

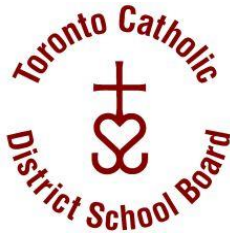


**ADDENDUM  
REGULAR MEETING  
OF THE  
CATHOLIC EDUCATION AND LIVING OUR CATHOLIC VALUES SUB-COMMITTEE  
PUBLIC SESSION**

Thursday, August 29, 2019

1:00 P.M.

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<b>9.</b>	<b>Delegations</b>	
<b>9.a</b>	<b><i>Paolo De Buono, representative of the Catholic School Parent Committee, regarding the Impact of Not Including All Groups in the Code of Conduct</i></b>	<b>1 - 2</b>
<b>11.</b>	<b>Unfinished Business from Previous Meetings</b>	
<b>11.n</b>	<b><i>Mary Laframboise regarding Inclusion of Persons - Submission (Refer Item 11e)</i></b>	<b>3 - 4</b>
<b>15.</b>	<b><i>Listing of Communications</i></b>	
<b>15.e</b>	<b><i>Movie "Unplanned"- For Discussion</i></b>	



**TORONTO CATHOLIC DISTRICT SCHOOL BOARD**

**DELEGATION REGISTRATION FORM FOR STANDING OR OTHER COMMITTEES**

PLEASE BE ADVISED THAT ALL STANDING COMMITTEE MEETINGS ARE BEING RECORDED

For Board Use Only

Delegation No. \_\_\_\_\_

Public Session  
 Private Session  
 Three (3) Minutes

Name	Paolo De Buono
Committee	Regular / Special Board
Date of Presentation	8/29/2019
Topic of Presentation	The Impact of Not Including All Groups in the Code of Conduct
Topic or Issue	Code of Conduct. (I have selected "Regular / Special Board" because "Catholic Education and Living our Catholic Values Sub-Committee was not an available selection online. I am requesting this delegation to be listed for this subcommittee meeting at 1 pm on August 29, 2019. Thank you.)
Details	In addition to my request (see Action Requested), I will be explaining the negative impact on students & families of not including all groups in the updated Code of Conduct.
Action Requested	That the terms in the TCDSB Code of Conduct mirror completely the terms listed in PPM 128 which intentionally mirror completely the terms in the Ontario Human Rights Code.
I am here as a delegate to speak only on my own behalf	<input type="checkbox"/> { 1) I am here as a delegation to speak only on my own behalf }
I am an official representative of the Catholic School Parent Committee (CSPC)	<input type="checkbox"/> { 2) I am an official representative of the Catholic School Parent Committee (CSPC) }
I am an official representative of student government	<input type="checkbox"/>
I am here as a spokesperson for another group or organization	<input type="checkbox"/>
I have read, understand and agree to comply with the rules for Delegations as per the TCDSB Delegations Policy T.14.	<input type="checkbox"/> I Agree
Submittal Date	8/28/2019

# The Impact of Not Including All Groups in the Code of Conduct

Delegation Summary for the August 29, 2019 Meeting of the  
Catholic Education and Living our Catholic Values Sub-Committee

This is a summary of the 3-minute (maximum) oral delegation to be made at this Sub-committee meeting. Please note that I speak on behalf of no one but myself. That is, while I am a Catholic teacher, I am not speaking on behalf of TECT or other employee groups, and I have deliberately focused my delegation on the impact on students and families, not on employees.

At the March 19, 2019 meeting of the Governance and Policy Committee, I was asked whether I agreed with that Committee's decision to refer the issue of the exclusion of terms (terms listed in the PPM 128 and in the Ontario Human Rights Code) in the Code of Conduct to this Sub-committee. I stated clearly that I did not agree with that referral for reasons which are repeated in my delegation today.

1. The documents listed in today's Sub-committee agenda (as of early this morning, Documents 15.a, 15.b, 15.c, and 15.d, and the version of Document 11.k which was not the last submitted staff version of the updated Code of Conduct (that is, the Code of Conduct version submitted here is the previous version where staff inadvertently omitted family status, marital status, gender identity, and gender expression)) and other factors suggest a bias for a result from this Sub-committee in favour of exclusion of one or more of these terms.
2. The selected religious documents (see Point 1 above) presented today focus on dialogue. However, there appears to have been virtually no dialogue with the impacted groups and with professionals which is a necessary dialogue/discussion in a publicly-funded professionally-led school board. This discussion belongs at the Governance and Policy Committee (the standing committee where it first appeared) or at a full board meeting.
3. There are negative impacts on students and families by discussing the removal from the Code of Conduct of any terms that appear in PPM 128 as it mirrors the Ontario Human Rights Code. Questioning any human right puts all at risk. While Catholic school boards have unique constitutional rights, those historical rights are at risk when dealing incorrectly with constitutional rights considered in Canadian society to be more fundamental.

August 29, 2019

Delegation: Student Achievement, Catholic Education Committee, Living Our Catholic Values subcommittee, TCDSB, June 11, 2019,

Reverend Fathers, Honourable trustees, TCDSB staff, and guests: In reference to the proposal to add the terms gender identity, gender expression, marital and family status to the TCDSB Code of Conduct, I come to ask you not to do this.

I wish to present several ideas about inclusivity and moral guidance from our Catholic faith perspective. These are ideas I endeavoured to put into practice as I counselled students and families as part of the TCDSB Special Services Team for many years.

Good parents try to love each of their children unconditionally, but they also guide, correct and challenge them: they do not condone all their behaviours.

As a Catholic board, 'in loco parentis', we want to love each student, (parent, colleague, etc.) as Jesus directs us, "whatever you do to the least, you do to Me." He even directs us to love our enemies, to do good to those who hurt us, to pray for them.

This makes us **inclusive**: everyone must be loved.

We are also taught not to judge the state of anyone's soul: that's God's job, but educators **MUST** daily make judgments of the rightness of actions and behaviour. That is why we design a Code of Conduct.

Scripture has revealed our identity: we are made in the image of God, and God made us male and female, and established marriage from the beginning of creation.

We human beings from the womb need to live in relationship, in family: we need to be valued and affirmed to be able to understand who we are and what gifts we have. It takes another person to value us before we can value ourselves: infants deprived of this nurturing relationship can fail to thrive and even die.

In our fast moving, self-absorbed society and with so many broken relationships, so many are wounded and unaffirmed: **BUT** again, to try to love and affirm each other as valuable human beings does not mean we accept all behaviours as good.

As an example, let's imagine a situation of a young couple in our schools who become sexually intimate and conceive a child. We would hopefully strive to be merciful, to help and support them.

But if they began to proclaim to all the other students that there was no problem with their behaviour, if they even insisted that pre-marital sex be taught in our classrooms as perfectly acceptable, going so far as to say that everyone should be free to explore their sexuality with total 'freedom', other parents and thoughtful students would rightfully object: "This is a Catholic school: we have a moral code".

The common good of the student body would have to be safeguarded. So also in the situation of those who would want us to accept other standards in understanding sexuality and gender. We cannot accept that students and staff define themselves by their sexual orientation; they are persons, students- not labels.

We are Catholic and we have an understanding of gender, sexual behaviour, virtue, marriage, and family structure that we believe has been ordered and revealed by God.

Every person who authentically and freely chooses to be part of the Catholic education project. must have the integrity either to accept Catholic education, or choose to assign their tax support to, or teach, in another system that reflects their own values. Mary Laframboise, Toronto, June 11, 2019