

# Delegation

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**Name: Shannon Boschy**

**Brief summary of issue or topic of discussion:**

Recent events in American Ivy-League Universities with respect to DEi, Anti-Racism and Double-Standards of acceptable speech in the Academy have made international headlines and raised serious questions about the efficacy and integrity of DEi policies in public institutions and education.

I am asking for four minutes to highlight two related studies about the efficacy of DEi and about public sentiment research regarding culture war issues for consideration by the OCDSB Board.

The first study is the work of Professor David M. Haskell of Wilfrid Laurier University published by the Aristotle Foundation for Public Policy;

<https://aristotlefoundation.org/reality-check/what-dei-research-concludes-about-diversity-training-it-is-divisive-counter-productive-and-unnecessary/>

The second is the publication of a public sentiment survey in Canada regarding cultural issues by the non-partisan think tank, The MacDonald-Laurier Institute.

<https://macdonaldlaurier.ca/politics-of-culture-wars-canada/>

In December I submitted a written delegation on the topic of the Ontario Accelerated Apprenticeship program, a wholly different topic. My request to delegate in person was declined, and I was invited to submit a written delegation instead.

In March last year I delegated in-person on the topic of Article 2B of the Canadian Charter of Rights and Freedoms -regarding an obvious violation of the charter by the board against a constituent. Again, a wholly different topic.

I am asking for due consideration from the chair in my request to delegate in-person to the board.

Delegation to OCDSB, Committee of the Whole  
March 26<sup>th</sup>, 2024  
133 Greenbank Rd, Ottawa,

**Delegation: Shannon Boschy BFA CFP CIM**

**Research Shows Political Correctness & DEI Policies Run Contrary to Majority Beliefs do not Lead to Desired Outcomes**

**Article: The politics of culture wars in contemporary Canada**

<https://macdonaldlaurier.ca/politics-of-culture-wars-canada/>

Author: Dr. Eric Kaufmann, Highlights Below:

Canadians oppose the idea of separating students in schools by race into privileged and oppressed by 92 to 8;  
Respondents oppose teaching children that “There is no such thing as biological sex, only gender preference” by 85 to 15;  
By an 80 to 20 margin, people oppose attempts to cancel gender-critical feminists J.K. Rowling & Kathleen Stock;  
Canadians oppose gender reassignment surgery for under-16s by 4 to 1;  
By a 78 to 22 margin, Canadians agree that “political correctness has gone too far”;  
By a 70 to 30 margin, Canadians oppose the idea that Canada is a racist country and a similar share do not want this taught at school;  
By 70 to 30, people prefer a color blind rather than color-conscious approach to issues in society;

**What DEI research concludes about diversity training: it is divisive, counter-productive, and Unnecessary**

<https://aristotlefoundation.org/reality-check/what-dei-research-concludes-about-diversity-training-it-is-divisive-counter-productive-and-unnecessary/>

Author: David Millard Haskell, Highlights & Excerpts Below:

“Hundreds of studies dating back to the 1930s suggest that antibias training does not reduce bias, alter behavior or change the workplace.”

“Numerous systematic reviews and meta-analyses—an advanced research method that combines the data of multiple studies to identify overall trends—have determined that the ability of DEI training to elevate harmony and/or decrease prejudice (in any lasting way) is undetectable or negligible.”

“These trainings lead many to believe that they have to “walk on eggshells” when engaging with members of minority populations.... As a result, members of the dominant group become less likely to try to build relationships or collaborate with people from minority populations.”

DEI’s negative perception extends beyond potential job candidates. Two-thirds of human resource specialists—those in charge of overseeing DEI initiatives—report that diversity training does not have positive effects.<sup>44</sup> Interestingly, both the research into DEI and the majority of those involved in such training have arrived at the same conclusion: when it comes to harmony and tolerance, DEI does not make things better, but it can make things worse.