has increased in schools and that Jewish students do not feel safe at school. She called upon the Board to do more to address antisemitism, including educating teachers and administrators to recognize antisemitism when it occurs and to take action to stop it from continuing.

6.2 Susan McGahan, re Support for Jewish Students in the OCDSB

Susan McGahan played a recording of students sharing their lived experiences of being Jewish in OCDSB schools. She expressed the view that the voices of Jewish students are not being heard, and called for more support for Jewish students, including the addition of a Jewish equity coach. Ms. McGahan submitted that educators need to learn how to support Jewish students and that the Board should clearly define antisemitism and adopt the definition of antisemitism put forward by the International Holocaust Remembrance Alliance (IHRA).

6.3 Timothy Daum, re Antisemitism Concerns at the OCDSB

Timothy Daum, a parent of an OCDSB student, expressed concern about antisemitism in OCDSB schools and the need for protection of Jewish students. He expressed appreciation for the efforts the Board has made towards addressing anti-Black racism and recommended the addition of a Jewish equity coach to assist with mandatory training on antisemitism and consequences for hate speech and actions.

6.4 Michael Moskovic, re Antisemitism Concerns at the OCDSB

Michael Moskovic shared a video of a speaker from the recent "Rise Up Ottawa" conference on antisemitism. He noted that his father was a Holocaust survivor and he expressed concern about antisemitism incidents occurring in schools. He called upon the Board to add a Jewish equity coach to address this issue.

6.5 Gladys Zarecki, re Antisemitism in the Public School System

Gladys Zarecki, a retired teacher, expressed concern about antisemitism in schools and the lack of teacher training and student education on antisemitism. She recommended that schools address this topic in a similar manner to what has been provided with respect to combating prejudice against other groups, such as Indigenous, Black, LGBTQ, Islamic and Muslim students.

6.6 Robert Levine, re Safe Environment for Jewish Students

Robert Levine noted a recent incident at an OCDSB school, and expressed the view that a review is required with regard to how schools are addressing antisemitism, including the consequences for acts of hate and discrimination. He recommended the hiring of a Jewish equity coach to address the issue and provide training for staff.

6.7 Josh Korn, re Antisemitism in OCDSB Schools

Josh Korn expressed concern about the rise of antisemitism in OCDSB schools and suggested mandatory antisemitism education for all staff and students. He expressed the view that there should be zero tolerance for antisemitic rhetoric and actions with meaningful consequences for students and teachers who engage in such activities.

6.8 Daud Aden, re Lack of Diversity in Schools

Daud Aden expressed the opinion that there is a lack of diversity among school leaders and staff at the OCDSB, particularly for visible minorities, Black, and Indigenous leaders and staff. He recommended that the Board identify and eliminate barriers to achieving a diverse workforce, and ensure that hiring policies and practices are inclusive.

In response to queries from trustees, Mr. Aden expressed the view that diversity is recognized and measured by what can be observed through OCDSB hiring practices and policies.

7. Report from the Board (In Camera)

Vice-Chair Bell reported that the Board met in camera earlier this evening and reports and recommends as follows:

Moved by Jennifer Jennekens

Seconded by Justine Bell

THAT staff proceed as directed in Board in Camera with respect to a financial matter.

For (12): Lyra Evans, Alysha Aziz, Justine Bell, Donna Blackburn, Donna Dickson, Jennifer Jennekens, Nili Kaplan-Myrth, Matthew Lee, Cathryne Milburn, Suzanne Nash, Amanda Presley, and Lynn Scott

Carried (12 to 0)

Moved by Donna Blackburn

Seconded by Justine Bell

THAT staff proceed as directed in Board in Camera with respect to a human resources item.

For (12): Lyra Evans, Alysha Aziz, Justine Bell, Donna Blackburn, Donna Dickson, Jennifer Jennekens, Nili Kaplan-Myrth, Matthew Lee, Cathryne Milburn, Suzanne Nash, Amanda Presley, and Lynn Scott

Carried (12 to 0)

8. Briefing from the Chair of the Board

During the briefing, Chair Lyra Evans reported the following:

- The Education Foundation of Ottawa (EFO) is asking for donations to their "Gift a Lift" campaign to aid OCDSB students in need to help them move toward a bright future, a full belly, or a warm winter;
- Parents or students are encouraged to nominate an outstanding educator for the 2023 Prime Minister's Awards. The Prime Minister's Awards recognize excellence in teaching, teaching excellence in Science, Technology, Engineering and Mathematics (STEM), and excellence in Early Childhood Education. Nominations are open until 17 January 2023; and

- Two OCDSB schools were recognized in the CBC Canadian Music Class Challenge. She extended congratulations to Lisgar Collegiate Institute on earning third place in the Senior Instrumental category, and to Bayshore Public School on being a Top 10 finalist in the Primary Vocal category.

9. Briefing from the Director

Director Williams-Taylor reported on the following:

- The 2021-2022 Director's Annual Report is available on the OCDSB website and highlights the OCDSB's commitment to student success and achievement. The report also highlights the Districts' success in carrying out the strategic plan and highlights the rich learning that is happening in OCDSB classrooms, the strong sense of community in OCDSB schools, and the work of school teams and system departments to ensure that the OCDSB continues to build on our success.
- The OCDSB will be developing a new strategic plan for 2023-2027. The goal is to create a simple, measurable and impactful plan that is meaningful to students, staff and community members. An important step in the development of the plan is community consultation, which will include in-person and virtual opportunities taking place in early 2023, including the following large-group consultations:
 - 12 January 2023 at Ottawa Technical Secondary School;
 - 19 January 2023 at Bell High School; and
 - 2 February 2023 for a virtual session.
- The latest episode of the "*In Conversation with OCDSB*" podcast discusses how to navigate the digital world with confidence;
- Many families in the OCDSB community will be celebrating holidays or marking important occasions together in December 2022 and early January 2023. Warmest wishes were extended to all who will be observing these and other celebrations throughout the winter holiday season, including:
 - In December, Hanukkah, the Winter Solstice, Yule, Yalda, Christmas, Kwanzaa, and Zarathushti.
 - In early January, new year celebrations, Orthodox Christmas, and the Birthday of Guru Gobind Singh Ji.
- The last day of school for elementary and secondary students will be 23 December 2022; and
- All students will return to class on 9 January 2023.

10. Confirmation of Board Minutes

- 10.1 1 November 2022
Moved by Trustee Dickson, seconded by Trustee Aziz,
THAT the 1 November 2022 Board Minutes be received.
Carried
- 10.2 7 November 2022, Special Board
Moved by Trustee Dickson, seconded by Trustee Aziz,
THAT the 7 November 2022 Special Board Minutes be received.
Carried
- 10.3 15 November 2022, Board Inaugural
Moved by Trustee Dickson, seconded by Trustee Aziz,
THAT the 15 November 2022 Board inaugural Minutes be received.
Carried
- 10.4 22 November 2022, Special Board
Moved by Trustee Dickson, seconded by Trustee Aziz,
THAT the 22 November 2022 Special Board Minutes be received.
Carried
- 10.5 24 November 2022, Special Board Continuation
Moved by Trustee Dickson, seconded by Trustee Aziz,
THAT the 24 November 2022 Special Board Continuation Minutes be received.
Carried
- 10.6 29 November 2022, Special Board
Moved by Trustee Dickson, seconded by Trustee Aziz,
THAT the 29 November 2022 Special Board Minutes be received.
Carried
11. Business Arising from Board Minutes
There was no business arising from the minutes.
12. Matters for Action
- 12.1 Receipt of Committee of the Whole Report

12.1.a 6 December 2022

Moved by Trustee Bell, seconded by Trustee Milburn,

THAT the Committee of the Whole report, dated 6 December 2022, be received.

Carried

Trustee Bell requested that the top three priorities on the Strategic Plan be brought forward to the Board meeting on 31 January 2023.

12.2 Report 22-091, Appointment of External Member of the Audit Committee (R. Gerrior)

Your Committee had before it Report 22-091, seeking approval of the appointment of an external member to serve on the Audit Committee for a term of 20 December 2022 to 14 November 2025.

Associate Director Gerrior reported that 23 candidates applied for the position and three were selected for an interview. The Selection Committee recommended that Brian Burns be appointed to the Audit Committee, as an external member for a three year term.

Moved by Lynn Scott

Seconded by Matthew Lee

THAT Brian Burns be appointed to the Audit Committee as an external member for a three-year term.

For (12): Lyra Evans, Alysha Aziz, Justine Bell, Donna Blackburn, Donna Dickson, Jennifer Jennekens, Nili Kaplan-Myrth, Matthew Lee, Cathryne Milburn, Suzanne Nash, Amanda Presley, and Lynn Scott

Carried (12 to 0)

12.3 Notice of Motion, Re: Appointment of Advisory Committee on Equity Trustees to the Ad Hoc Director Selection Committee, Trustee Bell

Notice of motion having been given, Trustee Bell moved as follows:

Moved by Trustee Bell, seconded by Suzanne Nash,

WHEREAS the Board is responsible for the selection and appointment of the Director of Education;

WHEREAS the Board, at its inaugural meeting of 15 November 2022, appointed three trustees as members of the Ad Hoc Director Selection Committee;

WHEREAS the Board, at its inaugural meeting of 15 November 2022, appointed Trustees Dickson and Kaplan-Myrth as members of the Advisory Committee on Equity;

WHEREAS Board Policy P.146.HR establishes a commitment to the development and implementation of fair, consistent, transparent, and equitable practices and procedures for recruitment, hiring, and promotion for all positions to improve the ability to achieve and maintain a strong and diverse workforce; and

WHEREAS Section 4.8 d (iv) of P.146.HR further outlines expectations for diverse hiring panels that intentionally reflect a diversity of lived experiences, skill sets, and educational and professional backgrounds;

THEREFORE BE IT RESOLVED

THAT the trustee representatives to the Advisory Committee on Equity (ACE) be appointed as trustee members to the Ad Hoc Director Selection Committee.

Trustee Bell expressed the view that it is important for the Ad Hoc Director Selection Committee to ensure that inclusive hiring policies and practices are followed and that there are no barriers in place to achieving a diverse workforce. The intent is for the trustee representatives to the ACE to participate and oversee the hiring process, including setting parameters and background work.

In response to a query regarding the role of trustees who were not appointed to the Ad Hoc Director Selection Committee, the following information was provided:

- All trustees may attend and participate in meetings of the Selection Committee but only members of the selection committee can vote at selection committee meetings;
- The interview process is open to all trustees wishing to participate; and
- The full Board of trustees votes on the recommendation from the selection committee for the appointment of a new Director.

Trustee Scott noted that past practice has demonstrated that the selection committee has worked well by consensus and trustee voices are heard. The committee's role is addressed in policy, is generally housekeeping in nature, and adding members would raise the number required for quorum making it more difficult to manage.

Trustees Dickson and Kaplan-Myrth noted that as ACE representatives they would focus on ensuring the new director understands equity by having lived experiences in dealing with hate and discrimination.

Trustee Blackburn noted that she would participate in the selection committee and would bring her lived experience perspective.

Trustee Bell reiterated the importance of involving the ACE in the selection process.

Moved by Justine Bell

Seconded by Suzanne Nash

THAT the trustee representatives to the Advisory Committee on Equity be appointed as trustee members to the Ad Hoc Director Selection Committee.

For (10): Lyra Evans, Alysha Aziz, Justine Bell, Donna Dickson, Jennifer Jennekens, Nili Kaplan-Myrth, Matthew Lee, Cathryne Milburn, Suzanne Nash, and Amanda Presley

Against (1): Lynn Scott

Abstain (1): Donna Blackburn

Carried (10 to 1)

13. Matters for Discussion

13.1 Report from OPSBA Representatives (if required)

There was no report from the OPSBA representatives.

14. Matters for Information

There were no matters for information.

15. New Business -- Information and Inquiries

Trustee Kaplan-Myrth provided formal notice that she would bring a motion before the Committee of the Whole meeting on 17 January 2023 with respect to the establishment of a 1.0 Full-time Equivalent (FTE) Jewish Equity Coach position.

Trustee Scott requested an update from staff with respect to actions taken to address drug use and human trafficking in schools.

Trustee Scott requested that information from Ottawa Public Health (OPH) regarding respiratory diseases and safety precautions be made more accessible through OCDSB media platforms.

In response to a request from Trustee Blackburn for an update on the District's relationship with the Ottawa Police Service (OPS), Director Williams-Taylor advised that school administrators engage with OPS on criminal matters as appropriate and OPS continues to be responsive. There is currently no plan to

bring OPS into schools for presentations, as was done before the Board rescinded its policy on police involvement in schools two years ago.

16. Adjournment

Trustee Lyra Evans noted the requirement to resolve into an in camera session in order to complete the in camera agenda. Prior to moving to the Trustee Committee Room she called for a vote to continue the meeting past 10:30 p.m.

The motion to continue the meeting past 10:30 p.m. was defeated, having failed to achieve a two-third majority.

The meeting adjourned at 10:18 p.m.

Lyra Evans, Chair of the Board