



Building Brighter Futures Together at the Ottawa-Carleton District School Board



TO: Special Board

DATE: 29 June 2020

RE: Code of Conduct – Application of Sanctions

Whereas, the Ottawa-Carleton District School Board has a strong commitment to the human rights and equitable treatment of all persons;

Whereas, the Ottawa-Carleton District School Board recognizes the importance of good governance and the responsibilities of trustees to provide leadership and to govern to benefit public education, being mindful of the impact of decisions and actions on individual communities and society at large, as provided in the Board Governance Policy P.012;

Whereas, the Ottawa-Carleton District School Board has investigated a complaint under the Board Member Code of Conduct and has determined that Trustee Donna Blackburn has breached the Code of Conduct sections 3.8, 3.15 and 3.18 and the fiduciary expectations for civil behavior for School Trustees; and

Whereas, the Board believes that Trustee Blackburn exploited her privilege and the privilege of elected office; failed to prioritize the dignity of other persons; and engaged in conduct which discredited the Board and undermined the Board's commitment to create a culture of caring and social responsibility; and expressed regret for her actions only well after the presentation of the Code of Conduct complaint;

THEREFORE BE IT RESOLVED,

- A. That, in accordance with Section 4.37(a) of Policy P.073.GOV, the Board censure Trustee Blackburn for behavior which was disrespectful to the individuals directly involved, disrespectful to the Black community as a whole, and which used language which is known to be offensive and more specifically is a form of anti-Black racism; and further,
 - i. That the Board condemn the behavior of Trustee Blackburn which is not representative of the values and beliefs of the Board of Trustees; and
 - ii. That the Board stand with the community in strongly recommending that Trustee Blackburn immediately offer her resignation from the office of OCDSB Trustee, Zone 3, Barrhaven/Knoxdale-Merivale;
- B. That, in accordance with Sections 4.37(b) and 4.39 of Policy P.073.GOV, Trustee Blackburn be barred from attending the Board meeting at which the Board will consider the approval of the 2020-2021 Annual Budget;
- C. That, in accordance with Section 4.37(c) of Policy P.073.GOV, Trustee Blackburn be barred from sitting on the following committees of the Board for the six-month period between July 1, 2020 and December 31, 2020:
Committee of the Whole,
Committee of the Whole (Budget),
Parent Involvement Committee,
Audit Committee,

Any Advisory Committee designated under Section 9.5(c) of the OCDSB By-Laws, Appeals Hearing Panels, Expulsion Hearing Panels, and Any Ad Hoc Committee established by the Board; and further,

- D. That, in accordance with Section 4.38 of Policy P.073.GOV, the Board encourage Trustee Blackburn to immediately undertake and complete an Anti-racism program to be recommended by the Board's Human Rights and Equity Advisor;
- E. That, in accordance with Section 4.38 of Policy P.073.GOV, the Board encourage Trustee Blackburn to immediately undertake and complete a review of the *Good Governance for School Boards, Trustee Professional Development Program* and provide a copy of the Certificate of Completion to the Board.
- F. That the Board refrain from appointing Trustee Blackburn to any representative position or role on behalf of the Board for a period of six months from July 1, 2020 to December 31, 2020.