



OTTAWA-CARLETON  
DISTRICT SCHOOL BOARD

## MEMORANDUM

**Memo No. 21-047**

TO: Trustees  
Student Trustees

FROM: Camille Williams-Taylor, Director of Education and Secretary of the Board  
Michele Giroux, Executive Officer, Corporate Services

DATE: 23 April 2021

RE: **Continuing the Debate on Draft Policy P.146.HR, Equitable Recruitment, Hiring and Promotion**

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At the Special Committee of the Whole (COW) meeting of 20 April 2021, the debate continued on draft policy P.146.HR, Equitable Recruitment, Hiring and Promotion. At the time of adjournment, the motion to approve the policy, as moved by Trustee Boothby, was still on the floor. Due to the time-sensitive nature of the matter, the item will be added to the 27 April 2021 Board meeting agenda.

### **Procedural Authority**

Section 12.3 (g) of the OCDSB By-laws and Standing Rules permit substantive items, including motions, to be dealt with at the Board meetings.

*12.3 (g) Substantive items, including motions and staff reports that are urgent or time sensitive, as determined by the Chair of the Board in consultation with the Director, may be dealt with at Board meetings. For the purpose of this by-law, urgent or time sensitive is defined as a matter which cannot be completed if not dealt with at a Board meeting prior to the next scheduled meeting of the appropriate committee. If a motion or staff report comes directly to Board, without first going to committee, the rules of committee, on the topic of the motion or staff report will apply, as outlined in section 12.15.*

As the rules of the committee will be in effect, trustees may seek clarification or ask a question of the non-voting representatives who are in attendance. All meeting materials and the Zoom meeting invitation will be sent to the non-voting representatives.

In order to permit the amendments adopted at the 20 April 2021 Special COW meeting, the Board is advised to receive the committee report with the following motion:

“THAT the Special Committee of the Whole report dated 20 April 2021 be received and the amendments as recorded be applied to draft Policy P.146.HR, Equitable Recruitment, Hiring and Promotion.”

### **Staff Comment on Proposed Amendments**

Staff has reviewed the suggestions from the Special COW meeting and offers comments on the following:

- **Definitions - Inclusive**  
A suggested definition will be shared in advance of the meeting on Tuesday evening.
- **Best Possible Program vs Best Possible Outcomes** - there are no concerns from staff with this particular proposed amendment.

Should you have any questions regarding the process, please contact Michele Giroux, Executive Officer, Corporate Services, at [michele.giroux@ocdsb.ca](mailto:michele.giroux@ocdsb.ca). Should you have any questions regarding the policy please contact Janice McCoy, Superintendent of Human Resources, at [janice.mccoy@ocdsb.ca](mailto:janice.mccoy@ocdsb.ca).

cc     Director's Executive Council  
        Corporate Records

### Attachments

Appendix A - Copy of Draft Policy with Proposed Amendments Incorporated

Appendix B - Proposed Amendment Table