

## OUR MISSION

The Toronto Catholic District School Board is an inclusive learning community uniting home, parish and school and rooted in the love of Christ.  
We educate students to grow in grace and knowledge to lead lives of faith, hope and charity.

## OUR VISION

At Toronto Catholic we transform the world  
through witness, faith, innovation and action.



# AGENDA ADDENDUM SPECIAL MEETING OF THE TORONTO CATHOLIC DISTRICT SCHOOL BOARD PUBLIC SESSION

Joseph Martino, Chair

Angela Kennedy, Vice-Chair

Wednesday, November 11, 2020

7:00 P.M.

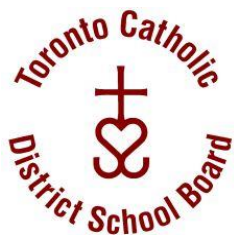
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<b>12. Delegations</b>	
<b>12.a. From Paolo De Buono regarding Trustees Code of Conduct Complaints (With Submission)</b>	<b>1 - 3</b>
<b>12.e. From Josephine Luetke regarding Confidential Report on Trustee Michael Del Grande's November 7, 2019 Proposed Amendment (With Submission)</b>	<b>4 - 7</b>
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15.m.	<i>Catholic Student Leadership Impact Team (CSLIT) 2020-2021 Pillars of Focus (Refer Item 15k)</i>	13 - 37
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**19. Listing of Communications**

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# **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	11/11/2020
Topic of Presentation	Trustees Code of Conduct Complaints
Topic or Issue	Hiring External Investigators for Trustees Code of Conduct Complaints
Details	The TCDSB at times hires external investigators with expertise beyond the TCDSB's expertise (such as in understanding homophobia or systemic homophobia). The TCDSB board not voting consistently with such external investigations works against the TCDSB by the TCDSB losing the confidence of competent external investigators to bid for future investigations.
Action Requested	That the TCDSB board or management respond consistently with reports based on external investigations.
I am here as a delegate to speak only on my own behalf	Yes
I am an official representative of the Catholic School Parent Committee(CSPC)	
I am an official representative of student government	
I am here as a spokesperson for another group or organization	
I have read, understand and agree to comply with the rules for Delegations as per the TCDSB Delegations Policy T14	
Submittal Date	11/5/2020

## What Could Have Happened Compared to What Actually Happened at the TCDSB

(or a chart about increasing unnecessary hurt & cost), by Paolo De Buono (Catholic Teacher)

Event	What Could Have Happened	What Actually Happened
<b>March 19, 2019</b>  <b>The TCDSB in March 2019, at its Governance &amp; Policy Committee meeting, was told by me that it was missing “4 Terms” (family status, gender expression, gender identity &amp; marital status) in its proposed Code of Conduct update (as required by PPM 128 which mirrored Ontario’s Human Rights Code).</b>	<p>The TCDSB could have adopted the 4 Terms by the next board meeting in March 2019, as I recommended at the Governance &amp; Policy Committee meeting, where I specifically stated that a long debate would be hurtful &amp; unnecessary because of a school board’s obligation to follow Ministry of Education PPMs &amp; Ontario law.</p>	<p>The TCDSB chose to refer the issue of the adoption of the 4 Terms to a new “Religion” committee, leading to a 6-7 month public debate on whether the TCDSB was required to follow the Ministry of Education &amp; Ontario law in the form of the Human Rights Code. The public debate included hurtful words from delegates &amp; members in the audience against LGBTQ+ students &amp; families.</p>
<b>November 7, 2020</b>  <b>At what started as a Student Achievement Committee meeting, the committee moved into a board meeting</b>	<p>The TCDSB could have had a clear 12-0 vote in favour of the adoption of the 4 Terms, terms required by PPM 128 mirroring Ontario’s Human Rights Code.</p>	<p>Before the final vote, 1 of the 4 trustees (“Trustee”) proposed a 12-page motion amendment with terms such as pedophilia, bestiality &amp; zoophilia (&amp; other terms describing actions that are contrary to the Criminal Code of Canada), arguing orally that the adoption of the 4 Terms was a slippery slope to the future adoption of terms in the 12-page motion amendment (“Slippery Slope Comparison”). This motion amendment was ruled out of order by the Director of Education.</p> <p>The vote was actually 8-4, with 4 trustees still voting against the adoption of the 4 Terms.</p>
<b>November 8, 2020 - Present</b>	<p>The Trustee could have issued an apology for the Slippery Slope Comparison.</p>	<p>The Trustee refused to apologize. In a media article, the Trustee justified the Slippery Slope Comparison.</p>



Event	What Could Have Happened	What Actually Happened
<b>December 2020</b>	<p>The TCDSB could have ordered a prompt investigation, where all relevant information was already in the public realm in the form of a 12-page motion amendment &amp; a video record of the November 7, 2019 meeting.</p>	<p>An investigation was ordered in December 2020. It did not appear for a resolution at a board meeting until August 20, 2020.</p> <p>This is in contrast to other school boards resolving serious issues promptly with less available public information. For example, a Spring 2020 issue at the Ottawa Carleton School Board involving what a trustee said privately (no video, no documents) was investigated &amp; resolved within approximately 2 months.</p>
<b>August 20, 2020</b>	<p>The TCDSB could have informed complainants of the details of the investigator's report regarding the Trustee's Slippery Slope Comparison ("Investigator's Report"), including providing a copy excluding information that identifies complainants.</p> <p>The TCDSB could have voted consistent with the Investigator's Report.</p>	<p>The TCDSB did not provide a copy of the Investigator's Report to the complainants or to the public.</p> <p>The TCDSB did not vote consistent with the Investigator's Report. In a 7-4 vote that required a two-thirds majority, 7 trustees voted consistent with the Investigator's Report &amp; 4 trustees voted inconsistent with the Investigator's Report.</p>
<b>November 11, 2020</b>	<p>The TCDSB could inform the public that the copy of the Investigator's Report which excludes complainants' information is a public document.</p> <p>The TCDSB could vote consistent with the investigator's report.</p>	<p style="text-align: center;">?</p>



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

☐ Public Session  
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☐ Three (3) Minutes

Name	Josephine Luetke
Committee	Regular / Special Board
Date of Presentation	11/11/2020
Topic of Presentation	Confidential Report on Trustee Michael Del Grande's Nov. 7, 2019 Proposed Amendment
Topic or Issue	Confidential Report on Trustee Michael Del Grande's Nov. 7, 2019 Proposed Amendment
Details	I will defend Trustee Michael Del Grande, who has been intensely persecuted since Nov. 7, 2019, when he proposed an amendment to the motion to add "gender identity" and "gender expression" to the TCDSB Code of Conduct. I will request that the confidential report on that amendment not be made public and that no further attempts to sanction him regarding that matter be considered, as the motion to find him in violation of the Trustee Code of Conduct has already failed.
Action Requested	Do not make public the confidential report on Trustee Michael Del Grande's Nov. 7, 2019 proposed amendment.  Cease to consider sanctioning Trustee Michael Del Grande for that proposed amendment.
I am here as a delegate to speak only on my own behalf	No
I am an official representative of the Catholic School Parent Committee(CSPC)	No
I am an official representative of student government	No
I am here as a spokesperson for another group or organization	Yes Campaign Life Coalition

I have read, understand and agree to  
comply with the rules for Delegations  
as per the TCDSB Delegations Policy  
T14

Yes

Submittal Date

11/6/2020

## **TCDSB Special Board Meeting**

**11/11/2020**

### **Delegation: Josephine Luetke on behalf of Campaign Life Coalition**

Good evening. My name is Josephine Luetke. I serve as the Youth Coordinator for Campaign Life Coalition, a national pro-life and pro-family organization with many supporters who are students, parents, staff, or ratepayers in the Toronto Catholic District School Board.

Last December, Campaign Life Coalition awarded Trustee Michael Del Grande the Joseph P. Borowski Award, which is presented to politicians who have demonstrated an outstanding commitment to the cause of protecting human life and the family.

CLC would contend that the criticism Trustee Del Grande's November 7<sup>th</sup>, 2019 amendment has been subjected to has been unfair.

If I may, one of the arguments for the original motion was premised on the idea that adding "gender identity," "gender expression" and so forth to the Code of Conduct was *necessary* to prevent bullying and discrimination. In response, Trustee Del Grande employed what he called a slippery slope argument, but it could probably be more accurately described as a valid and common form of argumentation known as *reductio ad absurdum*. Essentially, if protecting members of the school community *requires* listing *each* and *every* subgroup they could possibly belong to, logically, that could lead to listing very bizarre, obscure, and, yes, harmful subgroups. Since this is an absurd and untenable conclusion, we must reject the underlying premise too.

Indeed, we need not develop an exhaustive list of protected classes, as we are all children of God. We don't need any other label besides "human" to establish that.

Obviously, some of the sexual proclivities Trustee Del Grande listed are more disordered than others. Again, that was his point.

These terms were meant to sound absurd in a way that "gender identity" and "gender expression" likely wouldn't.

So, to suggest that Trustee Del Grande was equating LGBTQ individuals with criminals is wrong. At best, this suggestion conveys a *total* misunderstanding of his argument, and, at worst, it's a malicious lie.

As a result of his comments being taken out of context, he has been mercilessly persecuted for over a year, with leaked allegations he has not been given the opportunity to defend against. This is not the proper course for justice, and may ironically constitute bullying.

I plead with everyone listening to please stop the persecution of this brother in Christ who was evidently just trying his best to defend the Church's teachings. Please do not make public the report on his November 7<sup>th</sup> amendment. Please cease to consider sanctioning him for it.

I know there has already been intense pressure from media and politicians to crucify Trustee Del Grande, and that just a modicum of the vilification he has endured is now being directed at those who have not yet obliged the mob.

At the end of the day, there is only one "opinion" that matters, and it's not the mob's, nor is it mine; it's God's. So to all of the Trustees, please let your decisions on this matter be guided accordingly, and if persecution should follow, take solace in Matthew 5:10: "Blessed are those who are persecuted for righteousness' sake, for theirs is the kingdom of heaven."

Thank you kindly, and please be assured of my prayers.



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Name	Kathleen Wynne	
Committee	Regular / Special Board	
Date of Presentation	11/11/2020	
Topic of Presentation	Ethics violations by dissenting trustees on external report concerning trustee conduct	
Topic or Issue	Four trustees of the TCDSB voted against the finding of an external investigation that their colleague was in breach of the TCDSB Code of Conduct and in doing so, exonerated the trustee from any wrongdoing despite the report's conclusion that a breach took place.	
Details	As above	
Action Requested	That trustees explore their options in terms of sanctions and or consequences of the trustees in question.	
I am here as a delegate to speak only on my own behalf	Yes	
I am an official representative of the Catholic School Parent Committee(CSPC)	No	
I am an official representative of student government	No	
I am here as a spokesperson for another group or organization	No	
I have read, understand and agree to comply with the rules for Delegations as per the TCDSB Delegations Policy T14	Yes	
Submittal Date	11/7/2020	



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Name	Teresa Pierre	
Committee	Regular / Special Board	
Date of Presentation	11/11/2020	
Topic of Presentation	Free speech of trustees	
Topic or Issue	Comments made on adding "gender identity" and related terms to the Code of Conduct	
Details	Preserve Del Grande's speech rights	
Action Requested	Preserve Del Grande's speech rights	
I am here as a delegate to speak only on my own behalf		
I am an official representative of the Catholic School Parent Committee(CSPC)		
I am an official representative of student government	TR>	
I am here as a spokesperson for another group or organization	Yes Parents as First Educators	
I have read, understand and agree to comply with the rules for Delegations as per the TCDSB Delegations Policy T14	Yes	
Submittal Date	11/8/2020	



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Name	Jody Maillet
Committee	Regular / Special Board
Date of Presentation	11/11/2020
Topic of Presentation	Trustees Code of Conduct Complaints
Topic or Issue	Effort to re-open complaints against trustees
Details	Effort to re-open complaints against trustees
Action Requested	Leave closed matters closed.
I am here as a delegate to speak only on my own behalf	Yes
I am an official representative of the Catholic School Parent Committee(CSPC)	No
I am an official representative of student government	No
I am here as a spokesperson for another group or organization	No
I have read, understand and agree to comply with the rules for Delegations as per the TCDSB Delegations Policy T14	Yes
Submittal Date	11/10/2020





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☐ Three (3) Minutes

Name	Christopher Elliott
Committee	Regular / Special Board
Date of Presentation	11/11/2020
Topic of Presentation	Defense of Trustee Del Grande
Topic or Issue	Trustee Del Grande's comments of November 9, 2019 have been quoted and represented entirely out of context to falsely portray them as homophobic.
Details	After speaking to Trustee Del Grande I would like to clarify his statements and assure the board that his comments were not intended to equate homosexuality or transgenderism with bestiality, pedophilia, etc. This is a false narrative intended to smear his reputation because of his strong Catholic stance.
Action Requested	I request that this issue be put to rest once and for all and no further action be taken against Trustee Del Grande on this matter. I would like three minutes for delegation.
I am here as a delegate to speak only on my own behalf	Yes
I am an official representative of the Catholic School Parent Committee(CSPC)	No
I am an official representative of student government	No
I am here as a spokesperson for another group or organization	No
I have read, understand and agree to comply with the rules for Delegations as per the TCDSB Delegations Policy T14	Yes
Submittal Date	11/10/2020



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☐ Three (3) Minutes

Name	Jose Luis Bundoc Dizon		
Committee	Special Board Meeting		
Date of Presentation	11/11/2020		
Topic of Presentation	Report on Michael del Grande		
Topic or Issue	Report on Michael del Grande		
Details	I would like to speak on behalf of Del Grande		
Action Requested	Speaking		
I am here as a delegate to speak only on my own behalf	No		
I am an official representative of the Catholic School Parent Committee(CSPC)	No		
I am an official representative of student government			
I am here as a spoke person for another group or organization			
I have read, understand and agree to comply with the rules for Delegations as per the TCDSB Delegations Policy T14	Yes		
Submittal Date	11/11/2020		



## 2020-2021 Pillars of Focus

# CSLIT Student Trustees



Kathy Nguyen

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Second Year Student Trustee  
Madonna  
Grade 12



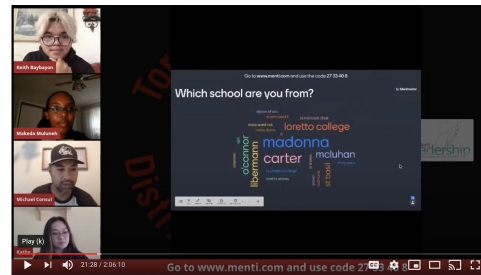
Keith Baybayon

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First Year Student Trustee  
Marshall McLuhan  
Grade 11



Sept. 8

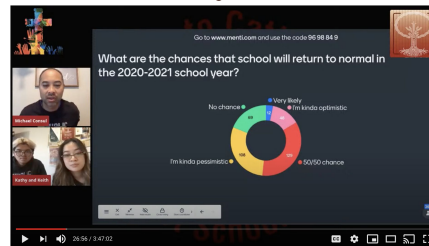


Sept. 29



Sept. 2

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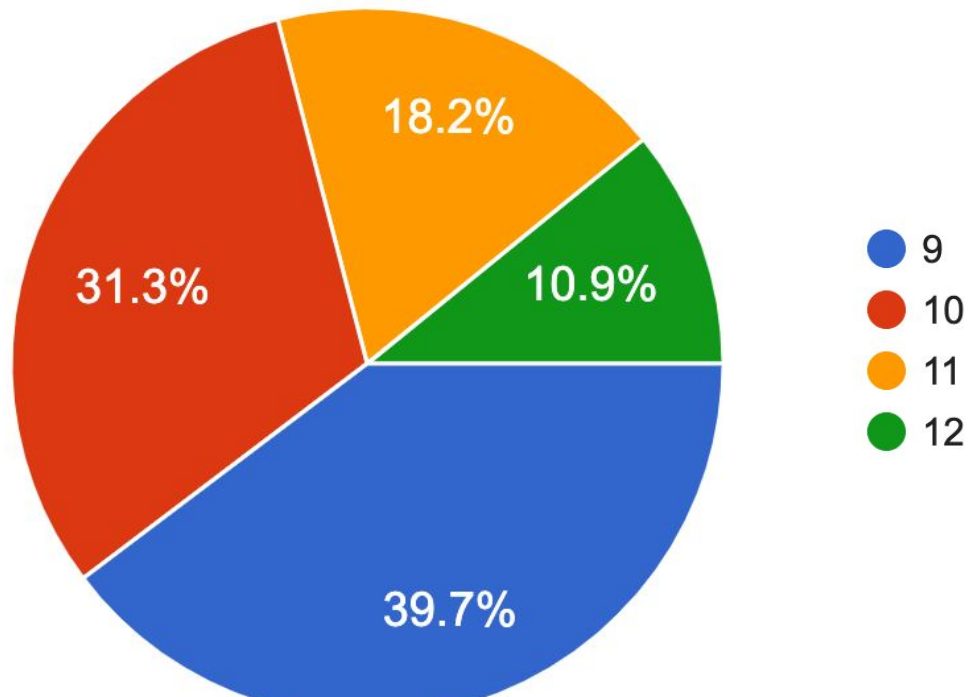
Sept. 21-25



Nov. 4

# Student Voice

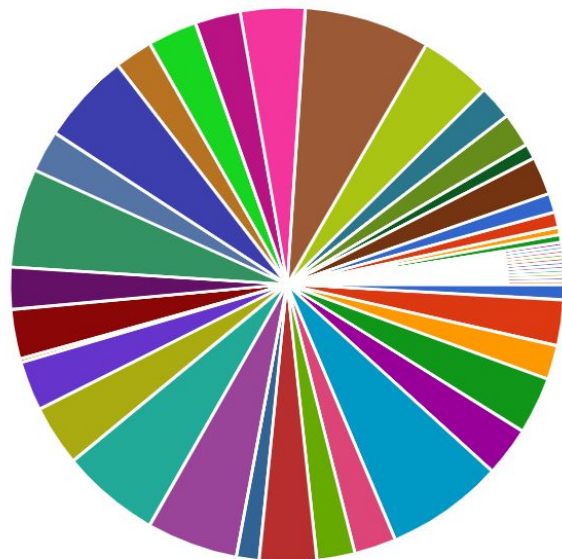
Grade  
451 responses



# Student Voice

## Home School

451 responses



- Bishop Allen Academy
- Bishop Morrocco/Thomas Merton
- St. Oscar Romero
- Brebeuf College
- Cardinal Carter
- Cardinal Newman
- Chaminade College
- Dante Alighieri Academy
- Father Henry Carr
- Father John Redmond
- Francis Libermann
- James Cardinal McGuigan
- St. Joan of Arc
- Loretto Abbey
- Loretto College
- Madonna
- Marshal McLuhan
- Mary Ward
- Michael Power/St. Joseph
- Msrgr. Percy Johnson
- Neil McNeil
- Notre Dame
- Senator O'Connor College
- St. Basil-The-Great College
- St. John Paul II
- St. Joseph's College
- St. Joseph's Morrow Park
- St. Mary's
- St. Michael's Choir
- St. Mother Teresa
- St. Patrick



### HIGHEST REPRESENTATION

35	St. John Paul II
34	Cardinal Newman
26	Mary Ward
26	James Cardinal McGuigan
25	Francis Libermann

### LOWEST REPRESENTATION

1	Loretto College
4	St. Mother Teresa
5	Bishop Allen Academy
6	Father John Redmond
9	St. Joseph's Morrow Park



# 5 Pillars

CSLIT 2020-2021

1. Growing in Faith
  2. Multiculturalism & Diversity Advocacy
  3. Mental Health & Well Being
  4. Indigenous Education & Immersion
  5. Inclusion and Belonging for our LGBTQ+ Community
-

# Rooted in Christ - Growing in Faith

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- ***Catholic* Student Leadership** should be distinct from Student Leadership
- Learn, grow, share and celebrate our faith
- ***Discerning Believers***

# Rooted in Christ - Growing in Faith

## Let's Talk Faith

### Faith based conversation

2nd Tuesday of every month  
starting Nov. 11



## Faith Camp

### Deepening our Understanding

3 day retreat scheduled in the  
spring.



## Community Outreach

### Faith In Action

Serving those in need.



# Multiculturalism and Diversity Advocacy

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- All students should feel proud of their heritage
- Students should have the opportunity to learn about and share their culture and other traditions
- *Collaborative Contributors*
- Promotion of Peace

# Multiculturalism & Diversity Advocacy

## Education & Awareness

### Professional Development

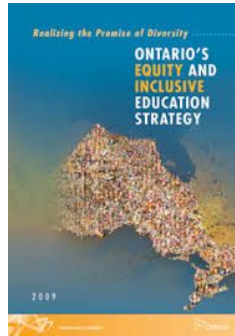
Staff training: Admin, teachers, senior staff, trustees.



## Student Voice

### Continued and Increased Role

Newcomer Initiatives  
Anti-Racism/Equity Committees



## CSLIT Initiatives

### Student Lead Programs

BIPOC Student Committee,  
Culture Shock Event, Guest Speakers.

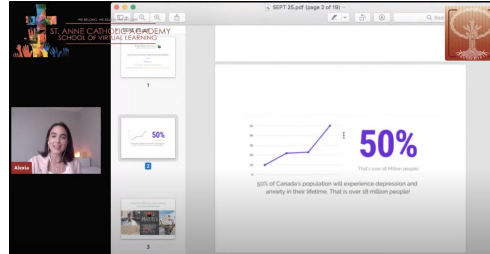


# Mental Health and Well Being

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- Affects physical health, school success, family life, and relationships
- Eliminating any stigma attached to mental illness
- *Reflective, Creative, Holistic Thinkers*



# Indigenous Education & Immersion

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- Broadening our perspective of Canadian history
- Learning about FNMI culture and traditions & current issues still faced
- *Responsible Citizens* giving witness to *Catholic Social Teachings*



# Indigenous Education & Immersion

## Engaging Education

**CSLIT / ECSLIT / ILITE / VTC**

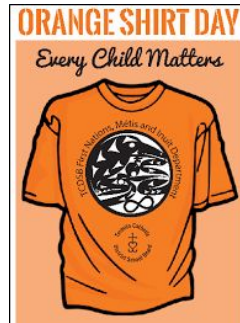
Guest speakers & workshops



## Beyond Orange Shirt Day

**Indigenous Heritage Month**

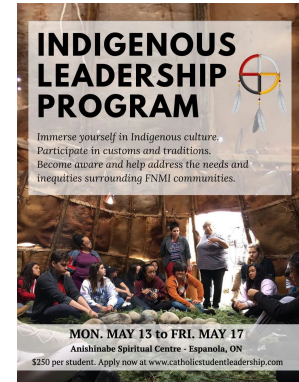
Developing resources and activities



## Indigenous Leadership

**1 Week Immersion**

Expand to elementary



# Respecting Differences & Inclusion and Belonging for our LGBTQ+ community

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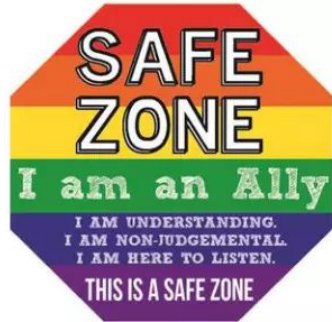
- We are all a part of one human family
- Schools need to be safe spaces for all students
- *Caring Family Members*

# Respecting Differences, Inclusion & Belonging

## Respecting Differences

### Eliminating Stigma

Guest speakers, workshops,  
courageous conversation.



## Ongoing Support

### Developing resources & outlets

Unapologetic self-expression



## Visible Support

### Expressing Solidarity

What are some ideas?

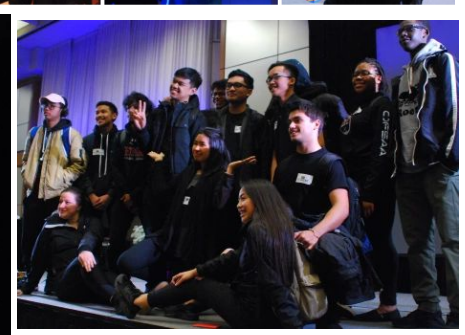


















## CSL Hoodie Orders!



Order your CSL hoodies at [www.catholicstudentleadership.com](http://www.catholicstudentleadership.com) and stay representing Catholic Student Leadership everywhere you go!



## Keep updated with us!



[www.catholicstudentleadership.com](http://www.catholicstudentleadership.com)

@cslit\_tcdsb

@catholicstudentleadership



## Thank You for Joining Us!

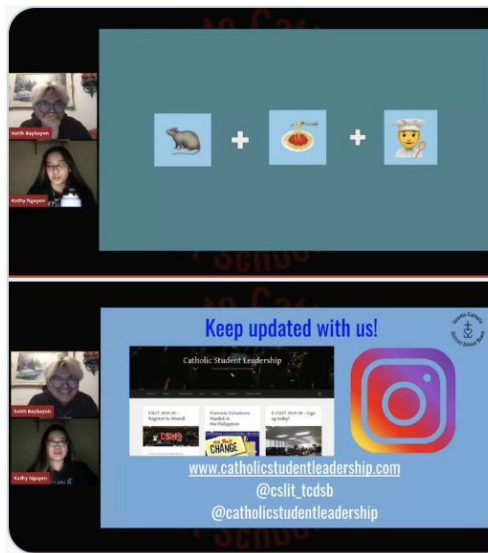


@mmakeddaa on instagram



# Our GOALS need your support and assistance

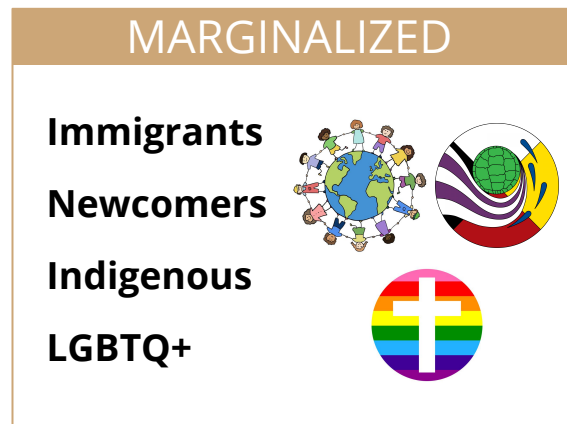
1. Growing in Faith
2. Multiculturalism & Diversity Advocacy
3. Mental Health & Well Being
4. Indigenous Education & Immersion
5. Inclusion and Belonging for our LGBTQ+ Community



5 Pillars

CSLIT / ECSLIT

GET INVOLVED



*Thank  
You!*



2020-2021 Pillars of Focus

November 9, 2020

Joseph Martino  
Chair of the Board  
Cc: Dr.B. Browne, Dir. Of Education

Dear. Mr Martino,

I am writing this letter with regard to the special board meeting this week where the Board will reconsider whether Trustee Del Grande violated the trustee code of conduct when he made hateful comments towards the LGBTQ community las year.

According to the Toronto Star<sup>i</sup>, the legal investigation concluded that he very clearly did violate the code of conduct – finding I agree with. Earlier this year I was disheartened to learn that several trustees, including mine, voted against finding Mr. Del Grande in violation of the Code of Conduct.

I understand that this issue will be discussed at this week's meeting, and the board will reconsider the matter. Again according to The Star, Trustee Kennedy is likely to change her vote this week, for which I am grateful.

My husband and I were shocked and deeply offended at the comments Mr. Del Grande made, equating homosexuality to a variety of criminal behaviours. After six years of having kids in TCDSB schools, we don't know a single parent in our Catholic school community who is aligned with that kind of thinking.

Mr. Del Grande's comments are not aligned with Catholic teaching to see all as God's children, nor are his comments aligned with the views of our Pope, who was quoted as saying that "[Homosexual people] are children of God and have a right to a family. Nobody should be thrown out or made miserable over it."<sup>ii</sup>

These comments, and this and other conduct displayed by Mr. Del Grande are unbecoming of a trustee. It's truly an outrage that he felt emboldened to publicly speak this way, and even more outrageous that FOUR trustees chose to stand on the wrong side of this issue – the side of hate and discrimination.

We are teaching our children better than this, and we expect more than this from our elected trustees. I implore all trustees to listen to our Pope, to stand on the right side of this issue and follow God's path towards love and not hate.

Sincerely,

Carla Hindman

M6R 1G6

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<sup>i</sup> <https://www.thestar.com/news/gta/2020/11/06/a-damning-outside-report-said-a-toronto-catholic-trustee-broke-the-rules-by-linking-lgbtq-issues-to-bestiality-and-pedophilia-but-four-trustees-still-backed-him.html>

<sup>ii</sup> <https://www.bbc.com/news/world-europe-54627625>

Dear Trustee Lubinski,

I'm writing to make it clear that you and the board failed our students and community in not finding trustee Del Grande in violation of the code of conduct.

In addition the external auditor's report that found that Trustee Del Grande's comments at the Nov. 7, 2019, meeting contravened the Trustees' Code of Conduct and were harmful to the community. The hateful words and actions by Del Grande were unacceptable. His comments against the LGBTQ community are in violation of the code of conduct, beyond the pale of vulgar.

You represent our community. I ask that you find Del Grande in violation of the code of conduct.

I request this letter included as part of the official record at this week's meeting

Please reply to let me know your vote in this matter.

Thank you

Catherine

Delegation to the TCDSB Board of Trustees  
Special Board Meeting  
Wednesday, November 11, 2020

On this Remembrance Day, let us honour all those who sacrificed to preserve our way of life and whose actions remind us that we should constantly strive for a better tomorrow.

“May every word that is ever spoken by our mouths be words that lift up and never words that tear down.”

Let tonight be an affirmation that in all that we say and do, the TCDSB is visibly welcoming, and inclusive, and all are openly valued and accepted.

The TCDSB Trustees Code of Conduct Policy applies to all trustees who are responsible for ensuring compliance with this policy.

The policy states:

- *Trustees occupy positions of public trust and confidence.*
- *Trustees share in the responsibility for creating a positive environment that is safe, harmonious, comfortable, inclusive, and respectful.*
- *As stewards of the system, Trustees are held to a high standard of conduct and should serve as role models of exemplary behaviour.*

If a determination is made that a Trustee has breached this policy, the Board has the ability to act and impose sanctions.

Tonight, is a pivotal moment for the TCDSB. This point in time will define what we value and how these values guide decisions.

Tonight, many in our school communities, and beyond, are watching to see what will be communicated, and what actions, if any, will be taken.

Specifically, if a determination has been made that a Trustee has breached the policy, then whatever decision the Board makes will send an indelible statement regarding accountability and transparency.

If the Board fails to act, then the messaging that may be conveyed is that when the Code of Conduct is tested, it is meaningless, and Trustees are not held accountable for their actions.

Such an outcome will lessen public trust and confidence in our Board.

Therefore, I strongly recommend that if a determination has been made that the Code of Conduct has been violated, then measures must be taken to hold that Trustee accountable and this must be done in a transparent manner.

Such a decisive outcome will demonstrate that the Board is committed to ensuring that all Trustees uphold, and visibly live out, the standards required by the Code of Conduct, including the essential expectation that:

- *The public is entitled to expect the highest standard from the school trustees that it elects.*