

## SPECIAL COMMITTEE OF THE WHOLE PUBLIC REPORT

**Tuesday, April 20, 2021, 7:00 p.m.  
Zoom Meeting**

Trustees Present: Justine Bell, Donna Blackburn (Trustee), Christine Boothby, Rob Campbell, Chris Ellis, Lyra Evans, Mark Fisher, Wendy Hough, Jennifer Jennekens, Keith Penny, Sandra Schwartz, Lynn Scott, Charles Chen (Student Trustee), Joy Liu (Student Trustee)

Staff Present: Camille Williams-Taylor (Director of Education), Brett Reynolds (Associate Director), Mike Carson (Chief Financial Officer), Janice McCoy (Superintendent of Human Resources), Michele Giroux (Executive Officer, Corporate Services), Dorothy Baker (Superintendent of Instruction), Shannon Smith (Superintendent of Instruction), Prince Duah (Superintendent of Instruction), Mary Jane Farrish (Superintendent of Instruction), Eric Hardie (Superintendent of Instruction), Shawn Lehman (Superintendent of Instruction), Peter Symmonds (Superintendent of Learning Support Services), Nadia Towaij (Superintendent of Programming and Learning K-12), Carolyn Tanner (Human Rights and Equity Advisor), Sandra Owens (Manager of Business & Learning Technologies), Diane Pernari-Hergert (Manager of Communications & Information Services), Richard Sinclair (Manager of Legal Services and Labour Relations), Nicole Guthrie (Manager of Board Services), Rebecca Grandis (Senior Board Coordinator), Darren Gatley (Board/Committee Coordinator), Michael Guilbault (AV Technician)

Non-Voting  
Representatives  
Present: Christine Moulaison (OCASC), Christine Lanos (OCEOC), Susan Gardner (ETFO), Troy Cluff (OSSTF-District 25), Kelly Granum (OSSTF), Stephanie Kirkey (OSSTF), David Wildman (OCEOTA), Seema Lamba (ACE), Amy Wellings (SEAC)

1. Call to Order - Vice-Chair of the Board

Vice-Chair Penny called the meeting to order at 7:00 p.m. He acknowledged that the meeting is taking place on unceded Algonquin Territory and thanked the Algonquin Nations for hosting the meeting on their land.

2. Approval of Agenda

Moved by Trustee Blackburn,  
THAT the agenda be approved.

Moved by Trustee Scott,

THAT item 4 be placed ahead of item 3 on the agenda.

Trustee Ellis noted his opposition to amending the agenda as members of the public may be waiting to hear the COVID-19 update.

Trustee Scott advised that the majority of the COVID-19 update is contained in the supplementary information attached to the agenda and no significant additional information is expected to be provided by staff.

Moved by Trustee Scott,

THAT item 4 be placed ahead of item 3 on the agenda.

Defeated

**Moved by Trustee Blackburn,**

**THAT the agenda be approved.**

**Carried**

3. COVID-19 Update

Director Williams-Taylor noted that all OCDSB schools have pivoted to remote learning in accordance with the latest provincial stay-at-home order.

She expressed appreciation to staff for undertaking the transition quickly and seamlessly.

Director Williams-Taylor advised that staff continue to work with Ottawa Public Health (OPH) to track COVID-19 cases in students and staff and to identify high risk contacts. As of 19 April 2021, the OCDSB had 128 student cases and 39 staff cases. School-based testing clinics are continuing to operate during the stay-at-home period.

Director Williams-Taylor announced that the roll-out of vaccines for education workers began last week with a focus on staff who provide support to students with special education needs. The OCDSB identified 1900 employees currently eligible for the vaccine. The recent announcement of access to AstraZeneca for persons 40 and over will also increase accessibility for those employees who choose to make an appointment through a local pharmacy.

Staff are engaging with families to support students in remote learning. This includes discussions with families of students with special education needs to better understand how those students could be supported remotely. Every effort is being made to respect the stay-at-home order and ensure that students are able to access learning.

Director Williams-Taylor reported that consideration will be given for students with intensive and complex special education needs, such as those with developmental disabilities (DD), autism spectrum disorder (ASD) and/or multiple exceptionalities, to attend in person learning during the school closure period.

There will be a staggered entry plan for students who require the accommodation for in-person learning with all students attending by 26 April 2021.

In response to questions, the following information was provided:

- Regarding the determination of students with special education needs who cannot be accommodated remotely, Superintendent Symmonds advised that staff are taking an individualized approach with each student by reviewing the individual education plan (IEP) that outlines what accommodation and modifications are in place to support learning. Principals and school staff are speaking with families to determine what accommodations can be implemented, wherever possible, to support remote learning.
- Establishing a criterion for measuring a student's progress against the IEP goals is a challenge as student's special education needs are diverse. A series of considerations were put in place for staff to review that includes the IEP as well as the identification of DD or ASD and the ability to manage remote learning using a device. These considerations will allow staff to make an individual decision for each student.
- Associate Director Reynolds noted that there is currently a moratorium on in person co-op placements. The stay at home order requires that only essential workers attend in person and co-op students are not considered essential. Co-op students are still able to be accommodated virtually to obtain the skills and credits they require;
- Associate Director Reynolds advised that the contact tracing undertaken by Ottawa Public Health (OPH) has changed recently as OPH reached capacity limits with the increase in cases. Moving to remote learning will change the work of OPH to focus on contact tracing for only those individuals currently attending in person. The process for contact tracing has moved to a nurse working with principals. Despite the capacity issues, OPH continued to contact trace in a timely manner;
- Superintendent Symmonds noted that staff do not currently have an estimate of the number of students that will be attending in-person. A survey to gather numbers will be distributed. The Ministry has requested weekly updates. A staggered entry of the most vulnerable students is expected at the Clifford Bowey Public School and Crystal Bay Centre for Special Education;
- Superintendent Symmonds advised that staff investigated combining smaller congregated classes at fewer locations but it was determined that the transition would be challenging for special needs students and stability is a key consideration;
- Superintendent McCoy advised that staff have been working with other school boards in the region and OPH on the vaccine rollout for education workers. Eligible staff have been identified and their names shared with OPH who reached out by email or telephone to provide booking information. She

advised that some staff have already received vaccines and others have bookings secured. The District is following a different process than that indicated on the Ministry website where education workers are encouraged to use the provincial booking system; and

- Superintendent McCoy noted that eligible staff were determined by a narrow set of Ministry guidelines and did not include all staff that teach in special education. In a small number of cases, contact information for staff was not correct and those staff members could not be reached. She advised that if there are staff that feel they should have been included in the eligible list and were not, this could be investigated and that an upcoming meeting with union presidents will provide an opportunity for follow-up on this issue.

4. Matters for Action:

4.1 Report 21-026, Equitable Recruitment and Hiring Policy (J. McCoy)

Your committee had before it Report 21-026, seeking approval of a draft hiring policy P.146.HR, Equitable Recruitment, Hiring and Promotion Policy, P.146.HR, Appendix A.

Chair Penny advised that the report had been previously presented during the Committee of the Whole meeting on 6 April 2021. He noted that at the time of deferral, the following motion and amendment were on the floor:

Moved by Trustee Boothby,

That the Board approve Policy P.146.HR - Equitable Recruitment, Hiring and Promotion.

*An amendment moved by Trustee Lyra Evans,*

*THAT in Policy P.146.HR, section 1.0 the words “practices for” and “social” be struck.*

*Carried, friendly*

*An amendment moved by Trustee Lyra Evans,*

*THAT in Policy P.146.HR, section 1.0 the word “practice” be inserted after the word equitable.*

*Carried, friendly*

An amendment moved by Trustee Lyra Evans,

THAT in Policy P.146.HR, section 2.3 the words “immigration status” be inserted before the word “language”.

Trustee Lyra Evans noted that candidates should not be prioritized as a Canadian citizen over a permanent resident, and that immigration status should not be a consideration of a candidate.

Superintendent McCoy noted that the list included in section 2.3 is protected under the Ontario Human Rights Code (OHRC) and immigration status is not a protected ground and was not included. Consideration of including “immigration status” may cause confusion as candidates must be able to work legally within Canada.

A sub-amendment moved by Trustee Boothby,

THAT the words “immigration status” be struck and “landed immigrant” inserted.

Committee members noted that other statuses, such as a temporary work visa, may not be covered under the proposed sub-amendment and the original “citizenship” has a broader coverage to encompass the meaning.

Trustee Lyra Evans noted that “Immigration status” was proposed as the interpretation of “citizenship” could imply citizens of other English speaking countries and immigration status is the language used by equity seeking groups.

Superintendent McCoy noted that as an employer, the District cannot ask job candidates of their citizenship or residency status but can only inquire if a candidate can legally work within Canada so as to not participate in discrimination to citizenship encompassed under the OHRC.

With the consent of the committee, Trustee Boothby withdrew her sub-amendment.

Trustee Jennekens advised that trustees exercise caution in adding terms as there may be legal repercussions to be considered.

*An amendment moved by Trustee Lyra Evans,*

*THAT in Policy P.146.HR, section 2.3 the words “immigration status” be inserted before the word “language”.*

*Carried*

An amendment moved by Trustee Hough,

THAT in Policy P.146.HR, section 2.3 the words “race” be struck and replaced with “racial identity”.

In her introduction, Trustee Hough noted that the term “race” encompasses social constructs and physical traits, which are covered in the list within section 2.3, and that “racial identity” be used as there is an element of personal reflection and identity.

Student Trustee Liu noted that “racial identity” is a personal perception and not necessarily helpful from an employer’s perspective as it is the employer’s perception that is reflected as the candidate may not have the opportunity to explain their personal racial identity.

Trustee Campbell contended that personal versus social identity must be determined, and what is superseded by the other in an employment context.

Trustee Lyra pointed out that “race” is the terminology used within the OHRC.

Director Williams-Taylor noted that the rationale for the terms “race” and “racial identity” would essentially be the same arguments for “gender” and “gender identity”, and suggested that both “race” and “racial identity” be included in the policy.

A sub-amendment moved by Trustee Scott,

THAT in Policy P.146.HR, section 2.3 the word "race" be inserted before "racial identity".

Trustee Ellis pointed out that if the proposed sub-amendment is approved, instances of this wording in other policies will need to be updated to reflect this.

Ms. Lamba indicated that including both terms will demonstrate that the Board is forward thinking.

Superintendent McCoy noted that “race” is included in the OHRC and each term has a distinct and specific meaning. Removing “race” may cause confusion.

*A sub-amendment moved by Trustee Scott,*

THAT in Policy P.146.HR, section 2.3 the word "race" be inserted before "racial identity".

*Carried*

*An amendment moved by Trustee Hough,*

*THAT in Policy P.146.HR, section 2.3 the words "race" and "racial identity" be included.*

*Carried*

An amendment moved by Trustee Jennkens,

THAT in Policy P.146.HR, section 2.0 be amended by adding a definition for “inclusive” to be defined as: “including, allowing, and accommodating all persons who have been historically excluded because of their diversity”.

Human Rights and Equity Advisor (HREA) Tanner noted that she supports having a definition for “inclusive” in the policies; however, the language “accommodating” refers to a dominant culture, and “excluded” reinforces a deficit ideology and should be reworded.

With the consent of the committee, Trustee Jennekens withdrew her amendment. Staff agreed to provide further comment and a proposed definition for “contemplation” at the 27 April 2021 Board meeting.

An amendment moved by Trustee Bell,

THAT in Policy P.146.HR, section 2.5 be amended by substituting the following: “Equity is fairness, impartiality, even-handedness. A distinct process of recognizing differences within groups of individuals, and using this understanding to achieve substantive equality in all aspects of a person’s life, including the removal of disparity and disproportionality between groups, using positive measures to bring about the condition of same status, which is a state of equality. It does not mean treating everyone the same.

Trustee Bell noted that all amendments under her name are brought forth from the Advisory Committee on Equity (ACE).

Superintendent McCoy noted that the definition of “equity” in the policy is different from the definition found within the Indigenous, Equity, and Human Rights Roadmap.

Director Williams-Taylor recognized the need for consistency across all documents to ensure clear communication.

Trustee Campbell suggested that the term “even-handedness” could cause confusion as it is subjective language even if it was included in the Indigenous, Equity, and Human Rights Roadmap.

Director Williams-Taylor suggested that the OHRC’s definition of “equity” be used. She recognized that caution is needed when sourcing definitions from the Indigenous, Equity, and Human Rights Roadmap as it is a strategic plan and not a policy.

With the consent of the committee, Trustee Bell withdrew her amendment. Staff agreed to provide a proposed definition for contemplation at the 27 April 2021 Board meeting.

An amendment moved by Trustee Bell,

THAT in Policy P.146.HR, section 2.6 be amended by substituting the following: “Hiring refers to the process for selecting candidates for available positions, including all stages from establishing job requirements to the recruitment, application, screening and selection processes. The selection process may include multiple assessment tools, sources and methods such as interviews, written tests or assignments and various types of references such as personal reference checks.”

Superintendent McCoy noted that this is a policy which is not intended to provide all operational hiring process details such as the hiring tools used.

Trustee Scott noted that extended details regarding multiple assessment tools does not need to be included in this policy as that would be encompassed in a procedural document.

Ms. Lamba noted that the amendment is meant to clarify the intention and direction of hiring staff.

An amendment moved by Trustee Bell,

THAT in Policy P.146.HR, section 2.6 be amended by substituting the following: "Hiring refers to the process for selecting candidates for available positions, including all stages from establishing job requirements to the recruitment, application, screening and selection processes. The selection process may include multiple assessment tools, sources and methods such as interviews, written tests or assignments and various types of references such as personal reference checks."

Defeated

*An amendment moved by Trustee Lyra Evans,*

*THAT in Policy P.146.HR, section 2.9 the word "and" be struck and the word "or" inserted.*

*Carried, friendly*

An amendment moved by Trustee Bell,

THAT in Policy P.146.HR, section 2.9 be amended by substituting the following: "Special Program refers to the special measures permitted under the OHRC to help create opportunities for people who experience discrimination, inequality, hardship and economic disadvantage. The Code also protects these programs from attack by people who do not experience the same disadvantage. To be a special program, the program must meet one of the following conditions: a) Relieve hardship or economic disadvantage, or b) Help disadvantaged people or groups to achieve, or try to achieve, equal opportunity, or c) Help eliminate discrimination."

Language for the amendment was derived from the OHRC website.

Trustee Scott noted that the sentence "The Code also protects these programs from attack by people who do not experience the same disadvantage" is not language from the OHRC and is instead a statement on the OHRC website. She noted that this language refers to higher level protections such as the Canadian Charter of Rights and Freedoms and Supreme Court decisions. She added that an individual reading this would not be able to find reference in the OHRC which would be problematic.

HREA Tanner noted her support of the amendment as this is the language used by the OHRC website to provide guidance in interpreting the OHRC and is language that is considered persuasive and binding.



*A sub-amendment moved by Trustee Campbell,*

*THAT in Policy P.146.HR, section 2.9 be amended to include “it” before subsection a, b, and, c to read as: “a) It relieves hardship or economic disadvantage, or b) It helps disadvantaged people or groups to achieve, or try to achieve, equal opportunity, or c) It helps eliminate discrimination.”*

*Carried, friendly*

*An amendment moved by Trustee Bell,*

*THAT in Policy P.146.HR, section 2.9 be amended by substituting the following: “Special Program refers to the special measures permitted under the Ontario Human Rights Code to help create opportunities for people who experience discrimination, inequality, hardship and economic disadvantage. The Code also protects these programs from attack by people who do not experience the same disadvantage. To be a special program, the program must meet one of the following conditions: a) It relieves hardship or economic disadvantage, or b) It helps disadvantaged people or groups to achieve, or try to achieve, equal opportunity, or c) It helps eliminate discrimination.”*

*Carried*

*An amendment moved by Trustee Bell,*

*THAT in Policy P.146.HR, section 3.1, the words “and staff” be inserted after the word “students”.*

Superintendent McCoy noted that the policy statement and guiding principle reflects that the District’s primary responsibility is to support students, and as an employer, the District does not have an obligation to support staff in the same manner as students. She recognized that the District does have an obligation to provide staff with equitable treatment; however, it is not possible to provide all staff with equal outcomes. For example, if there was only one position available to which many staff applied, the District cannot guarantee equal outcomes, but can ensure that equitable treatment and fairness occurs.

Trustee Ellis pointed out that the original draft of the policy included “equitable” outcomes and not “equal” outcomes, and that this change could be problematic as there are students with physical and cognitive differences and he queried whether equity meant providing supports for students and staff to achieve the same outcomes.

Superintendent McCoy clarified that the current draft should say “equal” and that this change occurred in a previous draft.

Students could see themselves represented in leadership positions if “and staff” is included in the policy.

Superintendent McCoy noted that if equal staff outcomes are interpreted to be equal in terms of staff experiences, it would align with the intent of the policy which would indicate that the human resources processes are equitable and fair. Measuring staff outcomes could be monitored through staff surveys and a review of the systems to ensure that fairness occurs.

Trustee Hough noted that section 3.2 of the policy refers to what the Board will do in terms of governing, pertaining to staff, and section 3.4 refers to what the District will do, pertaining to staff, from a policy and procedure perspective. Not adding “and staff” and instead maintaining focus on students in section 3.1 would provide clarity.

Ms. Lamba noted that the suggested amendment could provide staff with equity in providing a fair process to have the same opportunities as other staff members.

An amendment moved by Trustee Bell,

THAT in Policy P.146.HR, section 3.1, the words “and staff” be inserted after the word “students”.

Defeated

\*\*\*Following a break at 9:10 pm the meeting was called to order at 9:15 p.m..\*\*\*

An amendment moved by Trustee Bell,

THAT in Policy P.146.HR, section 3.3 be amended by substituting the following: “The Board believes it is critical to have a well-prepared, diverse, and competent workforce with the knowledge, skills, and attributes needed to ensure students and all staff reach their full potential.”

In response to a query, Superintendent McCoy noted that the word “qualified” is used within collective agreements and aligns staff with the required and regulated technical qualifications. The word “competent” is subjective and “qualified” would be more appropriately used in this context.

Trustee Bell withdrew the word “competent” from her amendment and reverted back to “qualified” to read as follows: “The Board believes it is critical to have a well-prepared, diverse, and qualified workforce with the knowledge, skills, and attributes needed to ensure students and all staff reach their full potential.”

Committee members noted that it could be unrealistic to expect an employer to have all staff reach their full potential.

An amendment moved by Trustee Bell,

THAT in Policy P.146.HR, section 3.3 be amended by substituting the following: “The Board believes it is critical to have a well-prepared,

diverse, and qualified workforce with the knowledge, skills, and attributes needed to ensure students and all staff reach their full potential.”

Defeated

An amendment moved by Trustee Lyra Evans,

THAT in Policy P.146.HR, section 3.4 be amended by substituting the following: “The District is committed to the development and implementation of processes and practices which are fair, consistent, and transparent for recruitment, hiring, employment, and promotion, which, in turn, will improve the ability to achieve and maintain a strong and diverse workforce”

Trustee Lyra Evans submitted that her amendment is proposed to clarify the language in this section.

Superintendent McCoy advised that the amendment would not have a substantive impact on the policy.

*A sub-amendment moved by Trustee Hough,*

THAT in Policy P.146.HR, section 3.4 be amended by substituting “that” with “which”.

*Carried*

*A sub-amendment moved by Trustee Scott,*

*THAT in Policy P.146.HR, section 3.4 be amended by substituting “processes and practices which are fair, consistent, and transparent for recruitment, hiring, employment, and promotion, which, in turn, will” with “fair, consistent, transparent and equitable practices and procedures for recruitment, hiring and promotion for all positions to”.*

*Carried*

*An amendment moved by Trustee Lyra Evans,*

*THAT in Policy P.146.HR, section 3.4 be amended by substituting the following: “The District is committed 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.”.*

*Carried*

An amendment moved by Trustee Bell,

THAT in Policy P.146.HR, section 3.5 the words “in various positions” be inserted after the word “staff”.

Superintendent McCoy advised that “various positions” may not reflect the totality of all staff and suggested the use of “across all positions within the organization”.

Trustee Ellis expressed the opinion that “various positions” may not be understood by everyone and that it may leave room for different interpretations.

A sub-amendment moved by Trustee Ellis,

THAT the words “all positions” replace “various positions”.

Trustee Boothby expressed concern that “all positions” may indicate a need to replace current staff members.

Director Williams-Taylor advised caution in the use of “all” or absolute statements that may be difficult to implement;

A sub-amendment moved by Trustee Ellis,

THAT the words “all positions” replace “various positions”.

Defeated

*A sub-amendment moved by Trustee Lyra Evans,*

*THAT the words “in various positions” be replaced with “from separate employee groups and across all levels of the organization” be inserted.*

*Carried, friendly*

*An amendment moved by Trustee Bell,*

*THAT in Policy P.146.HR, section 3.5 the words “from separate employee groups and across all levels of the organization” be inserted after the word “staff”.*

*Carried*

*An amendment moved by Trustee Campbell,*

*THAT in Policy P.146.HR, section 4.1, the words “, including within separate employee groups and across all levels of the organization,” be inserted after the word “workforce”.*

*Carried, friendly*

An amendment moved by Trustee Lyra Evans,

THAT in Policy P.146.HR, section 4.1 the word “increasingly” be struck.

Trustee Lyra Evans expressed the view that the student community has always been diverse and contended that the statement may not be accurate in the future.

Trustee Campbell cautioned against the use of “shall” as it is a specific directive that may be unrealistic.

Trustee Scott noted the importance of retaining the word “increasingly” as many staff members remain with the OCDSB for 20 to 30 years and are constantly evolving.

Trustee Boothby noted her desire to retain the word “increasingly”. She also expressed concern about the use of “shall” as it may violate collective agreements.

An amendment moved by Trustee Lyra Evans,

THAT in Policy P.146.HR, section 4.1 the word “increasingly” be struck.

Defeated

An amendment moved by Trustee Lyra Evans,

THAT in Policy P.146.HR, section 4.2 the word “expects” be struck and the word “requires” inserted.

In introducing the amendment, Trustee Lyra Evans noted that it is reasonable to require staff to understand the lived experiences of the students they are responsible for and this should be a requirement of all OCDSB staff.

Committee members in favour of the amendment noted that the word “expects” gives some leeway in interpretation. The capacity of employees who do not meet the requirement could receive additional training.

Trustees speaking against the amendment expressed concern about the requirements and expectations of staff and whether or not the statement could be enforced.

It was noted that occasional teachers may not receive professional development and requiring all staff to possess this understanding may result in an unfair hiring practice.

An amendment moved by Trustee Lyra Evans,

THAT in Policy P.146.HR, section 4.2 the word “expects” be struck and the word “requires” inserted.

Defeated

*An amendment moved by Trustee Bell,*

*THAT in Policy P.146.HR, section 4.5 be amended by substituting the following: “All applicants for positions within the District shall experience equitable employment systems processes including recruitment, hiring, and promotion. These processes shall be accessible, fair, consistent, and transparent, regardless of the position.”*

*Carried, friendly*

*An amendment moved by Trustee Bell,*

*THAT in Policy P.146.HR, section 4.6 the word “and” be struck and the word “while” inserted.*

*Carried, friendly*

*An amendment moved by Trustee Bell,*

*THAT in Policy P.146.HR, the second sentence of section 4.7 be amended by substituting the following: “In the event of a conflict between this policy and the collective agreement, the collective agreement will prevail, except insofar as any conflict with the Ontario Human Rights Code, then the Code prevails.”*

*Carried, friendly*

*An amendment moved by Trustee Bell,*

*THAT in Policy P.146.HR, section 4.8 a (i) the word “procedures” be inserted after the word “policies”.*

*Carried, friendly*

*An amendment moved by Trustee Bell,*

*THAT in Policy P.146.HR, section 4.8 a (ii) be amended by substituting the following: “intentionally identify and remove barriers for Indigenous peoples and historically disadvantaged groups at each stage of the employment systems process including recruitment, hiring, retention, and promotions.”*

*Carried, friendly*

*An amendment moved by Trustee Hough,*

*THAT in Policy P.146.HR, section 4.8 b (ii) the words “additional experiences,” be struck.*

Trustee Hough contended that “additional experiences” encompasses all the experiences that individuals may have.

Some Committee members noted that additional experiences could include relevant courses.

*An amendment moved by Trustee Hough,*

*THAT in Policy P.146.HR, section 4.8 b (ii) the words “additional experiences,” be struck.*

*Defeated*

*An amendment moved by Trustee Lyra Evans,*

*THAT in Policy P.146.HR, section 4.8 b (ii) the word “and” after the word “graduates” be replaced with the word “or”.*

*Carried, friendly*

*An amendment moved by Trustee Bell,*

*THAT in Policy P.146.HR, section 4.8 b (ii) be amended by substituting the following: “valuing applicants’ additional experiences, lived experiences, skills, backgrounds, perspectives and work experience, including, for example, the unique perspectives of graduates from Indigenous communities or historically disadvantaged communities or the ability to speak other languages in addition to English and French;”*

*Carried, friendly*

\*\*\*10:30 p.m. vote received the required 2/3 majority to continue\*\*\*

An amendment moved by Trustee Campbell,

THAT in Policy P.146.HR, section 4.8 b (iv) the words “as determined by the principal” be reinstated.

Trustee Campbell noted that the policy does not mention that the Board cannot vary from the Ministry’s PPM.

Superintendent McCoy advised that “as determined by the Principal” was included in the PPM and an earlier draft of the policy; however, during consultation with employee groups, it was considered to place too much importance on one individual’s opinion of the best possible educational program for students.

Trustee Scott recalled that the policy governs hiring of all OCDSB staff, and is not restricted to teaching staff.

An amendment moved by Trustee Campbell,

THAT in Policy P.146.HR, section 4.8 b (iv) the words “as determined by the principal” be reinstated.

Defeated

An amendment moved by Trustee Campbell

THAT in Policy P.146.HR, section 4.8 b (iv) be amended by striking the word “program” and inserting the word “outcomes”.

With the consent of the committee, Trustee Campbell withdrew his amendment. Staff agreed to provide a comment on the use of the word “outcomes” at the 27 April 2021 Board meeting.

*An amendment moved by Trustee Hough,*

*THAT in Policy P.146.HR section 4.8 b (iv) the word “and” following the word students be replaced with the word “by”.*

*Carried, friendly*

*An amendment moved by Trustee Bell,*

*THAT in Policy P.146.HR, section 4.8d (i) the word “including” be struck and the words “and clear” be inserted.*

*Carried, friendly*

*An amendment moved by Trustee Lyra Evans,*

*THAT in Policy P.146.HR, section 4.8 d (i) the words “or cronyism, be inserted after the word “nepotism”.*

*Trustee Campbell suggested that there may be a need to define “cronyism.*

*A sub-amendment moved by Trustee Campbell,*

*THAT in Policy P.146.HR, section 4.8 d (i) the words “or other forms of favouritism” be inserted after the word “cronyism”.*

*Carried*

*An amendment moved by Trustee Lyra Evans,*

*THAT in Policy P.146.HR, section 4.8 d (i) the words “cronyism, or other forms of favouritism” be inserted after the word “nepotism”.*

*Carried*

*\*\*\*The 11:00 p.m. vote did not obtain the required unanimous consent to continue the meeting\*\*\**

5. Adjournment

The meeting adjourned at 11:04 p.m.

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Keith Penny, Chair