

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
<p>March 19, 2019</p> <p>The TCDSB in March 2019, at its Governance & Policy Committee meeting, was told by me that it was missing “4 Terms” (family status, gender expression, gender identity & marital status) in its proposed Code of Conduct update (as required by PPM 128 which mirrored Ontario’s Human Rights Code).</p>	<p>The TCDSB could have adopted the 4 Terms by the next board meeting in March 2019, as I recommended at the Governance & Policy Committee meeting, where I specifically stated that a long debate would be hurtful & unnecessary because of a school board’s obligation to follow Ministry of Education PPMs & 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 & Ontario law in the form of the Human Rights Code. The public debate included hurtful words from delegates & members in the audience against LGBTQ+ students & families.</p>
<p>November 7, 2020</p> <p>At what started as a Student Achievement Committee meeting, the committee moved into a board meeting</p>	<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 & zoophilia (& 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>
<p>November 8, 2020 - Present</p>	<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>

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December 2020	<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 & 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 & resolved within approximately 2 months.</p>
August 20, 2020	<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 & 4 trustees voted inconsistent with the Investigator's Report.</p>
November 11, 2020	<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>	