

REGULAR BOARD MEETING AGENDA

Date: Tuesday, April 20, 2021
Time: 7:30 pm
Location: Catholic Education Centre - Board Room
802 Drury Lane
Burlington, Ontario

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13. Open Question Period

14. In Camera

15. Resolution re Absentees

16. Adjournment and Closing Prayer (T. O'Brien)



Regular Board Meeting

Declined Delegations	Item 5.1
April 20, 2021	

As per Operating Policy I-06 – Delegation to the Board, a total number of seven (7) delegations were declined for the April 20, 2021 Regular Board Meeting.

Submitted and approved by:

P. Murphy
Chair of the Board and Milton Trustee

Dear Director Daly, Chair Murphy, Vice-Chair Duarte, Trustees, and Superintendents,

My name is Emily Runions my pronouns are She/Her. I am a parent of a student of the Halton Catholic District School Board who identifies as LGBTQ.

I have written this letter to delegate to the board my views on the motion of Supporting a Diverse School Community that Trustee Agnew has brought forward.

I fully and whole heartily support this motion.

We as a community need to take the right steps and direction to make our Education system fairer and more inclusive for everyone. These steps will have a profound impact on the everyday lives of the individuals in the LGBTQ community within our school board.

As a parent and as a community member I feel it is of utmost importance that we provide a safe and inclusive space for all our students, staff and community members that identify as LGBTQ.

We are living in a diverse world where acceptance and tolerance for gender and sexual identity is still lacking. No individual should have to feel excluded because of their sexual orientation or gender identity. It's embarrassing that in 2021 I have to write this letter to advocate for my child, and for the children of other parents that that identify as LGBTQ.

What are we teaching our kids by not allowing this motion to move forward? By not passing this necessary motion are we basically saying that if your child identifies as part of the LGBTQ community that God won't accept them. I have learned how many suffer serious depression or anxiety, engage in cutting, and consider suicide due to this lack of acceptance. I assumed people in our Catholic community would care as I do.

It is important to remember that you do not need to fully understand the nuances of gender identity or sexuality to know that each individual person knows who they are better than you ever will.

It is so important for us to be educated and to help educate others about how much acceptance or lack of acceptance impacts our LGBTQ kids.

Young people have increasingly been coming out or identifying as lesbian, gay, and bisexual, and more recently as transgender, during adolescence. This coincides with greater awareness and visibility of lesbian, gay, bisexual, and transgender people in society, the media, schools, congregations, and communities.

More widespread access to information about sexual orientation, gender identity, and LGBTQ resources through the internet has contributed to significant changes in how children and adolescents learn about LGBTQ people and their lives. And increasingly, this has helped young people come out at much earlier age than prior generations of LGBTQ adults.

As a parent who is deeply rooted in her faith I want to remind you that for many people, religion can be a source of comfort, hope, and community. But for others, religion has been a source of bullying and pain.

We as a board have an anti-bullying policy that outlines the importance of a healthy, safe and **INCLUSIVE** learning environment where all students feel accepted. This is a necessary condition for a student's success and well being.

Bullying, broadly defined, is unwanted and harmful verbal, physical, psychological, sexual or social acts by an individual or group, as well as any real or perceived threat or imbalance of power. When individuals or groups use religion to demean and exclude, and to make LGBTQ individuals feel bad about themselves, or harm them in any other way, this is bullying.

LGBTQ individuals are particularly vulnerable to religion-based bullying because of the history of religious groups condemning LGBTQ people. Treating them as less valued, preaching at them, and calling LGBTQ people's sexual orientation or gender identity "sinful" are all examples of religion-based bullying. I believe that all people should have a place in their chosen faith communities, and that no person should be made to feel that who they are is a sin, whether or not they belong to a faith community.

I hope that as a Board that you as Trustees can come together and do better.

By not allowing a safe and inclusive space for all members of the LGBTQ community within our schools would be an absolute disgrace.

Finally, I just want to say that by standing here today in this very public forum I am basically outing my own child, who has not yet come out to anyone but myself and a few of her peers. I am doing this with her full permission of course. But I want you to know that I am here working very hard to educate myself along with others how to be an ally for the LGBTQ community. I want to make the world a kinder more loving place for all LGBTQ people to live. The commitment that this motion outlines shows love and tolerance and it is so important to families like mine. By showing willingness to pass this motion to inform and educate and include LGBTQ people we will set a tone that is often missing for our youth. We need to create new ways for LGBTQ people to see themselves represented and if flying a rainbow flag for a month can provide some hope for the future for these individuals then why would you not allow it?

This is the right first step to show the world and the community that our schools are a kind, safe, inclusive and loving place for all of the LGBTQ community.

Thank you,

Emily Runions

Supporting OUR Diverse School Community

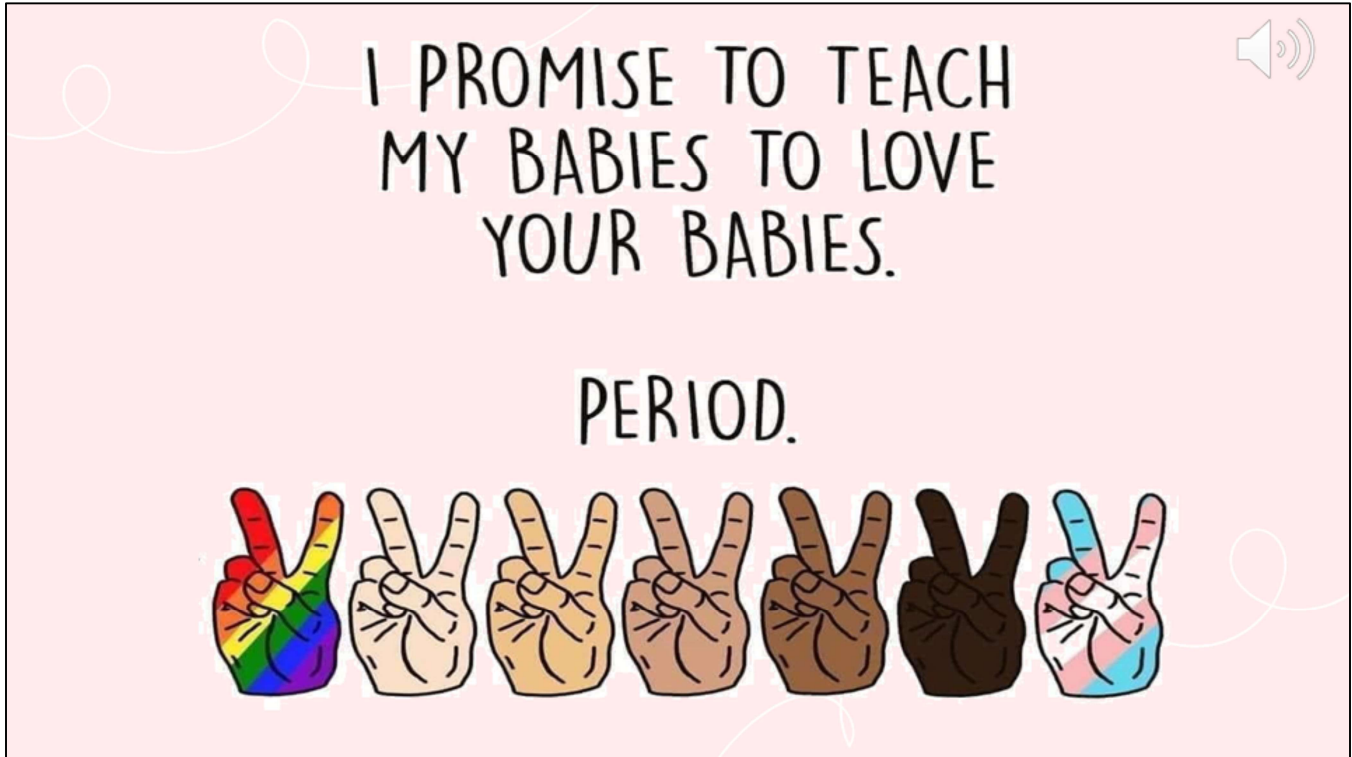


Michela Bodnar (she/her)
Teia Bodnar (she/her)
Jennifer Healey (she/her)
2SLGBTQ+ Allies



TEIA:

- **Good evening Director Daly, Chair Murphy, Vice-Chair Duarte, the HCDSB Trustees, and all Superintendents. My name is Teia Bodnar and speaking with me is my Mom Michela and her friend and colleague Jennifer. We thank you for allowing us to speak here tonight.**
- **(Image source www.amazon.ca)**



MICHELA:

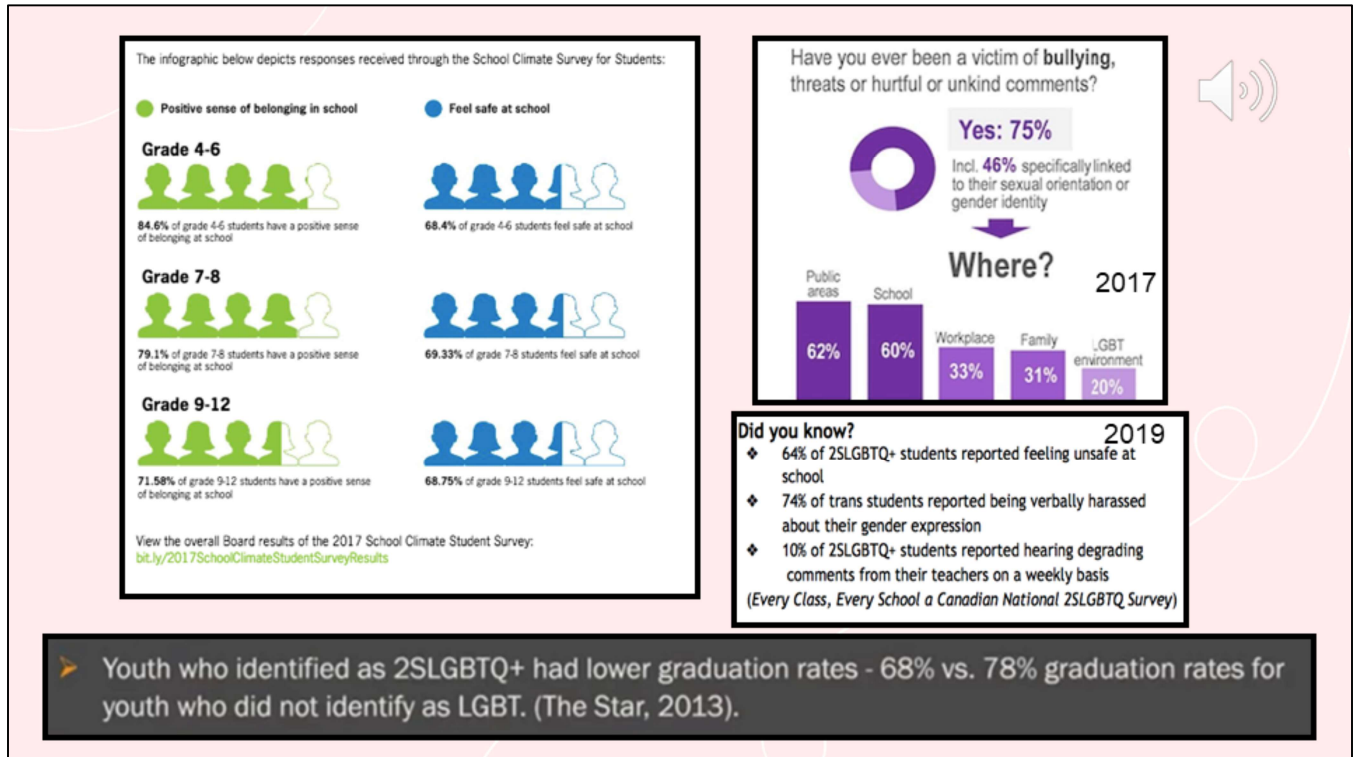
- **My friend Jennifer and I are both Notre Dame 1995 graduates. Between us, we have five daughters at St. Elizabeth Seton, ranging from Grade 1 to Grade 8. Teia is an altar server at St. Paul's, attending Corpus Christi in September, and I'm in my 21st year of teaching for HCDSB and as such these are my students that I am supporting. Jennifer is a lector at St. Paul's and a teacher for DPCDSB. Our faith and our HCDSB roots have shaped the women we are today, and the girls we are raising.**
- **(Image source "Unify" Facebook page.)**



JENNIFER:

- In the late 70s the Pride flag was created, inspired by the words sung by Judy Garland's song "Over the Rainbow". This flag has become a familiar symbol of unity and acceptance for the 2SLGBTQ+ community.
- The Halton Catholic District School Board has its own flag of sorts: Achieving. Believing. Belonging. While all three pillars of HCDSB are relevant to this motion, I would like to draw your attention to the third one, Belonging. Student voice is to be omnipresent and we are to provide safe, inclusive, responsible, and welcoming school communities.
- Nicole Hotchkiss' delegation on April 6th is a perfect example of student voice, along with the letters, surveys, and petitions that have arisen from this motion. Please consider the mission of the Board as you listen to our delegation tonight.

(Image source www.cbc.ca and www.hcdsb.org)



TEIA:

- The 2017 HCDSB Climate Survey that we found indicated that in all grades, just over three out of every ten students do not feel safe at school, and almost 30% of high school students feel like they don't belong. By 2023 our Climate surveys will need to include more data about these student identities.
- As high school begins some students may consider coming out. Did you know that these students are 10% less likely to graduate than their heterosexual peers?
- Other recent surveys indicate that 64% of 2SLGBTQ+ students felt unsafe at school, and school is where 60% of bullying over sexual orientation occurs.
- As a student, I feel that YOU need to do better for us, as this is the time in our lives that we need the most support!

(Image source www.hcdsb.org, www.ccla.org, www.fondationjasminroy.com, www.kpdsb.on.ca)

Moral, Legal & Ministry Mandate

We are all equal - all of us - but this truth is not recognized, this equality is not recognized, and for this reason some people are, we can say, happier than others. But this is not a right! We all have the same rights. When we do not see this, society is unjust. It does not follow the rule of justice, and where there is no justice, there cannot be peace. I would like to repeat this with you: where there is no justice, there is no peace!"

Pope Francis, Audience with children of the Peace Factory, May 12, 2015

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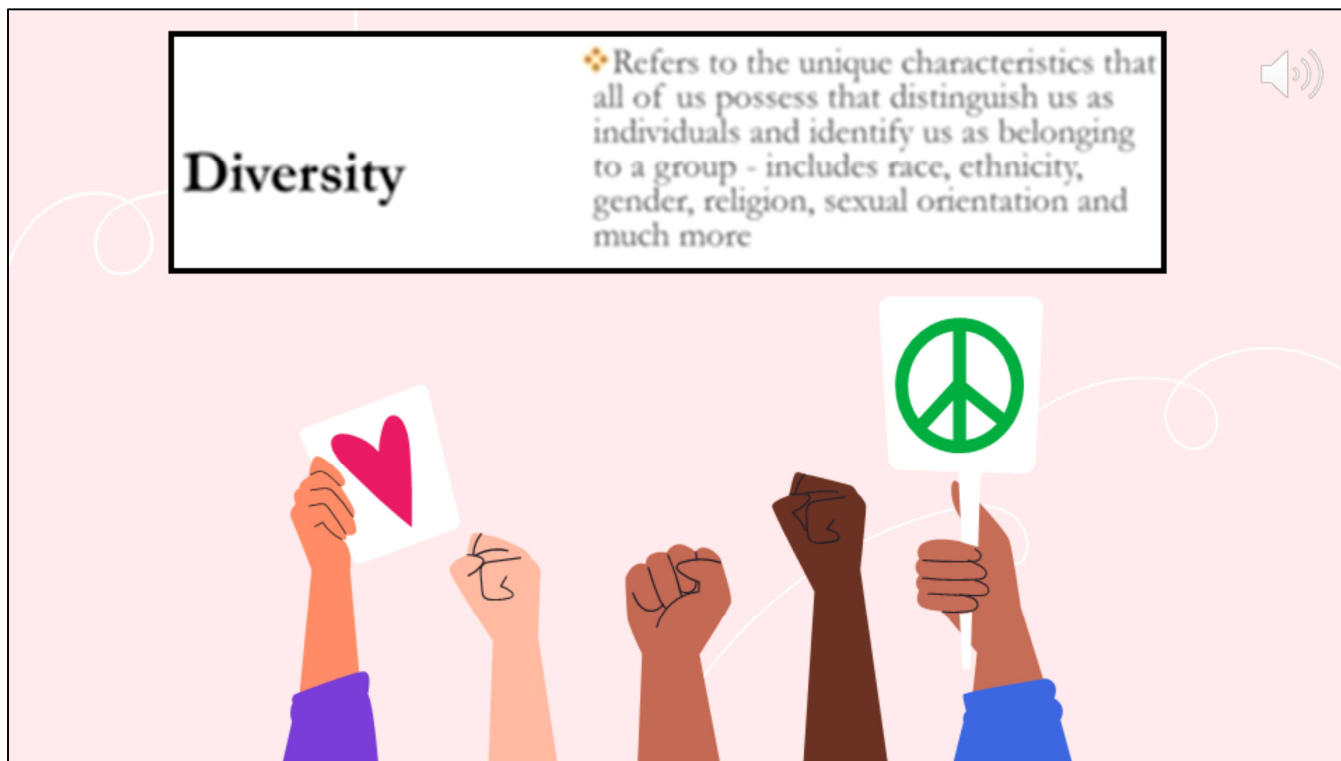
Achieving Believing Belonging

CD SB

MICHELA:

- Last year, Trustees had a training session on Human Rights and Equity that focussed on inclusive curriculum and addressing systemic inequalities.
- Trustees were told that they were to re-examine some of the beliefs that they've held, and that to do the work it will require moving from SAFE spaces to COURAGEOUS spaces.
- The Trustees were also reminded that it's not about them as individuals, but it's about supporting the entire system and all of our students.

(Image source www.hcdsb.org)



MICHELA:

- **Please take note of the definition of Diversity given to you during your training. The words gender and sexual orientation are part of our diversity and as Jesus taught us, it is important to love and respect all diversities.**
- (image source www.hcdsb.org)

Ontario Human Rights Commission & Education



The OHRC's [2017–2022 Strategic Plan](#) identifies addressing systemic discrimination in our **education system as one of its four strategic priorities**. The OHRC recognizes the vital importance of education to an individual's personal, social and economic development, and ability to contribute to the well-being of the community and province.

Separate School Rights

This Act shall not be construed to adversely affect any right or privilege respecting separate schools enjoyed by separate school boards or their supporters under the *Constitution Act, 1867* and the *Education Act* (Code 19 (1))

Court decisions confirm:

- Public funding of Catholic education (as found at time of Confederation)
- Catholic moral and religious instruction
- Hiring restrictions for Catholic teachers

BUT still other *Code* rights apply

- Students: other faiths; sexual orientation; gender identity



#NoPrideNoFunding

A petition for the Government of Ontario to defund Catholic education in Ontario if it continues to favour the misapplied religious beliefs of adults over the learning and wellbeing of children.

JENNIFER:

- The Human Rights code prevails over Separate School Rights when it comes to students' sexual orientation, gender identity, and religion. For example, we allow our students who practice the Muslim faith to wear their Hijab in schools. Voting against this would be discriminatory.
- A petition called "No Pride No Funding" was recently started by Paolo De Bueno, a former lawyer and teacher with the TCDSB. Mr. De Bueno's petition continues to gain ground.
- We would like to respectfully remind you about the negative publicity that the HCDSB received 10 years ago when Trustees voted against accepting the Ministry-mandated Bill 13. The vote was overturned and the ban on Gay-Straight alliances was lifted.

(Image source www.hcdsb.org, www.change.org)

Goal
Schools are safe and welcoming for all, where relationships are nurtured and supported.

Strategies
Building & Nurturing Relationships

- Opportunities and supports are in place to engage students, parents, and staff in school-level programs and initiatives.
- Community partnerships and relationships are positive and collaborative.

Safe Schools

- Our schools are welcoming, safe and accepting Catholic learning communities.

Mental Health and Well-Being

- Supports and programs are in place to increase awareness and understanding of mental health and well-being.



At HCDSB, the health and well-being of all students is our highest priority. Our Catholic values instill a strong belief to care for one another and ensure that our schools are safe, engaging, welcoming and inclusive places to learn.



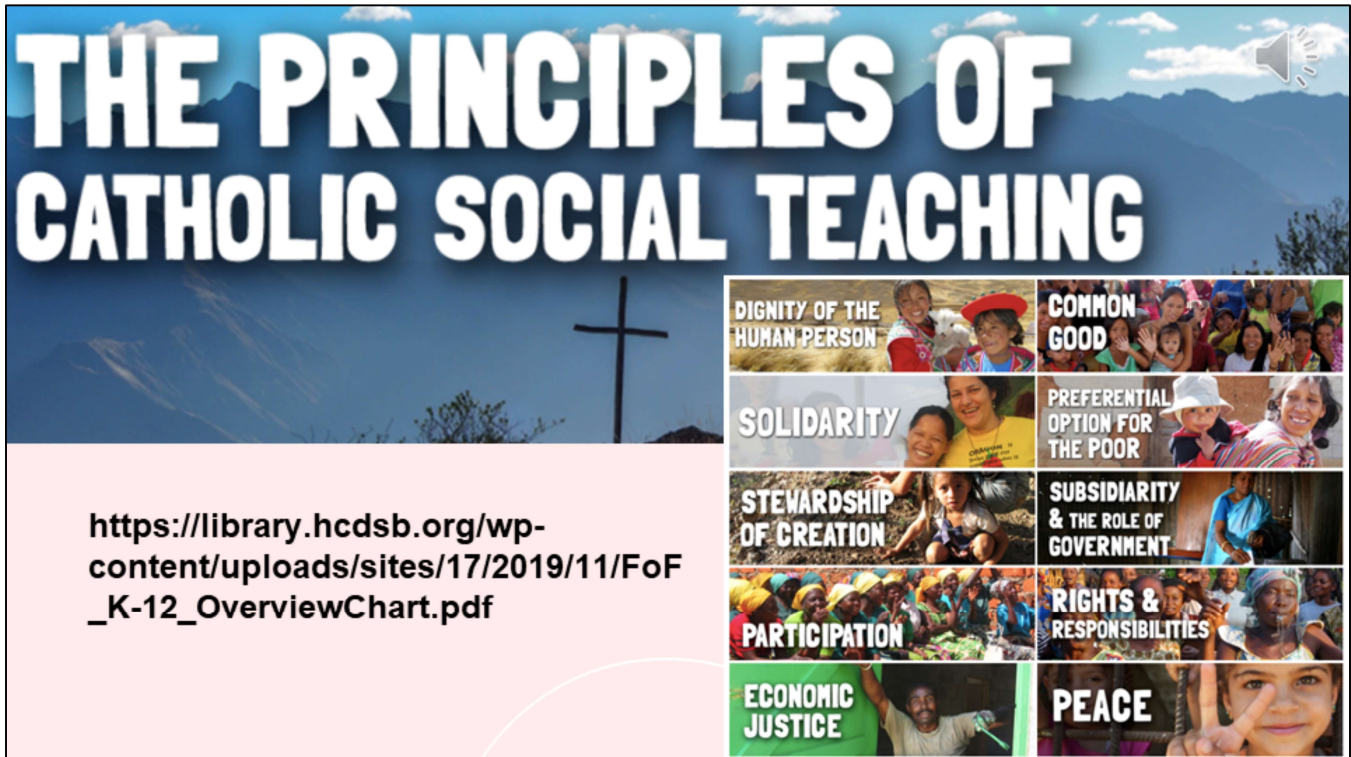
At HCDSB, we are committed to creating safe, inclusive and welcoming learning environments that support student achievement and well-being in our Catholic schools.

Human Rights and Equity are guiding values that are consistent both with Catholic Social Teaching, reaffirming the dignity of every individual, as well as the Ontario Human Rights Code, which safeguards students and staff from discrimination based on the protected grounds.

TEIA:

- **Under the Belonging mission, the goals and strategies include words like safe, welcoming, accepting, mental health, and well-being.**
- **You say that at HCDSB, the health and well-being of ALL students is your highest priority. Your spaces are to be safe, inclusive, and welcoming.**
- **How can you say that your schools are truly welcoming and inclusive places if you oppose this motion? If you say no to flying the Pride flag and putting Safe-Space posters up in your classrooms, then you are saying that HCDSB does NOT support all its students, and is not a place that fosters a sense of belonging.**

(Image source www.hcdsb.org)



JENNIFER:

- HCDSB values include a focus on the Catholic Social Teachings. The Catholic Social Teachings are taught to our students from K-12. The posters adorn classrooms and they are quoted in Social Justice projects.
- Human Dignity, Community and the Common Good, Option for the Poor and Vulnerable, Global Solidarity, Rights and Responsibilities, and Promotion of Peace are all in alignment with this motion.
- Our Focus on Faith Prayer says “And to see Your face and love You in everyone else we meet, Especially those we may find it hard to love.”

(Image source www.devp.org)

Racism & Discrimination: Responding with Faith, Hope & Love

*"What does the Lord require of you but to do justice, and to love kindness,
and to walk humbly with your God."*

— Micah 6:8

At HCDSB, we believe that safe, caring and inclusive learning environments where all students feel a positive sense of belonging are necessary conditions for student achievement, well-being and faith formation. We are committed to creating and maintaining safe, caring, and inclusive schools through appropriate prevention and intervention practices.



TEIA:

- **Bullying happens in our schools, and the bullying of our 2SLGBTQ+ students is no exception.**
- **Our amazing non-Catholic students have the right to express their religious freedoms and be respected, so, why are our 2SLGBTQ+ students any different?**

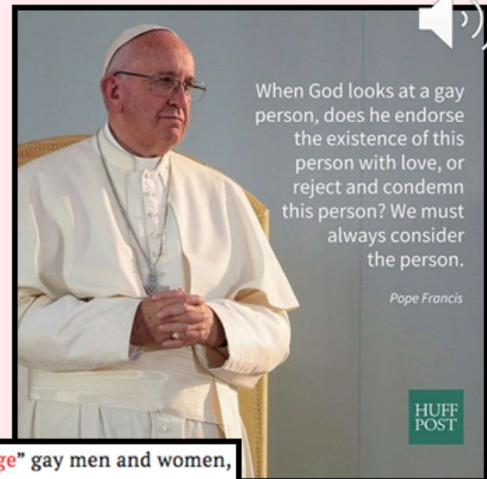
(Image source www.hcdsb.org)



JENNIFER:

- I'll remind you of the story of Jesus meeting the woman at the well: She was a Samaritan, she had had many husbands, and she was a female - three reasons why most Jewish men would not speak to her. However, Jesus not only approached her for conversation, He also asked to drink from her cup – a symbolic gesture as this was a place where her lips had touched. On that day, one of many, Jesus demonstrated that we humans are all equal. We are no better than one another and we certainly cannot judge another person. We need to raise each other up, and support one another, and this includes our 2SLGBTQ+ students.

(Image source www.catholicnewstt.com, Gospel of John)



Pope Francis clarifies his 2013 quote "**who am I to judge**" gay men and women, saying that the person supersedes his or her sexual orientation.

If a person is gay and seeks out the Lord and is willing, who am I to judge that person. I was paraphrasing by heart the Catechism of the Catholic Church where it says that these people should be treated with delicacy and not be marginalized.

MICHELA:

- While Pope Francis upholds the Catholic teaching on same-sex marriage, he has made it very clear where he stands. Above all else, is LOVE, especially the AGAPE love, the unconditional love that Jesus taught us that supersedes all. As stated in the Catechism, we are not to condemn, judge, or marginalize. By voting in favour of this motion you support our 2SLGBTQ+ students, as Pope Francis has instructed all of us to do.
- (Image sources www.huffpost.com, www.facebook.com, www.time.com)

Abstract

There are seven texts often cited by Christians to condemn homosexuality: Noah and Ham (Genesis 9:20–27), Sodom and Gomorrah (Genesis 19:1–11), Levitical laws condemning same-sex relationships (Leviticus 18:22, 20:13), two words in two Second Testament vice lists (1 Corinthians 6:9–10; 1 Timothy 1:10), and Paul's letter to the Romans (Romans 1:26–27). The author believes that these do not refer to homosexual relationships between two free, adult, and loving individuals. They describe rape or attempted rape (Genesis 9:20–27, 19:1–11), cultic prostitution (Leviticus 18:22, 20:13), male prostitution and pederasty (1 Corinthians 6:9–10; 1 Timothy 1:10), and the Isis cult in Rome (Romans 1:26–27). If the biblical authors did assume homosexuality was evil, we do not theologize off of their cultural assumptions, we theologize off of the texts we have in the canon. The author attempts to introduce some new arguments into this long-standing and passionate debate.



Supporting LGBTQ Students from a Catholic Lens

Michael Way-Skinner, Coordinator of Religion, Family Life and Equity from York Catholic District School Board presented on Equity and Inclusion in Catholic Schools. In his training session, Michael referred to Church documents and Catholic teachings to emphasize that Equity is a matter of Being "Catholic"! Referring to letters to the Bishops of Catholic Church, Michael spoke to the Church's teachings on homosexuality, and reminded participants that *"In the eyes of the Church, every human person is a unique and irreplaceable gift created by our loving God... every person possesses an intrinsic dignity which must always be respected."*

https://s3.amazonaws.com/lifesite/YCDSB_All_Gods_Childrem_Sept_2014.pdf

TEIA:

- While we don't pretend to have the same amount of knowledge as people who dedicate their lives to interpreting the Bible, there are many scholars and theologians who support the 2SLGBTQ+ community such as Austen Hartke and Father James Martin. There are also many scholarly articles debunking the Bible quotes that seem to get thrown around during these debates.
- Trustee training from Michael Way-Skinner taught that in the eyes of the Church, every person, regardless of sexual orientation, possesses an intrinsic dignity which must always be respected.
- (Image source www.journals.sagepub.com, www.hcdsb.org)

+ A CATHOLIC PERSPECTIVE

Contemporary Issues Series | Monograph #2 Fall 2019 | Published by Institute for Catholic Education

Supporting Students who identify as Transgender in Our Catholic Schools

A Catholic World View

"A Catholic world view is a way of looking at the world through a Catholic Church lens. This worldview is derived from Catholic Church Teachings, scripture and Catholic Church traditions. These teachings, scripture and traditions form the basis of what is taught in Catholic Schools."¹

In Ontario's Catholic schools, the relationship between learning and believing is fundamental. Catholic educators focus not only on student knowledge and skills, but also on Christian values and moral action. Educators teach the curriculum established by the Ministry of Education through the lens of the Catholic faith.

When it comes to human sexuality, often there is much misunderstanding as to how the lens of faith informs the mandated teaching of Ministry curriculum. It is important for Catholic educators to have clarity both about Church teaching regarding persons who identify as LGBTQ and about the duty of care Catholic educators have toward students, their families and other members of the Catholic education community. For those who identify as gay, lesbian or transgender, this — considered controversial by some — is an aspect of their daily lived experience. It is a gospel imperative that they find a safe space and hospitable welcome within society and within every Catholic school.

As the Catholic Bishops of Ontario explain in their Pastoral Guidelines to Assist Members of Same-Sex Attraction: "Catholic schools should consciously create an environment where students who feel marginalized, rejected or vulnerable can experience safe, nurturing, inclusive communities of faith."²

"Catholic Schools should consciously create an environment where students who feel marginalized, rejected or vulnerable can experience safe, nurturing, inclusive communities of faith."


A compassionate response to individual students need not dilute a robust presentation of Catholic teaching on human sexuality to all students. Rather, it can be viewed as an opportunity to clarify and deepen our understanding and teaching of the faith."³

Gender Identity and Gender Expression

Catholic educators need to have a clear and accurate understanding of the experience and proper terminology associated with gender identity and gender expression.

A CATHOLIC PERSPECTIVE is a publishing project of the Institute for Catholic Education, offered to encourage discussion and reflection on topics relevant to teachers and educational leaders working in Catholic schools. The project is comprised of four series: (i) Identity and Mission for Catholic Schools; (ii) Curriculum and Educational Practice for Catholic Schools; (iii) Contemporary Issues and Challenges for Catholic Schools; and (iv) Renewing The Promise — Exploring Challenges and Opportunities.


Institute for Catholic Education



“

Catholic Schools should consciously create an environment where students who feel marginalized, rejected or vulnerable can experience safe, nurturing, inclusive communities of faith.”

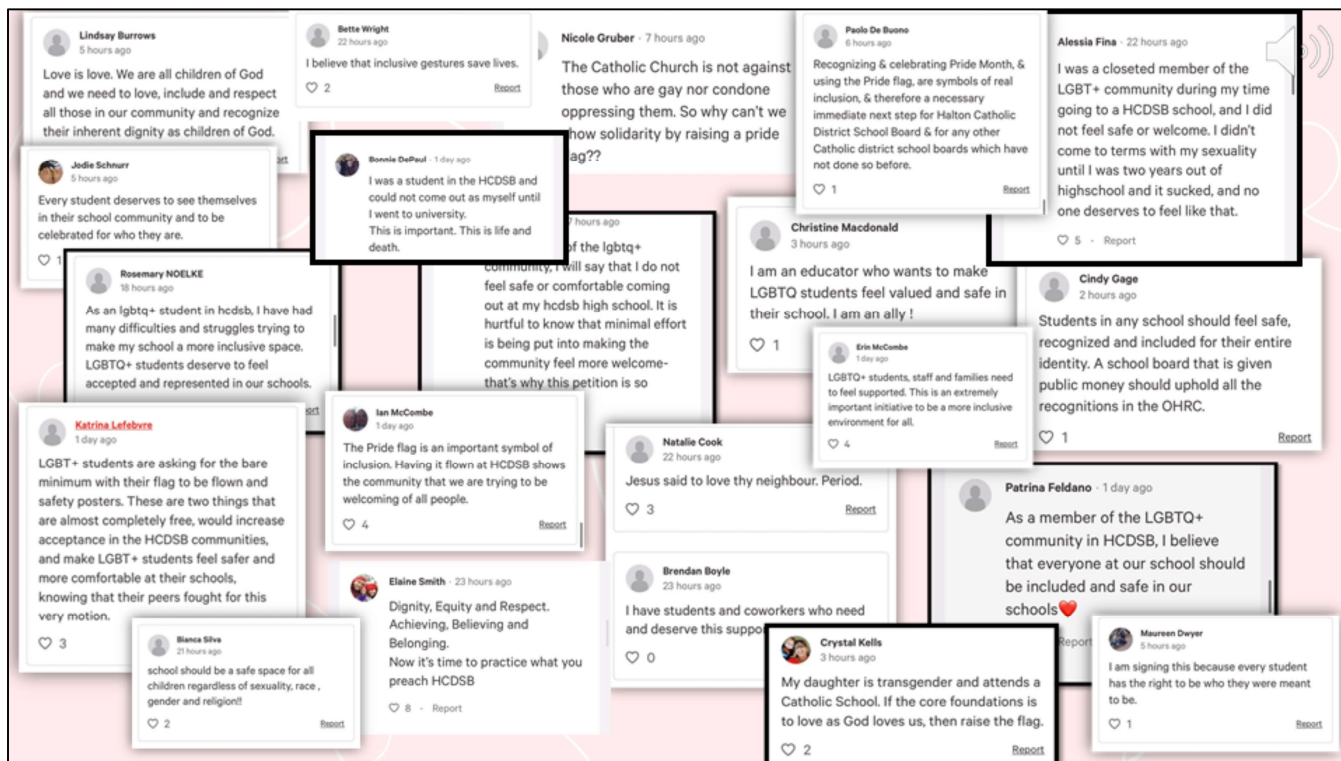
”



Institute for Catholic Education

JENNIFER:

- The Institute for Catholic Education in Ontario is clear that it is imperative 2SLGBTQ+ students find a safe space in every Catholic school. “Catholic schools should consciously create an environment where students who feel marginalized, rejected, or vulnerable can experience safe, nurturing, inclusive communities of faith.”
- The Bishops support Boards taking a positive approach to express this commitment, including recent information that went out to Directors reiterating that “We are all wonderfully made”.
- (Image sources www.iceont.ca)



MICHELA:

- The couple of letters I saw in support of this motion are heart-breaking to read as a teacher. Some members of the 2SLGBTQ+ community describe suffering from bullying, anxiety, and depression as a result of lack of support at school. Here is a selection of personal comments from HCDSB current and former students and staff.
- Flying the flag and including posters in classrooms reaffirms that God loves us all unconditionally, and this motion ensures these students know they are loved, respected, and accepted. Working towards a more inclusive environment at our schools could literally save the lives of the students that I teach.
- (Image source www.change.org)



What works

to prevent homophobic and transphobic bullying?

Anti-homophobia policies and gay-straight alliances

Studies have shown that LGBTQ students feel safer and more accepted **when they know their schools have policies and procedures that explicitly address homophobia**. A Canadian study from 2011 found that LGBTQ students from schools with such policies reported significantly fewer incidents of physical and verbal harassment due to their sexual orientation. They were exposed to fewer homophobic and transphobic comments – and they were more likely to report **feeling respected in their school community**.² By contrast, the researchers found that “generic safe schools policies that do not include specific measures on homophobia are not effective in improving the school climate for LGBTQ students.”³

Research also shows that **gay-straight alliances (GSAs)** contribute to making schools safer for LGBTQ students. The 2011 survey confirmed

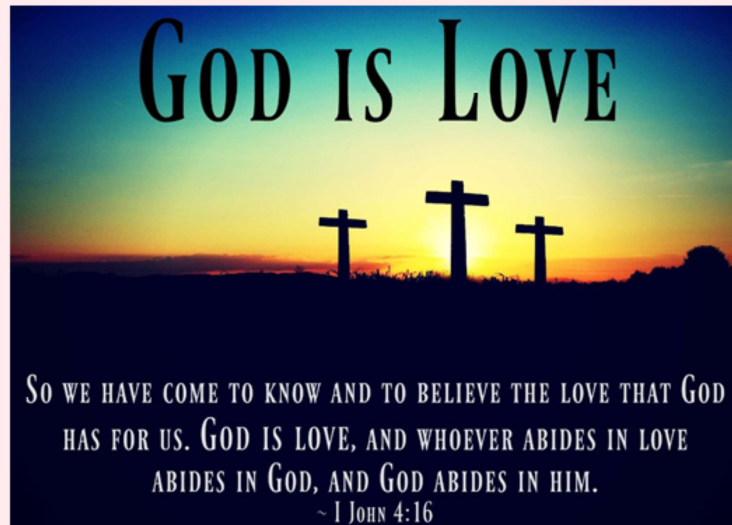
that students attending schools with GSAs are much more likely to agree that their school communities are supportive of LGBTQ individuals.⁴ Recently, researchers surveyed a small group of educators throughout Ontario. A majority of respondents (over 85%) said the presence of GSAs had a positive impact on school climate for LGBTQ students.⁵

TEIA:

- Policies that are put in place **MUST** include specific measures and explicitly address homophobia. The GSAs were a great first step, however they obviously haven't been enough and a decade has passed since their inception.
- The message needs to be sent loud and clear, from the TOP down to the entire school community that we will not permit intolerance and homophobia, and flying the flag is a small step in the right direction.
- During Nicole's delegation, Trustee DeRosa asked “Where do we stop?” The answer is that we don't stop until everyone feels safe, supported, accepted, and loved. And yes, while all groups matter, it is the 2SLGBTQ+ house that is on fire right now, an analogy also used with the Black Lives Matter movement. **YOU** have the power to put out the flames.

(Image from www.ccla.org)

"Schools should not wait for a trans or gender variant student to come forward to address the issue. By the time a student makes their identity known it is likely that they have been struggling on their own for some time." – Public Health Agency of Canada



JENNIFER:

- School boards must lead, encourage, and respect all community stakeholders by holding space for difficult but courageous conversations at all levels of the board. It means promoting the understanding of what an Ally is and what personal pronouns mean.
- This means committees, information sessions and data collection. It means safe spaces. It means inclusive books in our libraries. It means digging in and doing honest work. It means honest and open Professional Development for ALL STAFF to empower them with credible information so that the 2SLGBTQ+ communities know that we love support them, as they are Children of God.
- This is 2021. Let's practice what we preach. Follow the Catholic Social Teachings. Support this motion.
- (Image source www.egale.ca, www.textsincontext.wordpress.com)



MICHELA:

- We thank you for your support. God Bless.

(Image source www.gayprideshop.co.uk)

Eleanor Glavota

Hannah Minty

Niamh Shallow

April 13, 2021

Delegation to HCDSB Trustees

Good evening Director Daly, Chair Murphy, Vice-Chair Duarte, all Trustees, and Superintendents. Our names are Eleanor Glavota, Hannah Minty, and Niamh Shallow and we are all HCDSB alumni, having attended St. Joseph's and St. Thomas Aquinas, graduating in 2018.

My name is Eleanor. During my time as a student I thrived in each school I attended and was happy in what I personally felt was a safe, inclusive environment. As I have grown older and reflected on my time at STA, I realized that the people who fostered such an environment were a few specific staff members and the students I chose to surround myself with. However, I know my experience was not universal.

You have been given the important job of whether or not you will have Pride flags added to the schools' flagpoles, as well as whether or not teachers will post safe space posters in their classrooms, which could have an immensely positive impact for all members of the HCDSB community. The symbolism behind this will enable 2SLGBTQ+ students, as well as any other student, to feel safe at school and as though they can approach staff members with any of their concerns, while at school. From my perspective, this is a small step towards inclusion that may make or break a child's experience while they are in school, and by extension, in your care. Your mission states that you are responsible for promoting student achievement and well-being, as well as promoting a positive school climate and the prevention of bullying. Pride flags and safe space posters would be a wonderful step towards ensuring these responsibilities are fulfilled. What may seem offensive or un-Catholic to some of you could be a matter of life and death for 2SLGBTQ+ students in your care. 2SLGBTQ+ youth face roughly 14 times the risk of suicide and substance abuse than their heterosexual peers. All of us are children of God and created in God's image. The loss or attempted suicide of any child is a tragedy, and as Catholic individuals we should be doing all we can to prevent that.

Encouraging students to be themselves is not enough unless you ensure that any and all students can feel safe doing so. Refusal to enact these small practices that will make 2SLGBTQ+ youth feel safer while at school is blatant homophobia, and fosters a climate where hate can and is encouraged to grow.

Not having the experience of open and honest conversations in my high school classrooms did a disservice when I entered post-secondary. Such small actions can be a matter of life and death for 2SLGBTQ+ youth, and as Catholic individuals who often speak about the sanctity of human life, you should feel compelled to protect the lives of 2SLGBTQ+ youth in your care. You must make the choice to move forward as a school board that no longer fosters hate towards any marginalized group.

I would also like to mention that a petition I created in support of this motion received over 700 signatures and would like to take a moment of this presentation to read to you some of the meaningful comments that have been posted on the petition website. One user wrote, “I was a student in the HCDSB and could not come out as myself until I went to university. This is important. This is life and death.” another user commented “I have students and coworkers who need and deserve this support.” These comments are just two of several but truly demonstrate the impact and importance behind this motion. Overall, This decision would greatly impact the reputations surrounding Catholic Schools in Ontario and it is your decision to make on how you will protect your reputation and propel forward Jesus’ most important teaching - to love thy neighbour as thyself.

My name is Hannah Minty and my brother currently attends St. Thomas Aquinas. Since my time in the HCDSB, I have been attending Carleton University in Ottawa, studying Human Rights and Social Justice with a minor in Women’s and Gender studies. I am writing this letter to urge the board trustees to pass the motion for Supporting our Diverse School Community and to express my disappointment towards the potential of the motion being denied.

While my experience at HCDSB schools was positive for the most part, it is important to recognize that not all students share this same experience. It is crucial to understand the privilege that I hold as a straight, white, cis-gender woman and how this privilege translates to everyday experiences that occur in a school setting. My privilege means that I tend to feel safe and comfortable in the majority of environments I come across. Please understand that this is not the case for most marginalized individuals, especially members of the 2SLGBTQ+ community. Unfortunately, all of these factors play a major role in how individuals are perceived and treated by society, but also their peers at school.

Not passing this motion creates a precedent, a very harmful one that contributes to hate, isolation, and shame. It shows staff and students that the exclusion of the 2SLGBTQ+ community is okay. It creates a toxic and closed learning environment, where certain opinions may not be considered as valid or as

important as others. It emphasizes the differences between individuals and pushes people further apart, rather than bringing them together. We live in a world where silence speaks much louder than any words ever could.

You claim to focus on achieving, believing, and belonging, whilst providing your students and staff with the tools for realizing their fullest potential. How can you provide a sense of belonging if you are not actively taking action to create an inclusive and safe environment for both staff and students? How can you be providing staff and students the tools they need for realizing their full potential, by failing to recognize an entire group of those same individuals?

As leaders in education, you all know that the Ontario Human Rights Code protects marginalized groups, and states every person has a right to equal treatment as well as freedom from discrimination and harassment. In my opinion, flying the Pride flag during the month of June and putting up safe space posters around the schools within the board demonstrates a dedication to enforcing the Ontario Human Rights Code, and ultimately provides a visual reminder that discrimination and harassment are not tolerated within the HCDSB.

The reputation of the Catholic school system in Ontario is already one of outdated beliefs and exclusion, privileging certain groups over others. Many are even questioning why we have Catholic schools at all. This is a chance to show that the HCDSB is a valuable, inclusive, loving, and welcoming community! To put our words into action.

Once again, I urge you to pass the motion brought forth by Nicole Hotchkiss and fly the Pride flag during June, and to hang safe space posters in all HCDSB classrooms. As a HCDSB alumna, I understand the impact this motion will have on 2SLGBTQ+ individuals in your school system. I will be very disappointed if this motion is not passed, and I know many other alumni, staff, students and other members of the community will be as well.

My name is Niamh Shallow. Nicole Hotchkiss' bravery has inspired me to speak up and emphasize to you, the board Trustees, how important it is to create safe spaces within classrooms. After watching Nicole's presentation and the responses from the school board Trustees, I felt compelled to speak on this issue as I have experienced feeling unsafe myself within my elementary and highschool years.

The purpose of Nicole's project goes beyond personal belief of whether one's sexuality is "wrong" or "immoral". This initiative is to make sure that all students feel welcome and included, no matter who they are attracted to. School is supposed to be a safe place for every pupil but opposing this request is doing the exact opposite. As part of the 2SLGBTQ+ community myself, I wish with all my heart that this was a conversation back when I school in Oakville. I can confidently say that if it was, I wouldn't have had the discriminating experiences that I did from both students and staff.

In elementary school, I was told by a teacher that he "didn't like the way I looked" based on the fact I wore men's clothing. Receiving these comments at such a young age made me feel unwelcome, unsafe, and obviously impacted my self-esteem. In high school a member of the administration team pulled me into their office to discuss "appropriate prom behaviour". None of my peers were spoken to about said behaviour prior to our school's prom. Once I found out that this was an isolated incident I realized it had to do with my sexual orientation, and who I had chosen to bring to prom. Due to my openness about my sexuality in highschool this administrator felt as though they could single me out. This caused concern going forward about possible repercussions for attending prom with someone I love. This comment from someone in power at the school not only made me feel as though school was an unsafe place, but also made me feel as though any concerns I brought forward would not be treated in the same manner as if one of my heterosexual peers were to come forward with a similar issue.

To myself and a number of 2SLGBTQ+ individuals, the pride flag is a symbol of recognition and acceptance. This visual representation would remind staff and students that HCDSB is a safe and accepting space. Within my years as a student in the HCDSB school system, I have been called countless homophobic slurs while at school. Given my prior experiences with administration it felt redundant to report them, as I had failed to receive support from administration in the past. These experiences have stayed with me to this day. Passing an initiative such as this one is a small step towards creating a safer school environment by giving a physical sign of respect and support for 2SLGBTQ+ students. As a former student I feel as though I have a duty to make sure the next generation of HCDSB students enter a school that is better than it was when I graduated. I hope you all can understand how important it is for this motion to be passed. High school is hard for everyone, but 2SLGBTQ+ students such as myself are treated differently because of who we love. We are not asking for a complete change in personal philosophy, instead, we are asking for tolerance, love, acceptance, and respect, just as the Pope has asked of all Catholics.

I understand that this is a Catholic School Board, and with that religious philosophies are involved and often get skewed. In the previous board meeting, several Trustees were quick to speak about the Bible and Catholic beliefs. I would like to mention John 4:7-8: “Beloved, let us love one another, because love is from God; everyone who loves is born of God and knows God”. I would like to make it clear that I respect each and every one of the Board members here, even if our perspectives on this issue differ. I understand that your faith is a part of you but please understand that being gay is a part of so many of the students that you’re supposed to be protecting. As outlined in the Education Act, you are elected to promote student achievement, foster well-being, prevent bullying, and evaluate the effectiveness of policies. All of this is possible and can be achieved through tolerance, respect and education on what the Pride flag really means, which is to reflect diversity and support the 2SLGBTQ+ community. There are many people watching and waiting to hear your responses and these votes will not be forgotten. So please, truly ask yourself, as this question has been posed to me countless times within my school experience - what would Jesus do?

Flying Flags For Inclusivity at HCDSB

April 20, 2021

Pope Francis on Sexuality and Dignity

“I am glad that we are talking about ‘homosexual people’ because before all else comes the individual person, in his wholeness and dignity. And people should not be defined only by their sexual tendencies: let us not forget that God loves all his creatures and we are destined to receive his infinite love.”

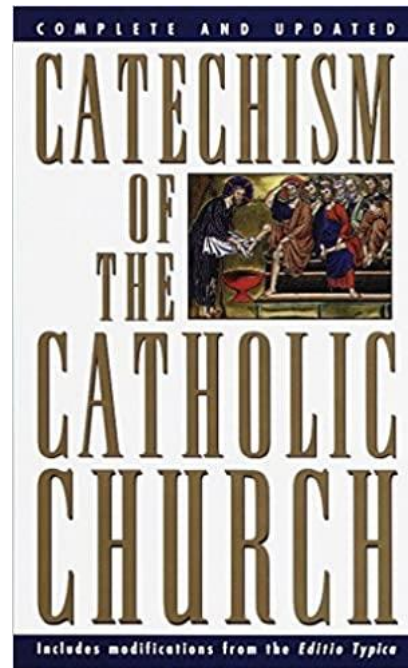


Catechism of the Catholic Church on Chastity and Homosexuality

Paragraph 2357: Homosexuality refers to relations between men or between women who experience an exclusive or predominant sexual attraction toward persons of the same sex. It has taken a great variety of forms through the centuries and in different cultures. Its psychological genesis remains largely unexplained. Basing itself on Sacred Scripture, which presents homosexual acts as acts of grave depravity,¹⁴¹ tradition has always declared that "homosexual acts are intrinsically disordered."¹⁴² They are contrary to the natural law. They close the sexual act to the gift of life. They do not proceed from a genuine affective and sexual complementarity. Under no circumstances can they be approved.

Paragraph 2358: The number of men and women who have deep-seated homosexual tendencies is not negligible. This inclination, which is objectively disordered, constitutes for most of them a trial. They must be accepted with respect, compassion, and sensitivity. Every sign of unjust discrimination in their regard should be avoided. These persons are called to fulfill God's will in their lives and, if they are Christians, to unite to the sacrifice of the Lord's Cross the difficulties they may encounter from their condition.

Paragraph 2359: Homosexual persons are called to chastity. By the virtues of self-mastery that teach them inner freedom, at times by the support of disinterested friendship, by prayer and sacramental grace, they can and should gradually and resolutely approach Christian perfection. To live chaste lives in accordance with the Roman Catholic Church's teaching on homosexuality (Chastity);



“Gay Pride Flag” and Its Meaning



HCDSB Policy No I-22

Principles:

- The Board is committed to cultivating the special characteristics of Catholic Education, to teach the Authentic Truths of the Faith, in line with the Magisterium of the Church, and in co-operation with the bishops in the exercise of their teaching office.
- *The Ministry of Education recognizes the right of Catholic schools to provide Catholic education.*
- *Catholic school ratepayers expect that Catholic faith and culture permeates everything that happens within the Catholic school*

Pope Francis Speaks...

*“We are more important to God than
all of the sins that we can commit...
But he does not and cannot bless sin.”*

Address to to the Congregation for the Doctrine of the Faith

March 2021



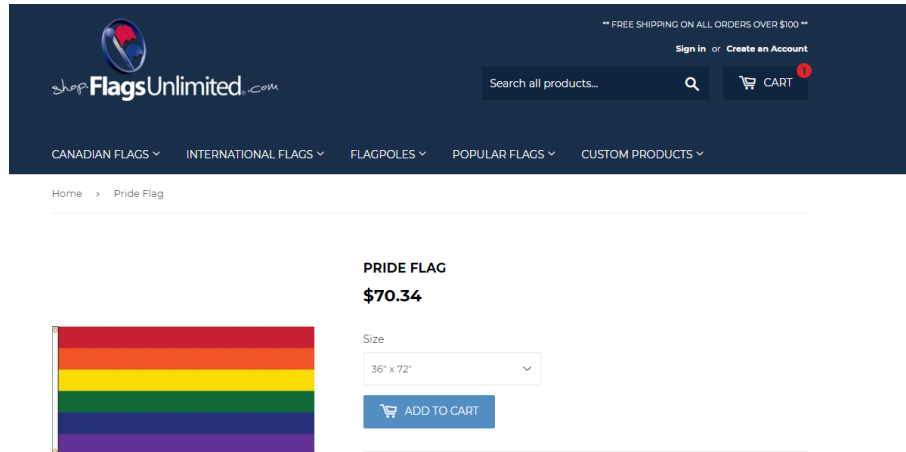
Courage International

<https://www.couragerc.com>



False flag...

- Vague survey methodology, flawed survey results
- Inaccurate estimates of cost
 - $\$70/\text{flag} \times 50+ \text{ schools} = 3500$



Bullying Prevention and Intervention

The Halton District School Board is committed to the establishment and maintenance of **safe, caring, equitable, and inclusive school environments in order to maximize the learning potential of all students** and to ensure a positive school climate for all members of the school community. The Board recognizes bullying behaviour:

- (a) adversely affects students' ability to learn, and the dignity and self-esteem of students who are bullied;
- (b) adversely impacts students who engage in bullying behaviour and those who witness bullying;
- (c) adversely affects healthy relationships and the school climate for students, staff, and community members;
- (d) adversely affects a school's ability to educate its students, and
- (e) will not be accepted on school property, at school-related activities, on school buses, or in any other circumstances (e.g., online) where engaging in bullying will have a negative impact on the school climate.

Role of the board of Trustees

<https://www.hcdsb.org/our-board/board-of-trustees/>

“Promoting a positive school climate and the prevention of bullying”

Promoting student achievement and well-being”

Metrics Needed

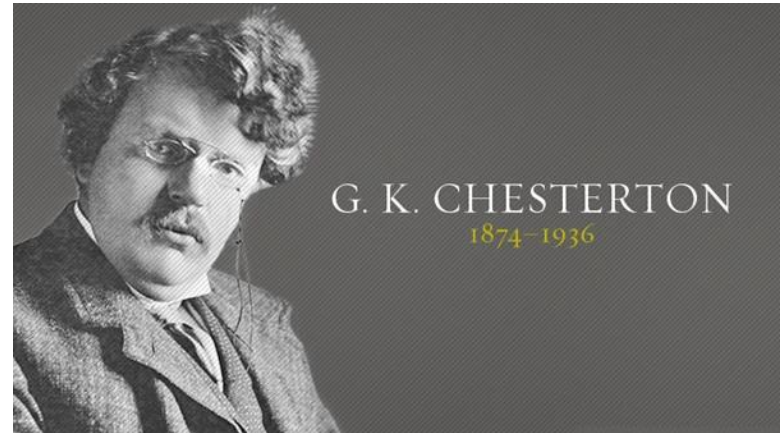
- What are the statistics in HCDSB on bullying incidents by:
 - School
 - Age/grade
 - Race
 - Ethnicity
 - Religion
 - Same-sex preference
- Is there bullying of pro-life students?
- Metrics - not symbolism - ought to drive policy



Thank you!

“A dead thing goes with the stream, but only a living thing goes against it.”

GK Chesterton



Throughout history, and even in the present, people who identify as members of the LGBTQIA+ community have been the victims of bullying, harassment, and violence. This is completely unacceptable.

Pope Francis, in his book “The Name of God is Mercy” says:

“I am glad that we are talking about ‘homosexual people’ because before all else comes the individual person, in his wholeness and dignity. And people should not be defined only by their sexual tendencies: let us not forget that God loves all his creatures and we are destined to receive his infinite love.”

As you can see In the Catechism, paragraphs 2357 through 2359 outline Catholic teaching on homosexuality.

In Fidei Depositum, St. John Paul II wrote the following about his catechism:

“The Catechism of the Catholic Church, which I approved 25 June and the publication of which I today order by virtue of my Apostolic Authority, is a statement of the Church's faith and of catholic doctrine, attested to or illumined by Sacred Scripture, the Apostolic Tradition and the Church's Magisterium. I declare it to be a sure norm for teaching the faith and thus a valid and legitimate instrument for ecclesial communion.”

From the Catechism, It is clear that the Church teaches that all persons are called to chastity, including single persons with homosexual inclinations.

This brings us to the final issue of the LGBTQIA+ rainbow flag, which is not a neutral symbol of a group of people, but a symbol that promotes a worldview with elements that are incompatible with the Catholic faith.

What is the rainbow flag:

It first flew in San Francisco, on June 25th, 1978.

It had eight colors -- two more than today's version -- and was designed by Gilbert Baker.

The original, eight-stripe flag designed by Baker had hot pink, representing sex, which was subsequently removed because it was difficult to source fabric of that color.

From its inception, the rainbow flag was connected to the positive affirmation of the active homosexual lifestyle.

According to the Catholic faith, any sex outside of the sacrament of marriage is a sin, and goes against Her moral teachings as highlighted in the Catechism.

In the Definitions from the June 2016 Procedural bylaws of the Board:

2.5 BOARD means the Halton Catholic District School Board which, in accordance with the ACT, is a Roman Catholic School Board in union with the See of Rome...

From the Halton Catholic District School Board, Policy No.I-22 Adopted: March 26, 1996
Principles

- The Board is committed to cultivating the special characteristics of Catholic Education, to teach the Authentic Truths of the Faith, in line with the Magisterium of the Church, and in co-operation with the bishops in the exercise of their teaching office.
- *The Ministry of Education recognizes the right of Catholic schools to provide Catholic education.*
- *Catholic school ratepayers expect that Catholic faith and culture permeates everything that happens within the Catholic school*

The first principle forms the basis of my objection to flying the flag in question:

The Board in its own list of Principles, promises to teach the authentic truths of the faith, in line with the Magisterium. St John Paul II's Catechism states clearly that any sexual activity outside of the sacrament of marriage is a sin, and all single people including homosexuals are called to chastity.

The rainbow flag was originally designed with a stripe to represent sex, and is associated with, among other things, showing pride in an active homosexual lifestyle contradicting Church teaching on homosexuality.

Recently, on March 15, 2021, the CDF, with input from Pope Francis, responded to whether or not the Church has the power to give a blessing to unions of persons of the same sex.

The response was that the Church cannot bless same sex unions.

In the Responsum from Pope Francis' CDF, the following was written and I quote

"we are more important to God than all of the sins that we can commit"[12]. But he does not and cannot bless sin:"

Perhaps the emblem of Courage International, an apostolate that ministers to those that identify as LGBTQAI+ Catholics, but wish to live according to Church teaching, would be more appropriate. I would be the first to support the flying of this flag, as a sign that the Church thinks of all her children and tries to bring them towards the way, the truth, and the life, Jesus Christ, regardless of how they identify.

I'd like to begin by addressing some of the rationale provided in favor of displaying the so-called pride flag at HCDSB schools at the meeting on April 6, as much of the arguments presented as fact were either misleading or false. A "false flag" operation, so to speak.

While surveys are useful, the data presented has to be rejected until the methodology of the survey: population selection, sample size, population demographics, definition of terms, and other factors that can shape results, rather than reflect actual situations. I know something about this because as a licensed professional engineer, statistical and surveying makes up a large portion of my work.

The gesture was presented as "inexpensive or free", however a flag unlimited, for example, charges about 70 dollars for a 36"x72" so-called pride flag. With 50+ schools in the HCDSB, the price already extends into thousands. With many of the Canadian flags at our schools already in a tattered state - which runs contrary to Government of Canada protocols on flying the flag - it seems not only expensive, but out of place, and disrespectful to the country we live in.

This Board has adopted a **Bullying Prevention and Intervention Policy** that commits it to the safe, caring, equitable, and INCLUSIVE school environment in order to maximize the learning potential of all students. The word inclusive is defined as "including everything or all types of people".

An allegation was made that "slurs" were being uttered in classroom settings. If this is truly going on, it is important that these matters are addressed in the manner laid out in the policy. Indeed, the same policy defines bullying as aggressive behaviour and specifically includes "homophobic comments" among the many forms of bullying, a clear indication that this behaviour is neither welcome, nor tolerated at school, and beyond.

Anecdotal red herrings don't seem to hold water. I'm paraphrasing from the youtube transcript of last meeting where "knowing someone does not agree with my definition of identity can be off-putting". In a free society things are off-putting. Claiming to be offended by something that is not intrinsically offensive does not constitute bullying. This is especially the case when offense is taken to something as universally truthful as Catholic teaching on human sexuality.

If bullying is occurring it ought to be investigated according to the procedures in the applicable policy. If the policy is not being enforced, then staff, administrators, and indeed, this board, ought to be held accountable for that failure. As a parent of four kids in Halton Catholic schools, I'm concerned about any allegations of bullying. My own son came home in September of last year with a gash on his face that has left a physical scar.

As a citizen however, I'm skeptical that decisions based on fears and anecdotes can form the basis of sound policy. You as Trustees might pause to consider your responsibility to the Board, which the by-law defines as a Roman Catholic School Board in union with the See of Rome. Decisions ought to be based in Catholic teaching (summarized by Stipe minutes ago) and guided by evidence.

But hearsay and vague allegations should never form the basis for decision making by the Trustees. Indeed, the policy is clear on the duties of you as Trustees: "Promoting a positive school climate and the prevention of bullying" Promoting student achievement and well-being".

We must look at promoting less as sloganeering, and more as creating and executing policy that ensure that type of climate that allows student achievement and well being.

Before the Board considers flag-waving as a first step, we ought enforce the current policy, and then seek to learn everything the extent, scope, and nature of bullying within the HCDSB.

I'd suggest the board first compile statistics on numbers of bullying incidents by school, by age/grade of students, by race, ethnic origin, religion and sexuality. Such a measured approach would not only affirm the problems faced by students suffering from same-sex attraction, but could also bring to light less vocal, but perhaps more prevalent and serious types of bullying.

Given that this policy has been in place since 2012, there should also be enough data on incidents of bullying to indicate whether or not the policy has been effective in dealing with and reducing all forms of bullying. The goal ought to be a policy that ensures safety of all students. The irony is that the motion in question is to take the divisive stance to display a symbol which runs contrary to our Faith.

Flying flags rooted in lifestyles contrary to Catholic teaching are hashtag gestures that mean little and solve nothing. A measured, data driven approach to bullying is a solution that truly costs nothing, but results in safety and inclusion for not only students suffering from same-sex attraction, but all members of the Catholic school community who feel unwelcome and unsafe.

It seems that present trends and discourse in Canadian culture are an unstoppable current, and that it would be easiest to go with the flow, but nothing of value is achieved easily. I'd like to end with a quote by GK Chesterton that challenges us to do what everyone else is doing.

"A dead thing goes with the stream, but only a living thing goes against it."

Good evening Trustees of the Halton Catholic School Board

It has come to my attention that the Halton Catholic School Board is considering displaying the Pride flag in all our schools for the month of June. We realize our need to work toward loving, respecting, and accepting every person - no exceptions! As educators in the home and at school, one of our goals is to help each student, AND our peers discover their own dignity and worth before God, that each one of His children is precious in His eyes!

For years now, I have experienced the effort put forth from our principals and teachers to enhance in every way, the value of each student. My husband & I are grandparents of 5, who are all attending Catholic schools. We have been present for different sporting events, Christmas plays, Grandparents Day celebrations and even just being in the school picking up kids, leaves us with a feeling of positivity for how the kids are made to feel special, important, and a real sense of belonging. This is SO commendable and we are proud of the effort put into the daily experience our children have, in being a part of our Catholic system.

In regard to the proposal that you are considering - It is a well known fact that many kids are becoming sexually active at very young ages. And the Pride flag means different things to different people. My concern is that we Catholics are giving a message to the outside world that ultimately we condone the blessing of same sex unions or marriage. That is the inuendo without having to use wordsthe Catholic Church is breaking down and changing its teachings on sexuality.

This simply is not true. The flag is largely about sexual freedom - yes, it is about celebration and inclusivity as well, but the fact remains, the Church stands firm on its teachings about sex of any kind outside of married life. According to our Church Magisterium, sex is only for married couples to enjoy loving one another with an openness to procreation. This has been true for more than 2,000 years when Christ began His Church on earth. Any form of sex outside of marriage is fornication and a sin, an abuse to the God-given gift of our sexuality. So, like I said before, displaying the pride flag COULD be telling people something about our Church that isn't true. Certainly we want all of our Catholic School Boards to ALWAYS reflect the teachings of our Church.

It is appalling to think that people are still making jokes and using derogatory terms for people with tendencies towards being S2LGBT. THAT is a sin! But flying a flag to celebrate this sector of our school's population, excludes other sectors, like children coming from abusive homes, divorced situations, children with learning disabilities, or physical disabilities, refugees, children of colour etc etc. Do they not also deserve a month of flag waving? They too suffer to some degree from feeling different, left out, insecure, & wanting to be totally accepted by their peers.

There's an alternative here. What if we could come up with a flag to proudly wave all year round, not just for the month of June signifying our oneness in Jesus, and in each other. To show on a flag that we celebrate God's love for us and our love for each other. EVERYONE is included! And when you see that flag waving, it will be a reminder of just that - WE ARE LOVED! I propose 2 different ways of proceeding with this.

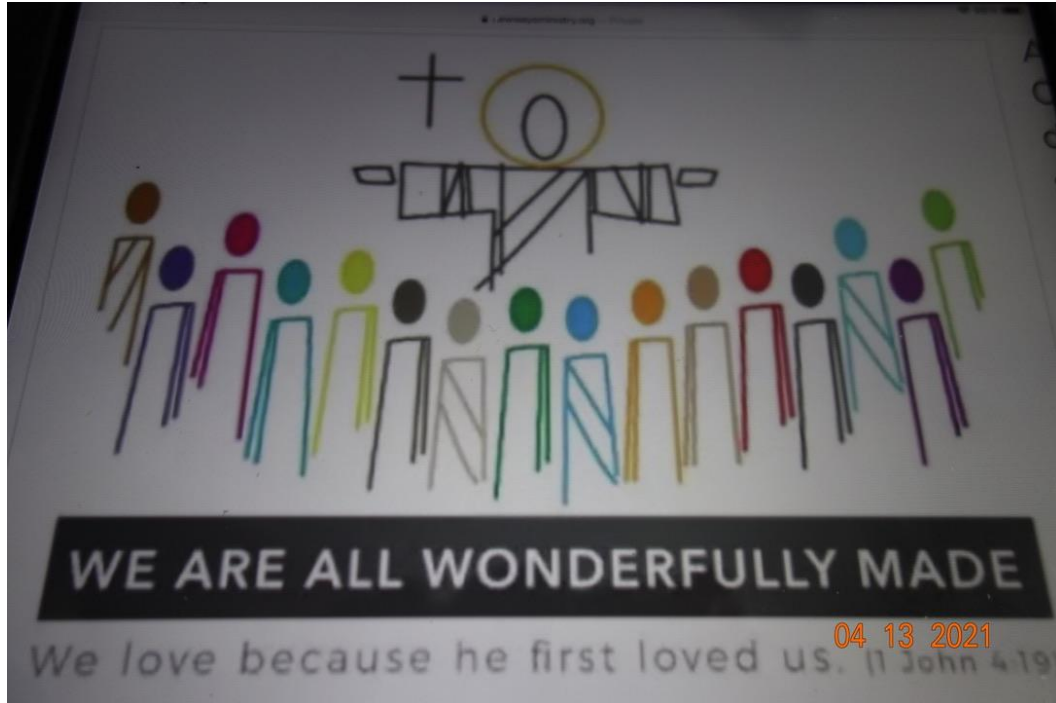
1. There is a flag already established attached by the Waterloo Catholic School Board. It is quite beautifully done. It is an image of Jesus blessing the children, kind of in stick form. The heads are different colours showing uniqueness, but oneness.

2. Another idea would be to have the children of our board enter a contest. They are to come up with a flag themselves - both elementary and high school students could participate. In doing this, it would create a fun time of working together towards another way of showing our

spirit of community and care for one another. The end product - a flag from our own children celebrating life and love throughout the Halton region.

I thank you for giving me this time to share my feelings and that of many others on this subject. May God bless us all!

(Mrs.) Patty McConnell



Caption

MINUTES OF THE REGULAR BOARD MEETING

Date: April 6, 2021
Time: 7:30 p.m.
Location: Catholic Education Centre
802 Drury Lane, Burlington

Trustees: B. Agnew (Electronically) H. Karabela (Electronically)
P. DeRosa (Electronically) P. Murphy, Chair
M. Duarte, Vice-Chair T. O'Brien (Electronically)
N. Guzzo (Electronically) J. O'Hearn-Czarnota (Electronically)
V. Iantomasi (Electronically)

Student Trustees: N. Gubert (Electronically) J. Roshdy (Electronically)
K. Kelly (Electronically)

Senior Staff: E. Bakaic (Electronically) A. Lofts (Electronically)
S. Balogh (Electronically) C. McGillicuddy (Electronically)
A. Cordeiro (Electronically) R. Merrick (Electronically)
J. Crowell (Electronically) L. Naar (Electronically)
P. Daly, Director of Education J. O'Hara (Electronically)
N. Dinolfo (Electronically)

Also Present: L. Collimore, Chief Officer, Research and Development Services (Electronically)
A. Kapur, Parliamentarian (Electronically)
A. Swinden, Manager, Strategic Communications
Z. Walters, Researcher, Research & Development Services (Electronically)

Recording Secretary: R. Di Pietro

1. Call to Order

The Chair called the meeting to order.

1.1 Opening Prayer, National Anthem and Oath of Citizenship (N. Gubert)

The meeting opened at 7:30 p.m. with a prayer led by Student Trustee Gubert.

1.2 Motions Adopted In-Camera

The following motion was adopted in-camera:

***RESOLVED**, that the Halton Catholic District School Board ratify the Memorandum of Settlement between the Board and CUPE Local 5200.00 Educational Assistants to be effective September 1, 2019 and to expire August 31, 2022.*

1.3 Information Received In-Camera

The following information was received in-camera:

Hiring

James Mojic hired as a probationary teacher effective March 15, 2021.

Retirements

Wendy Giroux, Nicole Khalaf, Allison McLean, Marilyn Reaume and Caryn Scott-McKay retiring June 30, 2021.

Consultants Curriculum Generalist

Kristen Davison and Jacqueline Mickle appointed as Curriculum Consultant – Generalist effective September 1, 2021 for a period of up to three (3) years with the possibility of a one (1) year extension.

Acting Department Head

Paul Thomson appointed as Acting Department Head –effective February 22, 2021 to August. 31, 2021.

Acting Principal

Catherine Boiago appointed as Acting Principal effective March 22, 2021 with an end date to be determined.

2. Approval of the Agenda

The following was added to the agenda:

10.5 Notice of Motion - Supporting Our Diverse School Community (B. Agnew)

#91/21

Moved by: V. Iantomasi

Seconded by: P. DeRosa

RESOLVED, that *Safety in Halton Catholic District School Board Schools* be added to the agenda as an action item.

The Chair called for a vote on **#91/21**. The vote was not unanimous therefore the motion was **DEFEATED**.

#92/21

Moved by: V. Iantomasi

Seconded by: P. DeRosa

RESOLVED, that *Safety in Halton Catholic District School Board Schools* be added to the agenda as an information item.

The Chair called for a vote on **#92/21**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
P. DeRosa	B. Agnew		
V. Iantomasi	M. Duarte		
H. Karabela	N. Guzzo		
T. O'Brien			
J. O'Hearn-Czarota			
N. Gubert (non-binding)			
K. Kelly (non-binding)			
J. Roshdy (non-binding)			

The motion was **DEFEATED**.

#93/21

Moved by: N. Guzzo

Seconded by: B. Agnew

RESOLVED, that the agenda be approved as amended.

The Chair called for a vote on **#93/21** and it **UNANIMOUSLY CARRIED**.

3. Declarations of Conflict of Interest

There were no conflicts of interest declared.

4. Presentations

There were no presentations.

5. Delegations

5.1 Declined Delegation

A total of one delegation was declined.

5.2 Flying the Flag with Pride (N. Hotchkiss)

A delegation regarding flying the Pride flag at St. Ignatius of Loyola Catholic Secondary School and potentially all Halton Catholic District School Board schools during the month of June, which is designated as Pride month was presented.

5.3 Non-Catholic Student Trustees (N. Arango)

A delegation regarding Non-Catholic Student Trustees was presented.

5.4 Amending Policy I-26 and Allowing Non-Catholics to be Student Trustees (R. Barakat, T. Lefebvre, A. Robinson)

A delegation regarding amending Policy I-26 and allowing Non-Catholics to be Student Trustees was presented.

6. Approval of Minutes

6.1 Minutes of the March 16, 2021 Regular Board Meeting

#94/21

Moved by: H. Karabela

Seconded by: B. Agnew

RESOLVED, that the minutes of the March 16, 2021 Regular Board Meeting be approved.

The Chair called for a vote on **#94/21**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
B. Agnew	P. DeRosa		
M. Duarte	V. Iantomasi		
N. Guzzo			
H. Karabela			
T. O'Brien			
J. O'Hearn-Czarota			
N. Gubert (non-binding)			
K. Kelly (non-binding)			
J. Roshdy (non-binding)			

The motion **CARRIED**.

7. Business Arising from Previous Meetings

7.1 Summary of Outstanding Items from Previous Meetings

The Summary of Outstanding Items from Previous Meetings was reviewed.

8. Action Items

8.1 Response to Delegations

#95/21

Moved by: H. Karabela

Seconded by: T. O'Brien

RESOLVED, that the that the Board of Trustees receive the delegation regarding Flying the Flag with Pride as information.

#95/21 (AMENDMENT)

Moved by: N. Guzzo

Seconded by: B. Agnew

~~**RESOLVED**, that the that the Board of Trustees receive the delegation regarding Flying the Flag with Pride as information.~~

RESOLVED, that staff prepare a report which includes what is currently being done in HCDSB Secondary Schools to support staff and students in the LGBTQ+ community.

The Chair overruled a point of order that amendments could not be made to the motion.

#96/21

Moved by: T. O'Brien

Seconded by: V. Iantomasi

BE IT RESOLVED that the ruling of the Chair be appealed.

The Chair called for vote of **#96/21**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
P. DeRosa	B. Agnew	J. Roshdy (non-binding)	
M. Duarte	N. Guzzo		
V. Iantomasi	J. O'Hearn-Czarota		
H. Karabela	K. Kelly (non-binding)		
T. O'Brien			
N. Gubert (non-binding)			

The motion **CARRIED**.

#95/21

Moved by: H. Karabela

Seconded by: T. O'Brien

RESOLVED, that the that the Board of Trustees receive the delegation regarding Flying the Flag with Pride as information.

The Chair called for vote of **#95/21**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
P. DeRosa	B. Agnew	K. Kelly (non-binding)	
M. Duarte	N. Guzzo		
V. Iantomasi			
H. Karabela			
T. O'Brien			
J. O'Hearn-Czarota			
N. Gubert (non-binding)			
J. Roshdy (non-binding)			

The motion **CARRIED**.

#97/21

Moved by: T. O'Brien

Seconded by: H. Karabela

RESOLVED, that the that the Board of Trustees receive the delegation regarding Non-Catholic Student Trustees as information.

#97/21 (AMENDMENT)

Moved by: N. Guzzo

Seconded by: B. Agnew

~~**RESOLVED**, that the that the Board of Trustees receive the delegation regarding Non-Catholic Student Trustees as information.~~

RESOLVED, that the delegation 5.3 Non-Catholic Student Trustees be referred to the Policy Committee for further review and wholesome discussion.

The Chair overruled a point of order that amendments could not be made to the motion.

#98/21

Moved by: T. O'Brien

Seconded by: H. Karabela

BE IT RESOLVED that the ruling of the Chair be appealed.

The Chair called for vote of **#98/21**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
P. DeRosa	B. Agnew		J. Roshdy (non-binding)
M. Duarte	N. Guzzo		
V. Iantomasi	J. O'Hearn-Czarota		
H. Karabela	K. Kelly (non-binding)		
T. O'Brien			
N. Gubert (non- binding)			

The motion **CARRIED**.

#97/21

Moved by: T. O'Brien

Seconded by: H. Karabela

RESOLVED, that the that the Board of Trustees receive the delegation regarding Non-Catholic Student Trustees as information.

The Chair called for vote of **#97/21**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
P. DeRosa	B. Agnew		
M. Duarte	N. Guzzo		
V. Iantomasi	K. Kelly (non-binding)		
H. Karabela	J. Roshdy (non-binding)		
T. O'Brien			
J. O'Hearn-Czarota			
N. Gubert (non- binding)			

The motion **CARRIED**.

#99/21

Moved by: T. O'Brien

Seconded by: V. Iantomasi

RESOLVED, that the that the Board of Trustees receive the delegation regarding Amending Policy I-26 and Allowing Non-Catholics to be Student Trustees as information.

The Chair called for vote of **#99/21**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
P. DeRosa	B. Agnew		
M. Duarte	N. Guzzo		
V. Iantomasi	K. Kelly (non-binding)		
H. Karabela			
T. O'Brien			
J. O'Hearn-Czarota			
N. Gubert (non-binding)			
J. Roshdy (non-binding)			

The motion **CARRIED**.

#100/21

Moved by: T. O'Brien

Seconded by: P. DeRosa

RESOLVED, that the meeting move past 10:00 p.m.

The Chair called for vote of **#100/21** and it **UNANIMOUSLY CARRIED**.

8.2 Prioritizing Teachers and Educational Workers in the Second Phase of the Province's COVID-19 Vaccine Rollout (P. DeRosa)

Trustee DeRosa provided the following amendment to his March 2, 2021 Notice of Motion:

#101/21

Moved by: P. DeRosa

Seconded by: T. O'Brien

Whereas: Teachers, educational workers, bus drivers and other staff in our schools are in contact and exposed to a multiple number of students, parents, and support workers at any given time.

Whereas: The COVID cases are rising, and we now see over 3,000 new cases a day in Ontario. The new variants now account for most of the new cases and are known to affect adolescents and younger populations. Students of all ages staff education workers including bus drivers are at greater risk.

Be It Resolved: that the Board of Trustees and the Director of Education request in writing by end of day April 7, 2021, the Government of Ontario including the Ministry of Education and the Local Public Health Unit that teachers, educational workers, bus drivers and other staff be prioritized for immunization against COVID-19 and that vaccinations begin immediately.

The Chair called for a vote on **#101/21**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
B. Agnew		H. Karabela	
P. DeRosa			
M. Duarte			
N. Guzzo			
V. Iantomasi			
T. O'Brien			
J. O'Hearn-Czarnota			
N. Gubert (non- binding)			
K. Kelly (non-binding)			
J. Roshdy (non-binding)			

The motion **CARRIED**.

**8.3 Approval to the Changes to the Executive Compensation Envelope (V. Iantomasi)
#102/21**

Moved by: V. Iantomasi

Seconded by: T. O'Brien

BE IT RESOLVED that changes to the Executive Compensation Envelope of the Supervisory Staff shall be approved by the Board before implementation by the Director of Education. This to instruct the Secretary to the Board as the Director of Education to provide the Elected Board with an Executive Compensation summary report, outlining the initial contracts with starting salary, grid movement and increases for all Senior Staff and Managers for the years 2018, 2019, 2020 and 2021.

The Chair called for a vote on **#102/21**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
P. DeRosa	B. Agnew		J. Roshdy (non-binding)
V. Iantomasi	M. Duarte		
H. Karabela	N. Guzzo		
T. O'Brien	J. O'Hearn-Czarnota		
N. Gubert (non- binding)			
K. Kelly (non-binding)			

The motion was **DEFEATED**.

**8.4 Board Posting of All Executive Compensation by August 31st (V. Iantomasi)
#103/21**

Moved by: V. Iantomasi

Seconded by: H. Karabela

BE IT RESOLVED, Secretary and Director of Education provide the Elected Board all copies of the mandatory salary disclosures for the Executive Compensation, submitted to the Provincial Government and subsequently posted yearly by August 31st on the HCDSB Public Web Site for the years 2019, 2020 and 2021.

The Chair called for a vote on **#103/21**:

IN FAVOUR	OPPOSED	ABSTAIN	ABSENT
P. DeRosa	B. Agnew		
V. Iantomasi	M. Duarte		
H. Karabela	N. Guzzo		
T. O'Brien	K. Kelly (non-binding)		
J. O'Hearn-Czarnota			
N. Gubert (non-binding)			
J. Roshdy (non-binding)			

The motion **CARRIED**.

9. Staff Reports

9.1 School Naming - Milton No. 3 Catholic Secondary School (E. Bakaic)

Trustees provided an update on the naming of the new Milton No. 3 Catholic Secondary School.

#104/21

Moved by: M. Duarte

Seconded by: B. Agnew

RESOLVED, that the meeting move past 10:30 p.m.

The Chair called for a vote on **#104/21**. The vote was not unanimous therefore the meeting had to adjourn.

The meeting adjourned at 10:30 p.m. with a prayer led by Chair Murphy.

POST NOTES:

9.2 2021-2022 School Year Calendar (N. Dinolfo)

The meeting was adjourned.

9.3 Bishop P.F. Reding Catholic Secondary School Renewal Funding (R. Merrick)

The meeting was adjourned.

10. Information Items

10.1 Student Trustees Update (N. Gubert, K. Kelly, J. Roshdy)

The meeting was adjourned.

10.2 Schools Update (P. Daly)

The meeting was adjourned.

10.3 Long Term Capital Plan (LTCP) Annual Facility Accommodation Report (A. Lofts)

The meeting was adjourned.

10.4 2021-2022 Budget Consultation Survey Results (L. Collimore)

The meeting was adjourned.

10.5 Notice of Motion Supporting Our Diverse School Community (B. Agnew)

The meeting was adjourned.

The following was provided to Trustees:

WHEREAS, our schools should be safe spaces for anyone that walks through our doors.

WHEREAS, many of our students, parents, caregivers, staff and community members identify as LGBTQ+.

WHEREAS, our strategic plan emphasizes that the well-being for all of our students and staff are met through a focus on equity and inclusion.

WHEREAS, raising the Pride flag demonstrates this commitment to our students, staff, parents, caregivers and community members.

WHEREAS, Pope Francis has told parents of LGBTQ+ children that "God loves your children as they are" and "the church loves your children as they are because they are children of God."

WHEREAS, Mark 10:13-16 states "People were bringing little children to Jesus for him to place his hands on them, but the disciples rebuked them. When Jesus saw this, he was indignant. He said to them, "Let the little children come to me, and do not hinder them, for the kingdom of God belongs to such as these. Truly I tell you, anyone who will not receive the kingdom of God like a little child will never enter it." And he took the children in his arms, placed his hands on them and blessed them."

WHEREAS, there are students and staff within our Halton Catholic District School Board (HCDSB) community who identify with the LGBTQ2+ and

WHEREAS, we as a Board wish to ensure all the students and staff attending our schools and their families, know that we support and are welcoming of all students, staff and community members,

BE IT RESOLVED that the Director of Education and the Secretary of the Board direct all HCDSB schools including the Catholic Education Centre to fly the Pride flag during the month of June starting with 2021 and to work with Student Senate and Staff in organizing events throughout the month that focus on equity and inclusion for all.

BE IT FURTHER RESOLVED that each class in each HCDSB school be mandated to have a safe space poster, to ensure that students in the 2SLGBT community are supported throughout the entire school year.

11. Miscellaneous Information**11.1 Minutes of the February 22, 2021 SEAC Meeting**

The meeting was adjourned.

12. Correspondence**12.1 Halton Elementary and Secondary OECTA**

The meeting was adjourned.

13. ***Open Question Period***
The meeting was adjourned.
14. ***In Camera***
The meeting was adjourned.
15. ***Resolution re Absentees***
The meeting was adjourned.
16. ***Adjournment and Closing Prayer (P. Murphy)***
The meeting was adjourned.

Secretary of the Board

Chair

BUSINESS ARISING FROM PREVIOUS MEETINGS

DATE OF THE BOARD MEETING	AGENDA ITEM	ACTION REQUIRED	RESPONSIBILITY	STATUS
November 5, 2019	Math Action Plan	<i>BE IT RESOLVED, that in December 2020, the Board of Trustees receive a staff report on the progress made toward achievement of the goals of the Math Action Plan with measurable outcomes using qualitative and quantitative data.</i>	Curriculum	June 2021 - further qualitative and quantitative data to Trustees on the progress towards the Math Action Plan.
March 31, 2020	Math & Science Extra Curricular Engagement – Past/Present Initiatives and Future Opportunities	<i>BE IT RESOLVED, that the Board of Trustees give instructions to its Secretary and Director of Education to prepare and present to the Board of Trustees on May 5, 2020 a detailed report outlining the current co-curricular and extra-curricular events being conducted in elementary and secondary math and science. The report should include the level of student participation in local, regional, university, national and international competitions for the past academic year. BE IT FURTHER RESOLVED, that subject to the May 5, 2020 report a plan be presented to the Board for review which includes the initiatives that support and encourage participation in local, regional, university, national shows and competitions in math and science, along with STEM initiatives moving forward.</i>	Curriculum	April 2021- update on progress.
March 31, 2020	Update to Board Room Technology	<i>WHEREAS, the boardroom located in the Halton Catholic District School Board's Catholic Education Centre offices, is also the location where public meetings are held and in keeping with Section 208.1 sub sections 1, 2, 3 and 4 of the Education Act which states that access to proceedings be allowed from remote locations to Trustees; and,</i>	A. Lofts	Update and staff training in progress.

		<p>WHEREAS, current audio, video and data transfer equipment is antiquated and un-satisfactory</p> <p>BE IT RESOLVED, that the Board gives instruction to the Secretary of the Board to investigate and provide at least three (3) costed reports at a regular board meeting, for the purpose of upgrading the current communication system and replace the same so as to allow seamless remote access with the latest technology (such as: speech timing, floor queuing, live streaming, recording, screen sharing, document comparing, etc..) that has the capability of allowing a minimum of 25 remote users by no later than the May 5, 2020 Regular Board meeting; and that this technology be capable of relocation to any board office if required.</p>		
October 20, 2020	Board Meeting Time Keeping	<p>WHEREAS, By-law 10.3 speaks to specific time limits around how long a mover, and any member may speak to a motion;</p> <p>WHEREAS, our goal is to ensure efficient board meetings and to afford equitable opportunities to each member of the board to speak on a motion;</p> <p>WHEREAS, multiple other boards utilize some formal method of visible time keeping;</p> <p>BE IT RESOLVED, that the Director of Education procure a digital time keeping mechanism that can be displayed and can be controlled remotely by the chair to be used for bylaw 10.3 and other opportunities such as delegations.</p>	P. Daly	Electronic time clock available until the return to in-person meetings.
October 20, 2020	COVID-19 Related Financial Reporting	<p>BE IT RESOLVED, that the Board of Trustees direct the Secretary of the Board and Director of Education to provide an ongoing financial report of the past expenditures by HCDSB and all past,</p>	A. Lofts	June 15, 2021

		current and future funding received by HCDSB from different levels of government to effectively manage COVID-19 in the form of a quarterly financial report commencing on Nov 30, 2020 and reported to the Board at the December 15, 2020 Board meeting until such a time as the Ministry of Education removes all COVID-19 related protocols and guideline and all schools have returned to a conventional full time learning model.		
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OUTSTANDING POLICY ITEMS

DATE OF THE BOARD MEETING	AGENDA ITEM	ACTION REQUIRED	RESPONSIBILITY	STATUS



Regular Board Meeting

Action Report

Supporting Our Diverse School Community	Item 8.2
April 20, 2021	

The following Notice of Motion was presented at the April 6, 2021 Regular Board Meeting:

Moved by: B. Agnew

Seconded by:

***WHEREAS,** our schools should be safe spaces for anyone that walks through our doors.*

***WHEREAS,** many of our students, parents, caregivers, staff and community members identify as LGBTQ+.*

***WHEREAS,** our strategic plan emphasizes that the well-being for all of our students and staff are met through a focus on equity and inclusion.*

***WHEREAS,** raising the Pride flag demonstrates this commitment to our students, staff, parents, caregivers and community members.*

***WHEREAS,** Pope Francis has told parents of LGBTQ+ children that “God loves your children as they are” and “the church loves your children as they are because they are children of God.”*

***WHEREAS,** Mark 10:13-16 states “People were bringing little children to Jesus for him to place his hands on them, but the disciples rebuked them. When Jesus saw this, he was indignant. He said to them, “Let the little children come to me, and do not hinder them, for the kingdom of God belongs to such as these. Truly I tell you, anyone who will not receive the kingdom of God like a little child will never enter it.” And he took the children in his arms, placed his hands on them and blessed them.”*

***WHEREAS,** there are students and staff within our Halton Catholic District School Board (HCDSB) community who identify with the LGBTQ2+ and*

***WHEREAS,** we as a Board wish to ensure all the students and staff attending our schools and their families, know that we support and are welcoming of all students, staff and community members,*

***BE IT RESOLVED** that the Director of Education and the Secretary of the Board direct all HCDSB schools including the Catholic Education Centre to fly the Pride flag during the month of June*

starting with 2021 and to work with Student Senate and Staff in organizing events throughout the month that focus on equity and inclusion for all.

BE IT FURTHER RESOLVED that each class in each HCDSB school be mandated to have a safe space poster, to ensure that students in the 2SLGBT community are supported throughout the entire school year.

Regular Board Meeting

Action Report

Recommended Names for Milton No. 3 Catholic Secondary School	Item 8.3
Tuesday, April 20, 2021	

Alignment to Strategic Plan

This report is linked to our strategic priority of Foundational Elements: Optimizing organizational effectiveness.

Purpose

To provide Trustees with an update on the process of naming the new Milton No. 3 Catholic Secondary School as per Board Policy I-15 School Name Selection.

Background Information

In consultation with the Milton No. 3 School Name Selection Committee, which consisted of Chair Patrick Murphy, Vice Chair Marvin Duarte, Father James S. Petrie of St. Benedict Parish, Claudia Brena-Ianiro, (parent), Jennifer Santos (parent), Student Trustee, Nicholas Gubert, Superintendent Emi Bakaic and Principal Kevin Wong, four (4) names were submitted for consideration to members of the broader community.

Comments

Stakeholder Consultation – Request for Potential Names

On Wednesday, February 24, 2021, an invitation to submit potential school names was sent to the Our Lady of Fatima and Guardian Angels (Milton) school communities. The results of the feedback received is provided in [Appendix A](#).

Shortlist of School Names Selected

On Wednesday, March 17, 2021, the Milton No. 3 School Name Selection Committee reconvened to review the names submitted by community members. The Committee developed a short list of names in accordance with the Diocesan criteria outlined in Policy I-15. They considered all the names and rationale provided by community members and created a shortlist of four (4) names:

- Blessed Carlo Acutis
- St. Josephine Bakhita
- St. John Bosco
- St. Kateri Tekakwitha



Stakeholder Consultation –Vote for Preferred Name(s)

A voluntary, anonymous online feedback form was made available between March 19 and March 29, 2021 (inclusive). The link to the online forms was sent via email on March 19th to all parents with children currently attending Guardian Angels Catholic Elementary School and Our Lady of Fatima Catholic Elementary School, inviting them to select their top two (2) preferences from the shortlist of potential school names. The survey was also promoted on the two school websites, as well as, through St. Benedict Parish for parishioner input.

The rationale for the name selection and a brief biography of each saint were provided and are provided in [Appendix B](#). The feedback received is provided in [Appendix C](#).

As illustrated in the chart and table in Appendix C, there were a total of 1075 votes among the four suggested school names.

The name 'St. Kateri Tekakwitha' had the highest number of 1st choice votes (n = 445, 42%), followed by 'St. John Bosco' (373 votes, 35%), 'St. Josephine Bakhita' (132 votes, 12%), and 'Blessed Carlo Acutis' (115, 11%).

The preference of the community, as outlined above, is in favour of naming the new Milton No. 3 Catholic Secondary School, 'St. Kateri Tekakwitha'.

Conclusion

In accordance with Policy I-15, Trustees are invited to consider two (2) recommended names for the new Milton No. 3 Catholic Secondary School, and subject to Board approval, forward the two (2) names to His Excellency, Bishop Douglas Crosby for consideration and response.

Recommendation

Resolution#:

Moved by:

Seconded by:

RESOLVED, that the Halton Catholic District School Board approve the following two (2) school names, ordered in priority, as possible names for the new Milton No. 3 Catholic Secondary School:

1st Choice: St. Kateri Tekakwitha Catholic Secondary School (preferred)

2nd Choice: St. John Bosco Catholic Secondary School (alternate)

BE IT FURTHER RESOLVED, that the Board approved list of possible school names be submitted to Bishop Douglas Crosby for his consideration and response.



Report Prepared and Submitted by:

Emi Bakaic
Superintendent of Education, School Services

Report Approved by:

Pat Daly
Director of Education and Secretary of the Board



Regular Board Meeting

Action Report

2021-2022 School Year Calendar	Item 8.4
Tuesday, April 20, 2021	

Alignment to Strategic Plan

This report is linked to our strategic priority of **Foundational Elements: Optimizing organizational effectiveness.**

Purpose

The *Education Act* requires each school Board to establish a School Year Calendar, identifying instructional days, professional activity days and holidays for each school year. The Ministry of Education establishes the number of days for the schools in the Province and in accordance with Regulation 304, each Board is required to submit a Board-approved calendar to the Ministry of Education by May 1, 2021.

Background Information

The School Year Calendar Committee takes into account several considerations:

1. School communities have generally advised that, when selecting a Professional Activity (PA) Day, a Friday or Monday is preferred. Some employers appear more willing to permit parents to have occasional holidays on those days (or just before statutory holidays).
2. An essential factor in the establishment of the 2021 - 2022 calendar is the integration of transportation services with our co-terminous Board. Consultation, which complies with Ministry direction, has occurred with the Halton District School Board.
3. The Ministry of Education has asked school boards to consider having the 3 Provincial Priority PA Days before the start of classroom instruction for the 2021-2022 academic year.

Comments

The 2021 - 2022 School Year Calendar Committee is comprised of a parent representative of the Catholic Parent Involvement Committee (CPIC), OECTA Unit Presidents (Elementary and Secondary), CUPE 3166 and 5200 representatives, the Principals' Association representatives and one (1) trustee. The Committee met on March 18, 2021 for the purpose of preparing a draft calendar.



The 2021 - 2022 School Year Calendar consists of one hundred and eighty-seven (187) instructional days, of which ten (10) days (five (5) per semester) are classified as secondary school examination days as per Regulation 304.

Two (2) PA days will be used for assessment and completion of report cards at the elementary level. An additional PA day will be used for elementary parent /teacher interviews.

The three (3) mandatory Provincial Priority PA Days that will occur next year will be devoted to criteria established by the Ministry. At the time of this report, we have not received the Provincial Priority focus from the Ministry of Education.

All seven (7) Professional Activity days align with the Halton District School Board, and both boards will have the same secondary school examination days. *(Please refer to Appendix A).*

Conclusion

The proposed 2021-2022 School Year Calendar was provided to trustees as a Staff Report at the April 6, 2021 Board Meeting and is now being presented as an Action Item. Once approved, the proposed School Year Calendar will be forwarded to the Ministry of Education for final approval.

Recommendation

The following recommendation is presented for the consideration of the Board:

Resolution#:	<i>Moved by:</i>
	<i>Seconded by:</i>
Resolved , that the Halton Catholic District School Board approve the 2021-2022 School Year Calendar as presented.	

Report Prepared by: Nancy Dinolfo
Superintendent of Education

Report Submitted by: Nancy Dinolfo
Superintendent of Education

Report Approved by: Pat Daly
Director of Education and Secretary of the Board

HCDSB 2021-2022 Proposed School Year Calendar Elementary

Date		Reason
Wednesday, September 1, 2021		Provincial Priorities PA Day
Thursday, September 2, 2021		Provincial Priorities PA Day
Friday, September 3, 2021		Board Designated Holiday
Monday, September 6, 2021		Labour Day
Friday, October 8, 2021		Faith Day – PA Day
Monday, October 11, 2021		Thanksgiving Day
Friday, November 26, 2021		Elementary Parent-Teacher Interviews
Monday, December 20, 2021 – Friday, December 31, 2021		Christmas Break
Friday, January 28, 2022		Elementary Report Card Writing - PA Day
Monday, February 21, 2022		Family Day
Monday, March 14, 2022 – Friday, March 18, 2022		March Break
Friday, April 15, 2022		Good Friday
Monday, April 18, 2022		Easter Monday
Monday, April 25, 2022		Provincial Priorities PA Day
Monday, May 23, 2022		Victoria Day
Monday, June 6, 2022		PA Day (Elementary only)
Thursday, June 30, 2022		Board Designated Holiday

Report Card Distribution Days:

Elementary Schools:

- Progress Reports: Tuesday, November 23, 2021
- Term 1 Report Cards: Thursday, February 17, 2022
- Term 2 Report Cards: Tuesday, June 28, 2022

HCDSB 2021-2022 Proposed School Year Calendar Secondary

Date		Reason
Wednesday, September 1, 2021		Provincial Priorities PA Day
Thursday, September 2, 2021		Provincial Priorities PA Day
Friday, September 3, 2021		Board Designated Holiday
Monday, September 6, 2021		Labour Day
Friday, October 8, 2021		Faith Day – PA Day
Monday, October 11, 2021		Thanksgiving Day
Friday, November 26, 2021		PA Day
Monday, December 20, 2021 – Friday, December 31, 2021		Christmas Break
Thursday, January 27, 2022 – Wednesday, February 2, 2022		Secondary Exam Period (5 days)
Friday, February 4, 2022		PA Day (Professional Development)
Monday, February 21, 2022		Family Day
Monday, March 14, 2022 – Friday, March 18, 2022		March Break
Friday, April 15, 2022		Good Friday
Monday, April 18, 2022		Easter Monday
Monday, April 25, 2022		Provincial Priorities PA Day
Monday, May 23, 2022		Victoria Day
Tuesday, June 21, 2022 – Monday, June 27, 2022		Secondary Exam Period (5 days)
Wednesday, June 29, 2022		PA Day
Thursday, June 30, 2022		Board Designated Holiday

Secondary School Examination Dates

- Semester 1: Thursday, January 27, 2022 to Wednesday, February 2, 2022 (5 days)
 - Thursday, February 3, 2022 (Instructional Day – Examination Review)
- Semester 2: Tuesday, June 21, 2022 to Monday, June 27, 2022 (5 days)
 - Tuesday, June 28, 2022 (Instructional Day – Examination Review)



Regular Board Meeting

Action Report

Bishop P.F. Reding Catholic Secondary School Renewal Funding	Item 8.5
April 20, 2021	

Alignment to Strategic Plan

This report is linked to our strategic priority of **Achieving: Meeting the needs of all learners.**

Purpose

To obtain Board authorization to proceed with additional renewal funds required for the completion of necessary renewal components at Bishop P.F. Reding Catholic Secondary School.

Background Information

1. Action Report Item 8.6 Proposed 2019 Facility Renewal Projects, from the January 15, 2019 Regular Board Meeting.
2. Action Report Item 8.2 Proposed 2018 Facility Renewal Projects, from the January 16, 2018 Regular Board Meeting.
3. Action Report Item 8.5 Bishop P.F. Reding Catholic Secondary School Addition Approval to Proceed with School Capital Planning, from the March 20, 2018 Regular Board Meeting.

Comments

In March 2018, Bishop P.F. Reding Catholic Secondary School was approved for a building addition by the Ministry of Education. The approval allocated funds to add 609 pupil places to accommodate the long-term enrollment for secondary school students in Northeast Milton. The building addition was comprised of four components: a 27 classroom addition on the northwest corner of the building, a new cafeteria space on the northeast corner of the building, a new childcare centre located on the southeast corner of the building and the addition of a 4th gymnasium and exercise room. Subsequently, renewal works on the existing building were also approved to modernize the facility, such as HVAC improvements, lighting upgrades and space conversions. The renewal works and building additions are now nearing completion after nearly two years of work.



As the project has progressed, staff have identified additional funding requirements that were unforeseen at the commencement of the project. Milton Hydro has stipulated that an electrical upgrade is required to meet current design standards. Furthermore, additional temporary asphalt installations have been required to ensure safety of staff and students on site. Lastly, additional costs associated with the Covid-19 pandemic have been realized to account for bonding, site security and rentals during the intermittent shutdowns. As such, additional funding is required to complete the project, in the amount of \$550,000 (see Appendix A). The electrical service upgrade, additional asphalt installations and the pandemic related costs would be funded through the Board's available capital funding allocations and capital reserves.

Conclusion

It is recommended that staff be authorized to proceed with the additional renewal funding allocation for the completion of required components associated with the new Bishop P.F. Reding School addition.

Recommendation

The following resolution is respectfully submitted for Trustee consideration and approval:

Resolution#:

Moved by:

Seconded by:

Resolved, that the Halton Catholic District School Board authorize staff to expense funds from available capital funding and the capital reserve, for the proposed additional renewal requirements at Bishop P.F. Reding Catholic Secondary School, and that the expenditures will not exceed \$550,000.

Report Prepared by:

C. Abrahams
Senior Manager, Capital Projects

Report Submitted by:

R. Merrick
Superintendent, Facility Management Services

Report Approved by:

P. Daly
Director of Education and Secretary of the Board



APPENDIX "A"

Halton Catholic District School Board Bishop P.F. Reding Catholic Secondary School Additional Renewal Funding Preliminary Budget Estimate			
School Location	April 6, 2021 Budget Estimate		
Electrical Service Upgrade	\$350,000		
Additional Asphalt	\$75,000		
COVID-19 Expenses	\$125,000		
Total Expenses	\$550,000		

Multi-Year Strategic Plan – Mission, Vision, Values	Item 8.6
Tuesday, April 20, 2021	

Alignment to Strategic Plan

This report is linked to the strategic priorities:

Achieving: Meeting the needs of all learners

Believing: Celebrating our Catholic faith & aspiring to be models of Christ

Belonging: Embracing relationships & sustaining safe, welcoming schools

Purpose

The purpose of this report is to bring forward suggested revisions to the Board's Mission, Vision and Values statements.

Background Information

Under the Education Act each school board must create a multi year plan that spans a minimum of three years. The purpose of the Multi-Year Strategic Plan (MYSP) is to help Boards set long term strategic goals and priorities. The plan is evidence based and developed in a collaborative process.

Between February 11th and February 18th, 2021, Halton Catholic District School Board (HCDSB) stakeholders were asked to provide feedback on suggested changes to each of the Mission, Vision, and Values statements to help inform the next HCDSB Multi-Year Strategic Plan. Where revisions were suggested, respondents were asked to indicate a preference between the original text and the revised option. Respondents also had the opportunity to provide comments.

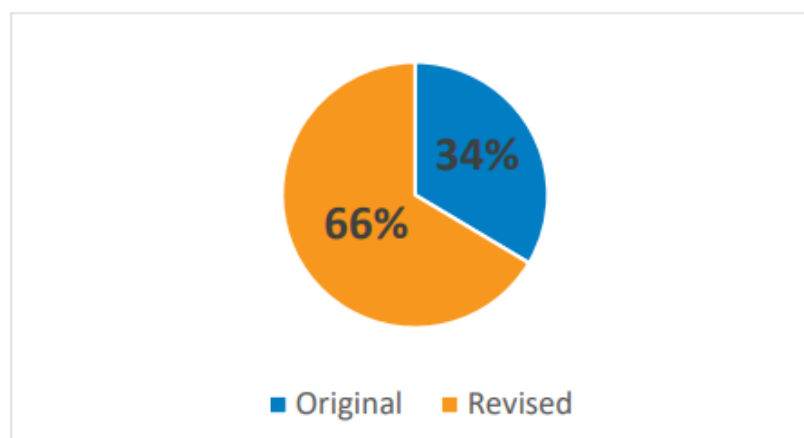
The report contains the data from 2159 survey responses, was considered at the April 8, 2021 meeting of the MYSP Committee and can be found [here](#).

Q2: Please select the Mission Statement you prefer:

Mission – Who Are We?	
Original:	Revised:
The Halton Catholic District School Board, in partnership with home and Church, dedicated to providing excellence in Catholic education by developing Christ-centred individuals enabled to transform society.	The Halton Catholic District School Board, in partnership with home and Church, is an inclusive and equitable learning community , dedicated to providing excellence in Catholic education by developing Christ-centred individuals enabled to transform society.

Overall, 2154 respondents completed this question. As illustrated in *Figure 1*, more respondents preferred the *Revised* Mission Statement (n = 1431; 66%)

Figure 1. Respondents' Preference – Mission Statement

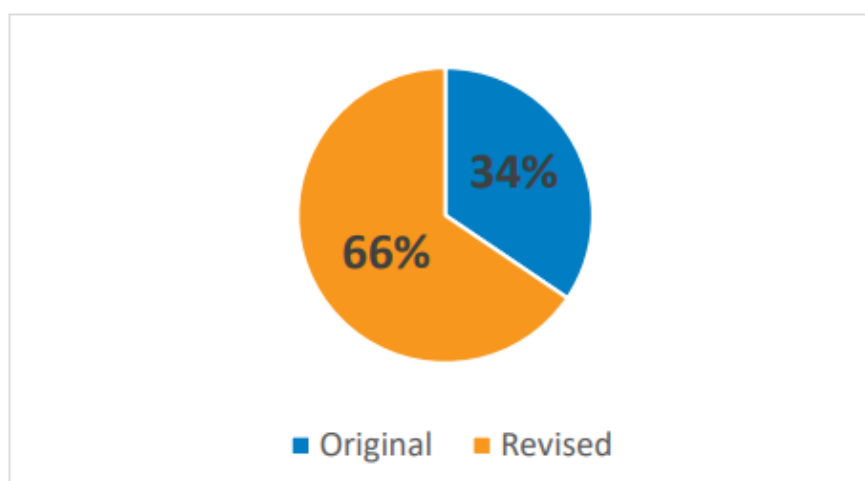


Q4: Please select the Vision Statement you prefer:

Vision – Where Do We Want To Be?	
Original:	Revised:
The Halton Catholic District School Board is a model learning community, widely recognized as distinctively Catholic, providing exceptional education, while nurturing the call to love and to serve as a people of faith, living out God's plan.	The Halton Catholic District School Board is an inclusive and equitable model learning community, widely recognized as distinctively Catholic, providing exceptional education, while nurturing the call to love and to serve as a people of faith, living out God's plan.

Overall, 2112 respondents completed this question. As illustrated in *Figure 2*, more respondents preferred the *Revised* Vision Statement (n = 1384; 66%)

Figure 2. Respondents' Preference – Vision Statement

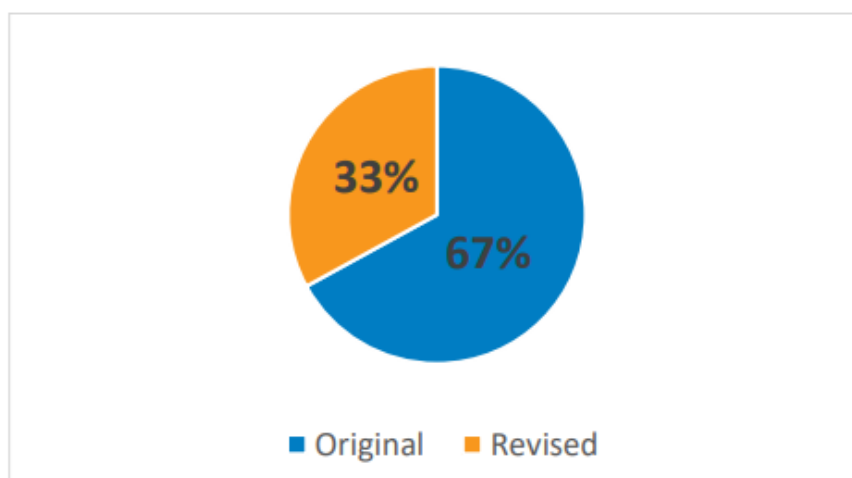


Q6: Please select the Values Statement #1 (“Our Catholic Faith”) you prefer:

Our Values Statement	
Original:	Revised:
At the Halton Catholic District School Board, we value: Our Catholic Faith and aspire to be models of Christ through our actions of love, forgiveness, compassion, and acceptance.	At the Halton Catholic District School Board, we value: Our Catholic Faith and aspire to be models of Christ through our actions of love, forgiveness, compassion, and acceptance, fostering a culture of life.

Overall, 2108 respondents completed this question. As illustrated in *Figure 3*, more respondents preferred the *Original* Values Statement #1 (n = 1413; 67%)

Figure 3. Respondents' Preference – Values Statement #1

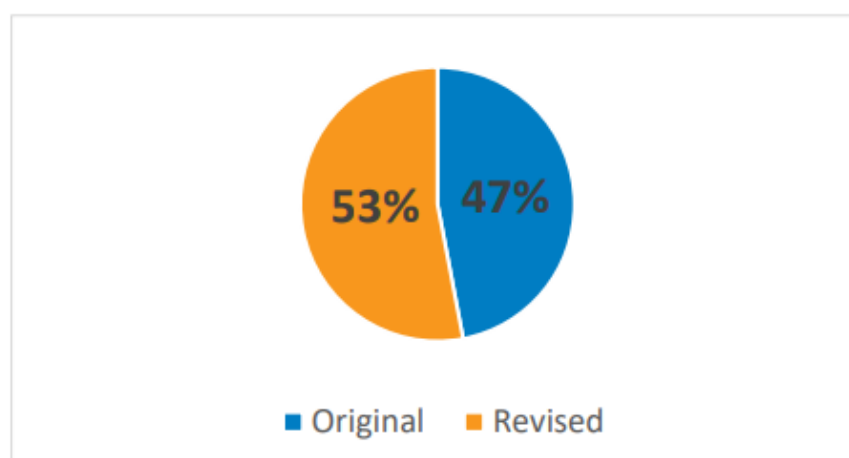


Q8: Please select the Values Statement #5 (“The Importance of Contributing to Our Communities”) you prefer:

Our Values Statement	
Original:	Revised:
At the Halton Catholic District School Board, we value: The Importance of Contributing to Our Communities and respect diversity, celebrate multiculturalism, honour individual rights, and embrace the social values of collective responsibility and the common good.	At the Halton Catholic District School Board, we value: The Importance of Contributing to Our Communities and celebrate diversity, honour individual rights, and embrace the social values of collective responsibility and the common good.

Overall, 2070 respondents completed this question. As illustrated in *Figure 4*, more respondents preferred the *Revised* Values Statement #5 (n = 1097; 53%)

Figure 3. Respondents' Preference – Values Statement #5



Comments

At the April 8, 2021 meeting the committee recommended that the results of the report be forwarded to the April 20, 2021 Regular Board meeting for acceptance and approval.

Recommendation

The following recommendation is presented for the consideration of the Board

Resolution#:

Moved by:

Seconded by:

Resolved, that the Halton Catholic District School Board accept the recommendation of the Multi-Year Strategic Planning Committee that based on stakeholder feedback, that the Board accept results and make changes to the HCDSB Mission, Vision and Values.

Report Submitted and

Approved by:

M. Duarte

Chair of the Multi-Year Strategic Planning Committee



Regular Board Meeting

Action Report

Policy I-34(B) Reimbursement of Board Business Expenses for Trustees and External Members of Board Committees	Item 8.7
April 20, 2021	

Alignment to Strategic Plan

This report is linked to our strategic priority of Foundational Elements: Optimizing organizational effectiveness.

Purpose

To approve *Policy I-34(B) Reimbursement of Board Business Expenses for Trustees and External Members of Board Committees* as presented.

Background Information

Policy I-34 (B) Reimbursement of Board Business Expenses for Trustees and External Members of Board Committees was reviewed as part of the regular policy review cycle. Revisions were made to improve readability, and ensure the policy follows the correct template and references as required. The *Trustee Expense Guidelines* have been included as Appendix A.

Conclusion

Policy I-34(B) Reimbursement of Board Business Expenses for Trustees and External Members of Board Committees was presented at the Policy Committee Meeting on April 13, 2021 with a recommendation that it be forwarded to the Board of Trustees for approval.

Recommendation

The following recommendation is presented for the consideration of the Board:

Resolution#:	<i>Moved by:</i>
	<i>Seconded by:</i>
Resolved , that the Halton Catholic District School Board accept the recommendation of the Policy Committee that <i>Policy I-34(B) Reimbursement of Board Business Expenses for Trustees and External Members of Board Committees</i> , be approved.	

Report Submitted and Approved by:

N. Guzzo
Chair of the Policy Committee

Reimbursement of Board Business Expenses for Trustees and External Members of Board Committees	
Adopted: November 6, 2007	Last Reviewed/Revised: April 20, 2021
Next Scheduled Review: 2023-2024	
Associated Policies & Procedures: I-24 Fraud Management VI-24 Fraud Management I-35 Trustee Honoraria I-23 Catholic School Councils and Catholic Parent Involvement Committee VI-84 Catholic School Councils and Catholic Parent Involvement Committee III-13 Corporate Purchasing Card Distribution and Usage VI-86 Corporate Purchasing Card Distribution and Usage Procedure VI-45 Mobile Cellular Device Operating Procedure VI-73 Meal and Hospitality Expenses for Employees at Board Sanctioned Events Procedure	

Purpose

To describe the terms and conditions under which an expense incurred by a trustee, student trustee, or external members of Board committees; in the course of discharging Board-recognized duties and responsibilities in accordance with the Education Act and its amendments, will be approved by the Board.

Application and Scope

This operating policy applies only to approved expenses incurred by a Trustee or Student Trustee of the Board or an external member of one of the Board's standing committees (e.g. Audit Committee, SEAC, CPIC) when performing Board recognized duties and responsibilities.

References

Education Act and Regulations

- Education Act, Section 171(17): Powers of Boards – Membership Fees and Travelling Expenses
- Education Act, Section 191.2: Expenses

Principles

- The Board is committed to supporting Trustees while representing students' interests, the community and promoting the Halton Catholic District School Board's mission. It is recognized that in carrying out their responsibilities, Trustees may incur eligible expenses for which they will be reimbursed.
- Where appropriate, Trustees, Student Trustees, and Board committee members are entitled to be reimbursed for approved out-of-pocket expenses incurred for an official duty, function or on behalf of the Board and deemed reasonable and appropriate in the circumstances in which the expense is incurred.
- The Board will reimburse Trustees, Student Trustees, and Board committee members for travel, meals, accommodations and other business eligible expenses incurred while on Board business.
- Reimbursement for extraordinary or unusual expenses must be pre-approved by the Superintendent (or Resource to the Committee), Superintendent of Business Services or Chair of the Board, as appropriate. For expenses to be reimbursed, these must be appropriately authorized and approved. The expenses must be reasonable and relevant to the Board sanctioned event or business activity and be accompanied by appropriate proof of payment.
- Trustees, Student Trustees, and Board committee members make every effort to contain business expenses by sharing transportation whenever possible or selecting the most economical mode of travel. Where hotel accommodations are required, a standard room is booked unless one is not available.
- For travel outside of the Province of Ontario, an Information Report will be submitted to the Board regarding the conference details, including expenses, potential impact to current board practices, and any potential benefits to the system.
- The Board recognizes the moral, ethical and monetary value of responsible financial stewardship of the Board's resources as it relates to expenses claimed for reimbursement.
- Personal expenses are not permitted.
- Expenses related to political activities or event are not reimbursed.
- The Board assumes no obligation to reimburse expenses that do not comply with this policy.

Requirements

- Trustees, who are issued a Board Purchasing Card (P-card) in accordance with the Board's Corporate Purchasing Card Distribution and Usage Policy and Administrative Procedures, should use it to pay for approved expenses whenever possible.
- Submission of Board-related expenses require the following information, handwritten by the purchaser on the back of the original itemized receipt or detailed on the P-card reconciliation sheet:
 - Event name/Expenditure
 - Names/Roles of participants
 - Reason for expense
- Approval for reimbursement of expenses shall be provided by:
 - Superintendent (or Resource to the Committee) for external members of a Board standing committee (i.e. CPIC, SEAC)
 - Chair of the Board for Trustees
 - Superintendent of Business Services for the Chair of the Board
- Reimbursement for expenses where receipts are not provided by the vendor or are lost requires the Trustee to submit in writing the event name, expense, names of participants, the reason for the expense, and include the signature of the Chair of the Board or the Superintendent of Business Services.
- The Director of Education, Superintendent of Business Services or Chair of the Board may request additional information regarding conference expense details and possible future changes to our system's practices and benefits, which will be presented to the Board through an Information Report at a subsequent Board meeting.
- For travel outside of the Province of Ontario, an Information Report will be submitted to the Board regarding the conference details, including expenses and possible future changes to our practices and benefits to our system.
- All expense claims, both those using a Board P-card and those submitted for reimbursement, must have signed approval. The Chair of the Board must approve Trustee expense claims. The Superintendent of Business Services must approve the Chair of the Board's expense claims.
- All expense claims must be submitted and approved within 30 days of the end of the fiscal year in which the expenses were incurred and shall be paid promptly.
- All expense claims are subject to audit by the Board.
- All expenses not approved or not deemed as Board-related business by the Superintendent (or Resource to the Committee), Director of Education, Chair of the Board or Superintendent, Business Services under the provisions in accordance with the Education Act, and its amendments, will not be eligible for reimbursement.
- The following expense items, where appropriate, are those for which claims may be submitted: to the Board as approved expenses while on Board business.

1. Technology

At the beginning of each elected term, each Trustee will be provided with technology equipment from an approved list, which includes:

- one (1) laptop/desktop and relevant software programs*;
- one cellular device (i.e. Smartphone) (not provided for Student Trustees)

All items must be returned to the Board and all expenses will cease to be covered upon the Trustee's end of term or date of resignation from the Board.

Student Trustees will receive one (1) laptop/desktop and relevant software programs.

* Re-elected Trustees' computer hardware will be replaced/upgraded as per the Board's refresh cycle.

2. Out-of-pocket business expenses

- A Trustee can expense a maximum of \$3,000 during a school year (does not include expenses charged to central Trustee accounts) in connection with carrying out their responsibilities as a Board member.

3. In addition to the \$3,000 budget, the following expense items, where appropriate, are those for which claims may be submitted to the Board as approved expenses while on Board business:

- Eligible mileage expenses;
- All costs incurred by a Trustee at annual conferences, professional development sessions, meetings and events related to discharging their responsibilities. These items are approved at the discretion of the Chair;
- As per the Trustee Expense Guidelines developed at the November 8, 2011, Policy Committee Meeting (Appendix A).

4. Mileage expenses

- The rate per kilometre paid, to be reviewed annually, is established by the Board based on the Canada Revenue Agency deemed reasonable rate, taking into consideration the following assumptions and conditions:
 - a) That the rate and/or amount paid is calculated to cover all operating expenses of the vehicle, including depreciation, insurance, interest, license, fuel, oil, tires and maintenance;
 - b) The rate paid relieves the Board of any further obligation for costs or expenses resulting from accidents, fines, or other extraordinary costs incurred while the vehicle is being operated on Board business.
- Mileage expenses will be reimbursed to Trustees and/or external members of Board committees, as applicable, due to attendance at an activity where mileage is incurred in discharging their responsibilities.
- Trustees will be reimbursed for mileage to/from Board meetings and other Board related business from/to their home.

5. Toll Fees

- Where necessary and approved by the Chair of the Board or the Superintendent of Business Services, toll fees may be claimed. Transponder fees will not be reimbursed.

6. Other Travel Within and Outside the Province/Country

- Transportation is provided on rail and/or economy or equivalent flight with transportation service to and from the airport/train station. If a private vehicle is authorized and used, mileage is paid to the driver in accordance with Board policy rates. Participants shall make every effort to share transportation.

7. Accommodations

- Whenever possible, all hotel reservations will be made four (4) weeks in advance, and hotel accommodation costs will be charged to the Board's P-card or reimbursed to the individual. It is understood that staff require a minimum of four (4) weeks advanced notice from attendees to facilitate travel arrangements.
- All hotel reservations for Student Trustees shall be made by Board staff.
- Where appropriate, hotel reservations will be confirmed to attendees employing a confirmation number, which will be provided to the attendee prior to the function.
- It is also required that, if available, a standard room is the set option for accommodation.

8. Professional Development/Conference Fees

- Annually, the Board will establish a budget for Trustee conference/professional development (conferences, workshops, seminars). All costs associated with a conference are to be charged against the conference/professional development budget.
- Trustees shall secure the necessary approval where appropriate, from the Chair of the Board or Superintendent of Business Services as appropriate, to attend any function for which reimbursement of expenses is sought from the Board.
- Trustees will be reimbursed for the following expenses incurred:
 - Hotel room charges (standard room);
 - Registration fees for approved conferences (whenever feasible, registration fees will be prepaid by the Board);
 - Meals (including tax and gratuities up to maximum meal reimbursement rates (receipt must be provided);
 - Taxi costs;
 - Parking fees, and
 - Train/airline tickets when determined to be the most practical mode of transportation for the event at standard pricing. Airfare will be reimbursed up to the cost of economy or equivalent.

The following expenses will not be covered:

- Meals when they are provided through the conference;
- Movies/entertainment/recreation charges;
- Charges incurred by a family member/guest;
- Alcoholic beverages;
- Parking tickets or Traffic Act violations;
- Personal gifts.

9. Parking

- Parking costs for Board related business will be eligible when supported with receipts or an explanation in the case of metered parking.

10. Meals

- Meal expense while away on business will be reimbursed at actual cost up to a maximum of \$75.00 (CDN) per person, per day, including taxes and gratuities. The lesser of the actual cost or the maximum will be reimbursed. This rate is not a per diem rate.
- Gratuities will be capped at 15%, except where the restaurant applies an automated gratuity above 15%.
- Extenuating circumstances will be considered on an individual basis and require the Chair of the Board or the Superintendent of Business Services' approval.

11. Telephone Calls

- Telephone calls (within Canada) for Board related business are eligible expenses.
- Outofcountry long-distance and cellular charges will not be reimbursed unless approved by the Chair for Board-related business.

12. Alcohol

- Alcohol is not an eligible Trustee and/or external members of Board committees expense unless it is included in the conference or event cost by the organizer/sponsor.

13. International Travel

- Expenses for any travel outside of Canada and the United States will not be reimbursed.

14. Other Expenses

- When accompanied by an explanatory note, other expenses are eligible Trustee and/or external members of Board committee expenses when approved by the Superintendent (or Resource to the Committee), Director of Education, Chair of the Board or Superintendent of Business Services, as appropriate.
- Office supplies for Board related business are eligible Trustee expenses where/when they are not available using the Board's regular procurement process.
- Mailing and photocopying for Board related business are eligible trustee expenses where/when they are not available through the Board.

15. Donations

Donations, by any Trustee, to any groups or individuals will not be reimbursed, except when the donations are made on behalf of the Board of Trustees if approved in advance by resolution of the Board of Trustees.

All expense claims must be submitted and approved within thirty (30) days of the end of the fiscal year and will be paid promptly and posted on Board's website.

16. The Superintendent of Business Services, in collaboration with the Chair of the Board, will make available a summary report of individual Trustee expenses annually in December for the previous budget year.

The summary report will include the following expense categories:

- Honorarium
- Office supplies
- Conferences and professional development

- Travel expenses
- General expenses
- Cell phone
- Office equipment
- Internet
- Legal fees
- Meeting expenses (e.g. hospitality)

APPROVED: Regular Meeting of the Board

AUTHORIZED BY: _____
Chair of the Board

APPENDIX A

TRUSTEE EXPENSE GUIDELINES BOARD REPRESENTATION AND TRUSTEES ATTENDANCE AT EVENTS

The guidelines are intended to identify expenses that are eligible for reimbursement, that are consistent with commonly held values and accepted practices that are not perceived as excessive.

Trustees are often called to attend numerous functions throughout the year. Trustees may also choose to attend events and/or conferences that are of interest to them. As stewards of the Board, they must uphold the Board's Mission statement and its' governing values whereby: *The Halton Catholic District School Board, in partnership with home and Church, is dedicated to providing excellence in Catholic education by developing Christ-centred individuals enabled to transform society.*

In addition to the honorarium, the Act provides that boards may establish a policy in order to reimburse trustees "for all or part of his or her out-of-pocket expenses reasonably incurred in connection with carrying out the responsibilities of a board member". Boards are authorized to reimburse trustees for travel to and from a trustee's residence to a meeting of the Board, or of a committee of the Board or for reasonable out-of-pocket expenses incurred in connection with the travel. Boards may also pay for expenses and membership fees of any member of the Board to attend meetings of an educational association. These expenses are addressed in Board Policy I-34 (B)

Reimbursable expenses can be classified as those that are related directly and/or indirectly to Board business. For the purposes of clarification, within these guidelines, events have been placed into five categories: Board Business; Board-Related Business; Community; Local; and Professional Development/Trustee-Liaison.

Board Business:

Examples of events that may be related to Board Business include Trustee Association meetings or events and/or Board or committee meetings. The costs associated with these events are covered through the Board budget. Such events include, but are not limited to:

- CCSTA Conference
- ICE Symposium
- OCSTA Conferences and Seminars

Board-Related Business:

Board-Related events are usually hosted by the Board and/or held in partnership with the Board. The costs associated with these events are covered through the Trustee's allocated budget. Such events include, but are not limited to:

- Board Recognition Night (optional)
- Events in support of the Halton Catholic Children Foundation (optional)
- Parent Conference

Community Events:

The Board is committed to creating and promoting opportunities for community outreach. It is in the interest of the Halton Catholic District School Board that its presence is visible within the community at community events. The Board, through the office of the Director and/or the Chair of the Board, may determine that it is advisable to attend or be represented at such events.

Examples of community events where the Board would cover the costs associated with these events by purchasing tickets or a table include, but are not limited to:

- Burlington and Oakville Prayer Breakfasts
- CYO Dinner
- Father Fogarty Awards
- Halton Food for Thought Breakfast Gala
- Halton Multicultural events
- Halton Pro-Life Dinner
- HIEC's Spring and Fall Breakfast
- Breakfast with the Mayor

Local Events:

At times, trustees are invited to attend local events within their respective jurisdiction. These events benefit from having local trustee representation and provide opportunities for trustees to remain connected to, and active within their local community and parishes.

The costs associated with these events are covered through the trustee's allocated budget. Such events include, but are not limited to:

- Local Municipal Celebrations (Civic Remembrance Day Celebrations, etc...)
- School-related events such as Spaghetti dinners or yearly BBQ
- Parish Celebrations

Professional Development / Trustee Liaison:

Trustees are often invited to attend seminars/workshops. The costs associated with these sessions, although attendance is voluntary, can be covered through the trustee's respective budget allocation. Trustees may also choose to pursue learning opportunities related to their role as school trustee. These events must be approved by the Chair of the Board. Such events include, but are not limited to:

- Ontario Association of Parents in Catholic Education
- Ontario Catholic Student Leadership Conference
- When Faith Meets Pedagogy
- People for Education

Unreasonable Expenses:

Examples of events that would not be directly supported by the Board, nor eligible for reimbursement for individual trustees include, but are not limited to:

- Partisan Political events
- Events that are contrary to the governing values of the Halton Catholic District School Board
- Events that are contrary to the tenets and teachings of the Catholic Church



Regular Board Meeting

Action Report

Policy I-40 Performance Appraisal of Director of Education	Item 8.8
April 20, 2021	

Alignment to Strategic Plan

This report is linked to our strategic priority of Foundational Elements: Optimizing organizational effectiveness.

Purpose

To approve *Policy I-40 Performance Appraisal of Director of Education* as presented.

Background Information

Policy I-40 Performance Appraisal of Director of Education was reviewed as part of the regular Policy review cycle. The performance appraisal of the Director of Education is due to commence in April 2021 and to be completed by May 31, 2021. It has been observed in past reviews that the current rating structure for the evaluation criteria is limiting in scope as it does not permit Trustees to provide mid-point scoring (i.e., a rating that falls between levels, for example, 2.5). This has resulted in ratings being applied inconsistently. Additionally, the current rating of *X-Unknown* has been interpreted in past reviews as a value of 0 (zero), thereby skewing the overall tabulation.

Changes have been made to the rating structure in Appendix A of the policy to include broader evaluation criterion from 1 to 5 as follows:

- 1-Unacceptable; 2-Below expectations; 3-Meets expectations; 4-Exceeds expectations; 5-Outstanding
- Only values of 1 to 5 shall be considered in the overall tabulations

Conclusion

Policy I-40 Performance Appraisal of Director of Education was presented at the Policy Committee Meeting on April 13, 2021 with a recommendation that it be forwarded to the Board of Trustees for approval.



Recommendation

The following recommendation is presented for the consideration of the Board:

Resolution#:

Moved by:

Seconded by:

Resolved, that the Halton Catholic District School Board accept the recommendation of the Policy Committee that *Policy I-40 Performance Appraisal of Director of Education*, be approved.

Report Submitted and Approved by:

N. Guzzo
Chair of the Policy Committee

Performance Appraisal of the Director of Education	
Adopted: October 15, 2013	Last Reviewed/Revised: April 20, 2021
Next Scheduled Review: 2023-2024	
Associated Policies & Procedures: N/A	

Purpose

The Halton Catholic District School Board believes that a performance appraisal process for the Director of Education, provides a forum for constructive dialogue and exchange of information between the Director and the Board of Trustees, further that such process is an opportunity for both the Board and the Director to clarify expectations and goals, to review past accomplishments, and to agree on needs and priorities of the system. The end result provides clear objectives for the coming year.

Application and Scope

This policy applies to the Director of Education and the elected trustees at the Halton Catholic District School Board, and sets a process to be undertaken on an annual basis.

Principles

The Halton Catholic District School Board shall adopt a program of performance appraisal which:

- Is consistent with the Mission and beliefs of the Halton Catholic District School Board.
- Builds upon and improves the Director of Education's performance by establishing a formal process and mechanism by which to provide feedback and to discuss and monitor expectations and standards of performance.
- Sets measurable goals, objectives and directions for the Director that directly relate to the Board's Mission and Multi-Year Strategic Plan.
- Ensures that the Halton Catholic District School Board's expectations and priorities are being effectively addressed by the Director.
- Is completed annually by the Board of Trustees with all trustees participating in the evaluation process.
- Provides for professional growth of the Director and ensures accountability.
- Shall be based on duties as assigned in provincial statutes, regulations, policies and guidelines for the position of Director of Education.

- Is led by the Chair of the Board.

Requirements

- The annual performance review for the Director of Education shall be initiated by the Chair of the Board in April.
- The Director will submit a report which reviews activities and accomplishments for the year, to the Chair of the Board who will forward it to the trustees.
- The Chair will meet with the Director to review the appraisal process for the coming year, including a review of previous years' goals and identify goals for the next year.
- The Executive Assistant will circulate, to trustees, all forms, the Director's Report and a summary of the process. Trustees will be asked to complete the survey (*Appendix A*) and return it to the Chair at the April Board Meeting.
- The Chair and Vice-Chair of the Board shall review the data collected and the Chair and the Vice-Chair shall prepare a written appraisal report based on the data collected. This appraisal report will be reviewed by the trustees and then submitted to the Director of Education by May 31 each year.
- The Director of Education shall then respond and the appraisal report and Director's response shall be received by the Board for review, approval and disposition by the final Board meeting in June.
- The Director shall file an annual report identifying progress toward strategic priorities and goals outlined in the Multi-Year Strategic Plan, and areas of focus for attention for the upcoming school year at the September Board meeting. The report shall consider any recommendations arising out of the appraisal report and the Director's response from the previous school year.
- The appraisal report and response of the Director shall be filed in the office of the Chair, with a copy provided to the Director of Education.

APPROVED: Regular Meeting of the Board

AUTHORIZED BY: _____
Chair of the Board

This form is designed to obtain your perceptions of the performance of our Director for the above mentioned time period. Your personal opinions and observations are important, so please respond candidly to each item. Your responses will remain anonymous. A summary of all the responses will be compiled for all the trustees.

As you read through the following list, circle the appropriate number, and submit any additional comments in the space provided. Only values of 1 to 5 shall be considered in the overall tabulations.

- (1) Unacceptable
- (2) Below expectations
- (3) Meets expectations
- (4) Exceeds expectations
- (5) Outstanding

- Promotes and integrates Gospel values throughout the system
- Leads prayer and liturgy at meetings
- Articulates Catholic values to community
- Demonstrates a strong understanding of and maintains a positive working relationship with the deanery and related parishes

- (1) Unacceptable
- (2) Below expectations
- (3) Meets expectations
- (4) Exceeds expectations
- (5) Outstanding

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- Builds commitment to Board's Mission, beliefs and strategic priorities
- Maintains culture of respect through the system
- Creates a focus on faith, education excellence and student well-being

- (1) Unacceptable
- (2) Below expectations
- (3) Meets expectations
- (4) Exceeds expectations
- (5) Outstanding

Comments:

3. Communications

- Provides written and verbal reports to the Board of Trustees
- Regularly corresponds to the system
- Responds to media/general correspondence
- Responds to inquiries in a timely fashion
- Provides timely information on Ministry initiatives that may affect the system
- Interprets and communicates policy, procedures, legislation and regulations to others (staff and trustees) to increase understanding
- Maintains open and meaningful communication with the Board

- (1) Unacceptable
- (2) Below expectations
- (3) Meets expectations
- (4) Exceeds expectations
- (5) Outstanding

Comments:

4. Staff Relations

- Builds respectful relationships with all employee groups
- Creates an atmosphere of trust and collaboration
- Takes a problem-solving approach to issues
- Promotes a culture of learning that allows staff to engage in continuous learning Handles tough situations well and manages difficult personnel issues successfully

- (1) Unacceptable
- (2) Below expectations
- (3) Meets expectations
- (4) Exceeds expectations
- (5) Outstanding

Comments:

5. Community and Public Relations

- Represents the Board in a positive and professional manner
- Strengthens inter-board cooperation
- Enhances the system profile locally and provincially

- (1) Unacceptable
(2) Below expectations
(3) Meets expectations
(4) Exceeds expectations
(5) Outstanding

Comments:

6. Vision of System: Present and Future

- Articulates and promotes Mission and values of the system
- Understands system design and change management process
- Articulates how system and school planning align and reflect the Board's strategic priorities

- (1) Unacceptable
(2) Below expectations
(3) Meets expectations
(4) Exceeds expectations
(5) Outstanding

Comments:

7. Organizational Leadership

- Leads by example - is seen as instructional leader
- Takes forward thinking approach to anticipate change
- Inspires confidence in the system
- Maintains a clear and consistent sense of direction
- Deals directly with difficult issues
- Provides clear roles and high expectations for senior staff
- Integrates feedback from trustees, staff and the community into positive action

- (1) Unacceptable
(2) Below expectations
(3) Meets expectations
(4) Exceeds expectations
(5) Outstanding

Comments:

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8. Fiscal Leadership

- Ensures the budget process reflects accountability in planning for economic and political realities
- Ensures budget allocations reflect articulated goals of system in the department planning process
- Ensures financial management of the Board is consistent with legal and Ministry requirements

- (1) Unacceptable
(2) Below expectations
(3) Meets expectations
(4) Exceeds expectations
(5) Outstanding

Comments:

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9. Personal and Professional Attributes

- Participates in professional peer organizations
- Contributes to provincial initiatives, projects and/or committees
- Demonstrates ethical principles in management activities
- Is recognized as a professional leader

- (1) Unacceptable
(2) Below expectations
(3) Meets expectations
(4) Exceeds expectations
(5) Outstanding

Comments:

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SUMMARY OF BOARD RESPONSE:

After Board members have reviewed and discussed the Director of Education's report, the Chair and Vice Chair will summarize the points by completing this form.

The Director of Education does a competent job in these areas:

The Director of Education could develop in these areas:

Summary Statement:

Comments from the Director of Education:

Signature of Chair

Date:

Signature of Director of Education

Date:

The Director of Education's signature merely indicates that the completed form has been read and does not necessarily imply agreement with the performance evaluation.

A copy of this document will be placed in the Director of Education's personnel file.



Regular Board Meeting

Action Report

Policy II-26 Managing Student Risk in Interschool Sports - Elementary and Secondary School	Item 8.9
April 20, 2021	

Alignment to Strategic Plan

This report is linked to our strategic priority of Foundational Elements: Optimizing organizational effectiveness.

Purpose

To approve *Policy II-26 Managing Student Risk in Interschool Sports - Elementary and Secondary School* as presented.

Background Information

Policy II-26 Managing Student Risk in Interschool Sports - Elementary and Secondary Schools was reviewed as part of the regular Policy review cycle. Minor housekeeping changes have been made to add relevant References for consistency and reflect current language.

Conclusion

Policy II-26 Managing Student Risk in Interschool Sports - Elementary and Secondary School was presented at the Policy Committee Meeting on April 13, 2021 with a recommendation that it be forwarded to the Board of Trustees for approval.

Recommendation

The following recommendation is presented for the consideration of the Board:

Resolution#:	<i>Moved by:</i>
	<i>Seconded by:</i>
Resolved , that the Halton Catholic District School Board accept the recommendation of the Policy Committee that <i>Policy II-26 Managing Student Risk in Interschool Sports - Elementary and Secondary School</i> , be approved.	



Report Submitted and Approved by:

N. Guzzo
Chair of the Policy Committee

Managing Student Risk in Interschool Sports - Elementary and Secondary Schools	
Adopted: September 1, 1989	Last Reviewed/Revised: April 20, 2021
Next Scheduled Review: 2023-2024	
Associated Policies & Procedures: II-31 Risk Management – First Aid VI-74 Risk Management – First Aid II-39 Progressive Discipline & Safety in Schools/Code of Conduct – Suspensions & Expulsions VI-44 Progressive Discipline and Safety in Schools II-42 Medical Conditions V-05 School Accidents – Prevention & Safety VI-21 OSBIE Online Incident Reporting (Ontario School Board Insurance Exchange) VI-39 Inclement Weather Safety VI-47 Inclement Weather - Transportation Cancellations and Emergency School Closures VI-71 Concussion Safety	

Purpose

To provide thorough attention to the health and safety of student athletes participating in Halton Catholic District School Board sponsored and/or sanctioned interschool athletic activities.

Application and Scope

This policy applies to all Board and school sponsored and/or sanctioned interschool athletic activities taking place on Board sites or on sites located outside the jurisdiction of the Board.

References

[Education Act](#)

[Halton Catholic Athletic Association \(HCAA\)](#)

[Golden Horseshoe Athletic Conference \(GHAC\)](#)

[Ontario Federation of School Athletic Associations \(OFSAA\)](#)

[Ontario Physical Activity Safety Standards in Education \(OPASSE\)](#)

Principles

- The Halton Catholic District School Board believes that the safety and well-being of student athletes are of primary concern and recognizes that certain policies and procedures must be established and implemented by all instructors/coaches and participants in order to promote safe activities and a safe playing environment for the athletes.
- In accordance with the Education Act, the School Administrator, or designate and teacher has the right and responsibility of a judicious parent and will act in accordance with the expectations of a parent.

Requirements

The following minimum standards for dealing with athletic risk management will be implemented:

- Adherence to the Ontario Physical Activity Safety Standards in Education (OPASSE) Guidelines, specifically:
 - Equipment
 - Clothing/Footwear
 - Facilities
 - Special Rules/Instructions
 - Supervision
 - Coaching Certification
- Completion of appropriate (elementary or secondary) CONSENT TO PARTICIPATE AND MEDICAL INFORMATION FORMS (which outlines potential injury risk) prior to the first try-out for each sport in which the student is a participant.
- Coaches shall have access to the completed Interschool Consent To Participate and Medical Information Forms at all practices and competitions.
- Completion of an appropriate elementary or secondary RETURN TO PHYSICAL ACTIVITY NON-CONCUSSION MEDICAL ILLNESS/INJURY FORM where a student is returning to play after missing a practice or game due to an injury or illness requiring medical attention.
- Adherence to the Halton Catholic District School Board Medical Conditions policy and Concussion Safety procedures:
 - An appropriate means of communication on site, and a list of emergency contacts;
 - An appropriate means of transportation on site;
 - The availability of an appropriate first aid kit;
 - The identification of an IN-CHARGE PERSON, at all interschool athletic competitions, who will manage in the event of injury;

- The in-charge person at all identified “**high risk** activities” wherever they occur will be certified with a valid St. John Ambulance Standard First Aid certificate, or equivalent. The First Aid provider must be in attendance for the entire athletic event.
- Teachers/Coaches are to be aware of the medical/health conditions and physical limitations of their student athletes. This includes, but not limited to, knowledge of conditions such as heart disorders, asthma, diabetes, anaphylaxis, seizure disorder, and previous concussions.
- Teacher/Coaches must follow the appropriate HCDSB protocol based on the student athlete’s medical/health condition, as well as student injury/suspected injury for the duration of the sporting event.
- Prior to the instructor/coach teaching the skills of the activity, the instructor/coach will:
 - outline the possible risks of the activity (warnings of possible danger);
 - demonstrate how to minimize the risks;
 - set procedures and rules for safe practice of skills;
 - adhere to the safety procedures, rules of safe play, and parameters located within the Ontario Physical Activity Safety Standards in Education Guidelines; and
 - provide the appropriate supervision required by the activity.
- Prior to participating in the activity students must receive Concussion Safety procedures information or training on the following:
 - the definition and the seriousness of a concussion of how to identify the signs and symptoms of a suspected concussion;
 - the importance of reporting a suspected concussion to teacher/parents;
 - prevention techniques for the activity;
 - students must not participate in the activity until this instruction has been received.
- In activities requiring protective equipment - either supplied by the Board, or by the individual participant - such equipment must meet the minimum safety standards as established by the Ontario Physical Activity Safety Standards in Education (OPASSE), and/or the Halton Catholic Athletic Association (HCAA)/Golden Horseshoe Athletic Conference (GHAC)/Ontario Federation of School Athletic Associations’ (OFSAA) playing regulations for the sport and confirmed by the coaching staff.
- Environmental factors affecting the health and safety of participants and spectators (e.g. thunder and lightning, high winds, extreme temperatures and inclement weather) must be taken into consideration in terms of site appropriateness and/or cancellation/postponement.
- Each playing season, at least one coach from each school must attend (HCAA and Elementary) a preseason Coaches meeting to obtain important information about the upcoming season and safety updates.
- The Halton Catholic District School Board provides opportunities for instructors/coaches to participate actively in Coaching Clinics and First Aid Certification Training in adherence to

the Halton Catholic District School Board Out of Classroom Safety Guidelines.

- Provisions must be made for health care insurance, Extended Blue Cross or equivalent, for each participant involved in athletic activities, which occur out of province/country.
- Any action taken to implement the requirements of this policy, including the application of consequences to students or direction to visitors to the school grounds or property, must be consistent with the Requirements of Policy II-39 *Progressive Discipline & Safety in Schools Code of Conduct - Suspensions & Expulsions*.
- Secondary school athletics follow procedures outlined by the Halton Catholic Athletic Association (HCAA) Constitution, Golden Horseshoe Athletic Conference (GHAC) Constitution, and Ontario Federation of School Athletic Associations (OFSAA) Constitution.
- Elementary school athletics follow procedures outlined in the Elementary Interschool Athletics Handbook: School Administrators and Coaches Information & Checklist.

APPROVED: Regular Meeting of the Board

AUTHORIZED BY: _____
Chair of the Board



Regular Board Meeting

Action Report

Policy II-33 Safe Arrival at School Program	Item 8.10
April 20, 2021	

Alignment to Strategic Plan

This report is linked to our strategic priority of Foundational Elements: Optimizing organizational effectiveness.

Purpose

To approve *Policy II-33 Safe Arrival at School Program* as presented.

Background Information

Policy II-33 Safe Arrival at School Program was reviewed as part of the regular Policy review cycle. Minor changes have been made to the policy to include relevant References for consistency and adding clarifying language to Principles and Requirements.

Conclusion

Policy II-33 Safe Arrival at School Program was presented at the Policy Committee Meeting on April 13, 2021 with a recommendation that it be forwarded to the Board of Trustees for approval.

Recommendation

The following recommendation is presented for the consideration of the Board:

Resolution#:	<i>Moved by:</i>
	<i>Seconded by:</i>
Resolved , that the Halton Catholic District School Board accept the recommendation of the Policy Committee that <i>Policy II-33 Safe Arrival at School Program</i> , be approved.	

Report Submitted and Approved by:

N. Guzzo
Chair of the Policy Committee

Safe Arrival at School Program	
Adopted: June 15, 1999	Last Reviewed/Revised: April 20, 2021
Next Scheduled Review: 2023-2024	
Associated Policies & Procedures: VI-18 Safe Arrival at School Program VI-39 Inclement Weather Safety VI-47 Inclement Weather - Transportation Cancellations and Emergency School Closures V-18 Community Engagement and Public Consultation Policy VI-58 Parent Notification System	

Purpose

To promote the safety of pupils, the Halton Catholic District School Board shall maintain and review a Safe Arrival at School Program for pupils enrolled in its schools.

Application and Scope

This policy applies to parents, pupils and schools under the jurisdiction of the Halton Catholic District School Board.

References

[Age of Majority Act](#)

[Education Act](#)

[PPM 123](#)

Principles

- Parents/guardians are responsible for their children's safety. Safe-Arrival programs are a mechanism that parents/guardians, students who are 18 years of age or older (adult students), or students (16 or 17) who have withdrawn from parental control, and schools can use to account for any pupil's unexplained failure to arrive at school.
- The Halton Catholic District School Board recognizes that pupil safety is a shared responsibility involving the home, the school and other community agencies.

- The Halton Catholic District School Board is committed to providing a Safe Arrival at School Program which responds to the needs of the school community.
- The Halton Catholic District School Board recognizes that the Safe Arrival at School Program complements other school and community safety programs.

Requirements

- Each school shall have practices in place to address the status of any pupil's unexplained failure to arrive at school.
- The practices should address normal recurring circumstances as well as unusual events and conditions (e.g. inclement weather or bus cancellations).
- Review of the Safe Arrival at School Program for Schools will be undertaken in consultation with Catholic School Councils in alignment with *Administrative Procedure VI-18*.
- The Safe Arrival at School Program will be conducted in conjunction with the daily school attendance procedures.
- Parents/guardians, adult students, or students who have withdrawn from parental control, are responsible for communicating pupil absences or lateness to the school prior to the start of and/or throughout the school day, unless the parent/guardian, adult student, or student withdrawn from parental control, informs the school of a prolonged absence.
- Parents/guardians, adult students, or students who have withdrawn from parental control, are responsible for providing the school with complete and current emergency contact information to enable the school to make any necessary follow-up contacts.
- Information about the scope and practices of each school's Safe Arrival at School Program and about the roles and responsibilities of all stakeholders should be clearly identified and shall be communicated by the principal to the school community and reviewed in consultation with the Catholic School Council.

APPROVED: Regular Meeting of the Board

AUTHORIZED BY: _____
Chair of the Board

Regular Board Meeting

Action Report

II-43 Voluntary, Confidential Self-Identification of First Nation, Métis & Inuit Students	Item 8.11
April 20, 2021	

Alignment to Strategic Plan

This report is linked to our strategic priorities of:

Achieving: Meeting the needs of all learners

Believing: Celebrating our Catholic faith & aspiring to be models of Christ

Belonging: Embracing relationships & sustaining safe, welcoming schools

Purpose

To approve *Policy II-43 Voluntary, Confidential Self-Identification of First Nation, Métis & Inuit Students* as presented.

Background Information

Policy II-43 Voluntary, Confidential Self-Identification of First Nation, Métis & Inuit Students was reviewed as part of the regular Policy review cycle.

- Changes have been made to the policy to update and align language with relevant Ministry documents
- Minor changes have been made to update the Purpose, Application & Scope and References
- Principles were updated to include the Halton Catholic Board perspective
- Requirements integrate language that is consistent and aligns with Ministry directives
- Minor changes have been made to improve readability

Conclusion

Policy II-43 Voluntary, Confidential Self-Identification of First Nation, Métis & Inuit Students was presented at the Policy Committee Meeting on April 13, 2021 with a recommendation that it be forwarded to the Board of Trustees for approval.

Recommendation

The following recommendation is presented for the consideration of the Board:



Resolution#:

Moved by:

Seconded by:

Resolved, that the Halton Catholic District School Board accept the recommendation of the Policy Committee that *Policy II-43 Voluntary, Confidential Self-Identification of First Nation, Métis & Inuit Students*, be approved.

Report Submitted and Approved by:

N. Guzzo
Chair of the Policy Committee Meeting

Voluntary, Confidential Self-Identification of First Nation, Métis and Inuit Students	
Adopted: April 6, 2010	Last Reviewed/Revised: April 20, 2021
Next Scheduled Review: 2023-2024	
Associated Policies & Procedures: I-02 Records and Information Management I-07 Protection of Privacy II-45 Equity and Inclusive Education VI-54 Equity and Inclusive Education	

Purpose

To develop effective self-identification policies that ensure First Nation, Métis, and Inuit students receive the highest possible quality of education; that all Halton Catholic District School Board (HCDSB) students will develop knowledge, critical literacy, understanding of contemporary and traditional First Nation, Metis, and Inuit traditions, cultures and perspectives, and the important contributions of First Nation, Métis, and Inuit communities to Ontario's cultural, economic and social future.

To realize the learning aspirations and potential of First Nation, Métis and Inuit students through a responsive, transparent and accountable policy that focuses on improved programs and services and builds on strong partnerships with First Nation, Métis and Inuit communities. Continued data collection and analysis will support future decision making surrounding First Nation, Métis and Inuit student success.

Application and Scope

This policy applies to any student of First Nation, Metis or Inuit ancestry attending schools in the Board. A student who is 18 years of age or older, or a student (16 or 17) who has withdrawn from parental control, has the right to self-identity. For students under 18 years of age, a parent or guardian will self-identify on their behalf.

The responsibility for implementation of this policy applies to the HCDSB's senior administration and school administrators.

References

[Building Bridges to Success for First Nation, Metis and Inuit Students, Ministry of Education, 2007](#)

[Canadian Charter of Rights and Freedoms](#)

[The Constitution Act, 1982](#)

[Education Act](#)

[The Journey Together Ontario's Commitment to Reconciliation with Indigenous Peoples](#)

[Municipal Freedom of Information and Protection Privacy Act \(MFIPPA\)](#)

[Ontario First Nation, Métis, and Inuit Education Policy Framework: Implementation Plan 2014](#)

[Ontario First Nation, Metis, and Inuit Education Policy Framework, Ministry of Education, 2007](#)

[Ontario Human Rights Code](#)

[Ontario Human Rights Commission: Policy on preventing discrimination based on creed \(2015\)](#)

[Truth and Reconciliation Commission of Canada: Calls to Action \(2015\)](#)

Definitions

First Nation: A term that came into common usage in the 1970s to replace the word “Indian”, which many found offensive. The term “First Nation” has been adopted to replace the word “band” in the names of communities.

Indigenous peoples: The descendants of the original inhabitants of North America. Section 35(2) of the Constitution Act, 1982, states: “In this Act, ‘Aboriginal peoples of Canada’ includes the Indian, Inuit, and Métis peoples of Canada.” These separate groups have unique heritages, languages, cultural practices, and spiritual beliefs. Their common link is their indigenous ancestry.

Inuit: Indigenous people in northern Canada, living mainly in Nunavut, the Northwest Territories, northern Quebec, and Labrador. Ontario has a very small Inuit population. The Inuit are not covered by the Indian Act.

Métis people: People of mixed First Nation and European ancestry. The Métis history and culture draws on diverse ancestral origins, such as Scottish, Irish, French, Anishinaabe, and Cree.

Principles

- The Halton Catholic District School Board (HCDSB) recognizes that all people are created equal, in the image of God, each with inimitable characteristics deserving of dignity (Genesis: 1:27). In accordance with the Church's teachings, it is the policy of the HCDSB to provide in all its operations an educational environment which supports and fosters diversity, equity and inclusion within its Catholic community.
- The Halton Catholic District School Board is committed to providing a positive and inclusive Catholic learning environment which enhances the dignity and achievement of all members of its educational community. The HCDSB understands that accurate and reliable data is needed to ensure First Nation, Métis and Inuit students reach their full potential.

- **Excellence and Accountability**

The Halton Catholic District School Board believes quality education is essential for the continuing development of both Indigenous and non-Indigenous communities. The academic achievement of every First Nation, Métis, and Inuit student is supported through the delivery of quality education. The HCDSB provides support and resources for First Nation, Métis, and Inuit students.

- **Equity and Respect for Diversity**

The Halton Catholic District School Board creates and nurtures an academic environment for every First Nation, Métis, and Inuit student that promotes the development of a positive personal and cultural identity, as well as, a sense of belonging to both Indigenous and wider communities.

The Halton Catholic District School Board creates and supports an academic environment that fosters First Nation, Métis, and Inuit languages and cultures. It acknowledges the diversity found in First Nation, Métis, and Inuit communities and endorses learning about First Nation, Métis, and Inuit cultures, histories, and perspectives in a Catholic education system.

- **Inclusiveness, Cooperation, and Shared Responsibility**

The Halton Catholic District School Board recognizes that cooperation among governments, ministries, educational institutions (including the Ontario College of Teachers and faculties of education), and First Nation, Métis, and Inuit families, communities, and organizations is essential for the implementation of education programs and services designed for First Nation, Métis, and Inuit students, regardless of where they live.'

- **Respect for Constitutional and Treaty Rights**

The Halton Catholic District School Board respects Indigenous and Treaty Rights protected by Section 35 of the Constitution Act, 1982.

Requirements

1. Engage with local First Nation, Métis and Inuit parents and communities to build understanding of Indigenous student self-identification and to increase the number of students/families that choose to self-identify. Self-identification data will be collected as part of the registration process for all students.
2. Ensure the self-identification process is responsive, transparent and accountable, and focuses on improving services and supports, building on strong partnerships with Indigenous parents and their communities.
3. Collect, analyse and report on data for self-identified Indigenous students to inform targeted strategies for increasing Indigenous student achievement and success. Data collected will be evaluated on an annual basis by school and board improvement learning teams to inform culturally relevant and responsive student programming.
4. Adhere to the collection, use, sharing and secure storage of data in accordance with the Municipal Freedom of Information and Protection of Privacy Act (MFIPPA). The HCDSB may make informed decisions regarding student achievement initiatives and supports. Data collected may be confidentially shared as required through the Ontario Student Information System (OnSIS) with the Ministry of Education and the Education Quality and Accountability Office (EQAO) for the purposes of funding and student achievement.

APPROVED: Regular Meeting of the Board

AUTHORIZED BY: _____
Chair of the Board

Regular Board Meeting

Action Report

II-45 Equity and Inclusive Education	Item 8.12
April 20, 2021	

Alignment to Strategic Plan

This report is linked to our strategic priorities of:

Achieving: Meeting the needs of all learners

Believing: Celebrating our Catholic faith & aspiring to be models of Christ

Belonging: Embracing relationships & sustaining safe, welcoming schools

Purpose

To approve *Policy II-45 Equity and Inclusive Education* as presented.

Background Information

At the April 13, 2021 Policy Committee meeting, Trustees reviewed stakeholder feedback. There were no changes made and the policy was approved.

Conclusion

Policy II-45 Equity and Inclusive Education was presented at the Policy Committee Meeting on April 13, 2021 with a recommendation that it be forwarded to the Board of Trustees for approval.

Recommendation

The following recommendation is presented for the consideration of the Board:

Resolution#:	<i>Moved by:</i>
	<i>Seconded by:</i>
Resolved , that the Halton Catholic District School Board accept the recommendation of the Policy Committee that <i>Policy II-45 Equity and Inclusive Education</i> , be approved.	

Report Submitted and Approved by:

N. Guzzo
Chair of the Policy Committee

Equity and Inclusive Education

Adopted:
January 18, 2011

Last Reviewed/Revised:
April 20, 2021

Next Scheduled Review: 2023-2024

Associated Policies & Procedures:

[VI-54 Equity and Inclusive Education](#)

[VI-60 Student Groups in Catholic Schools](#)

[I-43 Use of Technology and Digital Citizenship](#)

[VI-62 Use of Technology and Digital Citizenship](#)

[II-34 Participation in Programs and Courses of Study in Catholic Religious Education](#)

[II-39 Progressive Discipline and Safety in Schools Code of conduct – Suspensions and Expulsions](#)

[VI-44 Progressive Discipline and Safety in Schools](#)

[II-40 Bullying Prevention and Intervention](#)

[II-43 Voluntary Confidential Self-Identification of First Nation Metis and Inuit Students](#)

[V-01 Use of School Grounds and Community Use of School Facilities](#)

[VI-64 Community Use of School Facilities](#)

[V-03 Photography, Advertising and Sales Representatives](#)

[V-18 Community Engagement and Public Consultation Policy](#)

Purpose

The Halton Catholic District School Board (HCDSB) recognizes that all people are created equal, in the image of God, each with inimitable characteristics deserving of dignity (Genesis: 1:27). In accordance with the Church's teachings, it is the policy of HCDSB to provide in all its operations an educational environment which supports and fosters diversity, equity, and inclusion within its Catholic community.

HCDSB recognizes that any form of discrimination is incompatible with Catholic moral principles and is in violation of the Ontario Human Rights Code. HCDSB recognizes that the school system gives pre-eminence to the tenets of the Catholic faith, consistent with the protection afforded in the Ontario *Human Rights Code*, the *Constitution Act, 1982* and confirmed in the *Canadian Charter of Rights and Freedoms*.

HCDSB and its staff are committed to the elimination of systemic barriers as outlined in Ontario's Education Equity Action Plan (2017) and the Ontario Ministry of Education (the "Ministry"), and Accepting Schools Act in a manner which is consistent with the exercise of HCDSB's denominational rights under section 93 of the *Constitution Act, 1982* and as recognized at section 19 of the Ontario *Human Rights Code*.

Application and Scope

The Equity and Inclusive Education Policy applies to all students, staff, volunteers and stakeholders of HCDSB.

Equity and Inclusive Education in Ontario Schools: Guidelines for Policy Development and Implementation, Ontario's Equity and Inclusive Education Strategy and Policy/Program Memorandum No. 119 (2013) "Developing and Implementing Equity and Inclusive Education Policies in Ontario Schools" identifies eight areas of focus for implementing equity and inclusive education. Ontario's Education Equity Action Plan (2017) builds on previous strategies to articulate the following priority action areas for boards: School and Classroom Practices, Leadership, Governance and Human Resources and Data Collection, Integration and Reporting. Accepting School Act legislated elements of the Equity and Inclusive strategy and added to previous legislation regarding creating positive school climates that prevent bullying and associated disciplinary and supports protocols.

In accordance with the above policy documents, applicable legislation that outlines the denominational rights of the Catholic school system and with adherence to the *Guiding Principles of the Equity and Inclusive Education Strategy*, and consistent with the Human Rights Code, each area of focus will be introduced and anchored by a preamble and HCDSB's commitment. This will serve to guide the actions of HCDSB and its schools, in honouring its commitments to equity and inclusive education policy development, implementation, monitoring and reporting.

References

[Education Act](#)

[Constitution Act, 1982: Canadian Charter of Rights and Freedoms](#)

[Realizing the Promise of Diversity: Ontario's Equity and Inclusive Education Strategy \(2009\)](#)

[Ontario's Equity and Inclusive Education Strategy, 2009 – Reflective Tool](#)

[PPM 119 \(2013\) "Developing and Implementing Equity and Inclusive Education Policies in Ontario Schools"](#)

[Ontario's Education Equity Action Plan \(2017\)](#)

[Equity and Inclusive Education in Ontario Schools: Guidelines for Policy Development and Implementation \(2014\)](#)

[Bill 13, Accepting Schools Act \(2012\) Subsection 169.1](#)

[Ontario Human Rights Code](#)

[Ontario Human Rights Code: Gender Identity and Gender Expression](#)

[Anti-Racism Act 2017](#)

[Ministry Policy/Program Memorandum No. 108](#)

[Canadian Conference of Catholic Bishops: Discovering the Unity of Life and Love: A reflection on the Foundations for a Theology of Human Love](#)

[Nostrae Aetate](#)

Definitions

Creed - is interpreted as “religious creed” or “religion”. It is defined as a professed system and confession of faith, including both beliefs and observances of worship. Creed refers to the beliefs and practices that are sincerely held and/or observed. (Ontario Human Rights Commission’s Policy on Creed and the Accommodation of Religious Observances)

Denominational Rights - public funding of Ontario's Roman Catholic school system was agreed to at the time of Confederation and was part of the Constitution Act, 1867, Section 93. (Ontario’s Ministry of Education).

Diversity - the presence of a wide range of human qualities and attributes within a group, organization, or society. The dimensions of diversity include, but are not limited to, ancestry, culture, ethnicity, gender, gender identity, language, physical and intellectual ability, race, religion, sex, sexual orientation, and socio-economic status. (Equity and Inclusive Education in Ontario Schools, 2014)

Equity - a condition or state of fair, inclusive, and respectful treatment of all people. Equity does not mean treating people the same without regard for individual differences. (Equity and Inclusive Education in Ontario Schools, 2014)

Inclusive Education - education that is based on the principles of acceptance and inclusion of all students. Students see themselves reflected in their curriculum, their physical surroundings, and the broader environment, in which diversity is honoured and all individuals are respected. (Ontario’s Equity and Inclusive Education Strategy, 2009)

Ontario Human Rights Code - the Code prohibits actions that discriminate against people based on a protected ground in a protected social area. Some of the protected grounds include ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, gender identity, gender expression, sex and sexual orientation. (Ontario Human Rights Commission, 2018)

Religious Accommodation - is a duty corresponding to the right to be free from discrimination. The Code refers to the obligation to provide reasonable accommodation for students and employees who wish to observe the tenets or practices of their faith (Ontario Human Rights Commission’s Policy on Creed and the Accommodation of Religious Observances)

Stakeholder - any individual or group who can affect or is affected by decisions made by HCDSB.

Systemic Barriers- institutional and instructional practices that negatively impact the achievement and well-being of students and lead to inequitable outcomes. Systemic barriers are caused by embedded biases in policies, practices and processes, and may result in differential treatment. (Ontario’s Equity Action Plan, 2017)

Principles

In accordance with the Church's teachings and Ontario's Equity and Inclusive Education Strategy, the following principles of equity and inclusive education will be upheld in all Halton Catholic District Board operations. Equity and inclusion:

- is a foundation of excellence;
- meets individual needs;
- identifies and eliminates barriers;
- promotes a sense of belonging and acceptance
- involves the broad community;
- builds on and enhances previous and existing initiatives;
- is demonstrated throughout the system.

1. Board Policies, Programs, Procedures and Practices:

Preamble:

HCDSB recognizes the importance of anti-racism and anti-harassment policies in promoting and maintaining a Catholic educational and working environment which upholds human rights, equity and inclusion.

HCDSB will ensure that its policy review cycle will result in the alignment and integration of *The Strategy* and Accepting Schools Act with all HCDSB policies, programs, procedures, and practices. The perspectives of the entire diverse Catholic school community will be reflected in all areas of the teaching, learning and administrative culture. Every effort will be made to identify and remove discriminatory biases and systemic barriers that may limit access to and opportunity for effective employment procedures for individuals from diverse communities and underrepresented peoples within the context of the denominational rights of Catholic school boards. In addition, HCDSB will embed positive principles of Equity and Inclusion in all of its policies and procedures.

Our Commitment:

HCDSB is committed to serving staff, students, and families in its diverse Catholic community by incorporating the principles of equity and inclusive education into all aspects of its policies, programs, procedures, and practices that are consistent with Catholic denominational rights.

2. Shared and Committed Leadership:

Preamble:

HCDSB subscribes to an informed leadership philosophy that inspires, empowers, and supports all stakeholders in our Catholic community to join together to implement institutional practices and behaviours that foster equity and inclusion.

HCDSB recognizes the critical role of all leaders including Trustees, Superintendents, Principals, Teachers, Designated Early Childhood Educators, Child and Youth Counsellors, Social Workers, in fostering inclusive, safe and welcoming learning environments and upholding human rights

HCDSB is committed to providing informed shared leadership to improve student achievement and to close achievement gaps for students by identifying, addressing, and removing all barriers and forms of discrimination.

HCDSB recognizes the critical connection between student leadership and improved student achievement and will strive to include student voice in all aspects of the implementation of equity and inclusive education.

In accordance with the Ministry's Ontario Leadership Strategy, effective Board and school leaders will encourage and promote a collaborative approach to all dimensions of equity and inclusive education, which ensures the participation of students, parents, unions, colleges and universities, service organizations and other community partners.

HCDSB recognizes that having a diverse teaching workforce is vital to serve the needs of all students and communities within the board. Inequitable representation of historically disadvantaged groups in the workforce can lead to inequities in the educational experience and outcomes for excluded or marginalized students.

Our Commitment:

HCDSB is committed to establishing and maintaining partnerships with all members of our diverse Catholic community so that the perspectives and experiences of all students are recognized and their needs are met.

3. School Community Relationships:

Preamble:

HCDSB recognizes that the effective review, development, implementation and monitoring of equity and inclusive education policies and practices requires the involvement of all members of the entire Catholic school community. HCDSB further recognizes the importance of engaging specialized expertise in developing and implementing its equity and inclusive education policy.

HCDSB will seek collaboration with and active engagement from students, parents/guardians, staff, and other Catholic community partners to create and sustain a positive school climate reflective of Catholic values that supports student achievement.

HCDSB acknowledges the importance of increasing parent engagement in equity and inclusive education with a focus on reaching out to parents/guardians who may be disengaged from the education system. HCDSB will identify, examine, and remove any barriers that exist, preventing full participatory school-community relations including obstacles associated with any systemic discrimination.

Our Commitment:

HCDSB is committed to establishing and maintaining partnerships with all members of our diverse Catholic community so that the perspectives and experiences of all students, families, and employees are recognized. These practices will include surveying the parents/guardians, students, and staff at least once every two (2) years to monitor and evaluate the effectiveness of the related Equity and Inclusion programs and policies.

4. Inclusive Curriculum and Assessment Practices:**Preamble:**

Both in its content and methodology, inclusive curriculum seeks to recognize our commitment to Catholic values and to affirm the life experiences of all students, regardless of race and ethnicity, gender, place of origin, religion, cultural and linguistic background, social and economic status, sexual orientation, age, and ability/disability.

Effective evaluation includes researched best practices that truly reflect the current level of achievement of the student. Multiple opportunities for assessment allow for student learning and accuracy of assessment and instruction.

Students must be represented in the curriculum and heard in the assessment and evaluation. Students' voice is fundamental in the planning for instruction and the accuracy of assessment.

HCDSB recognizes that strengthening inclusive and culturally responsive and relevant teaching, curriculum, assessment, and resources is essential to promoting student achievement and wellbeing and commits to advance culturally responsive and relevant pedagogy.

HCDSB is committed to ensuring that all students achieve their potential and are supported in choosing appropriate pathways that meet their aspirations.

Our Commitment:

HCDSB is committed to implementing an inclusive curriculum based on Catholic values and to reviewing resources, instruction, and assessment and evaluation practices in order to identify and address discriminatory biases so that each student may maximize her or his learning potential.

5. Religious Accommodation:**Preamble:**

Committed to the mission of the Church, HCDSB provides a learning and working environment in which all individuals are treated with respect and dignity regardless of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability, in accordance with the Ontario *Human Rights Code* and Ministry Policy/Program Memorandum No. 108.

Within the framework of gospel values, traditions, and HCDSB's denominational rights, in recognition of this diversity, HCDSB will take reasonable steps to provide reasonable accommodation for students' and staffs' religious beliefs and practices, while also protecting its denominational rights. (See Religious Accommodation Appendix "A" and "B" attached)

Our Commitment:

HCDSB is committed to the values of freedom of religion and freedom from discriminatory or harassing behaviour based on religion and will take all reasonable steps to provide religious accommodations within the legal rights afforded to the Catholic school system.

6. School Climate and the Prevention of Discrimination and Harassment:**Preamble:**

HCDSB recognizes that a safe and welcoming environment is most conducive to learning. HCDSB will therefore seek to foster a Christ-centred, positive school climate, free from discriminatory or harassing behaviour. HCDSB acknowledges that a Christ-centered, positive school climate is one where all members of the school community feel safe, welcomed, and accepted. The principles of equity and inclusive education support positive student behaviour.

The principles of equity and inclusion are consistent with Catholic doctrine and must be considered and applied in employing progressive disciplinary measures, particularly when it is necessary to take into account mitigating and other factors (Policy II-40 Bullying Prevention and Intervention, Policy II-39 Progressive Discipline and Promoting Positive Student Behaviour and Administrative Procedure VI-44 Progressive Discipline for the operating policies that direct preventing and handling situations of bullying, discrimination and harassment).

HCDSB is committed to providing an educational environment that is respectful of the human rights of staff, students and families. HCDSB recognizes the need for building a culture of respect for human rights by establishing and reviewing human rights policies and procedures, consistent with the Ontario Human Rights Code and consistent with the exercise of HCDSB's denominational rights as outlined in section 93 of the Constitution Act, 1982.

HCDSB recognizes the need for regular, ongoing training and accessible information on human rights, indigeneity, anti-racism, anti-Black racism, and anti-oppression for staff and students to identify and eliminate systemic barriers and uphold a safe, inclusive and welcoming environment for all stakeholders.

Our Commitment:

HCDSB is committed to the principle that every person within the school community is entitled to a respectful, positive and Christ-centred school climate and learning environment, free from all forms of discrimination and harassment.

7. Professional Learning:**Preamble:**

The staff of HCDSB is its most important asset and is the vehicle by which Catholicity and equity are taught in the classroom and throughout the system. HCDSB, therefore, recognizes the importance of ongoing professional learning to create a foundation for Catholic values, ecclesial and cultural identity, human rights education and effective teaching practices that promote equity and inclusion.

Professional learning increases the knowledge and skills that teachers bring to the craft and science of teaching, and, thus, engages the student with increasing complexity and precision

teaching. Perpetual professional learning is the groundwork for positive changes in our schools. Professional learning must include knowledge creation and knowledge sharing (Earl and Katz, 2005) to ensure that all voices are represented and that we recognize that there is no essential knowledge but rather a continued quest towards deeper representation of all with our knowledge base.

Distributed, deep and sustained changes in practice and structures in school are key elements of professional learning and have impact on student learning, engagement and success in a knowledge society (Earl and Katz, 2005). Professional Learning works to engage all learners and strives for student success and includes the following:

- a) Changes in thinking and practices of teachers
- b) Collaborative inquiry at various levels within the school
- c) Pursuit of innovation (Katz, Earl and Jaafar, 2009)

Our Commitment:

HCDSB is committed to providing the school community, including students, with ongoing opportunities to acquire the knowledge, skills, attitudes, and behaviours needed to identify and eliminate discriminatory biases and systemic barriers under the *Code*, and strategies for promoting positive school climates.

8. Accountability and Transparency

Preamble:

HCDSB acknowledges and assumes the responsibility for its policies, actions, and decisions. In the pursuit of greater transparency and accountability, HCDSB, in respectful collaboration and communication with the whole Catholic school community, will report on its goals and progress in the areas of policy review, school improvement planning and the implementation of *The Strategy*. In accordance with Accepting School Act, HCDSB will survey parents, staff and students once every two (2) years to assess the effectiveness of the related equity and inclusion policies, procedures and programs.

Our Commitment:

HCDSB is committed to assessing and monitoring its progress in implementing *The Strategy*; to embedding the principles of Equity and Inclusive Education into all Board policies, programs, guidelines and practices; and to communicating these results to the community.

The Director of Education will develop procedures required to implement this policy and provide an annual report to the Board of Trustees on the efficacy of the related policies, procedures and programs. Board multi-year plans will include the goals set out in Accepting Schools Act around positive school climate and bullying prevention as it relates to Equity and inclusion along with supports for students and awareness opportunities for parents.

Data Collection, Integration and Reporting

HCDSB supports the need for collecting and analyzing voluntary student demographic data and perceptual data to address barriers to student success.

As mandated by the Anti-Racism Act 2017, HCDSB commits to student demographic data collection to identify and eliminate disproportionalities and disparities in student achievement and wellbeing (e.g. graduation, suspensions and expulsions, program enrolment).

HCDSB recognizes that collection and analysis of staff demographic data at all levels along with identification and removal of systemic barriers consistent with HCDSB's denominational rights, is required for equitable recruitment, hiring, promotion and professional development strategies. Enhanced data collection and outcome measurement support evidence-based decision making.

All data collection, research, surveys and census will be developed, collected and disseminated using an equity and inclusion lens – to ensure participation and representation of individuals from diverse communities.

Requirements

Information and Instruction with Respect to Equity and Inclusive Education Policy:

HCDSB will provide staff with information and instruction that is appropriate for the employee on the contents of the policy.

Responsibility

The Director of Education holds primary responsibility for overseeing and implementing this policy.

APPROVED: Regular Meeting of the Board

AUTHORIZED BY: _____
Chair of the Board

Religious Accommodation Guideline

Appendix “A”

MISSION STATEMENT

The Halton Catholic District School Board is committed to the values of freedom of religion and freedom from discriminatory or harassing behaviours based on religion and will take all reasonable steps to provide religious accommodations within the legal rights afforded to the Catholic school system. Such accommodations will be provided to staff, students and their families.

INTRODUCTION

The Halton Catholic District School Board (the Board) believes in the dignity of all people and their equality as children of God. The Board recognizes the importance of freedom of religion and strives to recognize value and honour the many customs, traditions and beliefs that make up the Catholic community.

Freedom of religion is an individual right and a collective responsibility. The Board commits to work with the community it serves to foster an inclusive learning environment that promotes acceptance and protects individuals from discrimination and harassment on the basis of their religion.

In accordance with the Catholic Church's teachings, it is the policy of the Board to provide, in all its operations, an educational environment which promotes and supports diversity within its Catholic community as well as the equal attainment of life opportunities for all students, staff, parents and other members of that community.

I. Legislative and Policy Context

All school boards exist within a broader context of law and public policy that protect and defend human rights. At the Board, a number of policy statements have been developed that reinforce both federal and provincial legislation, and also help ensure that the freedoms they set out are protected within the school system.

The *Canadian Charter of Rights and Freedoms* (Section 15) guarantees freedom of religion. The *Ontario Human Rights Code* (The Code) protects an individual's freedom from discriminatory or harassing behaviours based on religion. Consistent with this legislation is The *Education Act*, its Regulations and policies governing Equity and Inclusion in Schools:

PPM No 108, “Opening or Closing Exercises in Public Elementary and Secondary Schools”,

R.R.O. 1990, Regulation 298, “Operation of School-General” s. 27-29, under the heading “Religion in Schools”

PPM No. 119, “Developing and Implementing Equity and Inclusive Education Policies in Ontario Schools”.

The Board and its staff are committed to the elimination of discrimination as outlined in this Federal and Provincial legislation in a manner which is consistent with the exercise of its denominational rights under section 93 of the *Constitution Act, 1982* and as recognized in section 19 of the *Ontario Human Rights Code* (“the Code”).

The Board recognizes, and is committed to, the values of freedom of religion and freedom from discriminatory or harassing behaviour based on religion through its human rights policy, equity and inclusive education policy, the safe schools policy and curriculum documents. All of these will be informed by, and interpreted in accordance with, the principles of the Code.

This Policy reflects the Board's fidelity to Canadian law protecting freedom of religion in accordance with the Catholic Church's teachings.

II. Definitions

1. Accommodation:

The Ontario Human Rights Commission's Policy on Creed and the Accommodation of Religious Observances defines "accommodation" as a duty corresponding to the right to be free from discrimination.

The Code provides the right to be free from discrimination, and there is a general corresponding duty to protect the right: the "duty to accommodate." The duty arises when a person's religious beliefs conflict with a requirement, qualification or practice. The Code imposes a duty to accommodate based on the needs of the group of which the person making the request is a member. Accommodation may modify a rule or make an exception to all or part of it for the person requesting accommodation.

(Policy on Creed and the Accommodation of Religious Observances, Ontario Human Rights Commission, October 20, 1996, pg. 5)

The duty to accommodate is an obligation that arises when requirements, factors, or qualifications, which are imposed in good faith, have an adverse impact on, or provide an unfair preference for, a group of persons based on a protected ground under the Code. The duty to accommodate must be provided to the point of undue hardship. In determining whether there is undue hardship, section 24(2) of the Code provides that reference should be made to the cost of accommodation, outside sources of funding, if any, and health and safety requirements.

2. Creed:

Creed is interpreted by the Ontario Human Rights Commission's 1996 Policy on Creed and the Accommodation of Religious Observances as "religious creed" or "religion." It is defined as a professed system and confession of faith, including both beliefs and observances of worship.

The existence of religious beliefs and practices are both necessary and sufficient to the meaning of creed, if the beliefs and practices are sincerely held and/or observed.

Creed does not include secular, moral, or ethical beliefs or political convictions. This policy does not extend to religions that incite hatred or violence against other individuals or groups, or to practices and observances that purport to have a religious basis, but which contravene international human rights standards or criminal law (Policy on Creed and the Accommodation of Religious Observances, Ontario Human Rights Commission, October 20, 1996, pg. 2).

3. Undue Hardship:

Accommodation will be provided to the point of undue hardship, as defined by the OHRC (for example in the *Policy and Guidelines on Disability and the Duty to Accommodate*). A determination regarding undue hardship will be based on an assessment of costs, outside sources of funding, and health and safety. It will be based on objective evidence. For more information about the evidence needed to prove undue hardship, see *Human Rights at Work*, p. 133-134 and accompanying Appendix E.

A determination that an accommodation will create undue hardship carries with it significant liability for the Board. It should be made only with the approval of the appropriate Supervisory Officer or where appropriate the Board of Trustees.

Where a determination is made that an accommodation would create undue hardship, the person requesting accommodation will be given written notice, including the reasons for the decision and the objective evidence relied upon. The accommodation seeker shall be informed of his or her recourse under the Board's Equity and Inclusive Education Policy and Anti-Discrimination Policy and Procedure, and under the Ontario *Human Rights Code*.

Where a determination has been made that an accommodation would cause undue hardship, the Board will proceed to implement the next best accommodation short of undue hardship, or will consider phasing in the requested accommodation.

III. Accommodation Guidelines

The purpose of this guideline is to ensure that all Board staff, students, parents and other members of the school community are aware of their rights and responsibilities under the *Code* with respect to religious accommodation. It also sets out the Board's procedures for accommodation and the responsibilities of each of the parties to the accommodation process. In accordance with the Equity Strategy, the *Code* and OHRC's *Guidelines on Developing Human Rights Policies and Procedures*, it is intended that the accommodation process, as well as the accommodation itself, be effective and respectful of the dignity of accommodation seekers.

The Board is committed to providing an environment that is inclusive and that is free of barriers based on creed (religion). Accommodation will be provided in accordance with the principles of dignity, individualization, and inclusion. The Board will work cooperatively, and in a spirit of respect, with all partners in the accommodation process.

1. Accommodation Based on Request:

The Board will take all reasonable steps to provide accommodation to individual members of a religious group to facilitate their religious beliefs and practices. All accommodation requests will be taken seriously. No person will be penalized for making an accommodation request.

The Board will base its decision to accommodate by applying the *Code*'s criteria of undue hardship, the Board's ability to fulfill its duties under Board policies and the Education Act

When concerns related to beliefs and practices arise in schools, collaboration among school, student, family, and religious community is needed in order to develop appropriate accommodation. It is the role of the Board and its staff to ensure equity and respect for the diverse religious beliefs and practices of students and their families and other staff in the school system. However, school administrators should not be placed in the position of monitoring a child's compliance with a religious obligation, and enforcing such practices, e.g. wearing a head covering is not the responsibility of the school or the Board.

2. General Procedures for Religious Accommodation:

a. Staff

The person requesting accommodation should advise the administration at the beginning of the school year, to the extent possible. If September notice is not feasible, the person should make the request as early as possible.

The absence of employees due to religious observances should be granted as determined by this policy and the appropriate collective agreement.

b. Students

Students must present verbal or written notice from their parents/guardians specifying their accommodation needs relating to religious observances, including holy days on which they will be absent from school. This notice should be made enough in advance (preferably at the beginning of each school year) to ensure that scheduling of major evaluations, such as tests, assignments or examinations, takes the religious observances into consideration.

Student handbooks and parent newsletters should include information about the procedure to follow to request an accommodation for religious observances and/or holy days. Such procedures shall be easy for staff, students and parents to understand.

3. Unresolved Requests:

Despite the Board's commitment to accommodate, an individual may feel that discrimination based on religion has occurred. The Board will take reasonable and timely steps to address the unresolved issues raised by the affected person which could include dispute resolution mechanism.

4. Areas of Accommodation:

For many students and staff of the Board, there are a number of areas where the practice of their religion will result in a request for accommodation on the part of the school and/or the Board. These areas include, but are not limited to the following:

- i. School opening and closing exercises;
- ii. Leave of Absence for Religious Holy Days;
- iii. Prayer;
- iv. Dietary requirements;
- v. Fasting;
- vi. Religious dress;
- vii. Modesty requirements in physical education; and
- viii. Participation in daily activities and curriculum.

IV. General Guidelines and Procedures

This policy will consider each (of the above stated) area of accommodation in turn.

1. School Opening and Closing Ceremonies:

Pursuant to the Ontario Ministry of Education Policy/Program Memorandum No. 108 ("Memorandum No. 108"), if a student or parent/guardian objects to all or part of the opening or closing exercises due to religious beliefs, the student will be exempted and given the option not to participate and to remain in class or in an agreed upon location through the duration of the exercise.

Memorandum No. 108 states the following:

1. All public elementary and secondary schools in Ontario must be opened or closed each day with the national anthem. "God Save the Queen" may be included.
2. The inclusion of any content beyond "O Canada" in opening or closing exercises is to be optional for public school boards.

3. Where public school boards resolve to include, in the opening or closing exercises in their schools, anything in addition to the content set out in item 1 above, it must be composed of either or both of the following:
 - a. One or more readings that impart social, moral, or spiritual values and that are representative of our multicultural society. Readings may be chosen from both scriptural writings, including prayers, and secular writings;
 - b. A period of silence.
4. Parents who object to part or all of the exercises may apply to the Principal to have their children exempted. Students who are adults may also exercise such a right.

These requirements will be interpreted in accordance with the Code and the Board will consider other requests for accommodation as may be made.

2. Absence for Religious Holy Days:

The Board affirms and values the faith diversity in our Catholic secondary schools. Section 21(2) (g) of the Education Act provides that a person is excused from school attendance in observance of a “holy day by the Church or religious denomination to which he/she belongs.”

All staff and students who observe religious holidays in accordance with section 21(2) (g) of the Education Act may be excused from attendance, subject to the particular request for religious leave process.

The Board will encourage members of diverse groups to identify their religious holy days at the beginning of each school year. The Board will make reasonable efforts to acknowledge the different observances of their Catholic community when planning programs and events, such as Board-wide tests and examinations. To the extent possible, conferences, meetings, workshops, co-curricular activities and exams/tests, will not be scheduled on these significant faith days:

(Examples of) Significant Holy Days:	
<i>Baha'i</i>	Ridvan
<i>Buddhist</i>	Lunar New Year/Chinese
<i>Western Christian</i>	Good Friday
<i>Eastern Christian</i>	Christmas Holy Friday
<i>Hindu</i>	Diwali
<i>Jewish</i>	Rosh Hashanah (2 days) Yom Kippur Passover (first day)
<i>Muslim</i>	Eid-ul-Fitr Eid-ul-Adha
<i>Sikh</i>	Baisakhi

(A multi-faith calendar will help schools make appropriate accommodations.)

Guidelines for Administrators:

All staff and students who request to observe a religious holy day should be allowed this right without having to undergo any unnecessary hardship.

Staff requesting a leave should advise the school administration at, or as close as possible to, the beginning of the school year and leave should be granted in accordance with the terms of the appropriate collective agreement.

Students requesting a leave should give verbal or written notice from their parent/guardian to the school at, or as close as possible to, the beginning of the school year. Such procedures should be easy to understand and follow.

Student agendas, school newsletters and announcements should include information about the procedures for requesting leaves.

All staff members acting on behalf of/representing the Board on other organizations, which in partnership with the Board are planning events or activities that involve students and/or staff of Board schools, have the responsibility to bring this procedure to the attention of these organizations.

For consultation or further clarification of questions, administrators and managers should contact the Board's Equity Officer.

Unresolved Requests:

a. Employee

In the event that, after an employee's consultation with the Superintendent of Education, unresolved issues remain, then the matter will be referred to the Executive Officer of Human Resources Services.

b. Students

In the event that a student maintains that his or her rights under the Board's religious accommodation policy have been compromised, then the matter will be referred to the appropriate Superintendent of Education.

3. Prayer:

The Board recognizes the significance of prayer in religious practice. Board schools will make reasonable efforts to accommodate individuals' requirement for daily prayer by providing an appropriate location within the building for students and staff to participate in prayer. This may mean a quiet space in the library, an empty room, or wherever it is mutually satisfactory for the school and the student or staff member requesting the accommodation. Adult presence should be for supervision purposes only.

4. Dietary Restrictions:

The Board is sensitive to the different dietary restrictions of various religious groups. Such sensitivity includes attending to issues related to the menus provided by catering companies, snacks in elementary schools, and food provided within schools, at school-sponsored activities and community events.

Breakfast and lunch programs in both secondary and elementary schools will consider relevant dietary restrictions in their menu planning. Availability of vegetarian options is recommended as a form of inclusive design.

Special attention needs to be given to overnight outdoor education activities, as well as field trips that extend over a mealtime period.

5. Fasting:

The Board is sensitive to religious periods of fasting. Board schools will endeavour to provide appropriate space, other than cafeterias or lunchrooms, for individuals who are fasting in religious observance. The Board recognizes that students who are fasting may need exemptions from certain physical education classes and Board schools should make reasonable efforts to provide appropriate accommodations.

6. Religious Dress:

“Dress Code” is the appropriate dress policy established by a school, and may include a school uniform.

The Board recognizes that there are certain religious communities that require specific items of ceremonial dress. The Board understands that some religious attire, which is a requirement of religious observance, may not conform to a school’s Dress Code. Board schools will reasonably accommodate students with regard to religious attire. Religious attire is not cultural dress; it is a requirement of religious observation.

Religious attire that should be reasonably accommodated in Board schools includes, but is not limited to:

- o Head covers: Yarmulkes, turbans, Rastafarian headdress, hijabs
- o Crucifixes, Stars of David, etc.
- o Items of ceremonial dress

Where uniforms are worn, administrators may ask the student to wear religious attire in the same colour as the uniform (e.g. the head scarves for females); however, there may be religious requirements of colour that cannot be modified.

Special attention must be given to accommodations necessary for a student to participate in physical education and school organized sports. Where possible, these should be incorporated into Board policies as part of an inclusive design process.

The Board seeks to foster an atmosphere of cultural understanding in order to be proactive in addressing potential harassment about religious attire. Schools should be aware that harassment about religious attire is one of the most common types of harassment and bullying. The Board and its schools will not tolerate any teasing directed at, or inappropriate actions taken against, an individual’s religious attire and there will be appropriate consequences for individuals who violate this rule.

There are religious communities that require specific items of ceremonial dress which may be commonly perceived as contravening Board policies, for example the use of the Kirpan by Khalsa Sikh students. For specific guidelines on the accommodation of Khalsa Sikh students wishing to carry a Kirpan, please see Appendix “B”.

7. Modesty Requirements for Dress in Physical Education Classes:

The Board recognizes that some religious communities observe strict modesty attire in respect of their religion. This can become a matter of concern when students are asked to wear the clothing used in physical education activities. Such policies should be designed inclusively, taking into account common religious needs that may exist.

If a family has concerns that cannot be addressed through inclusive design, the school should discuss the modesty requirements with them, and, taking into consideration the Ministry of Education's mandated expectations in the physical education curriculum, provide reasonable accommodation. The curriculum requirements should be explained to the family so that it has sufficient information to understand the physical education curriculum and to select available curriculum alternatives.

8. Participation in Daily Activities and Curriculum:

The Board will seek to reasonably accommodate students where there is a demonstrated conflict between a specific class or curriculum and a religious requirement or observance. Where academic accommodation is requested, the school should have an informed discussion with the student's parents/guardians to understand the nature and extent of the conflict.

The school should make it clear during the discussion that its role is to protect students and staff from harassment and discrimination because of their religion and cultural practices. Where these conflict with the school routines, activities or curriculum, the school should consider accommodation. It cannot, however, accommodate religious values and beliefs that clearly conflict with mandated Ministry of Education and Board policies.

It is important to note that when an individual requests an accommodation related to the curriculum, the accommodation applies to the individual in question and not to the whole class or to classroom practices in general.

The Ministry of Education recommends substitutions when there are exemptions requested related to specific curriculum (Ontario Secondary Schools, Grades 9-12, Program and Diploma Requirements).

In general, the Board recommends an informed, common-sense approach to questions of religion and curriculum. Hopefully, these questions can be solved by an open discussion between the teacher, the student and his/her family.

V. Limitations to Religious Accommodation

1. The Board supports freedom of religion and an individual's right to manifest his/her religious beliefs and observances. The right to freedom of religion, however, is not absolute and religious accommodation in the Board is carried out in the larger context of the Catholic education system and denominational rights of Catholic schools.
2. The Board, at all times, will seek to accommodate an individual's right to freedom of religion in a manner that not only respects the individual's beliefs but the principles of the Catholic Church.
3. As for chapels in Catholic schools, they are specifically designed and furnished for prayer and liturgy within the Catholic tradition and are not to be considered multi-faith chapels. Following the general custom of the Church, non-Catholics are welcome to join in prayer services and liturgical celebrations of the Catholic Church community (keeping in mind some restrictions such as sharing in Holy Communion). Such a chapel is open to all people for individual silent prayer or meditation. However, it is not appropriate that non-Catholic liturgies or group prayers be held in this setting.
4. It is therefore recommended:

- i. that school administrators designate another appropriate space or classroom, other than the chapel, for religious celebrations celebrated by other Christian denominations or faith traditions, and
- ii. that Catholic school boards consult with their respective local Ordinary on such accommodations.

GUIDELINE FOR KIRPAN ACCOMMODATION

A Kirpan is a ceremonial sword that must be worn by all baptized Khalsa Sikhs. The Board seeks to accommodate Khalsa Sikhs who wear a Kirpan under the following conditions as follows:

- At the beginning of the school year or upon registration, the student and parents/guardians must report to their respective school administration that they are Khalsa Sikhs and wear the five articles of faith, including a Kirpan.

The principal, in consultation with the student and his/her parents/guardians, will develop appropriate accommodations to allow the student to wear the Kirpan while ensuring the safety of others. These may include the following conditions:

- The Kirpan is six inches or less.
- The Kirpan will be sufficiently secured with a stitched flap so it is not easily removed from its sheath.
- The Kirpan will not be worn visibly, but under the wearer’s clothing.
- There is notification in writing to the principal by the parents/guardians and student and, where possible, from the Gurdwara (place of worship), confirming that the student requesting accommodation is a Khalsa Sikh.
- Students under the age of eighteen must be accompanied by parents/guardians when discussing the rules regarding the wearing of a Kirpan.



Regular Board Meeting

Staff Report

Feasibility for the Implementation of Mental Health Literacy Curriculum in Secondary Schools 2021-2022

Item 9.1

Tuesday, April 20, 2021

Alignment to Strategic Plan

This report is linked to our strategic priority of **Belonging: Embracing relationships & sustaining safe, welcome schools.**

Purpose

The purpose of this report is to share our findings regarding the investigation and analysis of the mental health literacy curriculum by teachmentalhealth.org as recommended by Trustee Agnew to be delivered in all secondary schools for the 2021-2022 school year. This analysis entails a comparison to the mental health literacy curriculum from School Mental Health Ontario. The feasibility and implementation timelines were reviewed and provided.

Background Information

The suggested curriculum at teachmentalhealth.org was developed and created by Dr. Stan Kutcher and Dr. Yifeng Wei in conjunction with the University of British Columbia to support teachers in delivering mental health literacy to students. This is a Canadian developed program.

A review of the curriculum was completed which includes seven modules. Each module includes a core material section that contains a self-assessment and a supplementary learning resource component.

After exploring the resources and material, it was determined that HCDSB is best served to utilize and embed equivalent evidence-based resources and materials from School Mental Health Ontario to support student mental health.

School Mental Health Ontario (SMHO) is a Provincial implementation support team. They assist school districts to enhance student mental health through the use of evidence-based strategies and services. Since 2011, they have worked alongside the Ministry of Education, English and French school districts and school authorities, and numerous provincial education and health organizations to develop a systematic and comprehensive approach to school mental health.

All resources and curriculum that School Mental Health Ontario provides are evidence-based and student centered. Furthermore, SMHO have developed resources specifically to support Catholic Education Systems called Faith and Wellness Resources.



School Mental Health Ontario provides for staff:

- tailored, co-created resources for use in schools and classrooms
- mental health literacy for educators and school/system leaders
- training for school mental health professionals
- leadership and guidance about best practices in school mental health for staff, and
- Implementation coaching

Furthermore, SMHO supports:

- mental health awareness for parents/families
- a platform for student voice and leadership in school mental health

Through these supports and services, SMHO aims to enhance the quality and consistency of mental health promotion, prevention, and early intervention programming in Ontario schools.

The SMHO team includes mental health professionals, system leaders, subject matter experts, and implementation scientists. They are guided by the CODE (Council of Ontario Directors of Education) Advisory Team, ensuring their provincial school mental health strategy is aligned with priorities and practices in Ontario school districts.

In January, SMHO released a Student Mental Health Action Kit (SMHAK) which includes mental health literacy curriculum and a plethora of student mental health resources.

SMHAK is a collection of resources for educators to support student mental health during the ongoing pandemic response. As part of the Action Kit, lesson plans and/or classroom-ready materials are being shared to support educator mental health instruction.

This includes the development of a new module supporting secondary student mental health literacy and help-seeking. *MH LIT: Student Mental Health in Action* includes a series of four 30-minute lessons focusing on mental health and mental illness (the dual continuum), signs of mental health problems, strategies to support mental health and well-being, and how/where to access help for yourself and your friends, when needed.

The module also offers additional supportive materials, including a school readiness checklist, a secondary school leaders implementation resource, as well as educator preparation suggestions.

Comments

In response to Trustee Agnew's motion, an advisory committee was created in partnership with Curriculum Services and the Mental Health Leadership Team. The focus of this collaborative committee was to review mental health literacy curriculum, establish a timeline, and create a clear implementation plan to deliver mental literacy in secondary schools for the 2021-2022 school year. This team consists of several curriculum consultant representatives, the Chiefs of Service from Social Work, Psychology and Mental Health Programming, and Elementary and Secondary Principal representatives.



The findings and recommendations of the Mental Health Leadership Team are as follows:

1. The Mental Health Leadership Team will review the new mental health literacy modules soon to be released by SMHO.
2. A collaborative summer working group will be established with representation from Curriculum and the Mental Health Leadership Team to achieve the following:
 - a. Review the SMHO secondary school mental health literacy curriculum and determine a clear implementation plan for the 2021-2022 school year.
 - b. Identify the course alignment to deliver the mental health literacy curriculum to ensure consistent and equitable delivery to all secondary students.
 - c. Identify and develop an educator training plan and timeline for the school year to build educator capacity; increase educator confidence and provide support to educators in delivering mental health literacy curriculum.

Conclusion

The Teachmentalhealth.org curriculum is a Canadian option for school boards to implement a mental health literacy curriculum in secondary schools. However, it is an out-of-province program that does not align with the School Mental Health Ontario program for Student Mental Health, which is Ontario specific, sanctioned by the Ministry of Education currently and is supported by our board. School Mental Health Ontario is currently initiating a Mental Health Literacy curriculum for secondary students that has been developed in collaboration with unions and experts. This curriculum will be available for HCDSB teachers in the 2021 -2022 school year and will align with other SMHO supports for our board.

Recommendation

We recommend for the Board of Trustees to accept our report and Board staff to follow up with the development of the implementation plan for the SMHO Mental Health Literacy Curriculum and Student Action Kit for the 2021 – 2022 school year.

Report Prepared by: Jane Acheson, Acting Chief Social Worker
Glenda Brown, Chief of Mental Health Programming
Oliver Foese, Chief Psychologist

Report Submitted by: Stephany Balogh, Superintendent of Special Education
Jeff Crowell, Superintendent Curriculum Services

Report Approved by: Pat Daly
Director of Education and Secretary of the Board

2021-22 Capital Priorities Program Submission	Item 9.2
April 20, 2021	

Alignment to Strategic Plan

This report is linked to our strategic priority of **Achieving: Meeting the needs of all learners.**

Purpose

To present staff's recommended priority ranking of capital projects for the 2021-2022 Capital Priorities Program.

Background Information

- 1) Information Report Item 10.3 "Long-Term Capital Plan (LTCP): 2021 Annual Facility Accommodation Report" from the April 6, 2021, Regular Meeting of the Board.
- 2) Staff Report Item 9.2 "North Oakville No. 4 Catholic Elementary School Approval to Proceed with School Capital Planning," from the November 3, 2020, Regular Meeting of the Board.
- 3) Staff Report Item 9.1 "Milton No. 10 Catholic Elementary School Project Budget and Approval to Proceed with School Capital Planning," from the July 29, 2020, Special Meeting of the Board.
- 4) Staff Report Item 9.2 "Milton No. 3 Catholic Secondary School Project Budget and Approval to Proceed with School Capital Planning," from the July 29, 2020, Special Meeting of the Board.
- 5) Action Report Item 8.8 "2019 Capital Priorities List Submission," from the June 18, 2019, Regular Meeting of the Board.
- 6) Information Report Item 10.9 "2019 Long-Term Capital Plan Update – Final Report," from the June 18, 2019, Regular Meeting of the Board.

Comments

At the June 18, 2019, Regular Meeting of the Board, staff presented the 2019 Long Term Capital Plan Update, which identified proposed accommodation strategies, such as capital projects, over a 15-year planning horizon. At the same meeting, the Board was provided with the list of capital projects that staff expected to be submitted as part of the previous 2019 Capital Priorities Program. In total, the Board submitted six (6) capital projects for funding consideration.



On July 29, 2020, the Ministry of Education approved funding for Milton #3 CSS and Milton #10 CES, which were identified as Priority #1 and #2, respectively, in the Board's list of priorities. Planning and building approvals are underway for these facilities, and construction has begun or is expected to begin by Fall 2021.

On October 20, 2020, the Ministry of Education approved funding for North Oakville #4 CES, which was identified as Priority #3 in the Board's list. Staff is currently in the process of school site acquisition and planning and building approvals. Construction will begin as soon as possible.

The full list of capital projects submitted as part of the previous 2019 Capital Priorities Program and the funding status of each submission is provided in the table below.

Table 1: 2019 Capital Priorities Program Submissions

Rank	2019 Capital Priorities Description	Child Care	Year Required	Status of Funding
1	Milton #3 CSS	N/A	2021-2022	Funding approved
2	Milton #10 CES	Five rooms	2021-2022	Funding approved
3	North Oakville #4 or #5 CES	N/A	2021-2022	Funding approved
4	Vision Georgetown #1 CES	Five rooms	2022-2023	Not funded
5	Holy Cross Rebuild	Five rooms	2021-2022	Not funded
6	St. Dominic Rebuild	N/A	2021-2022	Not funded

List of Capital Projects for 2021-22 Capital Priorities Program

On March 24, 2021, the Ministry of Education announced the launch of the 2021-22 Capital Priorities Program through Memorandum 2021:B05 (Appendix A), which provides school boards with the opportunity to submit up to ten (10) of their highest and most urgent capital project needs for Ministry funding consideration.

Similar to past programs, the Ministry has requested boards to submit the capital projects it expects to open no later than three (3) years from the year of funding submission. As such, the projects submitted through this program are expected to open no later than the 2024-2025 school year. In addition, school boards also have the opportunity to request child care capital funding for Capital Priorities projects with the support of the local Consolidated Municipal Service Manager (CMSM) or District Social Services Administration Board (DSSAB).

At the April 6, 2021, Regular Meeting of the Board, staff presented the Long-Term Capital Plan (LTCP): 2021 Annual Facility Accommodation Report, which identified the proposed new capital projects for the Board over a 15-year planning horizon. Based on this information, the below list provides seven (7) capital projects that staff recommend submitting to the Ministry of Education for the 2021-22 Capital Priorities Program.

**Table 2: 2021-22 Capital Priorities Program Priority List**

Rank	2021-22 Capital Priorities Description	Child Care	Request Type	Year Required
1	Milton #9 CES	TBD	Growth	2022-2023
2	Milton #3 CSS Addition	N/A	Growth	2022-2023
3	Vision Georgetown #1 CES	TBD	Growth	2024-2025
4	Milton #11 CES	TBD	Growth	2024-2025
5	North Oakville #3 CES	TBD	Growth	2024-2025
6	Georgetown West CES/Holy Cross Replacement Facility	TBD	Renewal	2022-2023
7	St. Dominic CES Rebuild	TBD	Renewal	2022-2023

Capital Priorities 1 to 5 is growth-related priorities that are the most urgent in need and are ranked in order of the availability of the sites, accommodation pressures, and timing.

The addition to Milton #3 CSS is being presented in order to acquire funding to build additional classrooms at the Milton #3 CSS facility beyond what was approved by the Ministry as part of the previous Capital Priorities submission. Staff expectation is that the additional classrooms will be built during the same time as the rest of the school building. However, this is dependent on funding approval and the timing of the funding announcement.

Staff have moved forward the need for North Oakville #3 CES to address school accommodation in Oakville that may be posed through the expansion of the French Immersion program.

Capital Priorities 6 and 7 are renewal-related priorities that are less urgent given the immediate availability of space.

Over the coming weeks, staff will meet with the Consolidated Municipal Service Manager (CMSM) to determine if there are opportunities to accommodate a child care component as part of the above-noted capital projects. Staff expect this to be confirmed before the Capital Priorities list being presented at the May 4, 2021, Regular Meeting of the Board for approval.

Conclusion

In response to the Ministry of Education Memorandum 2021:B05 2021-22 Capital Priorities Program, staff is proposing a list of seven (7) Capital Priorities projects, which includes five (5) growth-related projects and two (2) renewal projects. Staff note that the opportunity to accommodate a child care component will be determined through discussions with the Consolidated Municipal Service Manager (CMSM) over the coming weeks.



Draft Recommendation

The following recommendation is presented for the consideration of the Board:

Resolution#:

Moved by:

Seconded by:

Resolved, that the Halton Catholic District School Board approve the proposed ranking of capital projects for the 2021-22 Capital Priorities Program as follows:

Ranking	2021-22 Capital Priorities Project List
1.	Milton #9 Catholic Elementary School
2.	Milton #3 Catholic Secondary School Addition
3.	Vision Georgetown #1 Catholic Elementary School
4.	Milton #11 Catholic Elementary School
5.	North Oakville #3 Catholic Elementary School
6.	Georgetown West CES/Holy Cross Replacement Facility
7.	St. Dominic Catholic Elementary School Rebuild

Resolved, that the Board authorize staff to submit the Board's 2021 Capital Priorities Business Case Submission to the Ministry of Education for funding consideration as outlined in the relevant Ministry memorandum.

Report Prepared by:

D. Gunasekara
Planning Officer, Planning Services

B. Vidovic
Senior Manager, Planning Services

Report Submitted by:

A. Lofts
Superintendent, Business Services and Treasurer of the Board

Report Approved by:

P. Daly
Director of Education and Secretary of the Board

Ministry of Education**Ministère de l'Éducation**

Capital and Business Support
Division

Division du soutien aux immobilisations
et aux affaires

315 Front Street West
15th Floor
Toronto ON M7A 0B8

315, rue Front ouest
15^e étage
Toronto (ON) M7A 0B8

2021: B05

Date: March 24, 2021

Memorandum to: Directors of Education
Children's Service Leads, Consolidated Municipal Service
Managers (CMSMs) and District Social Services Administration
Boards (DSSABs)
Secretary/Treasurers of School Authorities

From: Didem Proulx
Assistant Deputy Minister
Capital and Business Support Division

Subject: **Launch of 2021-22 Capital Priorities Program including Child
Care Capital Funding**

Schools and child care centres are integral institutions in their respective communities. The Ministry of Education is committed to working closely with school boards to ensure infrastructure investments meet the needs of the community and deliver good value for the Ontario taxpayers.

2021-22 Capital Priorities Program

We are pleased to announce the launch of the 2021-22 Capital Priorities Program, providing school boards with an opportunity to identify and address their most urgent pupil accommodation needs, including:

- accommodation pressures;
- replacing schools in poor condition;
- supporting past consolidation decisions;
- providing facilities for French-language rights holders in under-served areas; and
- creating new licensed child care spaces in schools.

Summary of the 2021-22 Capital Priorities Program

- The submission deadline for all capital funding requests is **May 21, 2021**.
- School boards will have the opportunity to submit up to 10 of their most high and urgent Capital Priorities for ministry funding consideration.
- The 2021-22 Capital Priorities projects are expected to be completed and open no later than the 2024-25 school year.
- School boards have an opportunity to request child care capital funding for Capital Priorities projects, if the local CMSM or DSSAB support the need and confirm the proposed new space will not result in an operating pressure for the CMSM or DSSAB.
- **NEW:** Based on recommendations from the LEAN Review of the Capital Approval Process to enhance efficiencies, school boards will have the option to submit a facility space template for ministry approval as part of the funding request; however, it will only be eligible for new school build projects.
- School boards are encouraged to standardize the design of new school construction. The ministry will be exploring ways to leverage this opportunity going forward.
- School boards are encouraged to identify opportunities to use modular construction methods for any one of their project submissions. The ministry will work with those boards to further develop those opportunities, as appropriate.
- School boards are encouraged to identify opportunities to work together on joint-use school project submissions.
- All public announcements regarding capital investments in the publicly funded education system, including those previously funded, are joint communications opportunities for the provincial government, the school board, the CMSM or DSSAB, and/or community partners.
- Information sessions will be offered to school board staff to provide support on the completion of business cases. Further information will be sent to school boards in the coming weeks.

Project Submissions

As with previous rounds of the Capital Priorities Program, funding for Capital Priorities projects will be allocated on a business case basis for new schools, retrofits, and additions that need to be completed by the 2024-25 school year. School boards are invited to identify up to their ten most urgent Capital Priorities projects and submit the associated business cases through the School Facilities Inventory System (SFIS) in order to be considered for funding approval. School boards will be able to access Capital Priorities submission templates through SFIS beginning on March 24, 2021.

There are **two template reports** that are required to be submitted per submission:

1) Business Case - Part A (Written Report)

School boards are required to provide a written description of the project, including detailed information on the rationale, proposed scope of work and demonstrate why alternate options are not feasible.

2) Business Case - Part B (Excel Template)

- **Enrolment and School Capacity Data Form (Required For All Submissions)**

School boards are required to provide an overview of current and projected accommodation needs for the proposed capital project, including schools within the local proximity of the selected project site.

- **Space Template Form for New School Build Projects Including Child Care Centres (Optional)**

School boards have the option to submit a facility space template for requests associated with new school builds (including child care). The template will be reviewed in conjunction with all other materials submitted with the request. If the project is approved by the ministry, the school board may also receive approval for its space template, allowing the school board to immediately attain the services of an architect for this project. The Space Template has been modified to collect room details for any Child Care Centre spaces.

- **Joint Submission - Capital Funding for Child Care Form (If Applicable)**

With support from their local CMSM or DSSAB, school boards have an opportunity to request capital funding for the creation of new child care space as part of their Capital Priorities submission.

For all child care project requests submitted through Capital Priorities, school boards and CMSMs or DSSABs are required to complete a Joint Submission - Capital Funding for Child Care template to request Early Years Capital Program (EYCP) funding. Requests for capital funding must be signed by both the school board and the CMSM or DSSAB.

For information regarding the child care project submissions, please see Appendix B.

Other Considerations for Project Submissions

School Board Considerations

In addition to project specific assessments as detailed in Appendix A, the following school board performance measures will also be considered for all Capital Priorities project categories:

- School board's demonstrated willingness to participate with co-terminus school boards in joint-use school opportunities;
- School board's ability to build to ministry benchmark costs as evidenced by past projects;
- School board's ability to deliver projects within target timeframes as evidenced by past projects;
- School board's history of meeting the ministry's capital accountability measures;
- Accuracy of enrolment projections for previously approved projects; and
- Number of projects the school board currently has underway.

Joint-Use Capital Projects

The ministry encourages all school boards to consider collaborative capital project arrangements between school boards. This includes maximizing the opportunities of co-location, particularly in rural, northern or smaller communities.

The ministry will be reviewing all capital proposals submitted by boards for ministry funding to ensure joint-use opportunities between school boards have been explored before funding is granted.

School boards seeking Capital Priorities funding approval must:

- Document efforts made to explore joint-use opportunities for each capital project funding request as part of the business case submissions; and
- Demonstrate a willingness to participate with co-terminus school boards in joint-use school opportunities.

For joint-use school proposals, all participating boards must:

- Include the project as part of their Capital Priorities submission; and
- Explain the role of the joint-use nature of the project on expected improvements to student programming and operational efficiency.

Pilot of Modular Construction Projects

As part of their written submission, school boards are asked to identify whether they are interested having a project participate in the pilot program. Proposals should illustrate the benefits of the using modular construction over traditional construction to address their pupil accommodation needs.

Communications Protocol

School boards are reminded to follow the ministry's communications protocol requirements for all ministry funded major capital construction projects as outlined in Appendix D. This includes the placement of Ontario Builds signage of project sites within 60 days of receiving funding approval notification.

Should you have any questions related to the communication requirements, please contact MinistryofEducation@ontario.ca.

Ministry Contact

Capital Priorities Program

If you have any Capital Priorities Program questions, or require additional information, please contact the Capital Analyst assigned to your school board or:

- Patrizia Del Riccio, Manager, Capital Program Branch at 416-885-2950 or Patrizia.DelRiccio@ontario.ca or
- Sophie Liu, Manager, Capital Program Branch at 647-402-9597 or Sophie.Liu@ontario.ca or
- Paul Bloye, Director, Capital Program Branch at 416-325-8589 or at Paul.Bloye@ontario.ca.

Child Care Program

If you have any child care program questions, or require additional information, please contact Jeff O'Grady, Manager, Capital Policy Branch at 416-918-1879 or at Jeff.OGrady@ontario.ca.

We look forward to working with you to identify and develop your capital projects.

Other Capital Initiatives:

The 2021-22 Capital Priorities Program is one of the key initiatives under a broader, more ambitious agenda on capital, intended to better support infrastructure investments in the education sector including the following:

Lean Review of Capital Approval Process

The ministry has undertaken a review of its Capital Accountability Process with the intent to identify opportunities to help expedite responses to school boards. Thank you to all of the school boards that participated in the review and provided feedback and suggestions.

The ministry is streamlining and improving the capital approvals process to reduce response timelines. The ministry has already implemented a number of internal changes to its process with a number of more visible changes planned, including:

- the creation of different streams for different types of approvals with service delivery standards for each stream;
- establishing clear expectations for project submissions with templates, guidelines and process maps; and
- increasing transparency and accountability through a request tracking tool available to school boards.

The ministry is taking an agile approach to implementing the various elements of the new process, with a view to test, learn and adapt the processes to improve outcomes.

Update of Modular Construction Pilot

As part of the 2019-20 Capital Priorities program, the ministry announced a Modular Construction

Pilot as a means to better understand innovative opportunities to deliver projects in a more cost effective, expeditious manner. The ministry engaged Infrastructure Ontario to assess potential design and delivery efficiencies in the education sector with a focus on modular construction designs and practices.

Some key findings to successful implementation of modular construction included having design certainty with minimal changes, establishing a pipeline of projects for volume and, to some degree, utilizing a centralized approach for procurement and delivery.

With these learnings, the ministry continues to be interested in potential projects for a Modular Construction Pilot. School boards are requested to indicate whether they are interested having a project participate in the pilot program, to build schools using state of the art modular build technology to reduce time to completion.

Design Standards

The ministry is exploring the potential of design standards and as a means to making school construction more efficient. By using design standards that are tailored to schools, the ministry can achieve key design principles that will lay the groundwork for successful design, including:

- Cost-effective design that supports ministry guidelines, standards, and programs;
- Sustainable design that ensures effective and efficient service delivery;
- Adaptable and flexible design that responds to changing service needs;
- Safe, accessible and inclusive design; and
- Increased opportunities for modular construction, which will help shorten project delivery timelines to ensure schools can be built, and needs can be met, faster.

Urban Development

The ministry recognizes that intensification in high density urban areas poses unique challenges. Finding suitable land for the construction of a school is challenging and expensive. The ministry encourages school boards to pursue opportunities to explore new, innovative ways of thinking about school construction – such as “vertical schools”. The ministry asks that schools boards facing these concerns contact the ministry to discuss further.

We look forward to working with you on advancing these and numerous other initiatives that are part of the ministry’s ambitious capital agenda to ensure funding, programs and supports continue to meet the needs of students and school boards across the province.

Sincerely,

Original signed by:

Didem Proulx
Assistant Deputy Minister
Capital and Business Support Division

Appendices:

Appendix A: Eligibility and Evaluation Criteria

Appendix B: Child Care Capital Project Submission Requirements

Appendix C: Communications Protocol Requirements

- c. Senior Business Officials
 - Superintendents and Managers of Facilities Managers of Planning
 - Early Years Leads
 - CAOs of Consolidated Municipal Service Managers CAOs of District Social Services
 - Administration Boards
 - Parm Bhatthal, Director, Field Services Branch, Ministry of Education

Appendix A: Eligibility and Evaluation Criteria

Eligible Project Categories

Projects eligible for funding consideration for this round of the Capital Priorities Program must meet one or more of the following category descriptions:

1) Accommodation Pressure:

Projects will accommodate pupils where enrolment presently is or is projected to persistently exceed capacity at a school or within a group of schools, and students are currently housed in non-permanent space (e.g., portables).

Assessment of projects will include reviewing school-level capacity of impacted schools, including those in close proximity, historical enrolment trends, enrolment forecasts, and geographic distribution of students.

- Priority consideration for funding purposes will be given to projects with a utilization equal to or greater than 100% (including area schools) in the 5th year after the proposed school opening date as per the business case template.

2) School Consolidation and Facility Condition:

Projects that support the reduction of excess capacity in order to decrease operating and renewal costs, and/or address renewal need backlogs. These projects may also provide other benefits such as improved program offerings, accessibility or energy efficiency.

Projects associated with consolidations and/or closures that require a Pupil Accommodation Review (PAR) that has yet to be completed will not be eligible for funding purposes.

Note: School boards will be asked to confirm that schools identified to be closed as part of the proposed solution will be closed and removed from the school board's assets within two years of completion of the approved project.

Assessments will be based on the projected operating and renewal savings and the removal of renewal backlog needs relative to the project cost.

- Priority will be given to projects with an expected Internal Rate of Return equal to or greater than 2.5%. This will be calculated using the expected cost of the project compared to the expected savings resulting from proposed solution as per the business case template.

3) French-language Accommodation:

Projects will provide access to French-language facilities where demographics warrant. Such projects will only be considered for funding if the school board can demonstrate that a French-language population is not being served by existing French-language school facilities.

Note: Project requests associated with French-language facilities in existing geographic areas experiencing accommodation pressures will be reviewed for funding consideration based on

the Accommodation Pressure criteria identified above.

Assessment of projects will include enrolment forecasts, geographic distribution of students, reviewing school-level capacity of impacted schools, including those in close proximity and potential alternative solutions.

Ineligible Projects

Projects matching the following descriptions will not be considered for Capital Priorities funding purposes:

- Projects addressing an accommodation pressure as a result of a specialized or alternative program such as French Immersion;
- Projects for additional child care space that is not associated with a capital priorities school project (i.e., child care only project requests);
- Projects associated with consolidations and/or closures where a Pupil Accommodation Review has not been completed;
- Requests for Land Priorities funding for site acquisitions;
- Projects addressing the renewal needs of a facility; and
- Projects addressing school board administrative space.

The ministry will expect that school boards will explore various options before submitting their business cases for a specific option. School boards must be able to identify the cost differentiation and considerations of various options within its submitted business case.

Previously Approved Capital Priorities Projects and Scope Change Requests

If school boards are considering a scope change for a previously approved capital priorities project, they may be required to resubmit the project through the Capital Priorities Program. Please contact your Capital Analyst for further clarification.

Appendix B: Child Care Capital Project Submission Requirements

Child Care Eligibility

The ministry will consider funding child care centre capital projects in schools where there is a need for new child care construction and/or renovations to existing child care spaces for children 0 to 3.8 years of age. School boards will need to have the support of the corresponding Consolidated Municipal Service Manager (CMSM) or District Social Services Administration Board (DSSAB) regarding the eligibility and viability requirements to build or renovate child care rooms in the identified school.

When selecting a school for child care centre capital, school boards and CMSMs and DSSABs should consider available operating funding, cost effectiveness of the capital project, school capacity, location, long-term viability, age groups, accommodation pressures/service gaps, demand, local child care plan, etc. prior to signing the Early Years Joint Submission.

When considering long-term school viability, school board planners and CMSMs and DSSABs must consider at least the next five years and use population projections as well as other local data to inform submission decisions including an assessment of:

- Cost effectiveness of the project, including anticipated additional site, construction, labour/material or municipal costs associated with the project.
- Whether the school has existing child care centre space.
- The average daily enrollment and the on-the-ground capacity of the school.
- Current utilization rates, and historical/forward trend analysis.
- School board capacity to support cost overages and implementation.

Child Care Operational and Accountability Requirements

Approved new construction of child care rooms must meet the following operational and accountability requirements:

- The child care centre rooms are viable within existing CMSM or DSSAB operating funding.
- The physical space will be owned by the school board and leased to the child care operator or CMSM or DSSAB. School boards are not to charge operators beyond a cost-recovery level.
- School boards should operate on a cost-recovery basis and recover their accommodation costs (e.g., rent, heating, lighting, cleaning, maintenance, and repair costs) directly from child care operators and/or CMSMs and DSSABs as per the school board's usual leasing process. School boards should not absorb additional school board facility costs (e.g., custodial, heat, and lighting) and renewal costs (e.g., windows) through ministry funding, such as the School Facility Operations or Renewal Grant. School boards are not expected to take on additional costs to support facility partnerships, although school boards will continue to use their discretion in supporting partnerships based on their student achievement strategy.
- School boards are required to follow the capital construction approval process for the new construction and/or renovations of child care centre rooms as per the ministry's Capital Accountability Requirements.
- School boards will require an Approval to Proceed (ATP) before the child care capital

project can be tendered.

- School boards, CMSMs and DSSABs and/or child care operators should contact their child care licensing representative as soon as possible as all child care centre capital projects require a floor plan approval letter issued by the Ministry of Education's Child Care Quality Assurance and Licensing Branch prior to receiving an ATP or starting construction. In order to streamline the floor plan approval process, school boards, CMSMs and DSSABs and/or child care operators should note to their child care licensing representative if the child care floor plan has been used in the past (i.e., a repeat child care floor plan design) or if the child care floor plan will be used for multiple child care sites in the near future.
- Child care centre space will not count as loaded space.
- School boards will be held accountable for implementing appropriate measures to ensure that the cost and scope of approved child care centre capital projects are within the approved project funding.
- Rooms must be built in accordance with the Child Care and Early Years Act, 2014 (CCEYA).
- It is expected that all new child care centre rooms funded under this policy will be built to accommodate a maximum group size (at 2.8m² per child, as per the CCEYA) for each age grouping for children 0 to 3.8 years (e.g., 10 infant spaces, 15 toddler spaces, 24 preschool spaces, and 15 family age grouping spaces), and that child care centre rooms will be for exclusive use during the core school day. Although unobstructed space requirements are per child, infant, toddler and family age group sizes require additional space for separate sleep areas, change area, etc. these should be considered when developing child care floor plans. Consideration should also include the long-term use of the room, including the ability to convert to serve other child care age groups in future.
- It is important that school boards and CMSMs and DSSABs are taking into consideration licensed child care operator viability, and flexibility where appropriate, when determining appropriate mix of age groupings. Programs created will support continuity of services for children and families in order to accommodate children as they age out of programs. For example, if a toddler room is included in the child care capital project proposal a preschool room should also be available, unless a family age grouping room is in place.
- For the purpose of this policy, an eligible child care operator:
 - has a purchase of service agreement with the CMSM or DSSAB; or
 - is a licensed child care centre that is eligible to receive fee subsidy payments from the CMSM or DSSAB.
- Capital funding for a child care centre cannot be used to address other school board capital needs. Funding will not be provided for school-age child care spaces (except spaces within a family age grouping room) as the ministry will not fund exclusive space for before and after school child care programs.

Appendix C: Communications Protocol - Public Communications, Events and Signage

Acknowledgement of Support

School boards are required to acknowledge the support of the Government of Ontario in proactive media-focused communications of any kind, written or oral, relating to the agreement or the project. This could include but is not limited to:

- Reports
- Announcements
- Speeches
- Advertisements, publicity
- Promotional materials including, brochures, audio-visual materials, web communications or any other public communications.

This is not required for:

- Minor interactions on social media, including social media such as Twitter
- Reactive communications, such as media calls.

All public events and announcements regarding capital investments in the publicly funded education system are considered joint communications opportunities for the provincial government, the school board, as well as Consolidated Municipal Service Managers and District Social Service Administration Boards (CMSMs and DSSABs); and/or community partners.

Issuing a Media Release

When issuing a media release or other media-focused communication, school boards, CMSMs/DSSABs, and or community partners must:

- Recognize the Ministry of Education's role in funding the project
- Contact the ministry to receive additional content for public communications, such as a quote from the minister.

You can send your draft public communications to MinistryofEducation@ontario.ca to obtain a quote or other information for your public product.

Note: The ministry may also choose to issue its own news release about various project milestones. If the ministry chooses to do so, school boards, CMSMs/DSSABs, and/or community partners will be notified.

Invitations to the Minister of Education

Openings

School boards are to invite the Minister of Education to all openings of:

- New schools
- Additions that include new child care spaces, EarlyON Child and Family centres, or community hubs.

To invite the minister to your event:

- Send an email invitation as soon as possible to MinistryofEducation@ontario.ca

- Where appropriate please copy the ministry's regional manager in the Field Services Branch for your area
- Please do not move forward with your event until you have received a response from the ministry (you will be notified within 15 business days of the event as to the minister's attendance)
- Inform the ministry via the email address above if the date of your event changes.

Note: If the minister is unable to attend, your invitation may be shared with another government representative. Their office will contact you directly to coordinate details. Announcements do not need to be delayed to accommodate the minister. The goal is to make sure that the ministry is aware of the opportunity.

All Other Events

For all other media-focused public events, (e.g. sod turnings):

- Send an invitation to the minister at MinistryofEducation@ontario.ca with at least three weeks' notice
- Copy the ministry's regional manager in the Field Services Branch, in your area, where appropriate.

Note: These "other" events should not be delayed to accommodate the minister. Only an invitation needs to be sent; a response is not mandatory to proceed.

Ontario Builds Signage

NEW – The Government of Ontario is introducing Ontario Builds signage.

For approved Capital Priorities, Early Years Capital and Child Care Capital projects, school boards will be required to display Ontario Builds signage at the site of construction that identifies the financial support of the Government of Ontario.

School boards are responsible for the following:

- Producing and paying for Ontario Builds signage. For the Ontario Builds artwork and the visual identity guide, please access www.ontario.ca/page/ontario-builds-templates for templates to create the signage.
 - These are examples of project descriptions that could be used on the school board sign: "New school and child care centre," "New school," or "New school addition."
 - Francophone communities, consider producing both English and French signage.
- Providing the ministry with a digital proof of the sign which to be sent via email to MinistryofEducation@ontario.ca. Ministry approval of the digital proof must be received before finalizing and physically producing Ontario Builds signage.
- Posting signs in a timely manner. Please ensure a sign is present at the construction site at all stages – before construction work starts and throughout construction.
- Displaying permanent sign(s) for major school and /or early years and child care projects identified by the ministry in a prominent location that does not obstruct traffic or cause safety concerns, particularly if the sign is located near roads. To avoid potential safety

issues, school boards should ensure the appropriate provincial and municipal authorities are consulted on Ontario Builds signage.

- Removing the signage within six months of the completion of the project.
- Providing the ministry with a photograph after the sign has been installed; please send to MinistryofEducation@ontario.ca.
- Maintaining the signage to be in a good state of repair for the duration of the project.

Note: For projects that are co-funded, such as by a municipality or the federal government, use the Ontario Builds visual identity guide for partnership signage. Also, please facilitate signage approval from the partners.

Contact

Should you have any questions related to this communications protocol or Ontario Build signage, please send your questions via email to MinistryofEducation@ontario.ca.

Note: This communications protocol does not replace school boards' existing partnership with the Ministry of Education's regional offices. Regional offices should still be regarded as school boards' primary point of contact for events and should be given updates in accordance to existing processes.



Regular Board Meeting

Information Report

Student Trustees Update	Item 10.1
April 20, 2021	

Alignment to Strategic Plan

This report is linked to the strategic priorities:

Achieving: Meeting the needs of all learners

Believing: Celebrating our Catholic faith & aspiring to be models of Christ

Belonging: Embracing relationships & sustaining safe, welcoming schools

Achieving

The Catholic Board Council Cabinet is preparing for Ontario Catholic Student Youth Day which will take place on May 5th. There will be a wide array of guest speakers to present to students across the province. As for our student senate, the invest in yourself stock competition is underway and students have expressed satisfaction with the campaign and virtual trading game.

Believing

On Monday April 19th, the Environmental Stewardship Committee of the Student Senate began its *Stewards of the Earth* campaign. Daily infographics are to be posted until April 23rd passing over Earth Day on April 22nd. These posts concern environmental topics to help spread awareness such as pollution, global warming, protecting diversity, sustainable energy, and deforestation. As Steward's of God's Earth, we want to make sure that these posts are spread around on our Student Senate social media pages.

Belonging:

All students want to be accepted, and they all want to be able to be themselves in a safe environment. When we pursue projects as Student Trustees, we want to keep this in mind. We would like to express our gratitude to all HCDSB personnel who have reached out to the Student Senate and Student Trustees, and who intend to do so, in order to include and integrate student views. We would also like to express our gratitude to our Student Senators for lending their voices to these debates.



Report Prepared & Submitted by: N. Gubert
Student Trustee, North Halton

K. Kelly
Student Trustee, Burlington

J. Roshdy
Student Trustee, Oakville

Report Approved by: P. Daly
Director of Education and Secretary of the Board



Regular Board Meeting

Information Report

Schools Update	Item 10.2
April 20, 2021	

Alignment to Strategic Plan

This report is linked to the strategic priorities:

Achieving: Meeting the needs of all learners

Believing: Celebrating our Catholic faith & aspiring to be models of Christ

Belonging: Embracing relationships & sustaining safe, welcoming schools

Purpose

The purpose of this report is to provide an update on our Elementary and Secondary schools.

On April 12, 2021 the Premier of Ontario announced that all Ontario elementary and secondary schools would move to remote learning following the April Break.

As such, all staff have been encouraged to work from home. If educators are not able to meet the daily obligations of synchronous and asynchronous learning, alternate arrangements will be made to work from school. In addition, some staff will be required to report to school to support students with special education needs in the delivery of in person programming.

Learning & Instruction

Elementary Schools

- Our elementary schools are closed for in-person learning beginning April 19, 2021 and elementary students will learn remotely from home.
- Monday, April 19th served as a transition day to facilitate the distribution of technology to families and to allow educators an opportunity to plan for the return to remote learning for students enrolled in in-person learning at an HCDSB elementary school.
- Remote instruction for elementary students who have been learning in-person from school began on Tuesday, April 20th.



- Students with special education needs who may require accommodations to attend school in-person during this period of remote learning began in on Tuesday April 20.

Secondary Schools

- Fully remote instruction began on Monday, April 19th, as per the established schedule for students enrolled in an HCDSB Secondary School.
- Life Skills Classes resumed in person instruction on Tuesday, April 20th.
- Quadmester 3 ends on Wednesday, April 21st.
- Thursday, April 22nd will remain a transition day for the start of Quadmester 4 on Monday, April 26th.

Remote learning will be provided for all students in accordance with [PPM 164: Requirements for Remote Learning](#), which provides specific expectations around synchronous learning.

Virtual Elementary School

- Students enrolled in the Virtual Elementary School will continue to follow their established schedules.

Special Education

- Most students with special education needs will be learning remotely during this period of school closure.
- To support remote learning for all special education students, school staff (Teachers, Educational Assistants, etc.) as well as board professionals (e.g. Speech and Language Pathologists) will continue to provide ongoing support and services virtually.
- For students with special education needs who cannot be accommodated through remote learning, we will provide in-person support during the remote learning period commencing Tuesday April 20, 2021.
- Parents with children in the Community Living Class, Structured Teaching Class, Essential Skills Class and Life Skills Class were contacted directly and asked to share their intentions for the remote learning period.
- Parents of children with special education needs (who are not in one of the specialized classes noted above) that cannot be accommodated through remote learning were asked to contact their School Principal directly.



Technology Support for Students

Families requiring a device and/or internet connectivity to support student learning during the period of remote learning were invited by their schools to make a request via an online form. Distribution to families via a curbside pick-up model began Monday April 19, 2021

Child Care

Child care centres will remain open for the duration of these time-limited public health actions. All Before and After School Programs will be closed when elementary schools are closed to in-person learning.

Student Transportation

During this next period of remote learning, student transportation services will only be provided for students with special education needs who cannot be accommodated through remote learning based on student needs.

Graduation Celebrations

Due to the current COVID-19 health situation, all HCDSB elementary and secondary schools will hold their 2021 Graduation Ceremonies in a virtual format. The decision to move the graduation ceremonies to virtual format was made in the interest of student and staff safety and well-being.

Ontario Secondary Schools Literacy Test (OSSLT)

The Ministry of Education has waived the literacy graduation requirement for all students graduating during the 2020–2021 school year.

Students attending in person, in Grades 10 and 11, and non-graduating Grade 12 students, can attempt the test and, if successful, have it counted on their transcript. The purpose of this field test is to allow students and educators to become familiar with the new assessment model, and to support the validation and development of the new e-assessment platform. **Graduating students do not need to take the field test.**

The administration of the OSSLT field test may be reconsidered pending the duration of the remote learning period.



Catholic Faith Resources

As a Catholic faith community, we understand the importance of finding time for prayer and reflection – most especially during times of stress and uncertainty. We have posted a number of Catholic Faith Resources on our Return to School website. *Grace Notes* are posted frequently on our Focus on Faith page on the Board website that provide timely information, resources and support from a Catholic faith perspective

Conclusion

As circumstances continue to evolve this school year, we remain committed to providing a quality Catholic education that is flexible and engaging.

Report Prepared &
Submitted by:

Pat Daly
Director of Education and Secretary of the Board



Regular Board Meeting

Information Report

2020-21 Budget Report for September 1, 2020, to February 28, 2021	Item 10.3
April 20, 2021	

Alignment to Strategic Plan

This report is linked to our strategic priority of **Foundational Elements**: Optimizing organizational effectiveness.

Purpose

To provide the Board with the 2020-21 Budget Report for the six months ending February 28, 2021.

Background Information

- 1) Information Report 10.3 "2020-21 Financial Report as of January 31, 2021" from the March 2, 2021 Regular Meeting of the Board.
- 2) Action Report 8.3 "2020-21 Revised Budget Estimates (Including September 1, 2020, to November 30, 2020, Actuals)" from the December 17, 2020, Special Meeting of the Board.
- 3) Action Report 8.2 "2020-21 Budget Estimates (Final)" from the July 29, 2020, Special Meeting of the Board.

Comments

This report compares the revenues and expenses with the 2020-21 Revised Budget to show the percentages received and spent to date. The report also provides the same information for the previous fiscal year for comparative purposes.

The attached budget report includes the six months from September 1, 2020, to February 28, 2021, and the comparatives for the same period in the 2019-20 fiscal year.

On February 28, 2021, the fiscal year is 50% complete (6 months/12 months), and the school year is 60% complete (6 months/10 months). Therefore, it is expected that the percentages received or spent to be between 50% and 60%. The report indicates that the year's revenues and expenses are expected to remain within the revised budget.



Revenue Highlights (Appendices A-1 and B)

Total revenues received as of February 28, 2021, are \$228.6 million and include \$173.9 million for legislative grants, \$33.6 million for municipal funding, and \$21.1 million in other provincial grants, other revenue, school-generated funds, deferred capital contribution less transfers to reserves. The percentage received of 49.8% is slightly lower than the 52.8% for the same period in the prior year and the expected percentage range of 50% to 60%.

The main differences between revenues received up to February 28, 2021, and revenues received for the same period in 2020 relates to increased legislative grants funding and Priorities and Partnerships Fund (PPF) grants. School-generated funds have decreased compared to last year due to less fundraising taking place at schools because of the COVID-19 pandemic.

The Ministry has continued numerous programs to enhance student achievement and professional development for staff for the 2020-21 fiscal year, and these revenues are included in the "Other Provincial Grants." Appendix B outlines the "Other Provincial Grants" awarded thus far, with the total amount corresponding to Appendix A-1.

Within "Other Revenue," the significant variances were from Educational Development Charge (EDC) Revenue (an increase of \$1.9 million) and international student tuition fees, community use of schools revenue, and interest revenue (decreases of \$0.9 million, \$0.7 million and \$0.5 million respectively). EDC Revenue increased due to increased building permit issuances by the four regional municipalities to property developers. International student tuition fees, community use of schools revenue are lower due to COVID-19.

Expense Highlights (Appendix A-2)

For the period ending February 28, 2021, total expenses are \$210.9 million. The percentage spent of 45.9% is slightly lower than the 49.8% for the same period in the prior year and just below the expected percentage range of 50% to 60%.

Classroom expenses amounted to \$147.8 million or 46.2% of the 2020-21 Revised Budget compared to \$142.3 million or 48.9% for September 1, 2019, to February 29, 2020. The dollar increase mainly relates to salary and benefits for teachers, occasional teachers and teacher assistants, and increased computer costs (licenses and infrastructure).

School support services costs, including school administration, teacher consultants, and continuing education, totalled \$16.0 million or 45.6% of the Revised Budget for the period ending February 28, 2021, and is consistent with \$16.3 million or 47.5% of the Revised Budget expensed for the same period in the previous year. The year-over-year difference is due to a decrease in continuing education leased space expenses resulting from relocating Thomas Merton Oakville to a Board owned property for 2020-21.

Other Non-Classroom expenses of \$12.9 million, or 53.4% of the Revised Budget, have been recorded from September 1, 2020, to February 28, 2021, and represent an increase of \$1.8 million over the amount expensed during September 1, 2019, to February 29, 2020. This increase is due to higher



transportation costs resulting from additional COVID-19 safety measures and the Broadband modernization program.

Pupil Accommodation expenses of \$21.6 million, or 45.3% of the Revised Budget, is a decrease over the \$22.4 million or 50.6% from the previous year. The difference is mainly due to less interest charges on capital projects as a result of lower principal balances in 2021-20 compared to 2019-20.

Enrolment (Appendix C)

The funding allocation is based on an estimated enrolment. Elementary and Secondary enrolment is based on Full-Time Equivalent (FTE) enrolment for October 31 and March 31. These two fixed-in-time FTE enrolment values are averaged to produce the annualized Average Daily Enrolment (ADE).

The 2020-21 enrolment reflected actual enrolment on October 31, 2020, and estimated enrolment on March 31, 2021, which will be reflected in the Financial Statements reporting cycle. The projected ADE of elementary students is 23,374.50 and of secondary students is 12,991.50, for a total enrolment of 36,366.00. This represents a decrease from the 2020-21 Original Estimates of 787.07 ADE (or - 2.1%) and a decrease of 124.34 ADE (or 0.3%) over the 2019-20 Actual ADE.

Conclusion

The percentages received/spent for the period from September 1, 2020, to February 28, 2021, are marginally lower with the prior year and fall within the expected range. Staff continues to monitor and control expenses against the 2020-21 Revised Budget.

Report Prepared by:	A. Cross Senior Manager, Financial Services
Report Reviewed by:	A. Lofts Superintendent of Business Services and Treasurer of the Board
Report Submitted by:	A. Lofts Superintendent of Business Services and Treasurer of the Board
Report Approved by:	P. Daly Director of Education and Secretary of the Board

**Halton Catholic District School Board
Revenue**

Appendix A-1

**2020/2021 Financial Reporting
For the Six Months Ended February 28, 2021**

	2019/2020 Financial Statements	Budget Assessment						Risk Assessment						Material Variance Note
		2020/2021 Original Budget Estimates (in PSAB Format)	2020/2021 Revised Budget Estimates (in PSAB Format)	2020/2021 Revised Budget Forecast @ Feb 28, 2021 (in PSAB Format)	Change		2020/2021 Revenue Actuals @ Feb 28, 2021 (in PSAB Format)	Percentage Received	2019/2020 Revenue Actuals @ Feb 29, 2020 (in PSAB Format)	Percentage Received	Year-to-year Increase (Decrease) \$	Year-to-year Increase (Decrease) %		
					\$ Increase (Decrease) Revised Est. to Revised Forecast	% Increase (Decrease)								
OPERATING REVENUE														
Province of Ontario														
Legislative Grants	\$ 289,765,124	\$ 312,917,707	\$ 301,565,650	\$ 301,565,650	\$ -	0.0%	\$ 173,890,501	57.7%	\$ 161,093,564	55.6%	\$ 12,796,937	7.9%	1	
Municipal Taxes	94,264,521	93,010,325	95,822,850	95,822,850	-	0.0%	33,635,638	35.1%	34,700,429	36.8%	(1,064,792)	-3.1%	2	
	384,029,645	405,928,032	397,388,500	397,388,500	-	0.0%	207,526,139	52.2%	195,793,993	51.0%	11,732,146	6.0%		
Other Provincial Grants														
Prior Year Grant Adjustment - Operating	23,424	-	-	-	-	0.0%	341,473	0.0%	27,960	119.4%	313,513	1121.3%	3	
Other Provincial Grants	4,396,654	3,493,082	20,851,439	21,189,743	338,304	1.6%	7,278,426	34.3%	2,563,470	58.3%	4,714,956	183.9%	4	
	4,420,078	3,493,082	20,851,439	21,189,743	338,304	1.6%	7,619,899	36.0%	2,591,430	58.6%	5,028,469	194.0%		
Other Revenue														
Government of Canada	2,484,462	3,008,562	3,008,562	3,008,562	-	0.0%	516,601	17.2%	659,961	26.6%	(143,360)	-21.7%	5	
Tuition Fees	2,657,836	2,040,000	1,562,000	1,562,000	-	0.0%	1,918,908	122.8%	2,807,199	105.6%	(888,291)	-31.6%	6	
Use of Schools/Rentals	1,521,352	2,317,000	2,028,962	2,028,962	-	0.0%	238,734	11.8%	943,611	62.0%	(704,877)	-74.7%	7	
Cafeteria/Vending Funds/Uniform Commissions	20,973	20,000	20,000	20,000	-	0.0%	19,730	98.6%	5,957	28.4%	13,772	231.2%		
Interest Revenue	716,527	650,000	200,000	200,000	-	0.0%	118,639	59.3%	576,446	80.5%	(457,807)	-79.4%	8	
Donations	(16,421)	-	-	-	-	0.0%	-	0.0%	3,267	-19.9%	(3,267)	-100.0%		
Miscellaneous Recoveries	201,325	30,000	46,998	51,998	5,000	10.6%	54,077	104.0%	173,649	86.3%	(119,572)	-68.9%	9	
Recoveries - Secondments	1,424,576	1,582,800	1,050,625	1,050,625	-	0.0%	329,561	31.4%	173,299	12.2%	156,262	90.2%	10	
Plant Revenue	258,508	220,000	220,000	220,000	-	0.0%	109,097	49.6%	43,421	16.8%	65,676	151.3%		
Miscellaneous Revenue	345,293	120,000	120,000	120,000	-	0.0%	57,287	47.7%	150,884	43.7%	(93,597)	-62.0%		
EDC Revenue	8,162,693	7,000,000	7,000,000	7,000,000	-	0.0%	5,695,909	81.4%	3,829,857	46.9%	1,866,052	48.7%	11	
	17,777,123	16,988,362	15,257,147	15,262,147	5,000	0.03%	9,058,543	59.4%	9,367,551	52.7%	(309,008)	-3.3%		
School Generated Funds Revenue	8,175,097	10,000,000	7,000,000	7,000,000	-	0.0%	1,343,126	19.2%	8,108,317	99.2%	(6,765,191)	-83.4%	12	
Amortization of Deferred Capital Contribution	16,283,524	17,760,260	17,531,112	17,531,112	-	0.0%	8,765,556	50.0%	8,423,779	51.7%	341,777	4.1%	13	
Total Operating Revenue	430,685,466	454,169,736	458,028,197	458,371,501	343,304	0.1%	234,313,263	51.1%	224,285,070	52.1%	10,028,193	4.5%		
Available for Compliance														
(Surplus) Deficit - Operating	-	(468,855)	7,079,261	6,804,681	(274,580)	-3.9%	-	0.0%	-	0.0%	-	0.0%		
Available for Compliance - Transfer from (to) Internally Reserve	(5,277,678)	611,300	608,778	1,652,225	1,043,447	171.4%	-	0.0%	-	0.0%	-	0.0%		
Total (Surplus) Deficit Available for Compliance	(5,277,678)	142,445	7,688,039	8,456,906	768,867	10.0%	-	0.0%	-	0.0%	-	0.0%		
Unavailable for Compliance														
Unavailable for Compliance (PSAB Adjustment)	(186,385)	(196,914)	(196,914)	(196,914)	-	0.0%	-	0.0%	-	0.0%	-	0.0%		
Amortization of EFB - Retirement/Health/Dental/Life Insurance	(458,218)	(458,219)	(458,219)	(458,219)	-	0.0%	-	0.0%	-	0.0%	-	0.0%		
Unavailable for Compliance (Increase) Decrease in School Generated Funds	(225,573)	-	-	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%		
Revenues Recognized for Land	(6,598,666)	(7,000,000)	(7,000,000)	(7,000,000)	-	0.0%	(5,695,909)	81.4%	(3,829,857)	58.0%	(1,866,052)	48.7%		
Total Unavailable for Compliance (Surplus)	(7,468,842)	(7,655,133)	(7,655,133)	(7,655,133)	-	0.0%	(5,695,909)	74.4%	(3,829,857)	51.3%	(1,866,052)	48.7%		
Total Annual (Surplus) Deficit	(12,746,520)	(7,512,688)	32,906	801,773	768,867	2336.6%	(5,695,909)	-710.4%	(3,829,857)	30.0%	(1,866,052)	48.7%		
Total Revenue After PSAB Adjustment	\$ 417,938,946	\$ 446,657,048	\$ 458,061,104	\$ 459,173,274	\$ 1,112,171	0.2%	\$ 228,617,354	49.8%	\$ 220,455,214	52.7%	\$ 8,162,141	3.7%		

Halton Catholic District School Board
Revenue
2020/2021 Financial Reporting
For the Six Months Ended February 28, 2021

Appendix A-1

Material Variance Explanation

1. Legislative Grants - Increase due to increased funding in 2020-21 compared to 2019-20.
2. Municipal Taxes - Decrease due to more tax write-offs in 2020-21.
3. Prior Year Grant Adjustment - Operating - Increase due to Ministry adjustment received based on 2018-19 FS review.
4. Other Provincial Grants - Increase due to COVID-19 related grants in 2020-21.
5. Government of Canada - Decrease due to the timing difference of when federal grant funding has been received.
6. Tuition Fees - Less international students in the 2020-21 due to the COVID-19 pandemic.
7. Use of Schools/Rentals - Decrease due to COVID-19 pandemic.
8. Interest Revenue - Decrease due to lower interest rates and less funds available to invest.
9. Miscellaneous Recoveries - Decrease due to the timing of dual credit recoveries.
10. Recoveries - Secondments - Increase due to the timing of secondment recoveries received from third parties in 2020-21 compared to 2019-20.
11. EDC Revenue - Increased EDC revenue received to date from Halton municipalities.
12. School Generated Funds - Decrease due to less fundraising at the schools as a result of the COVID-19 pandemic.
13. Amortization of Deferred Capital Contribution - Increased due to more capital assets in 2020-21 compared to 2019-20 funded by the Ministry.

Halton Catholic District School Board
Expense
2020/2021 Financial Reporting
For the Six Months Ended February 28, 2021

Appendix A-2

2019/2020 Financial Statements	Budget Assessment						Risk Assessment						Material Variance Note
	2020/2021 Original Budget Estimates	2020/2021 Revised Budget Estimates	2020/2021 Revised Budget Forecast @ Feb 28, 2021 (in PSAB Format)	Change		2020/2021 Expense Actuals @ Feb 28, 2021 (in PSAB Format)	Percentage Received	2019/2020 Expense Actuals @ Feb 29, 2020 (in PSAB Format)	Percentage Received	Year-to-year Increase (Decrease) \$	Year-to-year Increase (Decrease) %		
				\$ Increase (Decrease)	% Increase (Decrease)								
				Revised Est. to Revised Forecast									
223,877,701	238,169,654	237,804,898	237,797,498	(7,400)	0.0%	109,843,504	46.2%	104,427,473	46.6%	5,416,031	5%	1	
4,805,560	6,921,400	8,655,000	8,655,000	-	0.0%	2,565,674	29.6%	3,669,241	76.4%	(1,103,566)	-30%	2	
24,196,353	24,649,400	25,254,036	25,254,036	-	0.0%	13,015,687	51.5%	13,089,446	54.1%	(73,759)	-1%		
8,600,969	8,858,700	9,393,800	9,393,800	-	0.0%	5,126,626	54.6%	4,948,074	57.5%	178,553	4%	3	
5,619,683	6,719,660	7,091,138	8,247,552	1,156,415	16.3%	3,268,922	39.6%	3,575,912	63.6%	(306,991)	-9%	4	
1,220,350	1,300,100	4,098,329	4,106,549	8,220	0.2%	1,168,780	28.5%	787,208	64.5%	381,572	48%	5	
14,993,551	16,352,594	16,658,192	16,656,692	(1,500)	0.0%	8,632,790	51.8%	7,735,831	51.6%	896,959	12%	6	
5,658,990	6,231,700	6,079,100	6,079,100	-	0.0%	2,934,576	48.3%	2,858,643	50.5%	75,933	3%		
1,145,138	2,865,380	3,520,207	3,458,501	(61,706)	-1.8%	673,903	19.5%	900,592	78.6%	(226,690)	-25%	7	
670,274	536,800	535,800	535,800	-	0.0%	542,545	101.3%	324,893	48.5%	217,652	67%	8	
290,788,569	312,605,388	319,090,500	320,184,528	1,094,028	0.3%	147,773,007	46.2%	142,317,312	48.9%	5,455,695	3.8%		
21,863,970	22,251,210	22,516,720	22,514,710	(2,010)	0.0%	10,924,669	48.5%	10,827,559	49.5%	97,111	1%		
4,311,729	4,738,833	4,914,095	4,929,787	15,692	0.3%	2,041,482	41.4%	1,921,040	44.6%	120,442	6%	9	
8,181,610	7,139,842	7,696,542	7,700,040	3,497	0.0%	3,071,450	39.9%	3,560,499	43.5%	(489,048)	-14%	10	
34,357,310	34,129,885	35,127,357	35,144,537	17,180	0.0%	16,037,602	45.6%	16,309,098	47.5%	(271,496)	-1.7%		
1,455,750	1,582,800	1,389,400	1,389,400	-	0.0%	535,895	38.6%	606,543	41.7%	(70,648)	-11.6%		
12,201,839	12,033,376	12,652,818	12,905,961	253,143	2.0%	6,260,342	48.5%	5,388,991	44.2%	871,351	16%	11	
8,891,123	9,554,859	11,275,124	11,275,124	-	0.0%	6,656,740	59.0%	5,664,916	63.7%	991,824	18%	12	
21,092,962	21,588,235	23,927,942	24,181,085	253,143	1.1%	12,917,082	53.4%	11,053,907	52.4%	1,863,175	16.9%		
31,239,206	34,951,287	36,567,343	36,315,163	(252,180)	-0.7%	16,049,923	44.2%	15,647,585	50.1%	402,338	3%	13	
13,076,360	11,367,696	11,367,697	11,367,697	-	0.0%	5,568,462	49.0%	6,773,136	51.8%	(1,204,674)	-18%	14	
44,315,566	46,318,983	47,935,040	47,682,860	(252,180)	-0.5%	21,618,385	45.3%	22,420,721	50.6%	(802,336)	-3.6%		
382,407	47,375	47,375	47,375	-	0.0%	279,071	589.1%	42,298	11.1%	236,772	560%	15	
-	1,884,353	5,234,353	5,234,353	-	0.0%	-	0.0%	-	0.0%	-	0%		
382,407	1,931,728	5,281,728	5,281,728	-	0.0%	279,071	5.3%	42,298	11.1%	236,772	559.8%		
7,943,381	10,000,000	7,000,000	7,000,000	-	0.0%	2,293,183	32.8%	6,722,289	84.6%	(4,429,106)	-65.9%	16	
17,603,003	19,155,162	18,964,270	18,964,270	-	0.0%	9,482,135	50.0%	8,801,502	50.0%	680,634	7.7%	17	
\$ 417,938,948	\$ 447,312,181	\$ 458,716,237	\$ 459,828,408	\$ 1,112,171	0.2%	\$ 210,936,360	45.9%	\$ 208,273,669	49.8%	\$ 2,662,691	1.3%		
-	(458,219)	(458,219)	(458,219)	-	0.0%	-	0.0%	-	0.0%	-	0%		
-	(196,914)	(196,914)	(196,914)	-	0.0%	-	0.0%	-	0.0%	-	0%		
\$ -	\$ (655,133)	\$ (655,133)	\$ (655,133)	\$ -	0.0%	\$ -	0.0%	\$ -	0.0%	\$ -	0.0%		
\$ 417,938,948	\$ 446,657,048	\$ 458,061,104	\$ 459,173,274	\$ 1,112,171	0.2%	\$ 210,936,360	45.9%	\$ 208,273,669	49.8%	\$ 2,662,691	1.3%		

Halton Catholic District School Board
Expense
2020/2021 Financial Reporting
For the Six Months Ended February 28, 2021

Appendix A-2

Material Variance Explanation

1. Classroom Teachers - Increase in salaries and benefits due to additional teachers hired to address the virtual school needs as well as the classroom size hard cap as a result of the COVID-19 pandemic.
2. Occasional Teachers - Less occasional teacher costs incurred specifically during the month of January 2021 while schools were virtual.
3. Early Childhood Educators (E.C.E) - Increase in salaries and benefits due to additional E.C.Es hired to address the virtual school needs.
4. Textbooks & Classroom Supplies - Decrease in Special Equipment Amount (S.E.A) non-computer equipment purchases.
5. Computers - Increased due to computer equipment purchased for remote learning needs as a result of the COVID-19 pandemic.
6. Professionals, Paraprofessionals and Technicians - Increase due to additional computer equipment purchases and increased staff.
7. Staff Development - Decrease due to less professional development sessions being held to date due to the COVID-19 pandemic.
8. Department Heads - Increase due to the department head allowance rate change as per the ratified collective bargaining agreement combined with the separation of release time for 2020-21.
9. Coordinators and Consultants - Increase due to 3.5 additional consultants in 2020-21 compared to 2019-20.
10. Continuing Education - Decrease due to less lease charges as a result of the relocating Thomas Merton Oakville to a Board owned site compared to a leased site in 2019-20.
11. Board Administration - Increase due to the Broadband Modernization initiative and the hiring of additional staff as approved in the 2020-21 budget.
12. Transportation - Variance due to increase in HSTS monthly costs as a result of COVID-19 safety measures implemented for 2020-21 compared to 2019-20.
13. School Operations and Maintenance - Increase due to temporary custodial staff, cleaning supplies, and HVAC/air filtration costs incurred as a result of COVID-19.
14. Other Pupil Accommodation - Decrease due to less interest charges on capital projects including Education Development Charge (EDC) land sites as a result of lower principal balances in 2021-20 compared to 2019-20.
15. Other non-operating - Increase due to the purchase of personal protective equipment as a result of the COVID-19 Pandemic.
16. School Generated Funds - Decrease due to less fundraising at the schools as a result of the COVID-19 pandemic.
17. Amortization - Increased due to more capital assets in 2020-21 compared to 2019-20.

Halton Catholic District School Board
COVID-19 Revenue Expense Summary
For the Six Months Ended February 28, 2021

Appendix A-3

Revenues to Support School Reopening in Response to the COVID-19 Outbreak
I - Grants for Student Needs Funding

GSN - Allocation for technology-related costs
GSN - Mental health supports

2020/2021 Revised Estimates (in PSAB Format)	February 28, 2021 Actuals	Remaining Balance	Percent Received
\$ 258,562	141,175	\$ 117,387	54.6%
148,367	81,008	67,359	54.6%
406,929	222,183	184,746	54.6%
918,415	642,891	275,525	70.0%
163,895	163,895	-	100.0%
359,700	117,779	241,921	32.7%
150,000	111,587	38,413	74.4%
71,037	71,037	-	100.0%
735,692	514,984	220,708	70.0%
1,720,455	1,204,319	516,137	70.0%
1,762,920	1,234,044	528,876	70.0%
413,859	413,859	-	100.0%
582,000	582,000	-	100.0%
1,232,970	-	1,232,970	0.0%
9,299,564	5,077,562	4,222,002	54.6%
17,410,507	10,133,956	7,276,551	58.2%
\$ 17,817,436	\$ 10,356,140	\$ 7,461,296	58.1%

Classroom Instruction

Classroom Teachers
Occasional Teachers
Educational Assistants
Early Childhood Educators (E.C.E) and Supply
Textbooks & Classroom Supplies
Computers
Professionals, Paraprofessionals & Technical
Staff Development
Continuing Education

Subtotal Classroom Instruction

Non Classroom - School Support Services

School Administration

Other Non Classroom

Transportation

Pupil Accommodation

School Operations and Maintenance

Other

Provision for Contingencies

Total Expenses

2020/2021 Revised Estimates (in PSAB Format)	February 28, 2021 Actuals (in PSAB Format)	2020/2021 Remaining Balance	Percent Spent
\$ 15,889,100	5,609,535	10,279,565	35.3%
1,554,500	-	1,554,500	0.0%
40,000	4,438	35,562	11.1%
1,672,300	578,915	1,093,385	34.6%
50,000	13,591	36,409	27.2%
2,762,920	148,048	2,614,872	5.4%
150,000	15,196	134,804	10.1%
200,000	238,582	(38,582)	119.3%
-	7,842	(7,842)	0.0%
22,318,820	6,616,147	15,702,673	29.6%
507,400	302,097	205,303	59.5%
1,720,264	860,132	860,132	50.0%
1,797,653	949,859	847,794	52.8%
5,234,353	223,341	5,011,012	4.3%
\$ 31,578,490	\$ 8,951,578	\$ 22,626,912	28.3%

BOARD FUNDED COVID-19 EXPENSES

\$ 13,761,054	\$ (1,404,562)
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Halton Catholic District School Board
Other Provincial Grants
2020/2021 Budget Report
For the Six Months Ended February 28, 2021

Appendix B

Grant Description	2020/2021 Original Budget Estimates	2020/2021 Revised Budget Estimates	2020/2021 Revised Budget Forecast	2020/2021 Actual @ Feb 28/2021
J. Crowell - PPF				
FRENCH AS A SECOND LANGUAGE	-	134,055	134,055	67,029
CRITICALLY CONSCIOUS PRACTICAL INQUIRY	-	-	25,000	-
RENEWED MATH STRATEGY	269,500	269,500	269,500	134,750
	269,500	403,555	428,555	201,779
S. Balogh - PPF				
SUPPORT TRANSITIONS POST SECONDARY	45,000	45,000	45,000	31,500
SPECIALIZED AND MENTAL HEALTH-SUMMER LEARNING PROGRAM	-	72,603	72,603	109,880
AFTER SCHOOL SKILLS DEVELOPMENT PROGRAMS	93,900	93,900	93,900	65,707
AUTISM SPECTRUM DISORDER ADDITIONAL QUALIFICATION	10,800	16,217	16,217	10,833
TRANSPORTATION FOR CYIC	-	-	57,944	-
	149,700	227,719	285,663	217,920
C. McGillicuddy - PPF				
SPECIALIST HIGHSKILLS MAJOR (SHSM) -SPECIAL FUNDING	-	469,502	469,502	51,991
OYAP GRANT	60,000	158,495	158,495	95,097
LBS GRANTS	128,580	128,580	128,580	84,784
PROVINCE OF ONTARIO-LANGUAGE TRAINING PROGRAM	402,449	402,449	402,449	309,350
	591,029	1,159,026	1,159,026	541,222
A. Cordeiro - PPF				
WELL BEING, SAFE AND ACCEPTING SCHOOLS	42,700	42,737	42,737	14,958
	42,700	42,737	42,737	14,958
L. Naar - PPF				
	-	-	-	-
S. Bakaic - PPF				
	-	-	-	-
N. Dinolfo - PPF				
PARENTS REACHING OUT (PRO)	20,600	20,582	20,582	14,400
	20,600	20,582	20,582	14,400
J. O'Hara - PPF				
	-	-	-	-
R. Merrick - PPF				
	-	-	-	-
Sub-total	\$ 1,073,529	\$ 1,853,619	\$ 1,936,563	\$ 990,279
Other				
PROVINCE OF ONTARIO-CITIZENSHIP	450,000	450,000	450,000	493,133
HUMAN RIGHTS EPO	85,200	85,215	85,215	34,086
BROADBAND MODERNIZATION PROGRAM	-	356,970	612,330	356,970
CUPE INVESTMENT IN SYSTEM PRIORITIES	-	577,474	577,474	347,563
EWAO INVESTMENT IN SYSTEM PRIORITIES	-	117,653	117,653	-
Sub-total	\$ 1,189,529	\$ 2,340,156	\$ 2,595,516	\$ 1,750,341
COVID-19				
SCHOOL REOPENING EMERGING ISSUES	-	1,762,920	1,762,920	1,234,044
TEMPORARY HIRING OF NON-PERMANENT TEACHING STAFF	-	1,209,412	1,209,412	846,588
ADDITIONAL CUSTODIAL STAFF	-	918,415	918,415	642,891
ADDITIONAL TEACHING STAFF	-	511,043	511,043	357,730
REMOTE LEARNING	-	413,361	413,361	289,353
ADDITIONAL FUNDING FOR REMOTE LEARNING	-	322,331	322,331	225,632
HEALTH AND SAFETY TRAINING FOR OCC TEACHERS AND CA	-	163,895	163,895	163,895
SPECIAL EDUCATION RETURN TO SCHOOL	-	359,700	359,700	117,779
SUPPORTING STUDENT MENTAL HEALTH	-	150,000	150,000	111,587
SUPPORT ENHANCED CLEANING	-	71,037	71,037	71,037
OPTIMIZING AIR QUALITY IN SCHOOLS	-	582,000	582,000	582,000
STUDENT TRANSPORTATION FUNDING SUPPORT FOR ENHANCED	-	181,916	181,916	181,916
STUDENT TRANSPORTATION ADDITIONAL FUNDING FOR SCIENCE	-	231,943	231,943	231,943
MOE-COVID REVENUE	1,884,353	1,232,970	1,232,970	-
MOE-FUNDING STABILIZATION	-	9,299,564	9,299,564	-
Sub-total	\$ 1,884,353	\$ 17,410,507	\$ 17,410,507	\$ 5,056,395
Total Other Provincial Grants per A-1	\$ 3,493,082	\$ 20,851,439	\$ 21,189,743	\$ 7,278,426

**Halton Catholic District School Board Average
Daily Enrolment (ADE)
2020/2021 Budget Report
For the Six Months Ended February 28, 2021**

Appendix C

	2020/2021 Revised Estimates				2020/2021 Original Estimates				2019/2020 Actuals		
	Projected FTE Oct 31/20	Projected FTE Mar 31/21	Projected ADE	% Change	Projected FTE Oct 31/20	Projected FTE Mar 31/21	Projected ADE	% Change	FTE Oct 31/19	FTE Mar 31/20	ADE
JK	1,822.00	1,844.00	1,833.00	-10.4%	2,034.00	2,057.00	2,045.50	-0.4%	2,041.00	2,066.00	2,053.50
SK	2,085.00	2,112.00	2,098.50	-2.0%	2,130.00	2,151.00	2,140.50	-4.3%	2,226.00	2,248.00	2,237.00
Gr. 1 to 3	6,961.00	7,032.00	6,996.50	-1.7%	7,090.00	7,146.00	7,118.00	0.7%	7,054.00	7,081.00	7,067.50
Gr. 4 to Gr. 6	7,428.00	7,481.00	7,454.50	-1.3%	7,536.00	7,573.00	7,554.50	1.1%	7,461.00	7,489.00	7,475.00
Gr. 7 to Gr. 8	4,980.00	5,004.00	4,992.00	-1.1%	5,033.00	5,057.00	5,045.00	5.7%	4,764.00	4,786.00	4,775.00
Gr. 4 to Gr. 8	12,408.00	12,485.00	12,446.50	-1.2%	12,569.00	12,630.00	12,599.50	2.9%	12,225.00	12,275.00	12,250.00
Elementary Day School Enrolment	23,276.00	23,473.00	23,374.50	-2.2%	23,823.00	23,984.00	23,903.50	1.3%	23,546.00	23,670.00	23,608.00
Secondary Day School Enrolment	13,136.00	12,847.00	12,991.50	-1.9%	13,403.59	13,095.54	13,249.57	3.2%	12,947.06	12,725.62	12,836.34
Total Day School ADE	36,412.00	36,320.00	36,366.00	-2.1%	37,226.59	37,079.54	37,153.07	1.9%	36,493.06	36,395.62	36,444.34

Notes: ADE - Average Daily Enrolment

FTE - Full Time Equivalent

Average Daily Enrolment (ADE) is based on 50% of March 31 FTE plus 50% Oct 31 FTE

% change equals the increase (decrease) in ADE from the prior year, or prior cycle



Regular Board Meeting

Information Report

STEM Extra Curricular Engagement	Item 10.4
April 20, 2021	

Alignment to Strategic Plan

This report is linked to the strategic priorities: **Achieving:** Meeting the needs of all learners

Purpose

The purpose of this report is to update Trustees on plans to support and encourage the participation of students in local, regional, university, national activities and competitions in math and science, along with other STEM initiatives.

Background Information

On April 27, 2020 the Halton Catholic District School Board (HCDSB) Research group compiled a report entitled, "HCDSB Participation in Math and Science Events" that was submitted to the board. This report focused on optional and extracurricular opportunities for student participation in STEM initiatives. On June 2, 2020 Curriculum Services followed up with a report outlining the connections between STEM related subjects and the Ontario Curriculum at both the elementary and secondary levels.

At the June 2, 2020 meeting a motion was passed to further this work by establishing a Steering Committee consisting of but not limited to HCDSB staff, Trustee representatives and community partners to enhance the promotion of STEM-related extra and co-curricular activities at both the elementary and secondary levels.

Meetings have been ongoing since October 2020, including, our Director of Education, elementary and secondary teachers, representatives of our elementary and secondary OECTA units, elementary and secondary administrators and other members of our Curriculum and Student Success teams, and a staff representative from McMaster University.

Comments

Since our last report we have had 2 meetings to generate ideas on what STEM curricular and extra-curricular initiatives we will focus on, determine how these can best be achieved, and what potential barriers to success may occur.

A summary report will be drafted to share with the committee at our next meeting, where we will share final recommendations to the Board and complete the mandate of the committee.



Conclusion

Recommendations from the STEM Steering Committee will be presented to the Board at an upcoming meeting in May.

**Report Prepared &
Submitted by:**

Jeff Crowell
Superintendent of Education, Curriculum Services

Report Approved by:

Pat Daly
Director of Education and Secretary of the Board

Construction Report - April 2021



Construction Update

- The pictures above were taken on April 13, 2021. The top-left picture shows the completed brick veneer and metal siding on the gym addition. The top-right picture shows ongoing painting in the new gym. The bottom-left picture shows completed structural upgrades in the new staff room. The bottom-right picture shows the completed installation of the audience seating in the theatre.
- Work completed included brick veneer, metal siding, ceiling grid, and structural upgrades.

Schedule Update

- Landscaping
- Gymnasium flooring and equipment

Construction Report - April 2021



Construction Update

- The pictures above were taken on April 14, 2021. The top picture shows completed outdoor classroom area. The bottom picture shows millwork installation in the library.
- Work completed included architectural finishes. Occupancy was obtained for the childcare and library spaces.

Schedule Update

- Library millwork completion
- Deficiency work

If you have any comments or questions about the new school, please contact Nancy Dinolfo, Superintendent of Education, at (905) 632-6300 ext. 120 or e-mail dinolfo@hcdsb.org. For school construction information contact Ryan Merrick, Superintendent, Facility Management Services, at (905) 632-6300 ext. 171 or e-mail merrickr@hcdsb.org.

Construction Report - April 2021



Construction Update

- The pictures above were taken on April 13, 2021. The top pictures show the completed brick veneer and metal siding. The bottom-left picture shows the completed toilet partitions in the childcare washrooms. The bottom-right picture shows completed countertop and sink installation.
- Work completed included fire alarm verification, toilet partitions, and rooftop commissioning.

Schedule Update

- Site grading and landscaping
- Deficiency clean-up

If you have any comments or questions about the new school, please contact Lorrie Naar, Superintendent of Education, at (905) 632-6300 ext. 135 or e-mail naarl@hcdsb.org. For school construction information contact Ryan Merrick, Superintendent, Facility Management Services, at (905) 632-6300 ext. 171 or e-mail merrickr@hcdsb.org.

POLICY COMMITTEE MEETING MINUTES

Date: February 9, 2021
Time: 7:00 pm
Location: Catholic Education Centre - Board Room
802 Drury Lane
Burlington, Ontario

Trustee Present: B. Agnew (Electronically)
P. DeRosa (Electronically)
M. Duarte (Electronically)
N. Guzzo (Electronically)
V. Iantomasi (Electronically)
H. Karabela (Electronically)
P. Murphy (Electronically)
T. O'Brien (Electronically)
J. O'Hearn-Czarnota (Electronically)

Student Trustees Present: N. Gubert (Electronically)
K. Kelly (Electronically)

Staff Present: P. Daly, Director of Education (Electronically)
E. Bakaic, Superintendent of Education, School Services (Electronically)
A. Cordeiro, Superintendent of Education, School Services (Electronically)
J. Crowell, Superintendent of Education, Curriculum Services (Electronically)
N. Dinolfo, Superintendent of Education, School Services (Electronically)
A. Lofts Superintendent of Business Services (Electronically)
L. Naar Superintendent of Education, School Services (Electronically)
J. O'Hara, Executive Officer, Human Resources Services (Electronically)
A. Swinden, Manager, Strategic Communications (Electronically)
B. Cripps, Senior Manager, IT Services (Electronically)
K. George, Health and Safety Officer (Electronically)
S. Jayaraman, Senior Manager, Human Rights and Equity (Electronically)
G. Federico, System Chaplaincy Leader and Faith Animator (Electronically)
D. Tkalcic, Manager, Purchasing Services (Electronically)
R. DiPietro, Executive Assistant, Director's Office (Electronically)
Recording Secretary: H. Murphy-Hage (Electronically)

1. Call to Order

1.1 Opening Prayer (B. Agnew)

The meeting opened at 7:00 p.m. with a prayer led by Trustee Agnew.

2. Approvals

2.1 Approval of Agenda

P# 18/21

Moved by: B. Agnew

Seconded by: P. Murphy

That, the agenda be approved as presented.

The Chair called for a vote. **P#18/21 CARRIED**

In favour	Opposed	Abstain	Absent
B. Agnew	P. DeRosa		
M. Duarte	V. Iantomasi		
N. Guzzo			
H. Karabela			
P. Murphy			
T. O'Brien			
J. O'Hearn-Czarota			
N. Gubert (non-binding)			
K. Kelly (non-binding)			

2.2 Approval of Minutes (January 12, 2021)

P#19/21

Moved by: B. Agnew

Seconded by: M. Duarte

That, the minutes of the January 12, 2021 Policy Committee be approved.

The Chair called for a vote. **P#19/21 CARRIED**

In favour	Opposed	Abstain	Absent
B. Agnew	P. DeRosa	H. Karabela	
M. Duarte	V. Iantomasi	K. Kelly (non-binding)	
N. Guzzo			
P. Murphy			
T. O'Brien			
J. O'Hearn-Czarota			
N. Gubert (non-binding)			

3. Declarations of Conflict of Interest

There were no Conflicts of Interest.

4. Action Items

4.1 Policy II-05 Reporting Student Achievement to Parents/Guardians (J. Crowell)

Moved by: B. Agnew

Seconded by: T. O'Brien

That, the Policy Committee recommends that Policy II-05 Reporting Student Achievement to Parents/Guardians, be forwarded, along with amendments, to the February 16, 2021 Regular Board Meeting for approval.

Superintendent Crowell provided an overview of the recommended revisions.

In response to a question related to Indigenous Education, Superintendent Crowell noted that access to the ministry website would not be available until later in the meeting.

Trustee Murphy disconnected from the meeting.

P#20/21

Moved by: H. Karabela

Seconded by: P. DeRosa

That, the Policy Committee defer further discussion and revisit Item 4.1 following Item 4.5. to allow Board staff to gather additional information from the Ministry website to respond to questions raised by trustees.

The Chair called for a vote. Recommendation **P#20/21 CARRIED**

In favour	Opposed	Abstain	Absent
P. DeRosa	B. Agnew		P. Murphy
M. Duarte	V. Iantomasi		
H. Karabela			
T. O'Brien			
J. O'Hearn-Czarota			
N. Gubert (non-binding)			
K. Kelly (non-binding)			

4.2 Policy II-31 Risk Management – First Aid (E. Bakaic, J. O'Hara)

P#21/21

Moved by: J. O'Hearn-Czarota

Seconded by: B. Agnew

That, the Policy Committee recommends that Policy II-31 Risk Management – First Aid be forwarded, to the February 16, 2021 Regular Board Meeting for approval.

The Chair called for a vote. Recommendation **P#21/21 CARRIED**

In favour	Opposed	Abstain	Absent
B. Agnew	V. Iantomasi		P. Murphy
P. DeRosa			
M. Duarte			
N. Guzzo			
H. Karabela			
T. O'Brien			
J. O'Hearn-Czarota			
N. Gubert (non-binding)			
K. Kelly (non-binding)			

4.3 Policy IV-04 Loss or Damage to Personal Items (A. Lofts)

P#22/21

Moved by: T. O'Brien

Seconded by: M. Duarte

That, the Policy Committee recommends that Policy IV-04 Loss or Damage to Personal Items be forwarded, to the February 16, 2021 Regular Board Meeting for approval.

The Chair called for a vote. Recommendation **P#22/21 CARRIED**

In favour	Opposed	Abstain	Absent
B. Agnew	V. Iantomasi		P. Murphy
P. DeRosa	J. O'Hearn-Czarota		
M. Duarte			
N. Guzzo			
H. Karabela			
T. O'Brien			
N. Gubert (non-binding)			
K. Kelly (non-binding)			

4.4 Policy V-05 School Accidents – Prevention and Safety (E. Bakaic, A. Lofts)

P#23/21

Moved by: T. O'Brien

Seconded by: B. Agnew

That, the Policy Committee recommends that Policy V-05 School Accidents – Prevention and Safety be forwarded, to the February 16, 2021 Regular Board Meeting for approval.

The Chair called for a vote. Recommendation **P#23/21 CARRIED**

In favour	Opposed	Abstain	Absent
B. Agnew	V. Iantomasi		P. Murphy
P. DeRosa			
M. Duarte			
N. Guzzo			
H. Karabela			
T. O'Brien			
J. O'Hearn-Czarota			
N. Gubert (non-binding)			
K. Kelly (non-binding)			

Trustees return to item 4.1.

Trustee Murphy reconnected to the meeting.

4.1 Policy II-05 Reporting Student Achievement to Parents/Guardians (J. Crowell)

P#24/21

Moved by: B. Agnew

Seconded by: T. O'Brien

That, the Policy Committee recommends that Policy II-05 Reporting Student Achievement to Parents/Guardians, be forwarded, along with amendments, to the February 16, 2021 Regular Board Meeting for approval.

Superintendent Crowell responded to questions from trustees.

By consensus, it was determined that a link to the Board's Action Plan on Indigenous Education be added under *References* in *Policy II-05 Reporting Student Achievement to Parents/Guardians*.

The Chair called for a vote. Recommendation **P#24/21 CARRIED**

In favour	Opposed	Abstain	Absent
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B. Agnew	V. Iantomasi		
P. DeRosa			
M. Duarte			
N. Guzzo			
H. Karabela			
P. Murphy			
T. O'Brien			
J. O'Hearn-Czarota			
N. Gubert (non-binding)			
K. Kelly (non-binding)			

4.5 Policy II-45 Equity and Inclusive Education (S. Jayaraman)

Moved by: B. Agnew

Seconded by: T. O'Brien

That, the Policy Committee recommends that Policy II-45 Equity and Inclusive Education be forwarded, to the February 16, 2021 Regular Board Meeting for approval.

S. Jayaraman shared her observations and recommendations regarding the changes to the policy. Discussion ensued regarding the inclusion of the Board's Mission Statement in the policy or alternate language for the noted section title.

P#25/21

Moved by: P. DeRosa

Seconded by: H. Karabela

That, the Policy Committee recommends that Policy II-45 Equity and Inclusive Education be postponed for a period of one month to allow for further review.

The Chair called for a vote. Recommendation **P#25/21 FAILED**

In favour	Opposed	Abstain	Absent
P. DeRosa	B. Agnew		
V. Iantomasi	M. Duarte		
H. Karabela	N. Guzzo		
T. O'Brien	P. Murphy		
N. Gubert (non-binding)	J. O'Hearn-Czarota		
	K. Kelly (non-binding)		

Following discussion, it was agreed upon by consensus to replace *Mission Statement* (section title) with *Our Commitment* throughout the document.

P#26/21

Moved by: B. Agnew

Seconded by: T. O'Brien

That, the Policy Committee recommends that Policy II-45 Equity and Inclusive Education be forwarded, to the February 16, 2021 Regular Board Meeting for approval.

The Chair called for a vote. Recommendation **P#26/21 CARRIED**

In favour	Opposed	Abstain	Absent
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B. Agnew	P. DeRosa		
M. Duarte	V. Iantomasi		
N. Guzzo	H. Karabela		
P. Murphy	T. O'Brien		
J. O'Hearn-Czarnota	N. Gubert (non-binding)		
K. Kelly (non-binding)			

5. Discussion Items

5.1. Draft Policy Correspondence to the Board of Trustees (B. Agnew, H. Karabela)

Trustee Agnew provided rationale for the draft policy provided for trustee consideration.

5.2 Policy I-40 Performance Appraisal of Director of Education (P. Murphy, M. Duarte)

Trustee Murphy shared his experience at the recent OCSTA seminar related to Performance Appraisal of the Director of Education and shared resources for trustee consideration.

It should be noted that Trustee Iantomasi and Trustee DeRosa, recused themselves from this discussion.

P#27/21

Moved by: P. Murphy

Seconded by: M. Duarte

That, the Policy Committee approves to extend the Policy Committee Meeting beyond 10:00 p.m.

The Chair called for a vote. **P#27/21 CARRIED UNANIMOUSLY**

6. Information Items

- 6.1 Administrative Procedure VI-16 Student Retreat Funds (A. Lofts)
- 6.2 Administrative Procedure VI-21 OSBIE Online Incident Reporting (A. Lofts)
- 6.3 Administrative Procedure VI-22 Break-In Damage and theft (A. Lofts)
- 6.4 Administrative Procedure VI-45 Cellular Device Operating Procedure (A. Lofts)
- 6.5 Administrative Procedure VI-74 Risk Management – First Aid (E. Bakaic, J. O'Hara)
- 6.6 - *Rescind* - Administrative Procedure VI-26 Cheque Requisition (A. Lofts)

Updates to procedures, and list of upcoming policies and procedures was provided as information.

7. Miscellaneous Information

There was no miscellaneous information.

8. In-Camera

There were no in camera items.

9. Motion to Excuse Absent Committee Members

There were no absentees.

10. Motion to Adjourn/ Closing Prayer (P. DeRosa)

P#28/21

Moved by: M. Duarte

Seconded by: H. Karabela

That, the meeting adjourn.

The Chair called for a vote. **P#28/21 CARRIED UNANIMOUSLY**

P. DeRosa closed the meeting with a prayer at 10:17 p.m.

MINUTES OF THE CATHOLIC PARENT INVOLVEMENT COMMITTEE (CPIC)

Date: March 1, 2021
Time: 7:00 pm
Location: Virtual Meeting

Members Present

T. Arruda-Newns
S. Boulanger
V. Chininea
M. Duarte
L. Efremova
D. Foster
S. Furlong-Warren
L. Gallo
D. Garell-Teti
O. Iluyomade
M. Lourenco
J. MacLeod
T. O'Brien
S. Sywash
D. Walter

Guests:

P. Daly
N. Dinolfo
A. Gorgi

Regrets:

Chair: G. Bergin
J. Santos

Recording Secretary A. Brown

1. Opening Prayer & Welcome

The meeting opened at 7:00 p.m. with a prayer from Father Dave. Our [Land Acknowledgement](#) was played for all.

2. Approvals & Revisions

2.1 Agenda

Moved by: J. Santos

Seconded by: L. Gallo

That, the agenda be approved.

CARRIED

2.2 Minutes

Moved by: S. Boulanger

Seconded by: L. Efremova

That, the minutes of the January 18, 2021 Catholic Parent Involvement Committee be approved and submitted.

CARRIED

3. Board Update – N. Dinolfo

General Update:

- Elementary Program K – Grade 8 – change in learning environment effective February 16th ~ 4,300 students continue in the virtual school – ~ 730 students moved between our virtual and face to face learning environment – enrolment in the virtual school went down by 400 students, 9 classrooms were redistributed within the virtual school
- Our high school students are now in their third quadmester – there was increase following the remote learning time with more students moving into Cohort C for the third quadmester - registration for courses for Grade 10-12 taking place now
- Grade 9 Math will be de-streamed for September 2021 – new course code will be set
- Looking at staffing for September 2021 -Elementary parents will be receiving a survey on March 3 – 10 September 2021 – the preferred learning environment for their children for September – the virtual school will be an option – parents will have an opportunity in June to update their preference as the circumstances of COVID -19 hopefully improve – there will be only one change in learning environment for 2021/22 in January 2022 for February 2022 at the end of term 1 to align with the reporting period for the academic program
- Final change in learning environment survey for this year will go to parents March 11 – 19 – final change in learning environment will take place on Monday, March 29th
- Programming continues to follow grade curriculum expectations understanding where students are at and identifying students needs through diagnostic assessment for literacy and numeracy – differentiated instruction and small group instruction both in the in person and virtual school
- Secondary students may change their learning environment for the 4th quadmester – 4th quadmester begins on April 26th
- K Registrations continue – schools are beginning to welcome new K parents into the school to verify their registration documents – Early Years Team leading HCDSB virtual Ready Set Go information sessions in March – schools will host their new Parent K session virtually in the spring
- Discussions have begun with elementary and secondary schools on plans for Graduations – schools have begun to plan with their graduation committees based on our current protocol and circumstances – and will communicate with their parent community - all graduation ceremonies will be virtual (unable to gather in large groups) - all schools will make it unique to their school community – distribution of diplomas will be done as per the graduation committee plan at the school or through a drive by - school photographers will be permitted to go into schools for grad photos following PH COVID protocols -
- Community Testing beginning this week in each region Burlington (Corpus Christi), Oakville (HT), Halton Hills (St. Francis Xavier) = students and staff
- New Protocols for screening. When a positive case and the closing of classrooms – for 14 days – teachers will deliver classroom program remotely through the learning platform
- Season of Lent in our schools – all schools had their Ash Wednesday liturgy virtually and have various community outreach taking place for season – some are supporting the HCCF with the 24 hour fast on March 30-31 through doing or fasting

PRO Grant Update:

- the funds for the pro Grant have been distributed to the board parent committees – CPIC, SEAC, IEAC to plan virtual events – the sessions OAPCE is doing weekly is an example of how to engage the parents – CPIC needs to establish a committee and has 6 500 to plan for a parent engagement

Upcoming Notable Items:

- CPIC Locker has been emptied and cancelled – new ZIP signs needed, a couple CPIC members to go and look at the items and discard what is not needed

4. Trustee Update – M. Duarte

General Update:

At the Board meeting of Jan 19: some notable Policies were reviewed and approved:

1. Policy II-41 School Uniform Dress Code/School Dress Code This policy was updated to provide schools the opportunity to make decisions because of COVID-19.

2. Policy I-20 Integrated Accessibility Standards: HCDSB is committed to provide barrier-free access to all.

a. EFI boundary review process has now started...

Staff Presented Elementary Grade 1 EFI Registrations for the 2021-2022 across the region
Number of registrations

Burlington Sacred Heart of Jesus CES 82

Halton Hills St. Catherine of Alexandria CES 44

Milton St. Scholastica CES 134

Oakville St. Mary CES 116

Based on the number of registrations, staff felt that a boundary review process would be required in Milton only and the Board of Trustees directed staff to initiate a school boundary review which has already started.

b. Student trustees presented the results of the Return to School Well-being Survey

1 word to describe return to school:

At the Feb 02 Board Meeting a Notable Action Item was the Approval to Proceed with School Capital Planning, selection of Architects for Milton No. 9 CES

A report on the work done by the STEM steering committee was also presented. Committees are meeting to discuss how to build STEM into our curriculum and also grow extra-curricular activities.

Some notable policies that were approved were:

a. Policy II-05 Reporting Student Achievement to Parents/Guardians

b. Policy II-45 Equity and Inclusive Education – Changes to bring policy to date.

Upcoming Notable Items:

The Multi-Year Strategic Planning Process has been initiated and parents will have an opportunity to participate and provide input to the planning process. There will be lots of survey's coming out

in the months to come. Stay tuned and please pass on the message to your school councils to participate and provide feedback.

Finally, Return to school updates: are provided by Director Daly at every Board meeting updating Trustees and our ratepayers how the pandemic continues to change the way we work and educate our children. Ministry guidelines have also been changing continuously making it even more difficult to plan for a long period of time.

Trustees have also been attending Ministry PD sessions on Diversity, Equity and inclusion. Trustees are also running our own PD session on various Equity and Inclusion topics for Trustees and Senior staff conducted by guest speakers.

5. Standing Items:

○ OAPCE Update: (D. Garell-Teti)

- follow up to announcement at Council of Chairs meeting regarding Parent Engagement and Education Series webinars
- got positive feedback regarding representation at the Council of Chairs with excellent communication and parents and principals asking for information to share with school communities
- a virtual retreat will take place on April 7, 2021 at 7:00 p.m. for Halton Catholic OAPCE reps. Guest speakers include Executive Director of OAPCE and Executive Director of Institute for Catholic Education
- Upcoming events: 2 day conference in May and virtual town hall, April newsletter

○ Subcommittee Updates:

School Council Support Committee (L. Gallo)

Core initiatives:

- Creating better synergies between CPIC and Catholic School Councils – assign a CPIC member to a Family of Schools for better flow of information
- Creating a Catholic School Council resource page. Start with survey to collect information to build a meaningful Resource page and maintain at a reasonable interval
- Updating the Catholic School Council handbook and best practices for School Councils
- Elevate social media presence
- suggestion made to look into Parents Engaged in Education website
- suggestion made to draft and circulate to CPIC committee a week prior to our next meeting

Parent/Community Engagement Committee (J. MacLeod)

- Have Facebook page up and running and starting to post CPIC items with good response
- Trying to get Twitter feed up and running but need log in credentials
- Communicating with other sub-committees to send out their information on social media

CPIC By-laws (S. Boulanger)

- Draft document of updated bylaws sent out for all to review
- No major changes made to bylaws themselves as that will require CPIC agreement and vote. More of a “clean up”.
- Possible changes to CPIC membership. Proposals/details will come later in the meeting. May affect election process.

CPIC Representatives on Board Committees

Mental Health (L. Efremova)

- Nothing to report at this time as there have been no meetings. Superintendent Dinolfo will follow up with the Mental Health committee.

Bullying Prevention (S. Furlong-Warren)

- Had final meeting for working group, and documents are being compiled. Once complete it will be sent out to CPIC for all to view and comment on.

Walk with Jesus (T. Arruda-Newns)

- Nothing to report at this time.

• Home-School-Parish Partnership (J. Santos)

- Faith Formation opportunities for staff take place in virtual setting.
- Diocese is working on implementing sacraments that were delayed due to parish shut down.
- Home-School-Parish Best practices publication has been compiled by Ontario Catholic Trustees Association and CPIC members will get a copy.
- Walk with Jesus May 6th – details still being finalized. Bishop Crosby & Pastors will record a message and will be played for students in class. Liturgy will be streamed in the morning to kick off the Walk. Elementary students will create their own paper crosses and will be made into a collage. Students will walk with their class and virtual students will be encouraged to walk on their own. Podcasts will be created for secondary students and hashtags created to follow on social media, but these are still being finalized.
- Growing in Faith program: implemented in Gr. 7 curriculum, it will be implemented into the Gr. 8 program in September, and in kindergarten the following year. Program provides a great support for sacramental preparation and available resources on online portal.
- Fully Alive program: board is attempting to weave Catholicity into all subjects taught.
- There will be one more meeting before the end of the year.

6. School Council Feedback on Procedure VI-84: Catholic School Councils and Catholic Parent Involvement Committee

- The summarized feedback was emailed to the committee and was shared with members at this meeting.
- Broad spectrum, but consistent themes of feedback from the school councils
- Asking for this feedback has brought up great discussions within school councils
- This will be sent to the Board of Trustees with names and names of schools taken out.
- Questions asked and answered, discussions took place

7. Discussion Items:**➤ Council of Chairs Meeting – May 19, 2021**

- asked committee for discussion items
- no ideas were suggested, but committee will take time to come up with ideas

➤ CPIC Membership Composition

- Put forward for future consideration to change the composition of CPIC to: 3 Burlington, 3 Oakville, 2 Milton, 1 Halton Hills and 1 At Large
- At Large position was created to be sure all regions have equal representation, however, our set up has every part of our region has representation

8. Other Business/Future Agenda Items:

- David Foster has stepped down from his position of CPIC Community Representative, effective immediately.
- Asked for volunteers for the PRO Grant committee

9. Closing Prayer

Fr. Dave led the committee in a closing prayer.

10. Adjournment

The meeting was adjourned at 8:55 p.m.

From: Araz Ahmed

Sent: April 9, 2021 5:15 PM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; obrient@hcdsb.org; ohearn-czarnotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Statement regarding inclusion of Pride flag

Dear Trustees of the HCDSB

I ask that you please include this letter in your official correspondence on the matter of including a Pride flag at schools this June.

I am writing to you from Sydney, Australia where I have lived for the past seven years working as a management consultant in education, government and banking sectors. I grew up in Oakville and I attended HCDSB schools for both elementary and high schools. While I have much-cherished relationships with some of my former classmates and teachers, I consider myself someone who “survived” attending those schools. I say “survived”, because unfortunately, transgender youth have some of the highest levels of attempted and completed suicides across Canada. During my years in school I suffered from anxiety and depression because I knew that I was different, and I did not see any support in my school community for people like myself.

In my current Master of Social Work study I have been learning a lot of about the various systemic factors that contribute to the disproportionately high risk of suicide within trans and gender non-conforming young adults. No, it is not because transgender people are ill, or more prone to illness. It has much more to do with the impacts that ostracisation, misgendering, bullying, violence, repression, gaslighting, and lack of family support have (and would have on any young person).

As an out, happy, successful, healthy transmasculine person in my mid-thirties, I grieve every time I hear about each LGBTQI young person that is assaulted, raped, killed, or who takes their own life, each year. I grieve that they did not find places to be safe and seen and loved and accepted, in time.

You now have a chance to make one small gesture that could save lives by showing young LGBTQI persons that they are safe and seen and loved and accepted. Fly the pride flag (particularly the version of the flag that includes trans colours!) this June and every June. The loss of any child is a terrible, terrible thing. Suicide and self-harm are unspeakably painful occurrences for everyone involved. The good news is that here you have a tangible, simple, easy means for reducing the risk of LGBTQI suicides and self-harm in your communities. A flag is not going to make anybody who wasn't queer or trans, queer or trans. But it could save lives.

Regards

Araz Ahmed

From: Amanda Alden

Sent: April 13, 2021 3:16 PM

Subject: [<EXTERNAL>] Pride Flag should be raised by all school boards including Catholic

Good Afternoon Trustees,

I request that you raise the Pride Flag in support of all of your students, staff and community.

Archaic beliefs and personal agenda's against inclusion have no place in the Catholic Board. Your role is to represent the diverse community growing and learning within the schools. Lead by example and teach them inclusion.

This is a tough time for many families, students are processing the inconsistencies of pandemic schooling and trying to feel welcome in a space that the union and educators are openly and aggressively accusing of being unsafe.

Voting against raising a flag of support right now is frightening to me as a parent and has me second guessing my own support of a separate board.

Please start working together to provide an actual safe and inclusive environment.

Thank you,
Amanda Alden
Grade Six parent

-----Original Message-----

From: Anita Ashton

Sent: April 13, 2021 1:46 PM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; lantomasi, Vincent <lantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; obrient@hcdsb.org; ohearn-czarnotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Supporting our diverse school community motion

Please include this in the official correspondence related to this motion

If we stop for a moment and look at the world around us we see a lot of hate and anger. Our ability to access technology has made the world much smaller. The challenge is that our kids are learning from this, they too will think that this is the way the world should be us vs them, privileged vs underprivileged, exclusion versus inclusion and that there is good reason to reinforce this. There isn't.

We have the ability in our own community to teach and lead by example. We have the ability to demonstrate that kindness matters, respect matters and that supporting diversity equity and inclusion is about supporting the greater good.

Flying the pride flag in June is symbolic but it confirms that all children are supported in our schools and that children who are a part of this community and their allies belong. In a world where so many are trying to attack these core values it's up to us to do better.

Our family looks forward to seeing the pride flag flown at all Halton schools in June because it's about community, inclusion and reflecting that we are truly one of the best places to live in Canada

Thank you
Anita Ashton

Ana Clarridge



April 15, 2021

Dear Mr. Daly, Director of the Board of Education,

Re: Motion before the Board regarding the flying of the Gay Pride flag in our schools.

I am a ratepayer to the Board since 1991. Both my children attended Saint Mark's and Notre Dame schools.

I have read in your official web page that the board's goals are to protect and preserve Catholic education in Ontario. The mission of the board is to be in partnership with home and Church to provide excellence in Catholic education by developing Christ centred individuals enabled to transform society. I have contributed to the Board to support these values, to promote Catholic influence and teaching in my children and, through them, in the very secular society we live in.

A motion to fly a gay pride flag in our schools is in opposition to all we believe as Catholics, proudly challenging Catholic moral teaching on family life and sexuality. It also violates the parents' choice to send their children to a Catholic school to be taught our shared moral values.

Under the pretext of being inclusive and compassionate, a homosexual agenda is being pushed on us and our students. These ideas have no place in our schools. This is also brought forth at a very distressing time when we are all dealing with a devastating pandemic and, curiously enough, it is brought forth in a very quiet way so that most people are not even aware of your motion.

The request to fly the gay pride flag is an affront on our faith. **How can this motion be entertained when it is in open violation of what you, the trustees, should be protecting and promoting as stated in the HCDSB mission and ratepayers rights!**

We believe in promoting love of God and love of neighbour. We must strongly oppose any type of bullying and any discrimination be it regarding sexuality, race, disability, physical appearance or any other judgemental attitudes. We are all children of God and temples of the Holy Spirit. This is our cherished belief. True peace and understanding can only be found in Our Lord Jesus Christ.

I would like to remind all of you who should be actively promoting our faith that June is Sacred Heart of Jesus' month in Whom we are all enveloped and unconditionally loved. This instead should be our emphasis.

Yours truly,

Ana Clarridge

From: Doyle, Áine

Sent: April 14, 2021 12:36 PM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; Obrient@hcdsb.org; ohearn-czarnotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] raising the pride flag

HCDSB,

Please raise the pride flag in support of our LGBTQ+ children. We wear orange shirts to teach our children that residential schools are wrong, we wear pink shirts to teach our children that bullying is wrong and to support those kids that have been bullied. Let's do the right thing and fly the pride flag, another symbol to support a community of kids in our schools that deserve our support.

Please include this email as correspondence at the next meeting.

Aine

From: Angela Jacobs

Sent: April 14, 2021 3:58 PM

To: Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; o'brien@hcdsb.org; O'Hearn-Czarnota, Janet <O'Hearn-CzarnotaJ@hcdsb.org>

Cc: DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Please support raising the Pride Flag at HCDSB schools

Good Afternoon,

****I ask that this email be included in the official correspondence to the HCDSB board.****

I am writing as a concerned parent of children in the HCDSB umbrella. I want my children to grow up to be inclusive, respectful, and most importantly, brave. To help my children grow into this kind of person, the school they attend must be able to teach these attributes. We live in a society where Canadians have basic rights where love and marriage are not restricted to gender or sexual orientation. Why should their school teach them any different?

It is very easy to hide behind the veil of church teachings that have not evolved over hundreds of years. Society has moved on, and so should what is being taught to our children.

I ask the Board to please vote in favour of the motion to raise the flag. Be brave. Be a catalyst to help move past beliefs that no longer apply to the modern world. Be accepting. Be inclusive. And most importantly, let's show our children that we love and respect them no matter what.

Thanks,
Angela Jacobs

From: Allison Kolch

Sent: April 13, 2021 9:56 AM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>; ohearn-czarnotaj@hcdsb.org; obrient@hcdsb.org; Karabela, Helena <KarabelaH@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>

Cc: DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] In support of the 'Supporting Our Diverse School Community' motion

Dear Director Daly, Mr. Chair and esteemed Trustees,

I was very impressed with the delegation delivered by student Nicole Hotchkiss in the last board meeting, but was shocked that HCDSB is not already overtly supportive of the LGBTQIA2S+ community members.

Raising the Pride flag in June is no longer a controversial or debatable act - corporations across the world have visible pride initiatives throughout the month of June because it's simply a societal standard of basic human respect. Love is love; and a show of love and acceptance to all members of our community - **exactly as they are** - is absolutely in keeping with Jesus's teachings. We have an opportunity to make a marginalized group within our community feel welcome and accepted - to do otherwise is unthinkable.

It's time for us to embrace this opportunity to show our LGBTQIA2S+ community members that we stand with them, accept them, and love them, and ensure school is a safe space for everyone.

I strongly urge you all vote in favour of the 'Supporting Our Diverse School Community' motion at the upcoming meeting.

Please include this in the correspondence package for the meeting.

Thank you,

Allison Kolch
HCDSB Parent, Oakville

From: Anne Kosterman

Sent: April 12, 2021 7:25 PM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; Obrient@hcdsb.org; ohearn-czarnotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Flying Rainbow Flag at HCDSB Schools

We have been taught all of our lives to love one another the way that Jesus loves us. So why is it that you are teaching intolerance when it comes to the rainbow flag. This is a symbol of love and peace. So why is it so hard to show the world that we are a loving christian people.

If the board members are so unyielding I am not sure that I would be willing to support this School Board.

Anne Kosterman

-----Original Message-----

From: Andrea Louca

Sent: April 13, 2021 7:19 PM

To: Agnew, Brenda <AgnewB@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; O'Brien, Timothy <O'BrienT@hcdsb.org>; O'Hearn-Czarnota, Janet <O'Hearn-CzarnotaJ@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>; Daly, Patrick <DalyP@hcdsb.org>
Subject: [<EXTERNAL>] Pride Flag and Safe Space Posters

Dear Chair of the Board, Trustees, and Secretary of the Board,

I would like to provide my support for flying the Pride flag at all HCDSB schools and offices during Pride month, starting June 2021, and the motion below in support of the LGBTQ2+ community.

Quoted from a National Climate Survey on homophobia, biphobia, and transphobia in Canadian schools:

“Studies have suggested that there is a link between bullying and suicide, and that there is a disproportionately high rate of suicide attempts and suicidal thinking among LGBTQ students (O'Donnell, O'Donnell, Wardlaw, & Stueve, 2004; Remafedi, French, Story, Resnick, & Blum, 1998; Robin et al., 2002; Russell, 2003; Russell & Joyner, 2001; Udry & Chantala, 2002; Wichstrom & Hegna, 2003). This might be expected, given the amount of bullying and other homophobic and transphobic experiences they typically have. However, there is some suggestion that school attachment—the feeling that one belongs in the school community—is a crucial issue in this regard because of its connection to lower suicidality rates in the general school population and among LGBTQ students (O'Donnell et al., 2004). School attachment has also been linked to academic performance for LGBTQ students, especially for boys (Pearson, Muller, & Wilkinson, 2007).“

I think that flying the Pride flag and Safe School posters are steps in the right direction to increase school attachment for this vulnerable population.

I also recommend implementing anti-homophobia (at minimum) policies as outlined on pg 114 of this study:

<https://can01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fegale.ca%2Fwp-content%2Fuploads%2F2011%2F05%2FEvery-Class-In-Every-School-Final-Report.pdf&data=04%7C01%7Cdiptetror%40hcdsb.org%7C3ceb153f27a946e620a008d8fed2866c%7C2537ab7d25bd498aa6427c135779e6d2%7C1%7C0%7C637539528073838574%7CUnknown%7CTWFpbGZsb3d8eyJWljojMC4wLjAwMDAiLCJQIjoiV2luMzliLCJBTiI6IjEhaWwiLCJXVCi6Mn0%3D%7C1000&data=g51RxIChYZ2V4jVGrkVhdPfTm587swcHq0XoRobyPT8%3D&reserved=0>

Also, I would recommend surveying the full school community to understand the climate and opportunities for ensuring this community is safe and supported.

Thank you,
Andrea Louca-Ricci

Notice of Motion;

Supporting Our Diverse School Community

Submitted by: Trustee Agnew and Trustee Guzzo

Whereas;

Our schools should be safe spaces for anyone that walks through our doors.

Whereas;

Many of our students, parents, caregivers, staff and community members identify as LGBTQ+.

Whereas;

Our strategic plan emphasizes that the well-being for all of our students and staff are met through a focus on equity and inclusion.

Whereas;

Raising the Pride flag demonstrates this commitment to our students, staff, parents, caregivers and community members.

Whereas;

Pope Francis has told parents of LGBTQ+ children that "God loves your children as they are" and "the church loves your children as they are because they are children of God."

Whereas;

Mark 10:13-16 states "People were bringing little children to Jesus for him to place his hands on them, but the disciples rebuked them. When Jesus saw this, he was indignant. He said to them, "Let the little children come to me, and do not hinder them, for the kingdom of God belongs to such as these. Truly I tell you, anyone who will not receive the kingdom of God like a little child will never enter it." And he took the children in his arms, placed his hands on them and blessed them."

Whereas;

There are students and staff within our HCDSB community who identify with the LGBTQ2+ and

Whereas;

We as a Board wish to ensure all the students and staff attending our schools and their families, know that we support and are welcoming of all students, staff and community members,

Be it resolved that....

The Director of Education and the Secretary of the board direct all schools including the CEC to fly the Pride flag during the month of June starting with 2021 and to work with Student Senate and Staff in organizing events throughout the month that focus on equity and inclusion for all

Be it further resolved,

That each class in each school be mandated to have a safe space poster, to ensure that students in the 2SLGBT community are supported throughout the entire school year.

From: Ashley Maciel McManus <

Sent: April 14, 2021 2:49 PM

To: Karabela, Helena <KarabelaH@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Obrient@hcdsb.org; Agnew, Brenda <AgnewB@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; o'hearn-czarnotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Belonging

I would like my email included in the official correspondence package regarding raising the Pride flag at the board office and all schools during the month of June.

As both a parent and staff member with HCDSB, I would like to voice my support for this delegation.

Very simply: one of the foundational elements of our board is **Belonging**. "[As a Catholic school district, we understand the importance of creating a sense of belonging for all members of our community – students, staff, parents, and community partners.](#)" and "[Our Goals Under the Priority of Belonging:](#)

[1. Schools and workplaces are safe and welcoming for all, cultivating a positive sense of belonging and well-being.](#)" Raising the pride flag is the perfect way to exemplify this.

When children feel that they Belong, it is then that they are able to Achieve and Believe.

If our trustees do not support this delegation, I would strongly suggest they revisit our foundational elements and rethink their role at HCDSB.

Yours in Catholic education,
Ashley Maciel McManus
HCDSB parent
HCDSB staff

-----Original Message-----

From: Anastasia Vogt

Sent: April 12, 2021 8:57 PM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; obrient@hcdsb.org; ohearn-czarnotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Cc: kostermanheather <kostermanheather@gmail.com>

Subject: [<EXTERNAL>] Decision on flying the rainbow flag

Dear HCDSB Trustees,

I am writing as an ally for a friend who was a student with your board. She shared with me how important it was that her voice and thoughts were on record and I am delighted to join her in sharing my views about the HCDSB flying the rainbow flag for the month of June. Please include my message as part of your official correspondence.

I attended high school at Jarvis Collegiate Institute in Toronto between 1992 and 1997. I wouldn't have considered JCI to be a progressive school by any means, however, one thing it did have going for it was that the administration and teachers accepted all students no matter their race, religion and sexuality. JCI had students from all over the city and there was exceptional diversity of students. Like all high schools at the time, there were fights and other teen shenanigans, but there was not a lot of bullying. This was because the administration and the teachers made an effort to create psychological safety and intentionally practiced inclusion. As our mentors, they had little tolerance for othering behaviours. In the simplest terms, it was okay to be gay, it was not okay to be a bigot at my school. We had teachers that were openly gay, and that made it safer for students to express their own sexuality if it didn't happen to be heterosexual. This was almost 30 years ago.

Society has evolved in that time from a "tolerance" approach, which still passively shunned members of the LBGQT community, to an inclusion approach. HCDSB has passively chosen not to fly the flag for many years and now has an opportunity to decide if that should continue. Choosing not to fly the flag will not stop teens from being gay. But it will send the message it is not safe for them to be who they are, and will give fodder for bigots and bullies to continue to be aggressive towards students who are gay or wondering about their sexuality. Flying the flag would send a powerful message that the HCDSB stands for love over hate, above all else. Choosing not to do so will passively allow hate to perpetuate against a community that has experienced constant aggression for far too long.

It is a simple gesture of support for all humankind. I do hope you will consider voting yes to flying the rainbow flag this June and join me as an ally to support teens to discover who they are in an enhanced psychologically safe environment.

Yours truly,

Anastasia Vogt, MSc

-----Original Message-----

From: Amanda Dametto Woloschuk

Sent: April 14, 2021 8:42 PM

To: Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; obrient@hcdsb.org; ohearn-czarnotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>

Subject: [<EXTERNAL>] Supporting our diverse community

Good evening!

I hope this email finds you well! I am writing in to advise that I am in full support of our diverse community and would like to see the pride flag raised at HDCSB and to have safe-space posters put in classrooms. Please include this email in the official board meeting correspondence.

Thanks for your time and consideration!

Kind regards,

Amanda Woloschuk



From: (Paul) Bashar Haddaden

Sent: April 15, 2021 12:10 PM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; obrient@hcdsb.org; ohearn-czarnotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] HCDSB - LOVE IS NOT A SHOW, NO to pride flag

Dear HCDSB trustees,

As followers of Christ, we should be ashamed of ourselves to allow the words 'tolerance and inclusiveness' replace our Christian Catholic values and terminologies of love. The love of Christ is sacrificial, accepting, doing, and blessing of the other, even the enemy. Is it not that His command, to love thy enemy. But while the extreme case is to love an enemy, take ISIS for example, would we want to fly their flag to show them our love? Now take another example that is not an enemy, but a friend and member of our community, an Anglican church, a Jewish school, a Muslim centre, a Seikh temple, a sports team, a business...etc. Why won't we fly their flag to show them our love, or will they think we do not love them because we do not have their symbol.

The LGBTQ community is our own people, friends, and family. Flying their identity flag is not the sign of Christian love to them, but I am not surprised though, that in a postmodern and post-secular era, the war is of meanings, definitions, terminologies, and symbols. Don't you know that the Cross of our Lord Jesus Christ is considered offensive to many. What then, if we have it in our schools as the ultimate symbol of love, would it be considered hateful to keep it in front of those who do not believe in it and should we start hiding it and shy away for the sake of 'showing' our love to them?

LOVE IS NOT A SHOW

As parents, we do not want our schools to continue being a battleground for personal ideologies and identity politics. It is deceptive to use the notion of inclusiveness to pass agendas onto communities so that some would gain popularity for a 'love show.' If you trust that flying any symbol other than a Christian Catholic is a sign of Love, then be prepared to take down the Crucifix very soon, the number of those offended by the Crucifix is on the rise.

I repeat, flying any symbol or flag other than what speaks of Christ and His Cross is a just a popularity show. Jesus was popular for being crucified and that was not a show.

LOVE IS NOT A SHOW, I say NO to flying the 'pride flag,' and YES to loving all.

Paul Haddaden

Father of three children at St. Anne Catholic School, Burlington.

Note: On April 20th, the Halton Catholic Board of Trustees will be voting on a motion to fly the Pride Flag at all HCDSB schools in June. The above is a response to this motion.

-----Original Message-----

From: Bobbi

Sent: April 13, 2021 8:44 PM

To: Duarte, Marvin <DuarteM@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Support of raising pride flag

Mr. Marvin Duarte,

I am writing to advise of my support for the motion raised by trustees Agnew and Guzzo, to raise the pride flag. I am a parent to 2 children in the hcdsb in Milton. As Catholics I believe we should support all our children and community members. Please include my email in the upcoming board meeting.

Thank you,

Bobbi Middleton

-----Original Message-----

From: Blair Suddaby

Sent: April 14, 2021 9:19 PM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; lantomasi, Vincent <lantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; obrient@hcdsb.org; ohearn-czarnotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Supporting our Diverse Community

To whom it may concern,

I am writing in to advise that I am in full support of our diverse community and would like to see the pride flag raised at HCDSB and to have safe-space posters put in classrooms. Every student should feel included, safe and welcomed in our community. Having children in HCDSB, I believe we need to teach our children to be allies- spread love not hate. We are all God's Children.

Please include this email in the official board meeting correspondence.

Thank you for taking the time to read this email.

God Bless,
Blair Suddaby

From: Watson, Brynn

Sent: April 12, 2021 10:05 AM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; Obrient@hcdsb.org; ohearn-czarnotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Cc: Dobbie, Karen <DobbieK@hcdsb.org>

Subject: Support for LGBTQ+ and the Pride Flag

Dear HCDSB Trustees,

Please include this email in the official correspondence.

My name is Brynn and I am a grade 6 student at St. Mary's school. My mom told me that you were voting on whether or not to hang the pride flag. I think you should because everyone should feel welcome to our school community no matter if they are in the LGBTQ+ community or not. It is a very important subject and I think it is also very important that little kids growing up in our school learn about this properly. If the pride flag is hung then it might raise questions for the little kids and help them learn more about it. We have always been taught to accept our differences and accept others for their differences too so why not hang the pride flag and show that we support and love the LGBTQ+ community for their special differences. Me and my brother who is in grade 2 have friends that go to St. Mary's school and their moms are a part of the LGBTQ+ community and they are some of the nicest people we have ever met so I think it would also make them happy to see the flag hung. To finish this message, I would like to quote something Pope Francis has said. "The church loves your children as they are because they are children of God."

Thank you,
Brynn Watson

From: Chris bertrand

Sent: April 13, 2021 6:54 AM

To: lantomasi, Vincent <lantomasiV@hcdsb.org>; O'Brien, Timothy <O'BrienT@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Pride flag raising

Dear elected Trustees,

The notion that we are having to send letters in support of raising the pride flag is preposterous. The board wants to include words like inclusiveness and support in their missions and values statements, but some members, seemingly forget they actually have to abide by these statements. They can't be included in these documents if only because they are buzz words, while you turn your backs on your students and staff who actually need that support and inclusion in their lives.

Regardless of your personal interpretation of certain biblical verses and their relevance, the idea that you would deny basic supports to your LGBTQ+ students and staff is wrong and dangerous. People in these groups, particularly young people, are at much higher risk of suicide and homelessness. Sadly, they are abandoned by their families because of who they love or how they identify themselves. We can not, as a school community, also turn our collective backs on them. Raising a flag in support is not only clearly the right thing to do, it is unquestionably necessary. Be progressive and accepting. Be supportive and inclusive. This is an easy choice. Make the right one.

Sincerely,

Chris Bertrand, father of four

From: Christine Cardwell
Sent: April 15, 2021 10:06 AM
To: DiPietro, Rosie <DiPietroR@hcdsb.org>
Subject: [<EXTERNAL>] Re: Notice of Motion re:"supporting our diverse school community"

Sorry, It looks like I may have missed including you in my last email. Thank you

> On Apr 15, 2021, at 10:00 AM, Christine Marshall > wrote:
>
> Dear Halton District School Board, Director, Trustees and Most Reverend Douglas Crosby;
>
> Please add this correspondence to the next board agenda package.
>
> My name is Christine Cardwell, I am a Practicing Catholic who currently resides in Halton (Oakville) and have lived here for the past 34 yrs. My faith is very strong and I give primacy to Our Lord Jesus and Our Mother Mary in my life. This is the first time I have ever written a letter to this board but the holy spirit has compelled me to address and counter this propose suggesting a new path forward in regards to the flying of flags on Catholic schools and their properties.
>
> I was very disturbed by the fact that the Halton Catholic District School Board would propose flying a “gay pride flag” during the month of June which has always been dedicated to the “Sacred Heart of Jesus” considering we are in the midst of a pandemic, we now more then ever need to call on heaven for protection and help. What better way to know that we are all under Heaven's protection but to fly a flag, one which gives us all comfort and hope for God’s victory and triumph over the world and this pandemic.
>
> I have attached a copy of a flag I have created with the help of Heaven, as an example of what would be truly good and right at this time, following the plan of Jesus and Mary.
>
> How wonderful it would be that all of God’s children can be united and stand together under one banner which is Christ our Lord.
>
> Most Sacred Heart of Jesus; Have mercy on us!
> Immaculate Heart of Mary; Pray for us!
> St. Joseph; pray for us.
>
> In the unity of Christ and as one mystical body let us come together for all our children.
>
> Christine Cardwell

In
The
End



God
Wins

From: Celine de Souza

Sent: April 14, 2021 3:01 PM

To: DiPietro, Rosie <DiPietroR@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Obrient@hcdsb.org; Agnew, Brenda <AgnewB@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; ohearn-czarnotaj@hcdsb.org

Subject: [<EXTERNAL>] Motion to fly the Pride Flag at HCDSB schools in June

Please note that as a parent of a child in the HCDSB school system, I support the motion put forward by Trustees Agnew and Guzzo to raise the pride flag in June at HCDSB schools.

Please include this email in the official package/meeting minutes for the meeting on April 20, 2021.

Sincerely,
Celine de Souza

From: Candace Ferrante

Sent: April 13, 2021 10:50 PM

To: Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; o'hearn-czarnotaj@hcdsb.org

Cc: DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [EXTERNAL] Motion: Supporting our Diverse School Community

Dear trustees, Mr. chair, and Director Daly,

I am writing you today to express my unwavering support of the motion put forward by Trustees Agnew and Guzzo, Supporting our Diverse School Community.

All students need to know, at the bare minimum, that they are seen, safe and supported in our schools. Anyone that visits HCDSB.org is greeted with "Achieving Believing Belonging at Halton Catholic District School Board". Our beloved HCDSB community includes LGBTQ2S+ students and staff, let's stand together and stand behind our promise of belonging. We have an opportunity before us to tell each and every student and staff member that they are loved and they belong.

I would like to request that my email be included in the official correspondence on this matter.

Thank you kindly,
Candace Ferrante

Good morning Ms. Di Pietro

I understand that trustee Agnew has put forth a motion to vote on flying the Pride Flag during Pride Month (June) and posting a Safe-Space Poster in classrooms at the next board meeting.

As a rate payer, teacher, counsellor and parent I strongly urge the HCDSB Trustees to abide by Catholic teaching and recognize and create a safe, inclusive, diverse and equal setting for all our students. These actions are a visual and symbolic reminder that the HCDSB has an increasingly diverse Catholic Community.

I respectfully request that you support this motion and that this email be included in the official correspondence.

Thank you for your time and thoughtful consideration

Catherine Jenkins

-----Original Message-----

From: Courtney Jennings- Moore

Sent: April 14, 2021 9:21 PM

To: DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Support for our Diverse Community

>

>>>>>>> Hello,

>>>>>>>

>>>>>>> I would like to see the Pride flag raised and safe-space posters be put in classrooms at all HCDSB schools.

>>>>>>>

>>>>>>> Please include my email in the official board meeting correspondence.

>>>>>>>

>>>>>>> Thank you,

>>>>>>>

>>>>>>> Courtney

>>>>>>> Parent of 2 HCDSB students

>>>>>>>

From: Christine Kluczynski

Sent: April 13, 2021 8:44 PM

To: DiPietro, Rosie <DiPietroR@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Obreint@hcdsb.org; Agnew, Brenda <AgnewB@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; ohearn-czarnotaj@hcdsb.org

Subject: [<EXTERNAL>] Pride Flag

Hello,

My twins are in grade 2 within HCDSB, attending Canadian Martyrs, and I am writing today to express my support for the raising of the Pride flag. This is a testament to the inclusive communities espoused within the Catholic teachings. I would like my email to be included within the upcoming Board meeting.

Thank you for your time.

Sincerely,

Christine Kluczynski

From: cath Metke

Sent: April 14, 2021 10:31 PM

To: DiPietro, Rosie <DiPietroR@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; obrient@hcdsb.org; ohearn-czarnotaj@hcdsb.org

Subject: [<EXTERNAL>] Re: In Support of Belonging!

On Wed, Apr 14, 2021 at 10:30 PM cath Metke wrote:
Good evening everyone,

I hope this email finds you well. I am writing to you this evening to let you know that I fully support our diverse community and would love to see the Pride Flag raised at HCDSB schools in June. I would also like to see 'safe-space' posters put in our classrooms and throughout the schools. As a member of the Halton Catholic Community and Saint John the Baptist Parish for my entire life, I find myself extremely disappointed that this is actually a topic up for debate.

Let me remind you of your own Halton Catholic District School Board website. On it's opening homepage it states: Achieving, Believing, **Belonging**.at Halton Catholic District School Board. This is an excellent opportunity to show the LGBTQ+ students, staff, families and greater HCDSB community to know that they belong. There is no 'achievement' or 'believing' in one self or future without the feeling of belonging and safety. Raise the Pride Flag and start showing our students that they belong, that they matter and that we hear their voices and are showing our support! Let's start putting into practice (as a Board) Culturally Responsive Relevant Pedagogy (<https://www.hcdsb.org/our-board/human-rights-and-equity/culturally-responsive-relevant-pedagogy-crrp>)

Please include this email in the official Board meeting correspondence.

Take care,
Cathy Maher



From: Casey Matulic

Sent: April 14, 2021 8:35 PM

To: DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>; ohearn-czarnotaj@hcdsb.org; Karabela, Helena <KarabelaH@hcdsb.org>; obrient@hcdsb.org; Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; lantomasi, Vincent <lantomasiV@hcdsb.org>

Subject: [<EXTERNAL>] Supporting our Diverse School Community

Dear Chair of the Board, Trustees, and Secretary of the Board,

I would like to provide my support for flying the Pride flag at all HCDSB schools and offices during Pride month, starting June 2021, and the motion below in support of the LGBTQ2+ community. Please include this email in the official board meeting correspondence.

I think that flying the Pride flag and Safe School posters are steps in the right direction to increase school attachment for this vulnerable population.

I also recommend implementing anti-homophobia (at minimum) policies as outlined on pg 114 of this study:

<https://egale.ca/wp-content/uploads/2011/05/Every-Class-In-Every-School-Final-Report.pdf>

Thank you,
Casey Matulic

From: Courtney Jennings- Moore <
Sent: Wednesday, April 14, 2021 6:09 PM
To: Agnew, Brenda <AgnewB@hcdsb.org>
Subject: [<EXTERNAL>] Support for our Diverse Community

>
> Hello,
>
> I would like to see the Pride flag raised and safe-space posters be put in classrooms at all HCDSB schools.
>
> Please include my email in the official board meeting correspondence.
>
> Thank you,
>
> Courtney
> Parent of 2 HCDSB students

From: Caitlin Norton

Sent: April 9, 2021 10:26 PM

To: Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; obrient@hcdsb.org; ohearn-czarnotaj@hcdsb.org

Subject: [<EXTERNAL>] Support for the Pride Flag

Dear Trustees,

I am writing to you today as a mother of children attending an HCDSB school. I was born and raised Catholic and have raised my children Catholic to this day. To me, Catholicism, like anything in this life, is not stagnant. It does and has to evolve as our community evolves, as community members share personal experiences and struggles and as we seek to help and support them. But one thing about Catholicism does remain unchanged - the idea that God loves all of us, as we are, and expects all of us to embrace each other as we are. There is nothing hurtful to Catholicism about the LGBTQ2+ community. In fact, they enhance our Catholic community by bringing different perspectives, all worthy of love and acceptance. If you were face to face with our Heavenly Father, would you look him in the eyes and tell him these people deserve to feel alone and ostracized? I cannot imagine a God who would support that. I will continue to raise my children to have an awareness of the differences in our community with a goal of support and kindness for everyone. What does raising a flag of support and acceptance do to you? Nothing. What COULD it do for you and our community? So much! It could literally save lives of our precious youth. It could encourage peer support. It could create an even stronger Catholic community. I strongly support the motion to have HCDSB schools raise the Pride Flag during June. What a wonderful gesture that would be.

I ask that my email be included in the Board package at the next HCDSB meeting.

Thank you and have a wonderful weekend.

Caitlin Norton

From: Cheryl Prentice

Sent: April 15, 2021 1:38 PM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; obrient@hcdsb.org; ohearn-czarotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] "Supporting our Diverse School Community"

Dear Trustees of the HCDSB,

I am writing to you not only as a member of the greater community but as an advocate for children and families and an ally to the LGBTQ community in support for the motion "Supporting our Diverse School Community" and flying the pride flag for the month of June. Please include this letter in the official correspondence for the upcoming meeting on the April 20th.

In addition to being a member of the community I am also an Executive Director for a not-for-profit child care centre and I am proud to say that we share in the support of quite a few school age families in the HCDSB. These families that we both support are diverse and unique and deserve to be represented at their schools and in their community.

I believe that this pandemic will bring to light a lot of truths for people that the world may not be ready to handle, truths that even they themselves weren't ready to discover and I know this from first hand experience. While I am disheartened that this motion has to go to a vote that needs community support to have their message heard, I am encouraged by the lead that Pope Francis has taken on the world stage, making it safe for people to be who they truly are and to feel worthy of being loved for who they are. Flying the pride flag may not seem like a big deal to the whole board but I want you to know the impact that it can have, the message that you are spreading and the adhesion to the command that you have been given – to go out and love the world as Jesus has loved you.

The HCDSB states on its website that its mission is to provide "excellence in Catholic education by developing Christ-centred individuals enabled to transform society". What does this even mean? I read it and want to think that it means that they are developing individuals who will live a life of love, stand up for those who are persecuted, who will lay aside their own agenda and meet the needs of those they are serving. But when something as love inspired and as inclusive as flying a pride flag goes up for debate, then I am also forced to accept that this might mean molding children in man's image encouraging them to live a life of hate, hate of sin and hate of the sinner. While I know that people who are taught to love, accept and serve will transform our society, I also know the power of those who are raised to live a hateful, judge filled life, to encourage divisive and persecutive behaviour and it will also transform our society- it's just not one I would want to live in. As you vote tonight I encourage you to take a moment to reflect on Christ and what it means to be Christ-centred. Jesus, who gathered all those the world rejected closest to him, who served those the world saw as beneath them and loved them unconditionally. If your mission is truly to mold children in to Christ-centred individuals who transform society

then I encourage you to mold them in Christ's image and not mans. Man hates the sin and the sinner, Jesus loves and loves unconditionally.

The needs of the families we share and support are so vast and varied but there's one thing in common that they all need- the need to be loved and accepted, for who they are, point blank.

That is the both the message Jesus preached and the command he has tasked both you and I with (John 13:34) - to love those as I have loved you. Let the pride flag fly and spread the message of love Jesus has shared with us.

Thank you,

Cheryl Prentice

-----Original Message-----

From: Carole Sass

Sent: April 11, 2021 11:13 PM

Cc: DiPietro, Rosie <DiPietroR@hcdsb.org>; Daly, Patrick <DalyP@hcdsb.org>

Subject: [<EXTERNAL>] Pride flag

Hello

I am writing to you with regard to the motion of raising the Pride flag during the month of June. I am both a parent of a student in HCDSB and a teacher. As leaders of a board, there is a responsibility to ensure our schools are both safe and accepting. By raising the Pride flag during the month of June - we are demonstrating our support of ALL students under our care. Students who may identify as LGBTQ are at a greater risk of mental health issues and by demonstrating support for all students we can help them feel loved and accepted. This love and acceptance is what is needed. We need to demonstrate that their school is a safe place for all students. As leaders that were voted in and are the voice of parents and students, it is imperative that your voice speak for all students. Please vote IN FAVOUR of this motion. Please speak for all students.

Please take a moment to respond to this email with your view on this issue. It's important to be transparent.

Thank you for your time.

Carole Sass

From: Carlo Triassi

Sent: April 14, 2021 6:22 PM

To: DiPietro, Rosie <DiPietroR@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; obrient@hcdsb.org; ohearn-czarnotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>

Cc: DiPietro, Rosie <DiPietroR@hcdsb.org>; bishopsoffice@hamiltondiocese.com

Subject: [<EXTERNAL>] Developing Christ-centred individuals enabled to transform society

Good afternoon,

Those receiving this email and are puzzled by the subject line, allow me to remind you that this is a part of the HCDSB mission statement, which is in full:

The Halton Catholic District School Board, in partnership with home and Church, is dedicated to providing excellence in Catholic education by developing Christ-centred individuals enabled to transform society.

additionally, the Value statement goes on to include the following messages:

*"aspire to be models of Christ through our **actions of love, forgiveness, compassion, and acceptance.**"*

*"create conditions that support the spiritual, intellectual, physical and **emotional well-being** of all students..."*

*"meet the needs and aspirations of all learners in a **supportive**, creative and innovative learning environment."*

*"success is reflective of the healthy and vibrant **partnership** of staff, parents, pastors, and members of our **broader community.**"*

*"**respect diversity**, celebrate multiculturalism, **honour individual rights**, and **embrace the social values** of collective responsibility..."*

As a father of 3 children growing up in *today's* world, I have worked tirelessly to teach my kids what those values are above. Centred by those values, I take every opportunity to provide honest and truthful insight to the news of the world around them, including things that may be confusing, complicated or awkward. The result of which has created a household that encourages understanding, curiosity and trust between parent and child, as well as anyone that enters our home. This open and honest dialogue allows me to regularly instil my values, which are aligned to the values of the church, including but not limited to; compassion, acceptance, respect and forgiveness.

This open and welcoming environment within my household has provided my family the opportunity to be exposed to many individuals from various walks of life, be it different cultures, religions, races, or lifestyle - including sexual orientation. I have been blessed with a chance to have very close and deep

relationships with many people of these diverse communities. And I count myself lucky to be in a position to have been in a mentorship role with a few from these communities.

Which is why I would like to take a few more moments of your time to provide some insight into the reality of one of the most marginalized groups, from the perspective of my household:

1. Among the various groups of friends that are an extended part of our household, we have spent a lot of time with one girl that identifies as gay. I still remember the moment she came out to us and how nervous she was about it. We all showed her care and compassion in that moment, and from that point forward, her inclusion in the activities of our house remained unchanged, being welcomed and included without question or consideration. What's important to note is that my children thought nothing of it and they played the same way they did before. She wasn't treated any better or worse, she was just accepted without question by my children. You see, my children knew that being gay was not her choice but that she just was and there's nothing more to it. After learning ways in which the gay community faced persecution historically, my children then became staunch supporters of the gay community. So, in their eyes raising a gay pride flag is just another way to celebrate diversity, which the Catholic schools do all the time in many ways throughout the year.

2. I have worked closely with – and am friends with – many gay individuals and have had heard many ways in which they were marginalized throughout their life. I've heard countless stories of death threats, assaults, rapes, suicide attempts and more. A few of these individuals attended Catholic schools in Ontario and can tell me the moment they learned in school that they were not accepted by the very faith they were there to learn. They attended church on Sundays but were chased home by homophobic children that were reciting bible verses to justify their actions. They contemplated (and sometimes attempted) suicide in order to free their families of the shame they were causing.

So why are those 2 examples important? Because one is the result of embracing and teaching the *values of the Catholic church* and the other is the result of teaching ignorance and hypocrisy.

When voting on raising the gay pride flag, ask yourself the lesson you are teaching the impressionable children of our Catholic community in Halton. Is it going to be a lesson of acceptance of diversity or is it a perpetuation of the mistakes of our past?

Thank you for your time.

Carlo Triassi

Sent: April 13, 2021 10:18 PM

To: DiPietro, Rosie <DiPietroR@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; bishopsoffice@hamiltondiocese.com

Subject: [<EXTERNAL>]

Ontario Catholic school board - Please reject flying gay 'pride flag' at all board-run schools

The Catholic Church, basing itself on the Bible and tradition, teaches that homosexual behavior is “intrinsically disordered” and a grave sin. St. Paul in one of his letters [warns the Corinthians](#) that “homosexuals” along with others, such as “idolaters” and “adulterers,” will “not inherit the kingdom of God.” The Church’s teaching on homosexuality and other sexual moral matters comes strictly from a place of love where the Church desires that men and women live lives pleasing to God that lead to human flourishing and ultimately to heaven.

Sincerely,

Don Boyle

From: Dianne Cardoso

Sent: April 15, 2021 4:33 PM

To: Agnew, Brenda <AgnewB@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Motion supporting diverse school vote NO please!!!!

Dear Pat Daly and Brenda Agnew,

We welcome ALL children who wish to attend Catholic school to receive an education that is guided by the Catholic faith. No need to single any group out from the rest. The LGBTQ+ is included in ALL children.

It is our responsibility as Catholic adults and educators to support ALL children. It would be irresponsible and a sinful act to raise a "Pride" flag that sends the message that Catholics are condoning an act and lifestyle of sin. Pride itself is one of the deadly sins! This would make those who are Catholic feel unsafe if an open act of sin is broadcasted at all the Catholic schools and in turn excludes those who are Catholic from an education that is modeled by that faith.

It is also truly disturbing to see that quotes from the Catholic faith are misused as an argument to allow this to happen. Catholics now become excluded while embracing the LGBTQ+ community. What else will be taken from and acted on against the Catholic faith if this is allowed. As a Catholic parent I send my child to a Catholic school because of my faith. If this is accepted me and my child are stripped of our faith and our school is no longer Catholic if this motion is put through. How can it be? I do not want my faith to be taken from me when the Catholic schools accept ALL children. Singling out just one group from ALL is an exclusion in and of itself!

We can support ALL children by not allowing that to happen. Our responsibility is education and to accompany them in the Catholic faith to love our neighbor and bring them closer to God the rest is between them and God and I should not be forced to be a part of that or my child.

Thank you
Dianne Cardoso

From: Deaana Medina

Sent: April 15, 2021 3:31 PM

To: Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; O'Brien, Timothy <O'BrienT@hcdsb.org>; O'Hearn-Czarnota, Janet <O'Hearn-CzarnotaJ@hcdsb.org>

Subject: [<EXTERNAL>] Support for Pride Flag

First and foremost I want to thank you for taking the time to read my email.

I am writing you to show my support for “Supporting our Diverse Community” initiative and I would like to see the Pride Flag raised and safe space posters up in the classrooms.

I have two children who attend catholic school in Halton and I am raising them to be inclusive of everyone as I believe that is how God wants us to be. Love is love and God is love.

Thank you again for taking the time.

Regards,

Deaana Cerqueira

-----Original Message-----

From: Debbie Correia-de Paula

Sent: April 13, 2021 2:28 PM

To: Agnew, Brenda <AgnewB@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; O'Hearn-Czarnota, Janet <O'Hearn-CzarnotaJ@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; O'Brien, Timothy <O'BrienT@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>

Cc: DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Pride Flag | Discrimination Towards The LGBTQ Community | Please include this email as a correspondence at the upcoming Board Meeting.

Dear Halton Catholic District School Board Trustees,

It has come to my attention that there have been rejections on raising the pride flag on the Month of June.

I find the decision to not raise the flag discriminatory and to be quite honest, I am embarrassed by it. To think that you represent this community of families who are in the most part tolerant and respectful of all people regardless of their sexual orientation.

As a member of the family of this school board, I implore you to reconsider your decision. I do not want my son to be part of a community that encourages intolerance towards any minority group, be it their skin colour, their sex, their religious beliefs or their sexual orientation.

Kind Regards,
Debbie Correia-de Paula

To: Halton Catholic District School Board (HCDSB) Director, Trustees, and Bishop

Re: Vote on flying PRIDE flag in June/21

Please vote against this motion.

"Jack Fonseca of Canada's pro-life and pro-family organization Campaign Life Coalition called the Catholic school board's motion to fly the gay pride flag a "betrayal" of everything it means to be a Catholic school.

'The gay rainbow flag is a political symbol which celebrates sexual sin and rejects the law of God," he told LifeSiteNews. "It is understood by gay activists and broader society to mean that sodomy is morally acceptable, that homosexual 'marriage' is a right, and that Christians who uphold Biblical teaching on homosexuality should be shouted down and purged from society.'

'This flag is also a sign of conquest over the Catholic Church, in the same way that an invader plants his flag on conquered territory to assert his domination over the land and the subjugations of the inhabitants to his will,' he added.

Fonseca said that 'under no circumstances should any Catholic school fly this anti-Christian political symbol.' "

"Gwen Landolt, National Vice President of Real Women of Canada, said that flying a gay pride flag at a Catholic school is 'absolutely incompatible' with Catholicism.

'Why have a Catholic school if it's just going to go along with the current political correctness,' she told LifeSiteNews. 'The purpose of the Catholic school, according to our 1867 Constitution — which was confirmed in the Charter of Rights — is to promote Catholic teaching.'

Landolt said that trustees who put the motion forward and who vote in favor of it are essentially telling Catholic parents that they 'don't care about Catholic teaching' and have no problem betraying the trust that parents placed in them to make certain that children attending schools governed by the board receive an authentically Catholic education."

Jack Fonseca and Gwen Landolt are outstanding Catholic leaders whom I have followed and supported for decades. Please give their expressive concerns your prayerful consideration.

Focus on being Catholic Schools. Stop pandering to our secular society.

Yet give attention to your servant's prayer and his plea for mercy, Lord my God. Hear the cry and the prayer that your servant is praying in your presence this day." 1 Kings 8:28

God bless

Diane Ikonen, [REDACTED]

-----Original Message-----

From: Don Richardson

Sent: April 14, 2021 8:34 AM

To: DiPietro, Rosie <DiPietroR@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Obrient@hcdsb.org; Agnew, Brenda <AgnewB@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; ohearn-czarnotaj@hcdsb.org
Subject: [<EXTERNAL>] Pride Flag

I support the motion put forward by Trustees Agnew and Guzzo to raise the Pride Flag.
I would like this e-mail to be included in the official correspondence.

Don Richardson
Burlington, ON

From: Danielle Tuite

Sent: April 15, 2021 9:05 AM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; obrient@hcdsb.org; ohearn-czarnotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Request to be included in the official board meeting correspondence

Hello,

I would like this email to be included in the official board meeting correspondence.

I have both a son (J/K) and daughter (Grade 2) attending school within the Hamilton Catholic School Board and have many friends attending school within the Halton Catholic School Board.

Although this is a controversial topic given the Catholic teachings of what is deemed acceptable for intimate relationships, I believe that flying the Pride flag expresses a broader message that could help support the Anti Bullying campaign.

Making the decision to fly the Pride flag at the schools would express a message of acceptance and love as well as inclusion within the school system and this would therefore assist in promoting the same attitudes amongst student peers. Promoting tolerance and acceptance at such a young age can greatly impact how children interact with one another and hopefully aide in creating a school environment amongst the student group that is less intolerant of peoples differences- therefore creating a safer space for everyone.

As far as I am aware, a child who has not received the Baptismal sacrament can still enroll and receive an education in the Catholic school system. By making this decision the Board agrees to extend inclusion to this student for their educational well being, without bias that the students religious background may or may not align with the Catholic religious teaching within the school.

Flying the Pride flag does not make the Catholic School Board hypocrites to the teachings of the Bible- rather- it reinforces the Catholic Religious teaching to love thy neighbour.

In this day and age- keeping our children mentally, emotionally and physically safe- should be at the forefront of every decision that we make.

Thank you and take care.

God Bless.

Danielle Tuite

From: Elise <elise_

Sent: April 15, 2021 10:10 AM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; Obrient@hcdsb.org; Ohearn-czarnotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>; Daly, Patrick <DalyP@hcdsb.org>

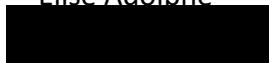
Subject: [<EXTERNAL>] Pride Flag

Dear Trustees,

We are all children of God. As children of God, we are united, accepted and loved as brothers and sisters in the Body of Christ.

Identifying oneself by sexual attraction either heterosexual or LGBT serves to diminish our essential dignity, that of a child of God. In the eyes of God, we are so much more than our sexual identity. The Pride flag serves to promote one sexuality over another and therefore stimulates division in our community. Certainly, trustees seek to promote unity among members who have chosen to attend the Halton Catholic District School Board.

Sincerely,
Elise Adolphe



-----Original Message-----

Sent: April 14, 2021 12:10 PM

Subject: [<EXTERNAL>] Motion support

Hello,

We are parents of a student in a Halton Catholic school, we support the motion put forward by Trustees Agnew and Guzzo regarding raising the Pride Flag. We would like our email included in the official correspondence.

Thank you for your support!

Ela and Frank Gagliardi

De: Elsa Leo

Enviado: martes, 13 de abril de 2021 7:12 p. m.

Para: derosap@hcdsb.org <derosap@hcdsb.org>; karabelah@hcdsb.org <karabelah@hcdsb.org>; Guzzon@hcdsb.org <Guzzon@hcdsb.org>; O'Brient@hcdsb.org <O'Brient@hcdsb.org>; O'hearn-czarnotaj@hcdsb.org <O'hearn-czarnotaj@hcdsb.org>; iantomasiv@hcdsb.org <iantomasiv@hcdsb.org>; duartem@hcdsb.org <duartem@hcdsb.org>; murphyp@hcdsb.org <murphyp@hcdsb.org>; Agnewb@hcdsb.org <Agnewb@hcdsb.org>; dalyp@hcdsb.org <dalyp@hcdsb.org>

Asunto: Voting against flying the Pride flag during the month of June, please!

Hello Trustees,

It is greatly disturbing to hear that the Halton Catholic District School Boards are even considering to fly the Pride flag during the month of June. Needless to say I would assume you are all practising Catholics and are aware of the teachings of the Catholic Church (Catechism of the Catholic Church 2357-2359). It will not serve our Catholic School Base well if the trustees are promoting something contrary to Catholic teaching. Putting a flag up on a Catholic School campus would send a message that the teachings of the Catholic Church has changed when it has not.

We are called to love one another and not discriminate against anyone. But we are not called to promote a movement that does not align itself with our faith. I would go so far to say that something like this would be very misleading.

I urge you all to please vote against this proposal.

Thanks & God Bless
Elsa and Juan Meza

Matthew 18, 6: "Whoever causes one of these little ones* who believe in me to sin, it would be better for him to have a great millstone hung around his neck and to be drowned in the depths of the sea. 7. Woe to the world because of things that cause sin! Such things must come, but woe to the one through whom they come!"

From: Enid Volkel
Sent: April 14, 2021 10:24 PM
To: DiPietro, Rosie <DiPietroR@hcdsb.org>
Subject: [<EXTERNAL>] Pride flag

Hello Trustee,

It is greatly disturbing to hear that the Halton Catholic District School Boards are even considering to fly the Pride flag during the month of June. Needless to say I would assume you are all practising Catholics and are aware of the teachings of the Catholic Church (Catechism of the Catholic Church [2357-2359](#)). It will not serve our Catholic School Base well if the trustees are promoting something contrary to Catholic teaching. Putting a flag up on a Catholic School campus would send a message that the teachings of the Catholic Church has changed when it has not.

We are called to love one another and not discriminate against anyone. But we are not called to promote a movement that does not align itself with our faith. I would go so far to say that something like this would be very misleading.

The Flag in a Catholic School should be the flag of the Blessed Trinity, The Resurrected Christ, Our Blessed Mother Mary, The Archangels, All the Saints, Pope Francis, and many more!.

I urge you all to please vote against this proposal.

Thanks & God Bless
Enid Tirado de Völkel

From: Evelyn Vivas <

Sent: April 15, 2021 4:28 AM

To: DiPietro, Rosie <DiPietroR@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; o'brient@hcdsb.org; o'hearn-czarotaj@hcdsb.org

Subject: [<EXTERNAL>] Rainbow flag in Catholic schools- Stop this

Through this email I express the concern Catholic parents and children of the HCDSB community have with the presentation of a motion to raise the gay pride flag in our schools. As parents we battle everyday with teaching our children Catholic and moral values in a world that battle with so many deviations, we face a daily task of having conversation about importance of loving one and other, respecting others, rejecting drugs, sexual deviations, rejecting Satanism and teaching then that trusting God and following Jesus teachings is the right thing to do. For that reason we have decided to enrol them in Catholic schools, to ensure that the church, the house and the school teachings are aligned to guarantee that our faith is preserved and lived by our families.

It is with a heart full of sadness and pain I receive the news the Halton Catholic School Board is even including the motion to raise the gay pride flag in our schools. What is the message to our children? What is the goal of this?

This will only confuse them, this will put a doubt in the minds already confused by so much social media bombarding of the teachings of our faith.

The bible and the Catholic Catechism (sections 2357-2359) are very clear on Jesus teachings about homosexuality, as trustees of the board we are trusting in you the teachings of our faith in our schools, please do not betray our faith and Jesus Christ on April 20th and ensure you represent the Catholic community voting against this motion.

No motions that apart us from our Lord's teachings should even be considered as a motion.

God bless you all and may the Holy Spirit guide you as it has guided the Pope in the recent controversial motions about homosexuality within the church so you can be true leaders of our faith in a world that so much needs it.

Matthew 18:6- Whoever causes one of these little ones who believe in me to sin, it would be better for him to have a great millstone hung around his neck and to be drowned in the depths of the sea.*

Thanks,
Evelyn Vivas

From: erin greenwood

Sent: April 15, 2021 3:45 PM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; O'Brien, Timothy <O'BrienT@hcdsb.org>; O'Hearn-Czarnota, Janet <O'Hearn-CzarnotaJ@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Support for flying the Pride Flag at all HCDSB Schools and Buildings

Dear Trustees and Director Daly,

I am writing to you as a parent of a student at St. Mary Catholic Elementary School to show my support for flying the Pride flag at all HCDSB schools and buildings in June, during Pride Month. The goal of parents, trustees and educators should be to make ALL students feel welcome and supported at school regardless of their sexual orientation or gender identity. Flying the Pride flag would be an important first step in showing the LGBTQ+ students and community that HCDSB is truly inclusive and accepting of ALL students and families. **Please note that I want my email to be included in official correspondence.** I sincerely hope that you will all support this very important issue that could have a really positive affect on the many LGBTQ+ students in HCDSB.

Kind regards,

Erin Whaling

From: Frana Barry

Sent: April 13, 2021 9:18 PM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; obrient@hcdsb.org; ohearn-czarnotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Motion in Support of Pride Month Recognition

Dear HCDSB Trustees,

I ask that the following be included in the official meeting agenda on April 20th as you vote on the motion being put forward by Trustee Guzzo and Trustee Agnew.

I am writing for one purpose, and one purpose only. To implore you to celebrate the diversity of your student population by passing this motion and flying the pride flag in June, as well as the other recommendations mentioned in the motion. As a parent, educator, and Catholic ratepayer, I feel it is vital that our students see themselves reflected in their education whether that be the curriculum and texts, or the school environment itself. A flag may be a small symbol, easily dismissed by those who have the privilege of not questioning their identity, sexuality or place in society but for those children in our schools who are on a different path, seeing that symbol can ease the overwhelming feelings of confusion and isolation they often feel.

As an educator, I've spoken to many students who are questioning, and I've had many students come out to me. I've supported them and connected them with community resources. I've helped hoist the Pride flag at the school I was working at, and watched as tears filled their eyes, seeing everyone in the school community celebrating them. The ones who are often invisible, inconvenient and misunderstood. It was empowering for those students, and it is important for the school community as a whole to better understand the world they live in. Once the students leave the confines and structures of the HCDSB, they will come across peers, teachers, employers, and other community members who are members of the vibrant and diverse LGBTQ community.

By refusing to take this step and fly this flag, you are telling these, some of our most marginalized students that they don't matter. That they're not 'worth it' and what they're feeling is wrong. It also allows the rest of the school community to ignore these students at best, and at worst embrace homophobic ideologies as that's the message being sent.

Our LGBTQ students are angry, and frustrated. When I asked one student "what would it mean to you if your school flew the Pride flag?" They replied "everything. I'd feel accepted and seen. It makes me angry and sad that they don't, but I'm so glad that some school boards do. It's a step in the right direction"

I understand the need to protect Catholic values. I chose HCDSB for my children, even though I work in the public system because of those values. I don't think that ignoring a large minority of our students, and making them feel desperate, wrong and inferior, is in line with those values. I would like to think that Jesus Christ would not marginalize and judge these children as they struggle through this journey. I don't think it's our place to do so either.

Sincerely,

Frana Barry

HCDSB Parent

From: Genevieve Kelly

Sent: April 13, 2021 11:09 PM

To: Karabela, Helena <KarabelaH@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>; obrient@hcdsb.org; ohearn-czarnotaj@hcdsb.org

Cc: Gubert, Nicholas <GubertN@hcdsb.org>; Kelly, Kirsten <KellyK@hcdsb.org>; Roshdy, Joseph <RoshdyJ@hcdsb.org>

Subject: [<EXTERNAL>] Motin to raise the Pride Flag

April 13th, 2021

Acts 10:15: "What God has made clean, you must not call profane."

Galatians 3:23-29: "There is no longer Jew or Greek, there is no longer slave or free, there is no longer male and female; for all of you are one in Christ Jesus."

Good evening,

I am a parent who has 3 children currently enrolled at HCDSB. Recently, there was a motion brought up to raise the Pride Flag to show support to our LGBTQ2S+ students and teaching staff. Please take note, that I FULLY SUPPORT THIS MOTION.

As a parent, I want nothing more for my children but to be in a world where people do not have to hide their identities, where every individual is celebrated no matter their gender, race, ability or disability. And gone are the days where they are judged because of their differences. I want my children to know that their school, which is supposed to be a safe haven for ALL learners is a place where inclusiveness and diversity thrive. And love, (as what was taught to us by Christ himself) is what matters most.

I grew up in the Catholic Faith and have lived my life through the Catholic Teachings. The very first theme of the Catholic Social teaching is the **Life and Dignity of the Human Person**.

"The Catholic Church proclaims that human life is sacred and that the dignity of the human person is the foundation of a moral vision for society. This belief is the foundation of all the principles of our social teaching. We believe that every person is precious, that people are more important than things, and that the measure of every institution is whether it threatens or enhances the life and dignity of the human person."

The Board of Trustees had been voted in to become supporters and advocates of our children's voices. It should not be a place to push personal agendas on the table. As a parent, it is sad to see how some Trustees negate their role and insist on creating a divide amongst the community. I pray that they look deep into their hearts and realize their actions. They speak of Christianity and the Bible often, yet they only really need to follow the 2 greatest commandments that were given to us by Jesus Christ himself and that is "You shall love the Lord your God with all your heart and with all your soul and with all your mind. This is the great and first commandment. And the second

is: You shall love your neighbour as yourself." **LOVE YOUR NEIGHBOUR AS YOURSELF.** Where is your love when the children themselves come to you and ask for it? Where is your love to support our children and ensure them of an institution where they feel safe, included, accepted and above all loved?

The parents have spoken loud and clear and we want our children to know we hear them and we stand by them. Now, it's your turn to do the same. To those Trustees who insist on their personal motives, do that elsewhere and do it in a place where it does not affect our children's human rights. This is not about you, it's about our kids, our teachers, our community and our society. Raise the Pride Flag and let it show that HCDSB is an institution that celebrates LIFE, DIVERSITY and HUMAN DIGNITY. Raising the flag means that we acknowledge and accept our LGBTQ2S+ community as part of our society and must be treated as equals and must not be discriminated upon.

Lastly, please take to heart this passage:

1 John 4:7-8: "Beloved, let us love one another, because love is from God; everyone who loves is born of God and knows God." This passage from 1 John emphasizes the centrality of love. It suggests that love is always from God, and a reflection of God. Thus any genuine love, no matter what form it takes, comes from God and glorifies God.

If you would like to speak to me further about this, I will make myself available to you.

Kindly include my email in the official correspondence. Thank you

Sincerely,

Francine Kelly

Dear Halton Catholic Trustees and Director Daly,

It was brought to my attention that one of the trustees had put forth a motion to fly the Pride flag during the month of June at HCDSB. I would like with this letter: 1) to strongly oppose this motion, which goes against the teaching of the Catholic Church, 2) to propose to fly the image of Sacred Heart of Jesus in the month of June at HCDSB instead as this month is dedicated to the veneration of the Sacred Heart of Jesus.

1) Let it be reminded that the Catholic School system participates in the mission of the Church to proclaim the Gospel of Christ in obedience to the command of our Risen Lord: *“Go into all the world and preach the Gospel to every creature”* (Mk 16:15). Our Lord himself started his public ministry with a call to conversion: *“Repent and believe in the Gospel.”* (Mk 1:15). The mission of the Church is to evangelize the world by turning all humankind from sinful ways and leading them to the way of life proposed by God himself in the person of the only Saviour of the world, our Lord Jesus Christ. St. Paul understood it well when he wrote to the Christian community in Rome, the capital of the pagan world: *“Do not be conformed to this world, but be transformed by the renewing of your mind, so that you may prove what the will of God is, that which is good and acceptable and perfect.”* (Rm 12:2). Thus we are not supposed to conform the Gospel to the worldly way of thinking but **to transform the world by conforming our ways to God’s ways**. In light of that we cannot in good conscience fly the Pride flag, which represents a sinful way of life, which is:

(1) Clearly and strongly condemned by the authority of the Holy Scriptures: *“For this reason God gave them over to degrading passions; for their women exchanged natural relations for that which is contrary to nature, and the men likewise gave up natural relations with women and were consumed with passion for one another, men committing shameless acts with men and receiving in themselves the due penalty for their error.”* (Rm 1:26-27) St. Paul enumerates these sins among other mortal sins and goes on to say: *“Or do you not know that the unrighteous will not inherit the kingdom of God? Do not be deceived: neither the sexually immoral, nor idolaters, nor adulterers, nor men who practice homosexuality, nor thieves, nor the greedy, nor drunkards, nor revilers, nor swindlers will inherit the kingdom of God.”*

(2) And authoritatively confirmed in the Catechism of the Catholic Church (cf. 2357-2359): *“Tradition has always declared that “homosexual acts are intrinsically disordered.” They are contrary to the natural law. They close the sexual act to the gift of life. They do not proceed from a genuine affective and sexual complementarity. Under no circumstances can they be approved.”*

By flying the Pride flag in our schools we would betray our Lord, deform His teachings and fail in calling the world to conversion. We would become a scandal to the world and deserve Jesus’s condemnation: *“Jesus said to His disciples, “It is inevitable that scandals will come, but woe to the one through whom they come! It would be better for him to have a millstone hung around his neck and to be thrown into the sea than to cause one of these little ones to stumble.”* (Lk 17:1-2).

2) Instead I propose to promote across our Catholic schools and school boards the image of the Sacred Heart of Jesus, which perfectly reflects the essence of the Gospel. God loves every human being, Jesus’s Heart is all-inclusive, nobody is excluded from His love. At the same time his Heart is wounded by our sins. He suffers because of our sinful way of life and calls us to conversion. When we respond to his call, repent and change our ways, then we are able to do God’s will, *“that which is good and acceptable and perfect.”* (Rm 2:12). The devotion to the Sacred Heart of Jesus introduced by Saint Margaret Mary Alacoque, was approved and promoted by many popes beginning with Pius IX, through Leo XIII, Pius X, Pius XII, John Paul II to Pope Benedict XVI, who on 15 May 2006 sent a letter to Father Peter Hans Kolvenbach, the Superior General of the Society of Jesus, on the 50th Anniversary of the encyclical *Haurietis aquas*, reaffirming the importance of the devotion to the Sacred Heart of Jesus.

Sincerely yours in Christ,

Fr. Janusz Roginski, SAC, Pastor of St Gabriel Church in Burlington, ON

From: Heather Chisholm
Sent: April 11, 2021 7:33 PM
Subject: [<EXTERNAL>] Pride Flag Motion

****I respectfully request this email be included in official correspondence****

Good Evening Trustee,

I am writing to you today to express to you the importance of allowing the pride flag to be flown at all HCDSB schools. All children deserve to feel safe and included in their school community. The pride flag symbolizes diversity and inclusion - both messages that I firmly believe should be taught through God's eyes in the HCDSB. God accepts all of his children and each child should be celebrated and recognize that their school is a safe place. The pride flag is a visual reminder that LGBTQ+ is welcomed and accepted. Flying this flag does absolutely no harm, yet is a very positive symbol for many. With suicide rates incredibly high for LGBTQ+ youth, it is important that the board does all that they can to ensure these students feel accepted and supported. I would ask that when you cast your vote, you represent the needs of the community rather than your personal beliefs.

Thank you for your consideration,
Heather Chisholm

From: Heather Gray

Sent: April 13, 2021 5:57 PM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Grave concerns

Good evening,

I was recently informed that some trustees have voted against a motion put forward by a student Trustee (Kristin Kelly) to raise the Pride Flag during Pride Month (June) to show support and acceptance for students who are members of the LGBTQ2+ community and/or have family members in the LGBTQ2+ community. As a parent who has 3 children in HCDSB schools I am appalled to hear that this motion was not immediately accepted and supported.

The decision to not raise the Pride Flag and support all of our students is bigoted and closed-minded. Furthermore, it is not in keeping with the guidelines of the Catholic Church. Pope Francis himself has said about the LGBTQ2+ community, "These are children of God. They have the right to a family". The reason that I send my children to a Catholic School is to learn loving acceptance of all people and to follow Jesus's example. John 13: 34-35 says: "A new command I give you: Love one another. As I have love you, so you must love one another. " The idea that numerous Trustees at our Board have not championed Jesus's message and instead have decided to exclude, forsake, and isolate members of the student populace is a cause of grave concern.

It is my understanding that the following Trustees voted to support the motion to raise the Pride Flag: Ms. Guzzo, Ms. Agnew, Ms. O'Hearn-Czarnota. For being examples of loving acceptance and truly following God's teachings, I thank you.

It is my understanding that the following people voted against the motion to raise the Pride Flag: Ms. Karabela, Mr. DeRosa, Mr. Iantomasi, Mr. O'Brien, Mr. Duarte. You should be ashamed of yourselves for not taking the opportunity to make the Halton Catholic District School Board an environment that represents God's loving acceptance of all people.

It is my understanding that Mr. Murphy can and did abstain from voting. Mr. Murphy, as the Chair, I ask that you consider raising this matter again at the next Board meeting and that you consider voting in such a way that represents the very ideals that we expect the HCDSB to instill in our children.

I would find it very difficult to continue sending my children to a Catholic school if this type of hateful and exclusionary thinking is considered acceptable by member of the Board of Trustees.

Sincerely and with grave concern,
Heather Gray

From: Heather Kosterman

Sent: April 11, 2021 11:39 AM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; o'brient@hcdsb.org; o'hearn-czarotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Letter to Trustees regarding the Pride flag motion

Dear HCDSB Trustees,

It has come to my attention that there is a vote to be made regarding the flying of a rainbow flag in June for Pride month. Please include this in the official correspondence.

I grew up in the HCDSB. I went to St. Joseph's and St. Thomas Aquinas from 1989 to 2003. I also attended St. James Parish nearly every Sunday and was an alter girl for a number of years. I had my First Communion and Confirmation at that church.

With all that being said, I am proud to say that I am a lesbian. I am happily married to my best friend, a woman. I wouldn't change a thing about my life now.

In high school, I never had the confidence to come out. I didn't even come out until probably my 3rd year of university. Teenagers can be cruel and I never felt safe enough to be my true self at school. I was shy, I was quiet, I was bullied.

Thankfully, times have changed and the world is a much more welcoming place for the LGBTQ community. However, there are still ignorant people out there. A child's school is one of the most important places for them to feel safe. It is a place to nourish and help them grow into the adults of the future. We need them to learn to be accepting and welcoming human beings. Flying the Rainbow flag would show those children that they are welcomed and can feel safe within those walls. It shows inclusiveness. It shows acceptance. It shows love. We need kids to see this. To show them that their school, their church will accept them and love them for whomever they are.

Hearing in the news or on social media that another LGBTQ student ended their life because they were bullied breaks my heart. Wouldn't you rather show them that they are not alone? That they are welcome? That them being bullied is not acceptable? Fly the flag. It is 2021. There is enough in the world that kids have to worry about. Flying a flag that shows pride, love, acceptance, and whatever else they want it to mean for them makes much more sense than pushing it back in the closet to be fought for again and again.

I would have loved to be a student in times like now where it is normal for women to

love women, men to love men, people to chose their own pronouns. It is time to step into the here and now. Please let me be proud of the school system I came from.

Thank you for your time.

Sincerely,
Heather Kosterman

From: Hannah McKinnon

Sent: April 11, 2021 7:04 PM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; Obrient@hcdsb.org; ohearn-czarnotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Pride Flag at HCDSB

Do the right thing – support the motion to fly the Pride Flag at HCDSB schools in June and support LGBTQ youth.

Hannah McKinnon

Dear Director Daly, Chair Murphy, Vice-Chair Duarte, Trustees, and Superintendents,

My name is Hannah Minty, I am an alumna of the Halton Catholic District School Board. I spent my entire childhood in HCDSB schools, attending St. Dominic's and St. Joseph's (now St. Nicholas) for primary school and Saint Thomas Aquinas for secondary school. Since my time in the HCDSB, I have been attending Carleton University in Ottawa, studying Human Rights and Social Justice with a minor in Women's and Gender studies. I am writing this letter to urge the board trustees to pass the motion for *Supporting our Diverse School Community* and to express my disappointment towards the potential of the motion being denied.

While my experience at HCDSB schools was positive for the most part, it is important to recognize that not all students share this same experience. It is crucial to recognize the privilege that I hold as a straight, white, cis-gender woman and how this privilege translates to everyday experiences that occur in a school setting. My privilege means that I tend to feel safe and comfortable in the majority of environments I come across. Please understand that this is not the case for most marginalized individuals, especially members of the 2SLGBTQ+ community. Unfortunately, all of these factors play a major role in how individuals are perceived and treated by society, but also their peers at school.

As a HCDSB alumna, I was incredibly disappointed to learn that multiple trustees are considering not supporting this motion. I have multiple family members and close friends that are still attending HCDSB schools. I am worried that should this motion not be passed, they will not be able to safely express their opinions or beliefs. I am concerned for their well-being and mental health should there be no safe spaces for them to be heard. No one should ever worry about the safety and well-being of children when sending them to school. All students, regardless of sexual orientation, gender, race, religion, or socio-economic status should be able to feel safe and welcome at the school that they attend. Everyone has the right to be treated with respect and dignity. Especially children. Especially at a school that values love and kindness.

I understand that Catholic beliefs on this issue are complicated, but when anti-2SLGBTQ+ attitudes are made public in this way, it is harmful. It is not ok that our school community contributes to the harm that 2SLGBTQ+ individuals face in their day-to-day lives. It is vital that you have an accurate understanding of how your decision about this motion can affect the lives of thousands of HCDSB students, staff, and parents. Three significant determinants of positive mental health and wellbeing are social inclusion, freedom from discrimination and violence, and access to economic resources. Denying this motion would directly impact the social inclusion and freedom from discrimination, and ultimately the mental health of 2SLGBTQ+ individuals within the board. 2SLGBTQ+ youth also face roughly 14 times the risk of suicide and substance abuse than their heterosexual peers. Providing visual reminders that schools and classrooms are safe spaces that support inclusion and acceptance could make a real difference in changing these types of alarming statistics.

You claim to focus on *The Importance of Contributing to Our Communities* by respecting diversity, celebrating multiculturalism, honouring individuals' rights, and embracing the social values of collective responsibility and the common good. However, you cannot respect diversity, celebrate multiculturalism, honour individual rights and embrace social diversity without

supporting the 2SLGBTQ+ community. You claim to focus on achieving, believing and belonging, whilst providing your students and staff with the tools for realizing their fullest potential. How can you provide a sense of belonging if you are not actively taking action to create an inclusive and safe environment for both staff and students? How can you be providing staff and students the tools they need for realizing their full potential, by failing to recognize an entire group of those same individuals?

Not passing this motion creates a precedent. A very harmful one, that contributes to hate, isolation and shame. It shows staff and students that the exclusion of the 2SLGBTQ+ community is okay. It creates a toxic learning environment, where certain opinions may not be considered as valid as others. It emphasizes the differences between individuals and pushes people further apart, rather than bringing them together. We live in a world where silence speaks much louder than any words ever could. In this case, silence could quite literally be the difference between life and death.

As leaders in education, you all know that the Ontario Human Rights Code protects marginalized groups, and states every person has a right to equal treatment as well as freedom from discrimination and harassment. In my opinion, flying the Pride flag during the month of June and putting up safe space posters around the schools within the board demonstrates a dedication to enforcing the Ontario Human Rights Code, and ultimately provides a visual reminder that discrimination and harassment are not tolerated within the HCDSB.

The reputation of the Catholic school system in Ontario is already one of outdated beliefs and exclusion, privileging certain groups over others. Many are even questioning why we have Catholic schools at all. This is a chance to show that the HCDSB is a valuable, inclusive, loving and welcoming community! To put our words into action.

Once again, I urge you to pass the motion brought forth by Nicole Hotchkiss and fly the Pride flag during June, and to hang safe space posters in all HCDSB classrooms. As a HCDSB alumna I will be very disappointed if this motion is not passed, and I know many other alumni, staff, students and other members of the community will be as well.

Sincerely,
Hannah Minty

April 15, 2021

To the School Trustees of the HCDSB,

My husband and I have lived in Milton since 1967 and our 5 children have all attended Holy Rosary School (the only Catholic School at that time) and we now have grandchildren in the system as well.

I am happy to see that the focus continues to be on making sure that all who enter our Catholic schools feel they are safe and will be treated fairly through equity and inclusion.

Since equity means being fair and impartial, I am wondering how this can be, if we allow one select group to be singled out and presented for a month with a flag raising, posters in the classrooms and special events? Do we now exclude everyone else or were you planning on each diverse group also being given a month with a flag, poster & activities to show how they live out their diversity? I guess 10 months of the year would cover most groups and that would now be inclusion and equity!

In Genesis we are told that God created man and woman and said it is good. Are we going to start teaching otherwise and celebrate how we have broken away from Gods teachings? I do not think that parents send their children to a Catholic school for this reason.

Let's get back to teaching" reading, writing and arithmetic" in an environment of love and consideration for all students and do away with giving one group more attention over the other in the name of equity and inclusion. I would urge each trustee to vote against this motion which only divides.

Sincerely,

Helen & Jim Powers

-----Original Message-----

From: Jamie Arsenault

Sent: April 14, 2021 8:13 PM

To: Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; obrient@hcdsb.org; ohearn-czarnotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>

Subject: [<EXTERNAL>] Supporting our diverse community

Hello I support our diverse community and would like to see the pride flag flown in every school and safe place posters to be put in every classroom.

I would like my email included in the official board meeting correspondence please.

I hope this email is met with an open mind, Jamie Arsenault

From: Janet Asher

Sent: April 13, 2021 10:16 PM

To: DiPietro, Rosie <DiPietroR@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Obrient@hcdsb.org; Agnew, Brenda <AgnewB@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; o'hearn-czarnotaj@hcdsb.org

Subject: [EXTERNAL] Support for Pride Flag Motion

Note: I respectfully ask that this e-mail be included in the information package for the upcoming Board meeting as **formal support for the motion put forward by Trustees Agnew and Guzzo.**

Dear HCDSB Trustees, Chair & Mr. Daly,

First, thank you kindly for all of the diligent and meaningful work you have all been engaged in on our behalf during these exceptional times. It is noticed & very much appreciated!

The main reason for my e-mail is to fully support the motion put forward by Trustees Agnew and Guzzo in favour of raising the flag during Pride month in support and celebration of all LGBTQ+ students, teachers and staff.

I am saddened that this topic is one that needs discussion in 2021 as the mere fact that there is controversy around the topic is deflating and demeaning for many members of the Catholic community. Our family chose the Catholic school system as we assumed that the values of kindness, respect and inclusivity would abound in the HCDSB. We expected that it would reflect our faith & the Church's teachings of love toward all. We do not yet know if either of our kids will identify as LGBTQ+ , but are certainly resolved to support them, and all students who do as fully and unequivocally as possible.

Statistically speaking, every single class in the Halton Catholic Board has 2 or more children who identify (or will identify) as LGBTQ+. Every single class. In every single school. How we, as adults who are purportedly guiding, nurturing, supporting and educating these children could possibly pass up the opportunity to let these (often vulnerable) kids know how loved they are is beyond me. Refusing to officially partake in Pride Month goes a step further and tells these children that they are wrong. It tells them that they are not worthy of love & that they need to hide. Any willingness to do this to an already vulnerable community is a monumentally larger sin than the one it is supposedly trying to discourage. It is nonsensical and cruel.

Please know that my support is 100% behind the motion put forward as well as any and all others that are initiated in support of LGBTQ+ students in the HCDSB.

Kind regards,
Janet Asher



-----Original Message-----

From: Jennifer Doyle

Sent: April 14, 2021 12:05 PM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; Obrient@hcdsb.org; Ohearn-czarnotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Raising the Pride flag

HCDSB,

Please raise the pride flag in support of our LGBTQ+ children. We wear orange shirts to teach our children that residential schools were wrong, we wear pink shirts to teach our children that bullying is wrong and to support those kids that have been bullied. Let's do the right thing and fly the pride flag, another symbol to support a community of kids in our schools that deserve our support.

Please include this email as correspondence at the next meeting.

Thank you
Jennifer Doyle

From: Jason D
Sent: April 11, 2021 7:51 PM
Subject: [<EXTERNAL>] Support of Motion

To Whom it May Concern,

I'm writing to you today to show my support for the motion to fly the pride flag at all HCDSB schools. It is time to move away from archaic beliefs and address the world in its reality in 2021. The Pope himself clearly stated that he accepts all of God's children - including LGBTQ+ youth. If the HCDSB truly is inclusive, then flying the pride flag should not even require debate. Voting in favour of this motion is really the only option. Those who vote against will have to answer to God on their judgement day.

Thank You,

Jason

Please include my email in your official correspondence

From: Jennifer Zurowski

Sent: April 14, 2021 12:30 PM

To: Duarte, Marvin <DuarteM@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; obrient@hcdsb.org; ohearn-czarnotaj@hcdsb.org

Subject: [<EXTERNAL>] Re: Motion for the Pride Flag to be raised at our schools

Hello,

I request that this email be included in the official correspondence for the Board package.

I am a parent of a child at Sacred Heart of Jesus Catholic School in Burlington. I would like to indicate my support of the motion put forward by Trustees Agnew and Guzzo to raise the pride flag at our schools. I believe that even in the Catholic faith, we have the capacity to show compassion and acceptance to all humans, and that judgement is not in our hands, but in the hands of God.

Thank you,

Jennifer Graf

Friday, April 9th, 2021

Mr. Pat Daly
Director of Education,
Halton Catholic District School Board

Dear Mr. Daly,

The Pride Flag, conceptualized and created in the late 1970s by Harvey Milk and Gilbert Baker, was inspired by the words sung by Judy Garland in the song "Over the Rainbow," and was first flown at the June 1978 San Francisco Gay Freedom Parade. Over the decades since this time, this flag has become a familiar symbol of unity and acceptance for the LGBTQ2S+ community. I was born after the inception of this flag, and I have observed, in my years, the gradual acceptance and celebration in our community for people who identify as LGBTQ2S+.

As a person who has been part of artistic communities since childhood, through dance lessons and dancing on a competitive team, art lessons and membership at the Burlington Art Centre, I was raised to accept and appreciate people for who they are. In my undergraduate program of Landscape Architecture, I learned with a small but diverse peer group of people, and I lived in the Arts House residence on campus, a residence where students who identified as LGBTQ2S+ felt comfortable expressing themselves in a safe space. I was a minority in the residence. I have never had to endure bullying, isolation, exclusion, embarrassment, or harassment of any kind due to my sexual identity, however I could see the impact of these negative experiences on my non-heterosexual friends and peers.

As a young adult in the late 1990s, I watched as the LGBTQ2S+ community fought for their right to feel safe in their day-to-day lives. I am now at the point in my life where I have children who are developing, observing and learning their own identities. I am teaching my children that every human being deserves love and respect, living everyday life with their dignity intact, regardless of culture, race, sexual preference, gender, special ability, or any other defining characteristic. I am teaching my children that we are all different--and that being different is something to not just accept, but to respect. Our children's young minds are open and judgment-free, and there is much some adults out there can learn from our youth, if only they'd listen. Diversity in our community is something to celebrate, as we can learn so much from the diverse viewpoints and experiences of others.

I cannot describe how disappointing it was to hear some of the reactions to Nicole's student delegation at the Board Meeting on April 7th, 2021. It is also equally disappointing to read some of the parent reactions to the proposal to fly the Pride Flag during the month of June. Over centuries, the Church has progressed in its thinking and stance on many social and political issues. Paul's writings often get quoted in discussion about healthy relationships. Ironically, Paul also was known to support racism, slavery, and male domination in society. We could say, "well, it was a different time." And that holds true for the LGBTQ2S+ community. How do these students feel when they hear ancient words and values being applied in the context of their lives today?

If we are teaching, through the Catholic Graduate Expectations, our children to be caring family members, we should model loving, compassionate, respectful and supportive relationships with others, honouring the role of every member of society. As responsible citizens, we should promote peace and justice by promoting equality and solidarity with our fellow humans. By flying the Pride flag, the HCDSB would be symbolically supporting a group of people who have been marginalized in society--and who have fought to have their voices heard. By recognizing the LGBTQ2S+ community in June, by flying the flag, the HCDSB would

demonstrate its stance as a forward-thinking inclusive place which supports all of the diverse learners of the community.

The student Nicole Hotchkiss' delegation spoke about not being certain of teachers' personal opinions about the LGBTQ2S+ community. This is something that the board needs to work on. Honest, open Professional Development will help teachers know how to react to or best respond to students when they are approached. Teachers who have been trained to use the "pastoral care" concept of treating the student with love and acceptance as they try to counsel them back to God's ideal (this concept was still taught in Religious Ed AQ courses as recently as 2020) may not feel comfortable being so disingenuous. How can we teach the Catholic Social Teachings at our institutions, and then preach that not all relationships are loving and respectable? We just can't. This isn't 1975 anymore. This is 2021. Pope Francis has encouraged all people to be welcome in the Church. Let's follow his lead. We know how much mental health matters. We know that sweeping something under the rug only ends in further trauma and divide.

What else can be done? Under the Safe and Accepting Schools Act, so much can and, legally, must be done. Form a committee at each school. Include community stakeholders. Have difficult conversations. Collect data. Host information sessions for parents. Ensure that the discussion begins in elementary school, through everyday choices like choosing books in the elementary library collections to reflect all different kinds of family stories and relationships--and books in secondary that help students navigate their lives and see the world through different viewpoints. In secondary, ensure that gender is no longer included on daily attendance sheets. Create safe spaces in the school. Promote the understanding of what an Ally is. Train staff, and don't blame them for not having navigated the situation as expected--because it is obvious that the Trustees are divided, and staff are hesitant to react in any which way for fear of disciplinary action. Empower staff with credible, informative information so that they know that they are supported by HCDSB in supporting our diverse learners and the often complicated feelings and circumstances that come with them.

In equity, inclusivity, and diversity discussions, the conversations aren't often easy. They challenge what we may have been taught by our parents or grandparents. They challenge the way the Bible has been interpreted for us to understand. As we discern our faith, and unpack our personal legacies, uncomfortable conversations are critical in our personal growth and in the growth of our communities. We cannot change the situation. Organizational legacies are being challenged, however we can choose to react positively to the challenge in taking action that shows that we care. Let's teach our children to rise up, be brave, and learn new things. Let's walk together in learning, connecting, acknowledging, accepting, and celebrating each other for the gifts that we each bring to the table.

The flag is just the beginning.

With Respect-

A handwritten signature in black ink, reading "jhealey". The signature is fluid and cursive, with the first letter 'j' being particularly large and stylized.

Jennifer Healey BLA, MURP, B.Ed., OCT, & Mom

*"No family drops down from Heaven perfectly formed;
families need to constantly grow and mature in the ability to love."*

-Pope Francis, *Amoris Laetitia* (The Joy of Love), 2016

From: Janine Ivings

Sent: April 12, 2021 1:40 PM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; Obrient@hcdsb.org; ohearn-czarnotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Support of 2SLGBTQ+ rights at HCDSB Schools

Halton Catholic District School Board Trustees:

As leaders in our community, it is your responsibility to support inclusion and diversity efforts at HCDSB schools.

Our community is blessed with students, staff, and parents who are a part of the 2SLGBTQ+ community. Did you know that according to the Canadian Mental Health Association, LGBTQ youth face approximately 14 times the risk of suicide and substance abuse than their heterosexual peers? Now is the time to show your support. Flying the Flag with Pride during Pride Month demonstrates your commitment to the mental health and well-being of Halton youth.

I fully support flying the Pride flag and further outreach at all HCDSB schools and applaud the Trustees who brought this motion forward. You should all be this progressive.

Please include my email in the official correspondence.

Sincerely,

Janine Ivings

From: Jessica Macias

Sent: April 15, 2021 1:36 PM

To: Duarte, Marvin <DuarteM@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>

Cc: Agnew, Brenda <AgnewB@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; O'Hearn-Czarnota, Janet <O'Hearn-CzarnotaJ@hcdsb.org>; O'Brien, Timothy <O'BrienT@hcdsb.org>; Daly, Patrick <DalyP@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>

Subject: [<EXTERNAL>] Supporting Our Diverse School Community

*** Please include my email in the official correspondence for the April 20th board meeting ***

Dear Trustees, Mr. Chair, and Director Daly,

I am writing to you in support of flying the Pride flag annually during the month of June at all HCDSB schools, and having safe space posters. My Catholic/Christian conscience fully supports the motion put forward by Trustee Agnew and Trustee Guzzo.

It would be naïve to think that there are no students or staff within the HCDSB who are part of the 2SLGBTQ+ community. A few of them are out, but many more are likely struggling to figure out who they are and where they belong. These kids are at much higher risk for bullying, depression and self-harm. If we could create an environment where they feel safe and welcomed it would not only be the right thing to do, but it could also literally save lives.

The delegation brought forth by Nicole Hotchkiss at the April 6th board meeting outlines just how important this motion is. Nicole also demonstrated how this seemingly small and inexpensive request could make a huge impact within the community, not just at the school level, but at a board, city, and even regional level. A vote against this motion will send a devastating message to these students that they are not valued and that those who believe in the Catholic faith have the right to pick and choose who deserves support. To the rest of the community it shows that ostracizing and condemning them is not only acceptable, but is morally required by those belonging to the Catholic Church.

Hebrews 13:6 states "And do not forget to do good and to share with others, for with such sacrifices God is pleased." So should it not be that we as a Catholic school community should be uniting our staff and students to celebrate equity and inclusion for all? Jesus was kind. He was for the marginalized, and the persecuted. He told us do not judge others or we too will be judged. He taught us to love one another as He loved us. He did not put any boundaries or limitations on this love and acceptance. It is time for us to show love and kindness to all mankind.

I believe by having safe posters and flying the Pride flag in June it will not only bring awareness and happiness, but also show love and compassion for those in our 2SLGBTQ+ community. I would ask for you to pass the motion to allow the flag and posters to be in all our schools. God created everyone. No matter their colour, their gender, or their beliefs, He made everyone to be loved and feel loved.

For a long time, many have been arguing the fact that there is no need to split public education funds between two boards, and that the amalgamation of the two boards would be in everyone's best interest. Up until now I have been against this notion. However, a decision against raising the Pride flag, and letting the 2SLGBTQ+ community know that they are not welcomed in HCDSB schools may be a breaking point for myself and many other families. By voting against this motion you may think that you are upholding your Catholic beliefs, but you will also be destroying the Catholic Board as we know it.

Thank you for your time, and I trust you will make the right decision.

Jessica Macias (she/her)

Dear Trustees:

April 14, 2021

Re: Notice of Motion-Supporting Our Diverse School Community

I am writing this letter in support of the motion put forth by Trustee Agnew to raise the Pride flag in support of our LGBTQ+ community. As a mother of 4 children that are currently in or have graduated from the Halton Catholic District School Board, I cannot believe in the year 2021 we are discussing whether any and all children of God should have the same support from our schools.

Any child whether heterosexual or LGBTQ+ deserves the same respect, kindness, love, equity and inclusion. Studies have shown that children thrive in a positive learning environment where they feel safe, secure and welcome.

“Similarly, the Center for Disease Control (CDC) reports that 60.4% of gay, lesbian, and bisexual students nationwide felt so sad or helpless in schools that they stopped participating in usual activities compared to 26.4% of heterosexual students. “

The LGBTQ+ rainbow is a symbol to remind us to celebrate diversity. The rainbow represents inclusivity, life/healing, sunlight, nature, serenity/peace. These are also symbols that are synchronous with our Catholic faith.

I urge you to support this motion.

Sincerely,

Julia O’Rourke

From: Jocelyn Pollard

Sent: April 14, 2021 4:20 PM

To: DiPietro, Rosie <DiPietroR@hcdsb.org>

Cc: Duarte, Marvin <DuarteM@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; O'Brien, Timothy <O'BrienT@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; O'Hearn-Czarnota, Janet <O'Hearn-CzarnotaJ@hcdsb.org>
Subject: [<EXTERNAL>] Response to Notice of Motion - Supporting Our Diverse School Community

Dear Mr. Daly and Trustees,

My eldest daughter is a grade 12 student at Bishop Reding, and her three sisters are in grades 4, 7 and 8 at St. Anthony of Padua in Milton. I would like to respectfully submit my opposition to the motion to fly the pride flag, to organize corresponding events in June, as well as to mount "safe space" posters in every classroom throughout the school year.

Below I have supplied my comments to Ms. Agnew's motion.

Thank you sincerely for your consideration,

Jocelyn Pollard

Re: April 6, 2010 – Notice of Motion – Supporting Our Diverse School Community (B. Agnew)

WHEREAS, our schools should be safe spaces for anyone that walks through our doors.

WHEREAS, many of our students, parents, caregivers, staff and community members identify as LGBTQ +.

The Catholic Church teaches that all persons who identify as LGBTQ+ “must be accepted with respect, compassion and sensitivity. Every sign of unjust discrimination in their regard should be avoided.” (CCC 2358) Catholic schools, by their very Catholicity, are safe spaces inspired by God’s love for everyone.

WHEREAS, our strategic plan emphasizes that the well-being for all of our students and staff are met through a focus on equity and inclusion.

WHEREAS, raising the Pride flag demonstrates this commitment to our students, staff, parents, caregivers and community members.

Raising the pride flag demonstrates more than merely a commitment to the inclusion of persons with LGBTQ+ inclinations. The flag signals that actively homosexual relationships are not only

accepted, but celebrated at the location which hoists the flag. The Church contradicts this lifestyle as she maintains that “homosexual persons are called to chastity”. (CCC 2350)

WHEREAS, Pope Francis has told parents of LGBTQ+ children that “God loves your children as they are” and “the church loves your children as they are because they are children of God.”

Yes, God loves us unconditionally. In fact, “while we were yet sinners Christ died for us.” (Rom 5:8). But God doesn’t want us to remain “as we are”. He wants us to be perfect as our heavenly Father is perfect. (Mt 5:48)

Very recently, on February 22, Pope Francis assented to a statement written by Luis Cardinal Ladaria Ferrer, Prefect of the Congregation for the Doctrine of the Faith, reaffirming the Church’s teaching on homosexuality. In particular, the statement asserts that it is “not licit to impart a blessing on relationships or partnerships, even stable, that involve sexual activity outside of marriage (i.e. outside the indissoluble union of a man and a woman open in itself to the transmission of life) as is the case of the unions between persons of the same sex.”

The Church’s teaching on homosexuality is drawn from Natural Law and Scripture: Gen 19:1-29; Rom 1:24-27; 1 Cor 6:10; 1 Tim 1:10, and is summarized in the *Catechism of the Catholic Church*: paragraphs 2357, 2358, and 2359.

WHEREAS, Mark 10: 13-16 states “People were bringing little children to Jesus for him to place his hands on them, but the disciples rebuked them. When Jesus saw this, he was indignant. He said to them, “Let the little children come to me, and do not hinder them, for the kingdom of God belongs to such as these. Truly I tell you, anyone who will not receive the kingdom of God like a little child will never enter it.” And he took the children in his arms, placed his hands on them and blessed them.”

Also very recently, on March 4, the TCDSB debated this same motion: to celebrate June as gay pride month and fly the gay pride flag, in this case, over Toronto Catholic schools. Mr. Jody Maillet, a father of two students in that board, presented his opposition at the committee meeting. He said simply, “Gay pride is not compatible with the Catholic faith”. He pointed out the responsibility of Catholic schools to teach their students what the Church holds to be true. He referred to Jesus’ warning in Mt 18:6: “...but whoever causes one of these little ones who believe in me to sin, it would be better for him to have a great millstone fastened round his neck and to be drowned in the depth of the sea.” Shortly after Maillet spoke, the Archdiocese of Toronto, under the auspices of Thomas Cardinal Collins, stated that Maillet had “correctly expressed Catholic moral teaching” on homosexuality.

WHEREAS, there are students and staff within our Halton Catholic District School Board (HCDSB) community who identify with the LGBTQ2+ and

Again, the Church recognizes that all persons must be treated respectfully, compassionately, sensitively and justly.

WHEREAS, we as a Board wish to ensure all the students and staff attending our schools and their families, know that we support and are welcoming of all students, staff and community members,

BE IT RESOVLED that the Director of Education and the Secretary of the Board direct all HCDSB schools including the Catholic Education Centre to fly the Pride flag during the month of June starting with 2021 and to work with Student Senate and Staff in organizing events throughout the month that focus on equity and inclusion for all.

BE IT FURTHER RESOLVED that each class in each HCDSB school be mandated to have a safe space poster, to ensure that students in the 2SLGBT community are supported throughout the entire school year.

Celebrating June as pride month by flying the pride flag and organizing respective events, as well as mounting “safe space” posters in every classroom, however charitable these propositions may seem, will confuse students, staff and the community about what the Church teaches concerning human sexuality.

If we were to assent to this motion, we would be dissenting with Natural Law, Scripture, Church teaching, and the affirmations of both Pope Francis and Thomas Cardinal Collins.

Instead let us recognize June as the month traditionally dedicated to the Sacred Heart of Jesus. In this way we will be able to focus on His profound love for each and every one of us so that we may, in turn, understand how to better love one another.

From: Jimena Zalles

Sent: April 15, 2021 1:36 PM

To: DiPietro, Rosie <DiPietroR@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>

Subject: [<EXTERNAL>] I am against to raise a gay pride flag in our Catholic school

Good Afternoon,

Through this email I express the concern Catholic parents and children of the HCDSB community have with the presentation of a motion to raise the gay pride flag in our schools. As parents we battle everyday with teaching our children Catholic and moral values in a world that battles with so many deviations, we face a daily task of having conversations about importance of loving one another, respecting others, rejecting drugs, rejecting sexual deviations and rejecting Satanism among others and teaching them that trusting God and following Jesus teachings is the right thing to do.

For that reason we have decided to enroll them in Catholic schools, to ensure that the church, the home and the school teachings are aligned to guarantee that our faith is preserved and lived by our families.

It is with a heart full of sadness and pain I receive the news the Halton Catholic School Board is even including the motion to raise the gay pride flag in our schools in June. What is the message to our children? What is the goal of this?

This will only confuse them, this will put a doubt in the minds already confused by so much social media bombarding of the teachings of our faith.

The Bible and the Catholic Catechism (sections 2357-2359) are very clear on Jesus teachings about homosexuality, as trustees of the board we are trusting In you the teachings of our faith in our schools, please do not betray our faith and Jesus Christ on April 20th and ensure you represent the Catholic community voting against this motion.

No motions that apart us from our Lord's teachings should even be considered as a motion.

God bless you all and may the Holy Spirit guide you as it has guided Pope Francis in the recent controversial motions about homosexuality within the church, so you can be true leaders of our faith in a world that so much needs it.

Matthew 18:6- Whoever causes one of these little ones* who believe in me to sin, it would be better for him to have a great millstone hung around his neck and to be drowned in the depths of the sea.

Sincerely ,

Jimena Zalles

-----Original Message-----

From:

Sent: April 12, 2021 1:28 PM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; Obrient@hcdsb.org; Ohearn-czarnotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Cc: Joy Plaza

Subject: [<EXTERNAL>] Motion to fly the Pride Flag at HCDSB schools

Dear HCDSB trustees,

I kindly ask that the contents of this email be included in the official agenda/ correspondence package regarding the motion to fly the Pride flag at all HCDSB schools in the month of June.

I am proud to live in a community here in Oakville that is diverse, inclusive and one where it's constituents are not only, at the most basic level, upholding the Ontario Human Rights Code, but on a personal level, just understanding the importance of why a vote in FAVOUR of this motion sets an important example for all of our kids that we love and accept every single member of our community.

I support this motion, and assure you that this support is in no way political. It should never be a political stance to want all of our children to feel accepted and welcome..and to celebrate why our diversity makes Halton such a wonderful place to live.

Please, when voting for this yourselves, choose love. Choose a better tomorrow for our children.

Sincerely,
Joy and Christopher Cal

-----Original Message-----

From: Kate Petrie

Sent: April 14, 2021 8:59 PM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; Obrient@hcdsb.org; Ohearn-czarnotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Raise the Pride flag!

Dear Trustees, I am writing to acknowledge my full support in the "Supporting our Diverse Community" initiative and would like to see the Pride flag raised and safe-space posters be put in classrooms at HCDSB schools across Halton. We've chosen to raise our children in the Catholic faith of loving and accepting all people. I am also happy to have my address included in the official board correspondence.

Many thanks,

Kate Bzowski

From: "K.Carson" <
Date: April 13, 2021 at 5:57:01 PM EDT
To: karabelah@hcdsb.org
Cc: dipietror@hcdsb.org
Subject: Please raise the Pride Flag

Raising the Pride Flag!

Please support this motion.
The Catholic board must progress, and support all our students!

Katherine Carson
Catholic Parent

From: Karen

Sent: April 14, 2021 5:54 PM

Subject: [<EXTERNAL>] I support diverse community

I am in support of the “Supporting our Diverse Community” and would like to see the Pride flag raised and safe-space posters be put in classrooms

Please have my email to be included in the official board meeting correspondence.

If you have any questions, please feel free to PM me.

Karen Coughlin



From: Konrad Czystowski
Date: April 13, 2021 at 8:26:36 PM EDT
To: "Daly, Patrick" <DalyP@hcdsb.org>
Cc: "Murphy, Patrick" <MurphyP@hcdsb.org>
Subject: [<EXTERNAL>] April 20th Delegation

Dear Mr. Daly, Director of the Board of Education,

I am requesting to be included in the list of delegates to present my view on the current motion before the Board regarding the flying of the pride flag and other pride initiatives in our schools during the month of June, 2021.

I would like to present a strong argument against exhibiting the pride flag as well as other pride initiatives. This ideology and propaganda has no place in a Catholic school setting, in which Christ's teachings shall be the primary set of rules we, as Catholics, must abide by. No delegation, lobby group or trustee has the authority to alter the Church's teachings, go against The Catechism of The Holy Catholic Church and in the name of charity and tolerance, promote sinful lifestyle as "Catholic".

As a father of three girls attending the school system, I stand strongly against twisting the set of moral values our children are taught. When enrolling them in this Catholic school system, I fully believed that "Catholic" wasn't just in the name. As a parent, I should not have to explain what the rainbow flag represents to my 5 year old daughter, especially when enrolled in a school system with the following vision statement:

"The Halton Catholic District School Board is a model learning community, widely recognized as distinctively Catholic, providing exceptional education, while nurturing the call to love and to serve as a people of faith, living out God's plan."

I speak as a voice of numerous parents, who are very disappointed and are against such motion, however are less vocal than the lobbying minority promoting this action.

I also represent many teachers, who remain silenced at their workplace, because to promote true Catholic teaching would mean severe repercussions leading to a possible dismissal in today's politically correct climate.

This motion should not even be up for discussion, given that the teaching of the Church is clear and the HCDSB considers itself valuing the Catholic Faith, as per "Our Values" listed on the board's website. To promote teaching which differs from that of the Catholic Church's Magisterium is frankly defined by Canon Law as a Heretical Teaching with possible excommunication. Is this the route the Board wishes to pursue and give an example to our children ?

If the trustees take it upon themselves the tremendous weight of indoctrinating our children, pretending to be Catholics, then I would petition against such motion in protest and propose a new motion to remove the term "Catholic" from the School Board's name.

I trust that you recognize the severe repercussions of this motion, that it is in conflict with the set of values outlined in the Vision, Mission Statement, and Values of the HCDSB and more importantly, the true teaching of the Catholic Church.

I am looking forward to speaking at the meeting and allowing my voice to represent many parents in our community.

Sincerely,

Konrad Czystowski

From: Dickinson, Kristy

Sent: April 15, 2021 2:43 PM

To: lantomasi, Vincent <lantomasiV@hcdsb.org>; O'Brien, Timothy <O'BrienT@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Correspondence to be included in upcoming meeting package

Good Day Trustees, Director Daly, Chair Murphy,

I am writing you today, and specifically request that this letter be included as correspondence in the Board package.

I am a Ratepayer and my 3 children attend one of HCDSB's elementary schools in Burlington. I have been an active and involved parent in my children's school for the past 8 years. My eldest is graduating Grade 8 and registered to attend Corpus Christie in September. For the first time I am very seriously considering pulling my children from the Catholic system that I attended for my entire education in Burlington and where I had hoped would be the system my children would graduate from as well.

I fought for the Sanctity of Life motion to be defeated and I am once again called to fight for what is right when putting the needs of ALL HCDSB administrators, educators and students to be acted on.

Regardless of anyone's personal beliefs, our children have spoken out very eloquently about the realities of what growing up gay in a Catholic school looks like. They don't feel safe at school. They don't feel supported by some of their teachers or other students. They don't feel supported by their community. This is NOT ok. This could be any one of our children. We must, as human beings, as parents, and as Catholic parents, stand up to provide a safer place for these children to attend school.

The solution proposed in the current motion on the table is so easy. Get some posters hung up on the school walls. Fly the Pride flag in June as an outward, visual demonstration that the entire HCDSB community is committed to making all students feel supported and welcomed. LGBTQ+ students attend school in our elementary and secondary school systems. Whether you agree with this or not, they are human beings who go to classes in our classrooms. They are our responsibilities.

Making the hard decision, for those Trustees who are opposed to homosexuality, is a prime opportunity for you to demonstrate to all ratepayers that you have the ability to leave your personal biases and agendas at the door, and that your work at the Board table is, fundamentally, ALWAYS about putting the needs of our students and educators, first.

If you're vote is no on this motion, I would hope you will share with the parents and students and staff who will be listening why your personal beliefs trump the mental health of our student population. Please don't quote scriptures, because there is nothing in the bible that doesn't speak

to treating everyone with love and kindness and respect. To ensuring those created under God are perfect just as they were born.

After all our students have lost, when they are strong enough to come forward and delegate to the Board, knowing full well how they will be treated, and they courageously share their stories, we owe it to them to listen and take action. That is your only job.

Thank you,
Kristy Dickinson

From: Kristen Duncan

Sent: April 15, 2021 12:05 PM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; lantomasi, Vincent <lantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; obrient@hcdsb.org; ohearn-czarnotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Letter of Support

Good Morning,

I hope this email finds you well. I am writing in to advise that I am in full support of our diverse community and would like to see the pride flag raised at HDCSB and to have safe-space posters put in classrooms. Please include this email in the official board meeting correspondence.

From: Kate Smyth

Sent: April 15, 2021 3:50 PM

To: DiPietro, Rosie <DiPietroR@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; agenewb@hcdsb.org; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; obrient@hcdsb.org; ohearn-czarnotaj@hcsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: The Pride Flag at HCDSB schools

I am writing in support of the motion put forward by Trustees Agnews and Guzzo.

The pride flag should absolutely be flown outside every school in the HCDSB. Love is love, and schools have a responsibility to recognize and bolster all students.

As a teacher in the HDSB and a parent of children who attend a HCDSB school, I ask you to recognize the responsibility and accountability that comes with your roles and prioritize the emotional wellbeing of HCDSB students.

Sincerely,

Kate Hunter- Smyth

Dear Trustees:

April 14, 2021

Re: Notice of Motion-Supporting Our Diverse School Community

I am writing this letter in support of the motion put forth by Trustee Agnew to raise the Pride flag in support of our LGBTG+ community. As a mother of 2 children who have graduated from the Halton Catholic District School Board, I cannot believe in the year 2021 we are discussing whether any and all children of God should have the same support from our schools.

My daughter is gay and I truly believe love is love. It always has been. Growing up I believed God loved everyone. My mom and dad said that he did, as did the church. I believed both of them. I attended weekly. I sent me kids to your board to receive the same teachings. Today I sadly regret that decision. Your actions are telling kids that some of them are loved and cherished and others, not so much! You are telling kids that they aren't normal. How can you feel okay with this? How can you feel good telling my daughter that essentially you don't support her.

Any child whether heterosexual or LGBTQ+ deserves the same respect, kindness, love, equity and inclusion. Studies have shown that children thrive in a positive learning environment where they feel safe, secure and welcome.

"Similarly, the Center for Disease Control (CDC) reports that 60.4% of gay, lesbian, and bisexual students nationwide felt so sad or helpless in schools that they stopped participating in usual activities compared to 26.4% of heterosexual students."

The LGBTQ+ rainbow is a symbol to remind us to celebrate diversity. The rainbow represents inclusivity, life/healing, sunlight, nature, serenity/peace. These are also symbols that are synchronous with our Catholic faith.

I urge you to support this motion.

Sincerely,

Kerri Ouellette

-----Original Message-----

From: Kate Robertson

Sent: April 14, 2021 7:19 PM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; lantomasi, Vincent <lantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; obrient@hcdsb.org; ohearn-czarntaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Supporting Our Diverse School Community

Good Evening Trustees of HDCSB,

My understanding is that there is soon to be a vote on including the Pride flag during Pride month this year (and moving forward.) I wanted to make my support known for this initiative and all other safe space initiatives that support our diverse community.

I was raised in the Catholic school system at a time where being part of the LGBTQ+ community was at best ignored and more often shunned. Despite these facts, many of my peers and friends, identified as part of these marginalized groups. It was not an easy road for most of them, and I have wished that I was better informed and more educated on the topic so that I could have made their experience more inclusive. Today, I am working hard with my own children to model Jesus Christ and show unconditional love to all their classmates. I truly believe displaying the Pride flag and making a safe space for all of God's children is acting in the image of Jesus. I encourage you to choose Inclusivity when it comes time to passing your vote. I would love to have my thoughts included in the official board meeting correspondence.

All the best,

Kate Robertson

St. Patrick's Parent

From: K R

Sent: April 13, 2021 10:32 PM

To: Karabela, Helena <KarabelaH@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; obrien@hcdsb.org; Agnew, Brenda <AgnewB@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; ohearn-czarnotaj@hcdsb.org; O'Brien, Timothy <O'BrienT@hcdsb.org>; O'Hearn-Czarnota, Janet <O'Hearn-CzarnotaJ@hcdsb.org>

Cc: DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Raising the Pride Flag

To all the trustees,

I have child that attends elementary in Oakville, and I would like it to be known that I SUPPORT the motion put forward by Trustees Agnew and Guzzo for raising the Pride Flag.

I believe that we should show love and support to all people, no matter what orientation they may be.

I would also like this correspondence to be included in the upcoming Board Meeting please.

Please vote Mr. Murphy.

Yours truly,

Kimberly Ruddick

From: Katie Scates-Conway

Sent: April 13, 2021 11:04 AM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; obrient@hcdsb.org; ohearn-czarnotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] HCDSB Flying the Pride Flag

Hello All,

I am writing today about the vote on Supporting Our Diverse School Community motion . My son is due to start SK in September with the HCDSB and my family and I are in complete support of the vote and want this email included in the official correspondence. The Pride Flag must be flown at all HCDSB schools.

The World we live in is a wonderful and diverse community and ALL students should be loved and accepted for who they are and this includes the 2SLGBTQ+ community. By flying the Pride flag during Pride month, shows the 2SLGBTQ+ community that they are seen, they are heard, they are loved, they are accepted, that they are a part of the HCDSB community.

As a parent, I teach my son about inclusion, acceptance and loving everyone, I expect the same at school.

Regards,

Katie Scates-Conway

From: Kelly Spasojevic

Sent: April 14, 2021 2:50 PM

To: Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; obrient@hcdsb.org; ohearn-czarnotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>

Subject: [<EXTERNAL>] Re pride flag

Hello,

I'm am sending in communication in support of raising the pride flag. I think it is very important for all children and staff to have representation and to not feel excluded in anyway.

Not supporting this is very detrimental to their mental health. Please keep our school community and open loving and accepting place.

Please include this communication in any official correspondence.

Thank for your time and consideration,
Kelly Spasojevic

-----Original Message-----

From: Kimberly Sziraky

Sent: April 11, 2021 3:04 PM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; obrient@hcdsb.org; ohearn-czarotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Support Diversity and Inclusion in the Halton Catholic District School Board - Say YES to Flying the Pride Flag!

To whom it may concern;

I have been a Catholic for my entire life and for the last 15 years since moving to Oakville, a contributing member of the St Matthew's Parish.

Both my daughters went to Catholic school (one identifies as part of the LGBTQ+ community). I have tried to instill in my children the values of kindness and "do unto others..." because that is what made me someone who cares about others.

I find it head shaking that in today's world where diversity and inclusion is so important, as well as exemplifying kindness and generosity of spirit the Church preaches, that our district is not accepting of anyone and everyone who is part of our community. It only makes sense - to not let everyone be part of inclusion is NOT being inclusive at all.

Thank you for listening! I WHOLEHEARTEDLY support the motion of flying the Pride Flag and ask that you include my correspondence as part of this meeting.

Thank you. ❤️🏳️‍🌈

Kimberly Sziraky

From: Kim Vassallo

Sent: April 14, 2021 11:18 AM

To: mduarte@hcdsb.org; Murphy, Patrick <MurphyP@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] In Favor of Flying the Pride Flag in June

Good Morning,

I am writing to encourage you to be in favor of raising the Pride Flag this June in support of Pride month.

Children thrive best when they feel safe and included and the HCDSB should be giving children every opportunity to do so.

Feel free to contact me if you have any questions or wish to discuss further.

Thank you.

Kim Vassallo

From: Kimberly Riley
Sent: April 14, 2021 7:20 PM
To: DiPietro, Rosie <DiPietroR@hcdsb.org>
Cc: DiPietro, Rosie <DiPietroR@hcdsb.org>
Subject: [<EXTERNAL>] Raising the Pride Flag at HCDSB schools

Dear HCDSB Chair, Trustees and Secretary of the Board:

We support raising the Pride flag at Halton Catholic District schools during Pride Month in June. As parents, we want ALL children to feel safe, supported and included at school, regardless of their sexuality.

Rosie Dipietro, please include this email in the official meeting correspondence (agenda package).

Sincerely,

Kimberly and Johnathan Riley

From: Kristin Wood <

Sent: April 14, 2021 8:34 PM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; obrient@hcdsb.org; ohearn-czarnotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Supporting our diverse school continuity

I WOULD LIKE MY EMAIL INCLUDED IN THE OFFICIAL CORRESPONDSE

To whom it may concern,

Is a flag really just a flag? How is it that such a simple piece of rectangular fabric can hold such meaning and create such a divide? A flag by nature is used as a symbol. One can observe many symbols within our faith and within our schools. Why would we want to segregate a population of people? WE teach our kids to be inclusive, I would like to draw attention to the following:

1. Students are encouraged to wear pink as a symbol of solidarity for anti bullying.
2. Students are encouraged to wear orange to acknowledge the legacy of residential schools
3. Students are encouraged to wear blue for autism awareness
4. Students are encouraged to wear mismatched socks in support of those with down syndrome.
5. Students are taught about the poppy for those that lost their lives in war
6. Students are FINALLY taught about our black heros and tribulations during Black history month
7. Students are encouraged to wear red for Valentines Day.

How is it that we can recognize those that have a different ability and yet our schools can not proudly wear a flag to recognize that love is love? How do we explain this disconnect to our young people?

I would like to draw attention to my young son, in SK here within the HCDSB. He was the most adorable ring bearer we had ever seen at 2.5. Propositioned with a balloon, he dropped the pillow with the rings and ran down the aisle to meet his dad who was standing proudly with his bride sister. Aunt Titi took it in stride. Something she has been doing all her life. Growing up in the catholic church, she, and her siblings (my husband) were alter servers and attended mass regularly. However, standing with Aunt Titi at the end of aisle is the love of her life, Aunt Lauren. Our son has learned from an early age that God gave us Jesus and in doing so gave us freedom. Freedom to love and be loved. I would be ashamed and disappointed that my son would target another human being because they loved differently.

I would also like to point out that on a weekly basis my job as a mental health nurse on the child and adolescent unit at Oakville Trafalgar includes supporting kids through crisis. All too often they are humiliated, disgraced and rejected for loving someone of the same sex. How in 2021 are not more open minded. We have kids in our schools that are considering suicide

because they do not feel accepted and embraced for their choices. ONE child is ONE child too many to be in such a tug of war.

The school walls should be a place of safety, where students, our children feel comfortable to learn, grow and develop. Living in shame and ignorance will only breed shame and ignorance, that is systemic bullying.

In closing if the school board is content with perpetuating such disgraceful actions consistent with bullying then keep the flag lowered. If living through a global pandemic as taught us nothing else it is that we are resilient and that we need each other. Now is the time to reset.

Jesus walked with those that others would not.

Sincerely,

K.W

-----Original Message-----

From: Lisa Anderson

Sent: April 11, 2021 3:11 PM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; lantomasi, Vincent <lantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; obrient@hcdsb.org; ohearn-czarotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietroR@hcdsb.org
Subject: [<EXTERNAL>] Pride Flag @ HCDSB schools - NOT in support of this motion

I am writing to all of you after being informed by a member of the "Oakville Mommies Chat" Facebook group that a student put forward a motion to have the pride flag flown at HCDSB schools. One mother is encouraging all moms in Oakville to write to you in support of this motion, whether they have children in HCDSB schools or not.

First of all, as a mom with 2 children attending a HCDSB high school, I shouldn't need to find out this way that such motions are up for discussion - and only the informed can email all of you to advise of our opinions. This is something that should not be left up to a 9-person vote who could be swayed one way or the other by a handful of moms informed about this in this casual way. It really should be upon advisement and careful consideration about what the Catholic Church and school board stands for.

My 2 daughters are attending a HCDSB high school out of choice after spending their elementary years in public schools in Toronto. When we moved here they had a choice between the public and catholic boards and, as Christians, they CHOSE the catholic board, mainly because of the adherence to the Word of God and the differences it offered from a completely worldly school education. There are teens of all different faiths attending their high school (and all the high schools in the HCDSB) - because they too CHOSE to for what it stands for.

We don't need more of the same!

If people want a completely open, worldly education then that option already exists - in the public school system. Yes, Jesus accepts ALL children. According to Wikipedia, catholic means "universal" and "in non-ecclesiastical use ... including a wide variety of things; all-embracing" Children are choosing the Catholic school system for what it does AND doesn't offer.

Yes, Jesus accepts ALL children. But it didn't mean that He accepted everything everybody did. He angrily turned over the tables of those selling in the courts of the church in Jerusalem. He talked and accepted the Samaritan woman at the well, but very clearly told her her way of life was wrong. Jesus believed in absolute Right and Wrong. And so the acceptance of all people does NOT mean that we have to accept all ways of living as right and wrong.

In a society that is loose on morals, the HCDSB offers something different for the children and families who choose it: all children are accepted and included but will be taught and shown and expected to follow Christian morals, many which are universal truths.

By NOT flying the flag means that the Catholic Church and school board are not going to be swayed by public opinion but will maintain the sanctity of God's word.

I hope when you go to vote on this motion, you will vote AGAINST this motion and hold up what the church and catholic education stands for.

Most sincerely,

Lisa Anderson

From: luz bohorquez

Date: April 15, 2021 at 12:07:15 PM EDT

To: "DeRosa, Peter" <DeRosaP@hcdsb.org>

Cc: "Karabela, Helena" <KarabelaH@hcdsb.org>, "Guzzo, Nancy" <GuzzoN@hcdsb.org>, "O'Brien, Timothy" <O'BrienT@hcdsb.org>, "O'Hearn-Czarnota, Janet" <O'Hearn-CzarnotaJ@hcdsb.org>

Subject: [<EXTERNAL>] Lift Jesus Higher 

Hello Trustee,

It is greatly disturbing to hear that the Halton Catholic District School Boards are even considering to fly the Pride flag during the month of June. Needless to say I would assume you are all practising Catholics and are aware of the teachings of the Catholic Church (Catechism of the Catholic Church 2357-2359). It will not serve our Catholic School Base well if the trustees are promoting something contrary to Catholic teaching. Putting a flag up on a Catholic School campus would send a message that the teachings of the Catholic Church has changed when it has not.

We are called to love one another and not discriminate against anyone. But we are not called to promote a movement that does not align itself with our faith. I would go so far to say that something like this would be very misleading.

The Flag in a Catholic School should be the flag of the Blessed Trinity, The Resurrected Christ, Our Blessed Mother Mary, The Archangels, All the Saints, Pope Francis, and many more!.

I urge you all to please vote against this proposal.

Thanks & God Bless,
Luz Bohórquez

From: Laura Skelton

Sent: April 12, 2021 10:47 AM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; obrient@hcdsb.org; ohearn-czarnotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Cc: Laura Skelton <lauraskelton@live.com>

Subject: [<EXTERNAL>] April 20th Motion

Dear HCDSB Trustees,

It has been brought to my attention that there will be a vote [on April 20th](#) on the motion to fly the Pride Flag at HCDSB during Pride month.

It goes without saying that the fact that this motion is being debated (in 2021) is absolutely abhorrent. The fact that elected trustees are split 50/50 on whether or not to be inclusive; whether or not to accept all children in the community, is beyond revolting. This is your job. You have been elected to represent **all students** in the community regardless of gender or sexual orientation. You don't get to discriminate, further perpetuating the belief that they aren't loved or accepted for who they are. Put your own bias in check, and remember that refusing to accept and acknowledge these children will do nothing but further divide the community and people's trust in the Catholic board.

Because trustees, you can't pray the gay away. So do your job and vote to support a wonderful initiative that will demonstrate love and inclusivity for the entire community.

Looking forward to a 9-0 vote approving the motion on the 20th.

Sincerely,

Laura Skelton

From: Liz Daher

Sent: April 13, 2021 9:29 PM

To: Karabela, Helena <KarabelaH@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Obreint@hcdsb.org; Agnew, Brenda <AgnewB@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; ohearn-czarnotaj@hcdsb.org

Cc: DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Re: raising the pride flag **please include in official correspondence**

Hello,

I am writing with regard to the motion put forward by trustees Agnew and Guzzo, in support of raising the pride flag.

I would like this email included in the official correspondence for the upcoming board meeting.

I fully support this motion and urge the trustees to please do the same. As someone who was bullied relentlessly as a child, I know all too well the feelings of hopelessness and despair that come with being excluded. The fact that in 2021, there is any debate at all about fostering a more welcoming and inclusive community, is deeply concerning. A Catholic community need look no further than Jesus' example of supporting and caring for the most marginalized of society. He would be the first to stand up and share a seat at the table. God loves ALL of His creation. Please use your vote to show kids and families in the 2SLGBTQIA community that they are welcome.

Thank you,

Elizabeth Daher

Oakville resident & HCDSB Parent

From: Lauren Wallis

Sent: April 13, 2021 10:55 AM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; obrient@hcdsb.org; ohearn-czarnotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] "Supporting our Diverse School Community"

Dear Trustees, Mr. Chair, and Mr. Director,

I am writing to you today in support of the motion put forward by Trustees Agnew and Guzzo titled "Supporting our Diverse School Community". Please include this note in the official correspondence.

I was moved by Nicole Hotchkiss's delegation at the last board meeting regarding flying the Pride flag. I was surprised HCDSB was not already doing so!

I have spent the last week reflecting on what the flying the Pride flag means to me and what it will mean for my children in the future. I grew up attending HCDSB elementary and high school. My daughter is in SK with HCDSB, and my son starts next year. I would like to share with you a little bit about my HCDSB school experience.

I was bullied from Grade 4 to Grade 10. Even though I was a strong student, school was not an easy place for me. I was picked on, left out, made fun of. I didn't feel supported by my teachers. I didn't feel I was in a safe space. I didn't feel like I could speak up about what was happening to me, seemingly under my teachers' noses. Coming home was a respite from the hell I was in at school. It was only after the bullying became physical in high school that I got support. But by then, a lot of the damage was done.

Sticks and stones can only break bones; words can shatter a soul.

I consider myself incredibly lucky that my last two years of high school were much better; they are the years I look back on fondly. Part of the reason is that around that time, anti-bullying initiatives were starting to gain traction in schools, as people realized the harm that bullying, exclusion, and ostracism has on our youth - depression, anxiety, and even suicide. I experienced all of it.

I do not identify as LGBTQ+, but I did wonder about it in high school, and I have many friends from school who are part of the community. Some I knew about in high school, others only years later. But I know how unsafe I felt while being bullied at school; I cannot even imagine what life was like for my LGBTQ+ classmates.

And now that I have my own children, I never want them to feel unsafe at school. My daughter will be turning 6 this year. She loves her school, her classmates, her teachers. She feels safe, loved, and accepted. She feels she can be herself, free from judgement or prejudice. She learns about Jesus and His teachings, about treating others with kindness, dignity, and respect. That bullying is unacceptable, that God loves all of us equally and unconditionally. These teachings are a large part of the reason we chose the Catholic system.

I don't know what the future holds for my children as they grow and navigate their own way, and if they come out to us one day, it won't change anything. But I absolutely know that I want their school to be a safe space for them. I never want my children to dread going to school as I did, to feel like they are being sent to the wolves simply for being who they are.

Bullying prevention has come a long way since my school days, and I am grateful for that. But why is the LGBTQ+ community left out? How is that fair at all? Pope Francis himself said that we should accept all children as they are all children of God, regardless of how they identify, referring specifically to the LGBTQ+ community.

Flying the Pride flag is one simple step that you trustees can take to support our students, just as you took steps around other kinds of bullying. Flying the flag shows acceptance, love, inclusion, and belonging, all things that you purport to stand for. Every student should know that they are valued, that they are loved, that they are accepted, and that they matter. That school is a safe and welcoming space to students from all walks of life, whether it be race, gender, or who they love. The flag symbolizes all of these things for ALL students. At the end of the day, love is love.

Stand up for equality, inclusion, and love by voting in support of this motion.

Sincerely,
Lauren Wallis

From: Maria Bassi

Date: April 14, 2021 at 8:32:47 PM EDT

To: "Murphy, Patrick" <MurphyP@hcdsb.org>, "Karabela, Helena" <KarabelaH@hcdsb.org>, "DeRosa, Peter" <DeRosaP@hcdsb.org>, "Guzzo, Nancy" <GuzzoN@hcdsb.org>, "Duarte, Marvin" <DuarteM@hcdsb.org>, "O'Hearn-Czarnota, Janet" <O'Hearn-CzarnotaJ@hcdsb.org>, "Iantomasi, Vincent" <IantomasiV@hcdsb.org>, "Agnew, Brenda" <AgnewB@hcdsb.org>, "O'Brien, Timothy" <O'BrienT@hcdsb.org>

Cc: "Daly, Patrick" <DalyP@hcdsb.org>

Subject: [<EXTERNAL>] **Re: Motion to fly the Pride Flag at HCDSB**

On Apr 14, 2021, at 7:53 PM, Maria Bassi wrote:

Dear Halton Catholic Trustees and Director Daly:

I'm not sure which trustee brought forth the motion to fly the Pride flag during the month of June at HCDSB. As well intentioned as this trustee may be, he/she is misguided.

All trustees need to be reminded that the responsibility of Catholic school boards in the province of Ontario is to "ensure that the goals of Catholic education and the religious dimension upon which our schools are founded are maintained as **first priorities**, always in **clear focus**, **never sacrificed or comprised**." ("Becoming a Catholic School Trustee", p.8, OCSTA - The Ontario Catholic School Trustees Association, February 2010).

Our school trustees, as Catholics, have an obligation to follow the Catholic teachings of the Magisterium and the directives of our Catholic bishops whose advice best serves the common good.

Please consider carefully the following teaching from the Catechism of the Catholic Church:

Chastity and homosexuality

2357 Homosexuality refers to relations between men or between women who experience an exclusive or predominant sexual attraction toward persons of the same sex. It has taken a great variety of forms through the centuries and in different cultures. Its psychological genesis remains largely unexplained. Basing itself on Sacred Scripture, which presents homosexual acts as acts of grave depravity,¹⁴¹ tradition has always declared that "homosexual acts are intrinsically disordered."¹⁴² They are contrary to the natural law. They close the sexual act to the gift of life. They do not proceed from a genuine affective and sexual complementarity. Under no circumstances can they be approved.

2358 The number of men and women who have deep-seated homosexual tendencies is not negligible. This inclination, which is objectively disordered, constitutes for most of them a trial. They must be accepted with respect, compassion, and sensitivity. Every sign of unjust discrimination in their regard should be avoided. These persons are called to fulfill God's will in their lives and, if they are Christians, to unite to the sacrifice of the Lord's Cross the difficulties they may encounter from their condition.

2359 Homosexual persons are called to chastity. By the virtues of self-mastery that teach them inner freedom, at times by the support of disinterested friendship, by prayer and sacramental grace, they can and should gradually and resolutely approach Christian perfection.

Please refer to the following regarding the Archdiocese of Toronto's response to the delegation recently given by Jody Maillet to the Toronto Catholic District School Board in opposition to flying the Pride flag in Toronto Catholic schools as well as Cardinal Collins' letter regarding reading from the Catechism at board meetings:

<https://www.lifesitenews.com/news/archdiocese-defends-dad-investigated-by-police-after-asking-catholic-school-board-to-not-fly-gay-pride-flag>

https://www.lifesitenews.com/images/pdfs/Collins_letter_Nov_2020.pdf

“Catholic faith must guide all who are engaged in Catholic Education - including students, teachers, administrators, and trustees - or that education ceases to be Catholic.

In addition, if those engaged in Catholic Education do not appreciate the rich and life-giving faith of the Church, which is the defining characteristic of Catholic Education, and instead have bought into the fundamentally anti-Catholic narrative that misrepresents Catholic faith as lacking in compassion, then I question how they can fulfil their sacred mission, and truly serve those who are entrusted to their care. In fact, commitment to the truths of our faith is pledged in the Oath taken by the trustees of the Toronto Catholic District School Board:

LEADER: Will you be faithful to the teachings of the Church and to the Primacy of the Roman Pontiff and the authority of the Magisterium?

TRUSTEES: I will.” (Cardinal Collins - Letter to Mr. Joseph Martino, Chair of the Toronto Catholic District School Board November 17, 2020)

To fly the Pride flag is to give assent/ascent to the LGBTQ2S lifestyle. This lifestyle is in direct contradiction to Catholic teaching on faith and morals and therefore the Pride flag cannot be flown in Catholic schools. As reiterated in the Catholic Catechism, LGBTQ2S students/staff in HCDSB schools must be accepted with respect, compassion, and sensitivity. Every sign of unjust discrimination in their regard is to be avoided.

Our Catholic schools do provide an inclusive, compassionate environment. As a Special Education Teacher for the last ten years of my 30 year teaching career, I worked closely with our Child Youth Counsellor, Social Worker, teaching staff, support staff and administration advocating for and witnessing consistent support, caring and compassion of all students entrusted to our care regardless of race, religion, sexual orientation, physical/intellectual ability.

What has changed in our schools that necessitates flying the Pride flag?

In Catholic life, June is the month traditionally dedicated to the Sacred Heart of Jesus. In Canada, June is also Filipino, Italian, Portuguese Heritage Month; a month in which we honour and celebrate the contributions of Filipino, Italian and Portuguese Canadians to the social, economic, political and cultural life of our country. In the month of June, Indigenous groups are also traditionally honoured with June 21st acknowledged as National Indigenous Peoples Day. Will the Board and its schools be flying the flags of these identity groups along with the Pride flag or will they be exclusive in their choice? What about the flag of Vatican City?

Should we not celebrate our common humanity rather than promote exclusive identity groups?

Approving this motion contradicts Catholic teaching on faith and morals and can only be seen as agenda-driven.

Catholic school trustees need to uphold Catholic teaching on faith and morals in order to preserve the distinct Catholic character of our education system. Otherwise, what is our *raison d'être*?

This motion may make a trustee popular in the eyes of the secular world but in the words of St. Teresa of Calcutta, “The Lord doesn’t ask us to be popular and successful. He asks us to be faithful.”

I oppose this motion and ask HCDSB trustees to do the same.

Yours in Christ,

Maria Bassi
Retired HCDSB Teacher and Ratepayer

“I believe, when statesmen forsake their own private conscience for the sake of their public duties . . . they lead their country by a short route to chaos.”
(St. Thomas More - Act One, Scene Two, “A Man for All Seasons”)

From: Maria Bassi

Sent: Thursday, April 15, 2021 2:41 PM

To: Guzzo, Nancy <GuzzoN@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; O'Hearn-Czarnota, Janet <O'Hearn-CzarnotaJ@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; O'Brien, Timothy <O'BrienT@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>

Cc: Daly, Patrick <DalyP@hcdsb.org>

Subject: [<EXTERNAL>] Re: Cardinal Collin's sermon for today: "Christians are made to move the world not to be moved by the world"

I would like this to be included in the correspondence of the April 20th board meeting. Interesting how Gospel passages and Pope Francis' words are cherry-picked to suit a particular narrative in this motion.

Maria

On Apr 15, 2021, at 2:33 PM, Maria Bassi <> wrote:

Worth listening to today's Gospel (Thursday, April 15, 2021) and Cardinal Collin's sermon in light of the upcoming vote on the Pride flag (Starts at timestamp 5:49 to 15:16):

<https://www.youtube.com/watch?v=fbQL4Npg8QM&list=PLxkQbFvAqxGHulPyt0VAMn5cu3KsNdx-f&index=2>

Maria Bassi

Retired HCDSB Teacher and Ratepayer

From: marg connor

Sent: April 10, 2021 8:21 PM

To: DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>

Subject: [<EXTERNAL>] Supporting respect and inclusion for LGBTQ students and residents

Hi

My husband and I are Oakville homeowners and I was baptised and raised as a Catholic.

I am recently retired from a career in the Ontario government where I contributed to social policy for all parties in the ministry of education, including safe schools and ministry of health, specifically mental health

I am urging you to do all you can to understand the clear evidence of the importance of supporting LGBTQ rights. This is critical to hcdsb's espoused commitment to equity, student well being and achievement. It is essential to help ensure young people learn to respect differences, that they feel safe and included and that they see adults demonstrating compassion and gospel values.

I would like my views to be included in the record for the vote that I understand is happening later in April that will decide on whether the hcdsb will show the flag for gay rights.

I urge you to reflect in your actions the overwhelming community needs and standards and vote to fly the flag and provide support for gay straight alliances, positive space posters etc.

Thx for your work as trustees and please don't hesitate to contact me if you have any questions.

Marg Connor

From: Five BelowTen

Sent: April 14, 2021 3:09 PM

To: Agnew, Brenda <AgnewB@hcdsb.org>; Comments <Comments@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; Obrient@hcdsb.org; Ohearn-czarnotaj@hcdsb.org

Subject: [<EXTERNAL>] Correspondence to add to the Board agenda package

Please add this letter as correspondence to the upcoming Board agenda package.

As a parent of five children who have benefitted, and continue to benefit greatly from a Catholic education through the Halton Catholic District School Board, I am compelled to reach out to you, our trustees, as you consider the motion to fly the pride flag and organise events to celebrate pride month, at our Catholic schools.

I do not support this motion.

Our schools are safe spaces for anyone that walks through our doors, every day of the year. Our schools organize events year-round that focus on equity and inclusion for all.

Our Board does not need a month to celebrate equity diversity and dignity. Our staff already celebrate equity and diversity every day, all through the year, and they do it well! The Halton Catholic School Board consistently provides an environment where EVERYONE feels valued, included, respected, dignified and loved EVERY DAY all through the year.

Catholic teaching is the responsibility of our Catholic Board. We do not discriminate or set apart. We do not celebrate individual sexual preferences, desires and attractions. We do not celebrate socially constructed identities. We do celebrate our true identity, that we are ALL, equally, created by God, in His image and likeness.

In fact, the Catechism of the Catholic Church states

that: (http://www.vatican.va/archive/ccc_css/archive/catechism/p3s2c2a6.htm)

“2357: Homosexuality refers to relations between men or between women who experience an exclusive or predominant sexual attraction toward persons of the same sex. It has taken a great variety of forms through the centuries and in different cultures. Its psychological genesis remains largely unexplained. Basing itself on Sacred Scripture, which presents homosexual acts as acts of grave depravity, tradition has always declared that "homosexual acts are intrinsically disordered." They are contrary to the natural law. They close the sexual act to the gift of life. They do not proceed from a genuine affective and sexual complementarity. Under no circumstances can they be approved.

2358: The number of men and women who have deep-seated homosexual tendencies is not negligible. This inclination, which is objectively disordered, constitutes for most of them a trial. They must be accepted with respect, compassion, and sensitivity. Every sign

of unjust discrimination in their regard should be avoided. These persons are called to fulfill God's will in their lives and, if they are Christians, to unite to the sacrifice of the Lord's Cross the difficulties they may encounter from their condition.”

May I humbly remind you, our trustees, of your responsibility not to cause spiritual harm to the young people entrusted to our care. We can not selectively pick and choose parts of Catholic teaching while ignoring other parts. Let us be clear about what our Catholic faith teaches. Let our students be clear about what our Catholic faith teaches. It is our mission as a Catholic School Board.

Please do not fly the pride flag.
Please do not promote pride month.

~ M Farrell

From: Mark Huschilt <

Date: April 15, 2021 at 10:58:12 AM EDT

To: "Murphy, Patrick" <MurphyP@hcdsb.org>

Cc: "Duarte, Marvin" <DuarteM@hcdsb.org>, "Guzzo, Nancy" <GuzzoN@hcdsb.org>, "O'Brien, Timothy" <O'BrienT@hcdsb.org>, "Agnew, Brenda" <AgnewB@hcdsb.org>, o'hearn-czarnota@hcdsb.org, "DeRosa, Peter" <DeRosaP@hcdsb.org>, "Iantomasi, Vincent" <IantomasiV@hcdsb.org>, "Karabela, Helena" <KarabelaH@hcdsb.org>, "Daly, Patrick" <DalyP@hcdsb.org>

Subject: [<EXTERNAL>] **Pride Flag and Poster**

Dear Chair Murphy and Trustees,

It has come to my attention that there has been a motion to have the Pride Flag flown during the month of June across the HDCSB. Please do not pass this motion. It is short-sighted and represents many things counter to the teaching of our Church. As a Faithful Catholic and ratepayer to the board I am suggesting a more appropriate proposal. Respectfully, I suggest that the Month of June should be used to portray the Sacred Heart of Jesus. How beautiful it would be to have Jesus' most Precious and Sacred Heart displayed prominently throughout our schools with associated activities and educational opportunities to help catechize our students regarding the beauty of this devotion.

The Lord hears the cry of the poor-Psalm 34

For those feeling marginalized, ridiculed or rejected, let them look to the Sacred Heart of Jesus-rejected and scorned.

Please include this correspondence in the agenda package for the regular board meeting of April 20, 2021. Thank You

Yours in Faith,
Mark Huschilt

St. Joseph, most chaste spouse of the Blessed Virgin, pray for us

-----Original Message-----

From: Mary Nosella

Sent: April 11, 2021 7:26 PM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; ohearn-czarnotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Raising of the Pride Flag

Good evening,

I am writing as a parent with children in the HCDSB. Our family is in support of having the pride flag raised at schools in June across the HCDSB.

Inclusion and acceptance is of utmost importance to my family and to this community as a whole. By flying the flag we are sending a message to all LGBTQ2+ children, staff and parents that they matter and that God does not make mistakes.

LGBTQ2+ children and teens have disproportionately higher rates of suicide, both attempted and completed. We must let this community know we see them, we hear them and we will support them. Raising the flag is such a small but powerful gesture.

It is disconcerting that this matter even needs to be voted on. It shouldn't even be up for debate. We must celebrate our diverse school community.

Please include this email as official correspondence in the agenda package.

Thank you,
Mary Nosella

To whom it may concern,

I would like to add this letter in as correspondence in support of the Pride Flag motion.

I write you today as a concerned parent of 3 (ages 9,7,3) who attend/will be attending school within the Halton Catholic School Board at the wonderful St. Dominic Catholic School. I too, attended both St. Luke and St. Thomas Aquinas Secondary School and am grateful for the guidance, faith and friendships I have made within this school system.

Although my experience has been nothing short of positive, I fear that the ancestral and intolerant decisions being made today will negatively affect the future of our children and subsequently the Catholic School System as we know it today.

Our youth has spoken It's these youth who will, before we know it, have children of their own. They will remember these choices and they won't blindly fall in line the way my generation has. They will make choices rooted in love, kindness and inclusivity... oddly enough, the very lessons we have been taught in our faith and this school system. Their future choices will be very different... they will choose not to support a school system and faith that **chose** not progress and see the beauty in uniqueness. So I ask, where will the conscious choices of today, made by our Board of Trustees, leave this school system?

It's ok to admit there may not be an understanding... we teach our children this every day. But to understand is to educate, to learn, and to become enlightened to the uniqueness that lies in all of us.

When explaining the board's decision to my children, I was met with gasps of disbelief and an overwhelming **'but WHY Mommy? We are all unique and that's cool. We just wore blue shirts for Autism, why wouldn't we do the same for families with two Daddies two Mommies [the LGBTQ+ Community]?' If only we could all embrace this beautiful acceptance.**

So, I am here today pleading that our children are heard and the acceptance and love they have is echoed throughout our faith and in our schools. That the words, and simple request of inclusivity and kindness, from our strong student Nicole are honoured.

My children and I are here, telling you we will walk with you in faith, but only if that faith is inclusive and leads with love, acceptance, respect and kindness.

I would, hand in hand, with my children Keelan Mitchell (9) and Hattie Mitchell (6), like the opportunity to have this letter added in as correspondence in this extremely important matter.

Thank you for your consideration and I look forward to a positive solution.

Jennifer, Keelan, Hattie and Navy Mitchell



From: Heather Chisholm
Sent: April 11, 2021 7:38 PM
Subject: [<EXTERNAL>] Pride Flag Motion

****I respectfully request this email be included in official correspondence****

Dear Trustee,

My name is Owen and I am 7 years old. I wanted to make sure that when you vote you let schools fly the pride flag. Everyone should be able to be who they want. You can show God's love by making sure every kid feels safe and included. I have two aunties and I want people to know that's ok. We have lots of love in our family and we aren't any different than any other family. I would like the pride flag to be flown to show that my family is accepted.

Thank you,
Owen Chisholm

From: Jim and Rocio Farrell
Sent: April 11, 2021 7:03 PM
Subject: [<EXTERNAL>] Fly the Pride Flag Motion HCDSB

Dear HCDSB Trustee,

I am writing to present my support for this motion. All schools should take every possible measure to try to guarantee that every school is a safe place for everyone, more so Catholic schools.

I ask that my email be included in the official correspondence please.

Thank you,

Rocio Farrell

From: regina dmello <

Date: April 14, 2021 at 11:43:16 PM EDT

To: "DeRosa, Peter" <DeRosaP@hcdsb.org>, "Karabela, Helena" <KarabelaH@hcdsb.org>, "Guzzo, Nancy" <GuzzoN@hcdsb.org>, "O'Brien, Timothy" <O'BrienT@hcdsb.org>, "O'Hearn-Czarnota, Janet" <O'Hearn-CzarnotaJ@hcdsb.org>, "Iantomasi, Vincent" <IantomasiV@hcdsb.org>, "Duarte, Marvin" <DuarteM@hcdsb.org>, "Murphy, Patrick" <MurphyP@hcdsb.org>, "Agnew, Brenda" <AgnewB@hcdsb.org>, "Daly, Patrick" <DalyP@hcdsb.org>, "DiPietro, Rosie" <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Jesus in June

Hello Trustees,

I am greatly concerned that a motion to fly the "pride" flag throughout the month of June is even being considered by the Halton District Catholic School Board trustees. I would like to raise counter points to some of the articles mentioned in this motion to all the Catholic School Trustees:

>> *"... Raising the pride flag demonstrates this commitment to our students, staff, parents ..."*

I fail to see how this motion demonstrates commitment to all Catholic parents when it runs counter to the teachings of the Catholic church. As a mother of three children in the Halton Catholic school board, I am trying hard to follow Jesus's commandments and to teach my family to do the same for the eternal salvation of our souls. This action represents a betrayal of the trust we have placed in our Catholic school board and trustees when we sent our children to our Catholic schools in the expectation that they will have an education in keeping with the teachings of the magisterium of the Catholic church.

Let it be clearly known, that when Jesus said "Love your neighbour as yourself", that included no bullying anyone regardless of their situation. Jesus also clearly welcomed the sinner, but after mercifully forgiving her also told her to sin no more.

>> *whereas Mark 10:13-16 states ... let the little children come to me ..."*

Jesus clearly points to the solution here, bring the children and these poor afflicted families to him, and where is he present, if not in the sacraments of his Catholic church. It appears scripture is being contorted in this motion, since Jesus sternly warns in Mathew 18:6 "If anyone causes one of these little ones--those

who believe in me--to stumble, it would be better for them to have a large millstone hung around their neck and to be drowned in the depths of the sea.". Raising this flag is the same as supporting this sinful lifestyle, causing our little ones to be confused and could cause them to stumble into hell fires. How can we not be greatly concerned about their and our own salvation?

>> "*... be it resolved to fly the pride flag in June ...*"

"Pride" is one of the seven capital sins. While the Catholic Church warns us against pride, the Catholic school board and council want to ratify and support pride? How contrary is that to the gospel? June is dedicated to the Sacred heart of Jesus, let us bring these children and their families to the most sacred heart of Jesus and there seeing the crucified one, let them realize the great love he already has for them. Let us bring them to Jesus in the blessed sacrament, in Holy adoration before the Eucharist, the source and summit of life.

And if you still want to fly a flag - then fly the flag of the Sacred Heart of Jesus in June, or even better the Divine Mercy image on a flag - if Jesus welcomed all the little children to him, fly Jesus's divine mercy image on a flag. so all the children come to him.

Please be known to all the trustees, that we will not hesitate to pull our kids out of school for the entire month of June or even completely out of the Catholic school system for we fear God and not men.

I strongly request you to vote against this motion.

God bless you and may he fill you with wisdom ("The fear of the Lord is beginning of wisdom"-Proverbs 9:10)

Please add my email as correspondence in the next board agenda package.

Thank You
Regina D'mello

-----Original Message-----

From: Sarah Gunn

Sent: April 13, 2021 9:51 AM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; lantomasi, Vincent <lantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; obrient@hcdsb.org; ohearn-czarntaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Pride Flag Motion Support

Hello all,

I wanted to add my voice to the hopefully long list of people who fully support having pride flags at all HCDSB schools. As a former teacher, a mom and person that supports equality for all, I can't imagine any reason for any of you to oppose this. Schools should be a safe, happy, inclusive space for all children. Hanging the pride flag shows all children that they are supported, accepted and valued. Isn't that what everyone deserves? And isn't that a school's job?

I would like my email to be included in the official correspondence.

Thank you,
Sarah Gunn

From: Siobhan Kukolic

Sent: April 11, 2021 7:56 PM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; obrient@hcdsb.org; ohearn-czarnotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] I support flying Pride Flag at HCDSB schools in June

I support flying the Pride Flag at HCDSB schools in June.

Flying the flag shows all students, and especially LGBTQ students, that they are accepted, loved, included, and valued no matter what. This is what Jesus spoke about.

School should be a safe place for all students. It's such a small gesture that means so much to LGBTQ students.

I would like my email included in the agenda package and official correspondence.

Thank you.

Siobhan Kukolic

-----Original Message-----

From: Shaila Rao

Sent: April 12, 2021 9:19 PM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; Obrient <obrient@hcdsb.org>; Ohearn-Czarnotaj <ohearn-czarnotaj@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Pride Flag during June

Dear Trustees,

I am in full support of the Pride flag being flown at all HDCSB schools during the month of June. It is essential to demonstrate to all students, in particular to LGBTQ students, that they matter, they are loved, accepted and valued. This would be a small step towards making all students feel safe and valued in school.

Please include my email in the agenda package so that all trustees will have to acknowledge the community support for this motion.

Kind Regards,

Shaila Rao

From: Stephanie Smith

Sent: April 13, 2021 6:08 PM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; obrient@hcdsb.org; ohearn-czarnotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Pride Flag

Dear HCDSB Trustees,

Please include this email in the official correspondence.

I am a parent of three young children, with two of my children in SK and Grade 2 in the Halton Catholic District School Board. In our house, we teach our children the importance of all people feeling valued, loved, accepted and included.

I understand that on April 20th, the board will make a decision on whether or not the Pride flag should be flown at all schools for the month of June. I am writing today to express my support for the flag to be flown at all schools. This is an important decision that can have a great impact on some of the most vulnerable members in our school community. It is an important step that the board can take to show students and all members of our community that they are accepted for who they are.

By flying this flag, it shows that our school community accepts and values all people. It can have an important impact on our youngest students by creating awareness and teaching them from a very young age the importance of acceptance. I want my children and all children to know that they are valued and accepted for who they are.

Thank you,
Stephanie Smith

April 13, 2021

Dear Trustee,

I am in support of the Supporting Our Diverse School Community motion and I would like my email to be included in the official correspondence.

As a parent, the Pride flag symbolizes to myself and my children that it is okay to be whoever you choose to be. It symbolizes love, acceptance and belonging. It shows that students are valued no matter what. I want my children to always know that they are accepted and that they belong in their school community. HCDSB needs to show that we are a school community that embraces diversity, inclusion, respect and love for ALL people.

During the month of June, I drive by other schools and I tell my children about the pride flag. They comment on the beautiful rainbow colours as I explain all that it represents: diversity, inclusivity, life, healing, sunlight, nature, serenity and spirit. I always tell them that it means you can be yourself and that you will be safe and accepted by all the people in the school. They ask me why the flag is not flying outside of their school. I have no answers for them.

Please consider this motion and all that it represents for the students and staff who attend or work within HCDSB schools. The school community is rallying in support of flying the Pride flag. Please listen. It would fill me with so much hope and optimism for the future if HCDSB schools embrace the diversity of our students and our families.

Thank you,

Venetta Miranda
Parent of 2 children attending an HCDSB school

-----Original Message-----

From: Liezil RS

Sent: April 15, 2021 4:34 PM

To: DiPietro, Rosie <DiPietroR@hcdsb.org>

Cc: DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Pride Flag - Supporting Our Diverse School Community

I write this letter as a parent in this community and as a tax payer. I would like to see the HCDSB raise the flag for Pride.

It is disappointing that this would even be up for debate as this is a Human Rights issue. I have to say I am embarrassed to be a part of an organization that thinks that this should even be up for a vote. Those that use God's name as an excuse to oppress others and further their own biased beliefs, have never (and will never) be on the right side of history. All people - students, staff members and community members alike deserve to feel safe, accepted and included in their school community.

I am also extremely concerned that these continued unethical efforts by some Trustees in our Board to maliciously treat those they do not believe are religious enough will continue to take away from real and timely issues that should be a priority right now. It also should be said that there have been advocates for years pushing for the dismantling of having two separate systems - these repeated controversial, unethical and anti - human rights antics will be the end of the Catholic system here in Ontario.

I would like this email included in the official correspondence.

With Sincerest Thanks for Your Time,
Liezil Rojas-Silva

From: Lise Sparks

Sent: April 13, 2021 10:26 PM

To: Murphy, Patrick <MurphyP@hcdsb.org>

Cc: Karabela, Helena <KarabelaH@hcdsb.org>; obrient@hcdsb.org; ohearn-czarnotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Supporting Our Diverse School Community - Board Meeting Motion

After learning of the motion to fly the Pride Flag at all HCDSB at all schools in the month of June, I felt compelled to write and advise of my overwhelming support. Not only am I in support of the flag being flown each June, I believe all schools should demonstrate their support of equity and inclusion by ensuring all classrooms have safe space posters and year-round events that focus on equity and inclusion for all.

As an employee of the Ministry of Children, Community and Social Services, a certified teacher, and a parent, I have come to understand how far a small gesture that promotes equity and inclusion such as seeing the Pride Flag flying outside of a school or knowing school is a safe space for all students, LGBTQ+ included, can positively impact lives. For some, it can provide a feeling of safety or belonging and for others, it can literally be the reason they don't commit suicide.

Passing these motions would send a message that the HCDSB values all staff and students while also providing opportunities for people to learn, grow and accept each other.

All HCDSB students and staff should be able to attend school each day and feel safe, feel a sense of belonging and acceptance. I have faith that the members will recognize the importance of this motion and vote to support it as it is the right thing to do.

Lastly, I respectfully request that my correspondence be included in the official meeting agenda.

Respectfully submitted,

Lise Sparks

From: Kelly Stahl

Sent: April 14, 2021 3:16 PM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; obrient@hcdsb.org; ohearn-czarnotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>

Cc: DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Flying the Flag with Pride

Dear Trustees, Mr Chair and Director Daly,

Pride Month, with its rainbow flags flying, is an outward display of our support for human rights. The LGBTQ community has endured profound emotional and physical pains, bullying, violence, intimidation, shaming and death.

As many HCDSB students, parents, caregivers, staff and community members identify as LGBTQ I am writing today, and asking that my letter be included as part of the official correspondence, to confirm that our family fully supports the motion put forward by Trustees Agnew and Guzzo to raise the Pride Flag and requests the board approve the motion and direct staff to proceed with implementation.

HCDSB has a responsibility to ensure that the well-being for all students and staff are met through a focus on equity and inclusion. Raising the Pride flag demonstrates this commitment to not only our students and staff, but to the parents, caregivers and community members as well. This motion should be considered, approved and implemented without hesitation.

With regards,

The Stahl Family

Members of the St Benedict and St Scholastica Elementary School communities

April 15, 2021

Dear Director Daly, Chair Murphy and HCDSB Trustees,

Please include this letter as part of the official documents for the HCDSB board meeting on April 20, 2021.

I wanted to write to express my support of the motion being put forth by Trustees Agnew and Guzzo on April 20th, specifically to fly the Pride flag at all HCDSB schools for the month of June, starting in 2021.

“The Director of Education and the Secretary of the board direct all schools including the CEC to fly the Pride flag during the month of June starting with 2021 and to work with Student Senate and Staff in organizing events throughout the month that focus on equity and inclusion for all; Be it further resolved, That each class in each school be mandated to have a safe space poster, to ensure that students in the LGBTQ+ community are supported throughout the entire school year.”

As Trustees, it is your job to promote the vision of the HCDSB – **Achieve, Believe, Belong**. If you choose to vote against the “Belong” pillar, you are not doing right by the students in the board and you are not doing the job that you were elected to do.

I believe that inclusion means that all people, no exceptions, have the right to be respected and appreciated as valuable members of their communities. We wear a rainbow of colours for cancer, colourful socks for Down syndrome day, acknowledge Black history month, wear orange shirts in support of Indigenous communities and fly the flag for autism awareness. How can you possibly justify this line in the sand?

To the Trustees who are picking and choosing passages from the Bible as justification to support their homophobic behaviour, I would ask you to consider this: When you justify your actions using hand-picked passages, you are deeming other passages, in particular those that promote acceptance and inclusion, to be less important. I’m sure you will be inundated with examples of passages from the Bible from parents, students and stakeholders who support this motion. I do urge you to consider how you can affirm your opinion is rooted in faith when you are choosing which passages to embrace and, more of a concern to someone who claims to be a good Catholic, which of God’s teachings you willfully ignore.

There is neither Jew nor Gentile, neither slave nor free, nor is there male and female, for you are all one in Christ Jesus. *Galatians 3:28*

I am a parent and a ratepayer in the HCDSB, with 2 children who have graduated from Corpus Christi, and a third child currently in grade 9. I am mostly a proud parent of the HCDSB, but every once in a while I am embarrassed by our board. This is sadly one of those times.

I hope we see Trustees **Duarte, DeRosa** and Chair **Murphy** do the right thing by our students, the values of the HCDSB and the teachings of the Bible and vote to support this motion on Tuesday, April 20th.

Respectfully,



Laura Keating
Parent, HCDSB

-----Original Message-----

From: Laura Lewandowski

Sent: April 14, 2021 7:46 PM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; Obrient@hcdsb.org; Ohearn-czarnotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] "Supporting our Diverse School Community" motion

Dear Chair of the Board, Trustees, and Secretary of the Board,

I am emailing to express my support of flying the Pride flag throughout June and of creating policies and practices that support and provide a safe space for the LGBTQ+ Community within our HCDSB family of schools. I second Andrea Louca-Ricci's letter and support the motion below:

Notice of Motion;

Supporting Our Diverse School Community

Submitted by: Trustee Agnew and Trustee Guzzo

Whereas;

Our schools should be safe spaces for anyone that walks through our doors.

Whereas;

Many of our students, parents, caregivers, staff and community members identify as LGBTQ+.

Whereas;

Our strategic plan emphasizes that the well-being for all of our students and staff are met through a focus on equity and inclusion.

Whereas;

Raising the Pride flag demonstrates this commitment to our students, staff, parents, caregivers and community members.

Whereas;

Pope Francis has told parents of LGBTQ+ children that "God loves your children as they are" and "the church loves your children as they are because they are children of God."

Whereas;

Mark 10:13-16 states "People were bringing little children to Jesus for him to place his hands on them, but the disciples rebuked them. When Jesus saw this, he was indignant. He said to them, "Let the little children come to me, and do not hinder them, for the kingdom of God belongs to such as these. Truly I tell you, anyone who will not receive the kingdom of God like a little child will never enter it." And he took the children in his arms, placed his hands on them and blessed them."

Whereas;

There are students and staff within our HCDSB community who identify with the LGBTQ2+ and

Whereas;

We as a Board wish to ensure all the students and staff attending our schools and their families, know that we support and are welcoming of all students, staff and community members,

Be it resolved that....

The Director of Education and the Secretary of the board direct all schools including the CEC to fly the Pride flag during the month of June starting with 2021 and to work with Student Senate and Staff in organizing events throughout the month that focus on equity and inclusion for all

Be it further resolved,

That each class in each school be mandated to have a safe space poster, to ensure that students in the 2SLGBT community are supported throughout the entire school year.

Supporting safety and inclusion for the LGBTQ+ Community does not diminish or threaten the safety and inclusion of others. Rather, it reinforces our Catholic values of treating all others with love and kindness.

Please include my email in the official board meeting correspondence.

Thank you,

Laura Lewandowski

April 15, 2021

Peter DeRosa, Oakville
 Helena Karabela, Oakville
 Nancy Guzzo, Oakville
 Tim O'Brien, Burlington
 O'Hearn-Czarnota, Georgetown
 Vince Iantomasi, Burlington
 Marvin Duarte, Milton
 Patrick Murphy, Milton
 Brenda Agnew, Burlington
 Director Daly

Dear HCDSB Trustees,

My name is Louela Rankin and I am a parent and a member of the Catholic community in Halton. I live in Oakville, Ontario and both my children went to Catholic Schools in the early 2000s. While they are no longer in the Catholic educational system, I continue to be very interested in the way our young people are educated within the Faith. I am very disturbed with the current motion that states the following:

BE IT RESOLVED that the Director of Education and the Secretary of the Board direct all HCDSB schools including the Catholic Education Centre to fly the Pride flag during the month of June starting with 2021 and to work with Student Senate and Staff in organizing events throughout the month that focus on equity and inclusion for all.

BE IT FURTHER RESOLVED that each class in each HCDSB school be mandated to have a safe space poster, to ensure that students in the 2SLGBT community are supported throughout the entire school year.

I trust that as Catholic Trustees that you would vote against this problematic motion.

Our Catholic system should stay away from identity politics, as it does not unite but divides. I agree that we should teach our children the attitude of compassion and kindness. It is essential that Catholic children are nurtured and educated in developing as young people who believe that they are brothers and sisters and are beloved children of God. I agree that they need to experience what it means to belong to one Catholic family. I do not agree that acknowledging the identity of one group gives rise to this value. I think that it produces the contrary. I am perplexed that leaders of the Catholic education system are deciding to move towards celebrating one identity over others.

I think that it is a fallacy to perceive that flying an LGBTQ flag supports inclusion and diversity. Rather, it could be a triggering event for others whose identity is not celebrated. This is the rabbit hole of identity politics. We would be in a better position by creating a Christian identity rather than selecting to advocate for a specific one that does not unite. As stated in the Catechism of the Catholic Church 361 "this law of

human solidarity and charity without excluding the rich variety of person, cultures, and peoples assures us that all men are truly bretheren”.

As a member of an ethnic group, I believe that the creation of the concept of a safe space should be provided to all children regardless of their social determinants. A safe space should be created for those with disability, those who suffer with mental health and addiction, and those from different ethnic groups. I do not think it is a loving act to prioritize, value, and celebrate one group's association with a particular identity for a month while tolerating the invisibility of others. By not celebrating all the identities that exist in the system, then it is suggesting that one group matters more than others do. This is not inclusive but exclusive.

As a person and Catholic, I live my life respecting every human being and bestowing upon them the dignity they deserve. Should not this be the fundamental premise on which we reinforce a way to interact in the school as a place of learning and a workplace? As such, whether children and staff associate themselves as LGBTQ should not matter if we treat all people with respect and dignity. My children who went to the Catholic system would identify themselves as Filipino. I experienced their Teachers and Principals celebrating them for who they are as children of God. They were acknowledged and known by their name and not because they identify as Filipino.

Pope Francis and Mother Theresa believed that all children are beloved children of God. There is no argument with the fourth position of this motion. We also need to discern the intent of how to love all children and people as Jesus Christ had instructed in John 13:34-35 “I give you a new commandment that you love one another. Just as I have loved you, you also should love one another. By this everyone will know that you are my disciples, if you have love for one another”. Love is all-encompassing of all people. What I think we need to reinforce is how to give love at every encounter with each other. Love as Jesus loved applies to all children of different shapes, sizes, ethnicity, race, and identity. As such, perceiving one group as more important than another is not the intent of this love.

If we truly desire to bring all children to Jesus Christ then what we need to do is to invest our time in nurturing our children to know what it means to love one another and to act in loving ways. I recommend that we teach them how to be kind and intentionally show this to others. I suggest we help them develop their capacity for compassion by having them learn about the suffering of others. We need to teach them to care. I highly advocate that we teach them to walk in the teaching of the Catechism of the Catholic Church. Our Church is in need of creating the space for our children to grow their Christian identity. They need their Catholic values in ways that move them to act as Christians and be proud of it. Our identity and faith are grounded in Jesus Christ, tradition, the teaching of the Catholic Church, and nothing else.

As a taxpayer whose taxes go to the Catholic education system, I believe that we are better off as a Faith driven system, to fly a flag of Christian values. This is what I believe sets a Catholic educational system apart from a secular public system. If this is not the case, then what I perceive to be a Catholic system is not Catholic. Rather, what we have is a false perception of being Catholic. This leads me to question the fundamental essentiality of a Catholic educational system within our society. If we cannot espouse Catholic teachings structured through the Catechism of the Catholic Church within a Catholic system then what we have is a dressed-up version of a secular system that calls itself catholic.

I urge you to fight against identity politics within our Catholic education system and the ideologies it advocates. I encourage you to stand up for our Catholic Values and the teachings of the Catholic Church. All people are beloved children of God. We have to teach love above all. We do not need to highlight a

particular identity to show that love. Love is an attitude from the heart given to the other with generosity because we care, share, and belong to a common humanity. More importantly, Jesus Christ, the Truth and the Life, showed us how to love and left us with the instruction to love one another as He has loved us. This has to be the ground on which we plant our very being.

As decision makers who have the power to create the next steps of the way our children experience their Catholic ways of being, I urge you to think critically about the potential error this motion may bring to the future of our Children's Catholic worldview. Certainly, I am not the only one who perceives the negative consequence that this motion may bring about. Please fight against this motion.

Please include this letter as part of the correspondence/board agenda package related to this motion of April 20, 2021. I wish to include my voice as part of the deliberation on this motion.

If you have further questions, please do not hesitate to contact me through my email. The views in this letter are my own.

Sincerely,

A handwritten signature in cursive script that reads "Louela Rankin". The signature is written in dark ink and is positioned below the word "Sincerely,".

Louela Rankin
Oakville Resident

-----Original Message-----

From: Lindsay Walls

Sent: April 14, 2021 9:04 AM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; lantomasi, Vincent <lantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; obrient@hcdsb.org; ohearn-czarntaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Correspondence re: Pride Flag Motion

Hi Rosie - please ensure this is included as correspondence at the next HCDSB board meeting discussing the pride flag motion. Many thanks!

Dear Trustees,

I am a parent and ratepayer within the HCDSB community.

Thank you to Trustees Kelly, Guzzo and Agnew for putting forward the motion to raise the pride flag at our schools. This is an important step in recognizing "belonging" in HCDSB's "achieving, believing, belonging" mandate.

HCDSB Trustees have a shameful history of actively trying to prevent support to our 2SLGBTQ+ community. Raising the pride flag is not going to resolve the underlying homophobia and transphobia that exists within our schools but it will send a very strong message that HCDSB will stand up to discrimination. If we believe that everyone deserves to feel safe and supported in our community then flying the pride flag should be an easy decision to make. Our government on all levels supports 2SLGBTQ+ rights. So should you.

I am so very tired of fighting the decisions some of you continue making. You do not have the authority on the Catholic faith and yet you continue to use it as justification for the discriminatory decisions you make. It is shameful. Bottom line is you were elected to reflect the views of the community with which you serve within a publicly funded school board. The majority of our community supports pride flags so my expectation is you will vote in favour of them. Please put your personal biases aside and vote to support our 2SLGBTQ+ community. It is the right thing to do.

Sincerely,
Lindsay Walls

From: Laurel D **Sent:** April 14, 2021 8:07 PM

To: lantomasi, Vincent <lantomasiV@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; O'Brien, Timothy <O'BrienT@hcdsb.org>; O'Hearn-Czarnota, Janet <O'Hearn-CzarnotaJ@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>; Kelly, Kirsten <KellyK@hcdsb.org>; Roshdy, Joseph <RoshdyJ@hcdsb.org>; Gubert, Nicholas <GubertN@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Support for raising the Rainbow Flag

Dear Trustees, Chair, Director Daly and Student Trustees,

I am a parent of a child in the HCDSB, and I fully support the raising of the Rainbow Flag at our schools and board offices. I truly commend Student Trustee Kelly for voicing their support on this initiative.

Attached is a document from the Diocese of Hamilton which supports raising the Rainbow Flag in Catholic schools, and I believe this line from it best summarizes my thoughts:

"To raise a Rainbow Flag or Progress Flag at our schools and board offices, in the spirit of care, compassion and respect for all, will signal that we remain firm in our resolve that the work that our staff and students engage in each and every day will ignite the courage to faithfully confront injustice, racism, oppression, and violence while also advocating valiantly for reconciliation, peace, equality, healing, and hope."

Please include my email and the enclosed attachment in the official correspondence for the upcoming Board Meeting.

Thank you,

Laurel D

Pronouns: she/her

TO LISTEN, TO REASON AND TO PROPOSE: The Rainbow Flag & Catholic Schools

Prepared by Tamara Nugent and Yvonne Runstedler
at the request of the Very Reverend Cornelius O'Mahony, Episcopal Vicar for Education
for the Catholic Partners of the Diocese of Hamilton

All who enter our Catholic schools come to the process of formation with a personal story, experienced as a journey and shaped by their diverse and unique life experiences. Individual stories are lived out in a communal context. The new *Directory for Catechesis* addresses the complex needs of persons today and the best methodologies of proclamation and catechesis to meet these needs. It acknowledges the challenges of our current culture and the call to hope as a required response. The recent pastoral letter from the Ontario Bishops, *Renewing the Promise*, calls us to live this hope as a community that encourages engagement, accompanies, builds relationships, and forms joyful disciples. We want to create an environment where people can listen and learn from each other about why it is important to talk about LGBTQ+ identities and the intersectionality of these with racism and mental health. In *Male and Female He Created Them: Towards a Path of Dialogue on the Question of Gender Theory in Education*, is an emphasis on listening in this context described through three guiding principles “best-suited to meet the needs of both individuals and communities: to *listen*, to *reason* and to *propose*.”¹

TO LISTEN: CONTEXT

Our Catholic schools function in a secular society and serve the needs of people who come from a variety of backgrounds and experiences. It is important to, “... to educate children and young people to respect every person in their particularity and difference, so that no one should suffer bullying, violence, insults or unjust discrimination based on their specific characteristics (such as special needs, race, religion, sexual tendencies, etc.). Essentially, this involves educating for active and responsible citizenship, which is marked by the ability to welcome all legitimate expressions of human personhood with respect.”²

The Rainbow Flag

The Rainbow Flag has been part of the LGBTQ+ movement since 1978, when, at the request of Harvey Milk (the first openly gay man to be elected to public office in the United States), activist and artist Gilbert Baker (1951–2017) designed it in his studio in San Francisco. Milk said, “It’s not about personal gain, it’s not about ego, it’s not about power, it’s about giving those young people out there hope.”

Originally the flag was eight colours in composition – pink and turquoise were dropped to make mass production easier – and each colour means something. More recent versions of the flag have reintroduced pink, alongside light blue and white to include those who are non-binary or transgender. Red means life, orange means healing, yellow means sunlight. Green represents nature, turquoise art, blue harmony, and violet means spirit.

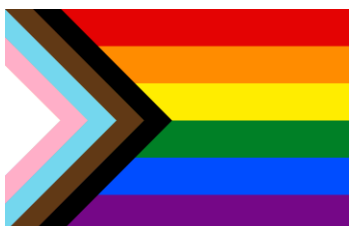


¹ Congregation for Catholic Education, *Male and Female He Created Them: Towards a path of dialogue on the question of gender theory in education*, Vatican City, 2019.
http://www.vatican.va/roman_curia/congregations/ccatheduc/documents/rc_con_ccatheduc_doc_20190202_maschio-e-femmina_en.pdf

² Ibid.

Though Baker originally assigned meanings to each colour, over time, the colours have come to represent diverse people who come together to form something beautiful (the rainbow).

There are now several variations of the flag including versions that include black and brown stripes to represent LGBTQ+ people of colour. Most recently, graphic designer Daniel Quasar has added a five-coloured chevron to the Rainbow Flag to place a greater emphasis on "inclusion and progression". This flag is often referred to as the "Progress Flag" or "Inclusion Flag".

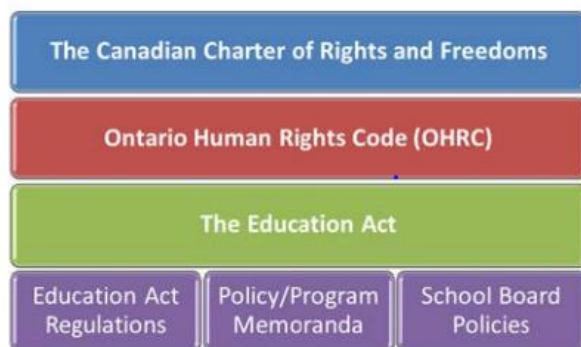


TO REASON: THE LAW IN ONTARIO

"In so far as this issue relates to the world of education, it is clear that by its very nature, education can help lay the foundations for peaceful dialogue and facilitate a fruitful meeting together of peoples and a meeting of minds."³

Research has demonstrated that an inclusive school culture and climate is important for all students to achieve success and personal wellbeing. Evidence has shown that this is especially important for students who are, or who identify as members of the LGBTQ+ community. The Directory of Catechesis emphasizes this as well, speaking in particular to the challenge of gender and gender identity, acknowledging that, "The Church is well aware of the complexity of the personal situations that are lived out, at times, in a conflicted way. She does not judge persons, but asks that they be accompanied always and in whatever situation."⁴

Legislative Context



The following links outline the legislative requirements, as well as the Ministry resources that have been developed to support school boards.

³ Congregation for Catholic Education, "Male and Female He Created Them: Towards a path of dialogue on the question of gender theory in education," Vatican City, 2019.

⁴ Pontifical Council for the Promotion of the New Evangelization. "Catechesis and Some Questions of Bioethics" *Directory for Catechesis*. July 2020, #377.

LEGISLATIVE / POLICY FRAMEWORK

The Education Act <https://www.ontario.ca/laws/statute/S12005>

Ontario Human Rights Code <https://www.ontario.ca/laws/statute/90h19>

Prohibitive Grounds for Discrimination http://www.ohrc.on.ca/en/code_grounds/gender_identity

PPM 119, Equity and Inclusive Education, April 22, 2013 Developing and Implementing Equity and Inclusive Education in Ontario Schools <http://www.edu.gov.on.ca/extra/eng/ppm/119.pdf>

PPM 145, Progressive Discipline and Promoting Positive Student Behaviour, December 5, 2012 <http://www.edu.gov.on.ca/extra/eng/ppm/145.pdf>

PPM 144, Bullying Prevention and Intervention, December 5, 2012 <http://www.edu.gov.on.ca/extra/eng/ppm/144.pdf>

Equity and Inclusive Education in Ontario Schools (2014 Edition) <http://www.edu.gov.on.ca/eng/policyfunding/inclusiveguide.pdf>

Ontario's Equity and Inclusive Education Strategy, Realizing the Promise of Diversity (2009 Edition) <http://edu.gov.on.ca/eng/policyfunding/equity.pdf>

A Catholic training module entitled, *"Human Dignity: Our Catholic Call to Love - Inclusive Communities Supporting Transgender Students"* (2018) was developed by the Catholic Partners of Hamilton Diocese for the Catholic community.

In 2012 Bill 13, commonly referred to as the *Accepting Schools Act*, was enacted based on the following beliefs:

- that education plays a critical role in preparing young people to grow up as productive, contributing and constructive citizens in the diverse society of Ontario;
- that all students should feel safe at school and deserve a positive school climate that is inclusive and accepting, regardless of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability;
- that a healthy, safe and inclusive learning environment where all students feel accepted is a necessary condition for student success;
- Understanding that students cannot be expected to reach their full potential in an environment where they feel insecure or intimidated;
- that students need to be equipped with the knowledge, skills, attitude and values to engage the world and others critically, which means developing a critical consciousness that allows them to take action on making their schools and communities more equitable and inclusive for all people, including LGBTQ+ people;
- Recognition that a whole-school approach is required, and that everyone - government, educators, school staff, parents, students and the wider community has a role to play in creating a positive school climate and preventing inappropriate behaviour, such as bullying, sexual assault, gender-based violence and incidents based on homophobia, transphobia or biphobia;
- Acknowledgement that an open and ongoing dialogue among the principal, school staff, parents and students is an important component in creating a positive school climate in which everyone feels safe and respected;

- Acknowledgement that there is a need for stronger action to create a safe and inclusive environment in all schools, and to support all students, including both students who are impacted by and students who have engaged in inappropriate behavior, to assist them in developing healthy relationships, making good choices, continuing their learning and achieving success.

In addition to a range of other requirements the legislation set out the following:

Board support for certain pupil activities and organizations

303.1 (1) Every board shall support pupils who want to establish and lead activities and organizations that promote a safe and inclusive learning environment, the acceptance of and respect for others and the creation of a positive school climate, including,

- (a) activities or organizations that promote gender equity;
- (b) activities or organizations that promote anti-racism;
- (c) activities or organizations that promote the awareness and understanding of, and respect for, people with disabilities; or
- (d) activities or organizations that promote the awareness and understanding of, and respect for, people of all sexual orientations and gender identities, including organizations with the name gay-straight alliance or another name.

Moreover,

(5) A board shall comply with this section in a way that does not adversely affect any right of a pupil guaranteed by the *Canadian Charter of Rights and Freedoms*.

Of note is that prior to the legislation being enacted, GSAs (Gay Straight Alliance student support groups) arose organically in many Catholic schools because of a need. Students who identify as LGBTQ+ are known to experience higher rates of bullying, victimization, harassment, and suicide. As an example, Wellington-Dufferin Public Health reports that, “Non-binary youth are most likely to have low family support, have low school engagement, be a smoker, feel least safe at school and report thoughts of suicide.”⁵ The establishment of GSAs is empirically supported to contribute to more positive school environments that are safer, more inclusive learning spaces to thrive.

School Mental Health Ontario, in addition to the goals outlined in the provincial strategy, has emphasized that more than ever students need:

1. Schools and classrooms that are safe – physically and emotionally – and where they feel welcome, included, heard, comfortable, and confident
2. Skills and tools for self-care, managing stress, nurturing relationships, and enhancing their sense of strength and identity
3. Caring adults who notice when they may be struggling, and who provide knowledgeable responsive support
4. Encouragement to seek additional help when they need it, and guidance towards appropriate support.
5. Quick access to the right level of service (in schools or community mental health)

⁵ Wellington-Dufferin Guelph Public Health Unit. “2017-2018 Youth Survey: Key Findings.” <https://www.wdgppublichealth.ca/bh01feb0619r04-2017-2018-youth-survey>

The Institute for Catholic Education (ICE) – Working on Behalf of all Partners

Throughout the 2019/2020 school year the Institute for Catholic Education worked with its respective partners including the Ontario Bishops and the Education Commission to affirm our commitment to equity, diversity and inclusive school communities.

On May 19, 2020 a memo was sent to all Catholic Directors and the partners (Assembly of Catholic Bishops of Ontario, Catholic Principals' Council of Ontario, Ontario Association of Parents in Catholic Education, Ontario Catholic School Business Officials' Association, Ontario Catholic School Trustees' Association, Ontario Catholic Supervisory Officers' Association Ontario and English Catholic Teachers' Association).

A number of messages and visual images were developed as examples that would assist Catholic school boards to proactively address community-based celebrations of diversity, equity and inclusion. The intention was to develop messaging regarding how Catholic schools approach the month of June, a month in which LGBTQ+ rights are recognized, with a distinctively Catholic language and perspective.

The memo which is attached for reference and should be considered in its entirety, further states:

During the Spring 2020 Plenary meeting of the ACBO the bishops reviewed a number of potential messages and visual images and had further discussion. While individual bishops hold a range of personal perspectives on the matter, collectively they do understand the need for Boards to communicate the commitment to ensuring safe and welcoming communities.

- The bishops recognize and value the good work of Catholic schools in providing support and accompaniment to students who may identify as LGBTQ+ and expressed their appreciation,
- The bishops understand the need for Boards to communicate their commitment to ensuring equitable, safe, and inclusive school communities,
- The bishops are supportive of Boards taking a positive and proactive approach to express this commitment.

The 2020 Pandemic / Black Lives Matter (BLM)/LGBTQ+ and Student Voice

Recent events that the world has faced have allowed for a refocusing of our attention on the issues affecting those most vulnerable. Following several months of “lockdown” and numerous tragic events involving the deaths of people of colour, there was a rallying cry for actions of solidarity and the Black Lives Matter movement emerged with renewed vigour in June 2020 during what is traditionally known as PRIDE month. In many ways the two are complementary as both BLM and PRIDE are focussed on the community speaking up against injustice and making the noted individuals/groups visible. The pandemic has finally done what many have long called for and put the discussion about the impact of privilege on the community front and centre.

Showing up for others can be unifying and life-changing. In a time where many people are feeling more isolated and anxious than usual, we know that kindness and unity are needed now more than ever. Drawing on the example of Christ, who preached a message of love and inclusion through His ministry, is the message that our Catholic schools are called to action. We are all seeking support, understanding, and real and thoughtful conversations. This is especially true for our students; the children and youth entrusted to our care. The *Catechism of the Catholic Church* affirms and values this need for support, encounter and accompaniment. Pope Benedict described it as such: “In its very structure, the *Catechism of the Catholic Church* follows the development of the faith right up to the great themes of daily life. On page after page, we find that what is presented here is no theory, but an encounter with a Person ... the teaching of the *Catechism* on the moral life acquires its full meaning

if placed in relationship with faith, liturgy and prayer.”⁶ It is in this spirit of encounter that we meet students who identify as LGBTQ+ in Catholic schools.

We are called to work for justice. In fact, our students, staff and community are demanding it. Restrictions on gathering in schools and the public, has meant for the first time conversations and digital platforms became the go to way of connecting. While this is true, there is an appetite for conversation, dialogue and a focus on connection. There has been more attention being paid to structural inequalities that keep us apart, and that have been so starkly highlighted by the current pandemic.

It has also brought to the foreground those who are doubly marginalized. The development and use of the Progress Flag is a reflection of the increased awareness of intersecting forms of oppression, and therefore the need for intersectional inclusion.

Brian Wenke, Executive Director of the “It Gets Better Project”, recently stated that, “If you don’t have a solid understanding of who you’re trying to reach, you’ll never find them.” Our students, staff and community have made many attempts to articulate why it is important that the PRIDE flag (and one might now consider the progress or inclusion flag) be a visible, outward facing sign as symbol of solidarity, inclusion and acceptance. It communicates for our children, youth, staff, and families that this is a safe, welcoming place to learn and grow.

Our Catholic schools can and must engage fully and relentlessly to address bullying, discrimination and harassment in all its forms and manifestations. We can do this by building inclusive communities that respect the dignity of every person and advancing social justice for all families. A visible sign such as a Rainbow Flag or Progress Flag is an unspoken sign of solidarity, that “we see you and are here to support you” and is noticed by those that are looking for it as it also indicates that this is a safe space for dialogue.

Pope Francis said, “Catechesis is taking others by the hand and accompanying them...because Christian life does not even out or standardize, but rather enhances the uniqueness of each child of God.”⁷

It is understood that in our Catholic schools, it is important that topics such as human sexuality, gender identity and gender expression, as well as initiatives that promote understanding of and respect for difference, are discussed against a clear moral background. Resource personnel and resources are available to support this work. Properly understood, difference is something to be recognized in a society that honours diversity, multiculturalism and human rights. Respect, compassion and sensitivity must guide our actions.

TO PROPOSE: HOPE FOR THE FUTURE

As we look to the provide hope for the future, we are reminded that, “The Catholic school should be an educating community in which the human person can express himself and grow in his or her humanity, in a process of relational dialogue, interacting in a constructive way, exercising tolerance, understanding different points of view and creating trust in an atmosphere of authentic harmony.”⁸

⁶ Pope Benedict. “Porta Fidei.” Apostolic Letter, 2011, # 11. http://www.vatican.va/content/benedict-xvi/en/motu_proprio/documents/hf_ben-xvi_motu-proprio_20111011_porta-fidei.html

⁷ Pope Francis. “Address of His Holiness Pope Francis to Participants in the Meeting Promoted by the National Catechetical Office of the Italian Episcopal Conference.” Bulletin of the Holy See Press Office, 30 January 2021. http://www.vatican.va/content/francesco/en/speeches/2021/january/documents/papa-francesco_20210130_ufficio-catechistico-cei.html

⁸ Congregation for Catholic Education, *Male and Female He Created Them: Towards a path of dialogue on the question of gender theory in education*, Vatican City, 2019. http://www.vatican.va/roman_curia/congregations/ccatheduc/documents/rc_con_ccatheduc_doc_20190202_maschio-e-femmina_en.pdf

Ontario is a pluralistic society. In any school, some community members may live in same-sex relationships, and same-sex couples may be part of the group of parents; some students may choose to openly identify and recognize their sexual orientation during their years in school or they may identify as transgender. Such is the reality in the educational context in Ontario. Denying this is simply not understanding or appreciating who is coming through our school, classroom and workplace doors, each and every day.

The Rainbow Flag's meaning rests not in its individual colors but in the symbolism of the entire spectrum. Baker described the rainbow's universal, all-embracing resonance best: "The rainbow came from earliest recorded history as a symbol of hope. In the Book of Genesis, it appeared as proof of a covenant between God and all living creatures."

June is nationally recognized as Pride Month in Canada. Many institutions and organizations fly the Rainbow Flag as a celebration of diversity. The well-being of all our students and staff are met through a focus on equity and inclusion. While the Rainbow Flag is strongly connected to the LGBTQ+ community, it also is a representation of social change cited as being a symbol of hope and peace.

Flying the Rainbow Flag or Progress Flag communicates that our schools are safe spaces for everyone. It also aligns with boards' equity plans, and mission and vision statements regarding inclusion and belonging as well as student and staff well-being. Most notably, St. Jerome's University (SJU) within the Diocese of Hamilton, marked the beginning of Pride Month by raising a Rainbow Flag on its campus on Monday, June 1, 2020. The event was hailed as a key step toward bringing people even closer together.

Dr. Kline, interim President of the University, stated, "We teach and support a diverse student body, which is drawn from across the University of Waterloo campus. As an academic community rooted in the Catholic tradition, the virtue of hospitality provides direction to us. It calls us to reflect on how we treat our guests and to consider our place in the broader community." He went on further to say, "In recent years, it had become painfully evident that our decision not to fly the Pride flag was sending the wrong message; namely, SJU was not a welcoming space for people who identified as LGBTQ+. This was never our intention and, in fact, that message contradicts our mission and dedication to being community builders. For us, the flag represents our commitment to our students and to all members of the SJU community. The time was right to provide a symbolic reminder that 'all are welcome in this place.'"

In our Catholic schools, we welcome and value all students and celebrate diversity within our communities. We believe that we are all created in the image and likeness of God, and we teach our students to honour the dignity in each person by treating one another with care, compassion and respect. We are committed to nurturing safe and inclusive learning environments that are an expression of God's love and mercy in this world.

With our partners, staff and families we want to create safe, inclusive and welcoming environments of learning and social justice. To raise a Rainbow Flag or Progress Flag at our schools and board offices, in the spirit of care, compassion and respect for all, will signal that we remain firm in our resolve that the work that our staff and students engage in each and every day will ignite the courage to faithfully confront injustice, racism, oppression, and violence while also advocating valiantly for reconciliation, peace, equality, healing, and hope.

Attachment:

ICE Memo

Re: Affirming our Commitment to Equity, Diversity and Inclusive School Communities, May 19, 2020

From: Hanan

Sent: April 15, 2021 5:13 PM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; obrient@hcdsb.org; ohearn-czarnotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>

Cc: DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] HCDSB - LOVE IS NOT A SHOW, NO to pride flag

Dear HCDSB trustees,

The LGBTQ community is our own people, friends, and family. Flying their identity flag is not the sign of Christian love to them, but I am not surprised though, that in a postmodern and post-secular era, the war is of meanings, definitions, terminologies, and symbols.

Don't you know that the Cross of our Lord Jesus Christ is considered offensive to many.

What then, if we have it in our schools as the ultimate symbol of love, would it be considered hateful to keep it in front of those who do not believe in it and should we start hiding it and shy away for the sake of 'showing' our love to them?

LOVE IS NOT A SHOW

As parents, we do not want our schools to continue being a battleground for personal ideologies and identity politics. It is deceptive to use the

LOVE IS NOT A SHOW, I say NO to flying the 'pride flag,' and YES to loving all.

Note: On April 20th, the Halton Catholic Board of Trustees will be voting on a motion to fly the Pride Flag at all HCDSB schools in June. The above is a response to this motion. We are totally against this

From: Alexander Volkel <
Sent: April 15, 2021 10:16 PM
To: Alexander Volkel
Subject: [<EXTERNAL>] Raising Pride Flag at Catholic schools

Dear Halton Catholic District School Board Trustee,

It have heard that the Halton Catholic District School Boards are considering to fly the Pride flag during the month of June. Considering our kids are going to a Catholic School where values are expected to remain in accordance ti God's teachings , this is very disturbing. Our God, your God, has taught us Catholics that men and women are the heart of the Christian family? Needless to say I would assume you are all practising Catholics and are aware of these teachings of the Catholic Church (Catechism of the Catholic Church 2357-2359). It will not serve our Catholic School Base well if the trustees are promoting something contrary to Catholic teaching. Putting a flag up on a Catholic School campus would send a message that the teachings of the Catholic Church has changed when it has not.

We are called to love one another and not discriminate against anyone. But we are not called to promote a movement that does not align itself our human nature, with God and with our faith. I would go so far to say that something like this would be very misleading.

The Flag in a Catholic School should be the flag of the Blessed Trinity, The Resurrected Christ, Our Blessed Mother Mary, The Archangels, All the Saints, Pope Francis, and many more!.

I urge you all to please vote against this proposal.

Thanks & God Bless,

Alexander Volkel

From: Penelope Hurst
Sent: April 14, 2021 10:16 AM
To: DiPietro, Rosie <DiPietroR@hcdsb.org>
Subject: [<EXTERNAL>] Fwd: Lift Jesus Higher !

Please add this letter as correspondence in the next Board agenda package

On Tue, Apr 13, 2021 at 6:14 PM Penelope Hurst <penelope.hurst@gmail.com> wrote:
Hello Trustees,

It is greatly disturbing to hear that the Halton Catholic District School Boards are even considering to fly the Pride flag during the month of June. Needless to say I would assume you are all practising Catholics and are aware of the teachings of the Catholic Church (Catechism of the Catholic Church 2357-2359). It will not serve our Catholic School Base well if the trustees are promoting something contrary to Catholic teaching. Putting a flag up on a Catholic School campus would send a message that the teachings of the Catholic Church has changed when it has not.

We are called to love one another and not discriminate against anyone. But we are not called to promote a movement that does not align itself with our faith. I would go so far to say that something like this would be very misleading.

I urge you all to please vote against this proposal.

Thanks & God Bless
Christopher & Penelope Hurst

From: Cindy Hettiarachchi

Sent: April 15, 2021 6:27 PM

To: DiPietro, Rosie <DiPietroR@hcdsb.org>; Daly, Patrick <DalyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; o'brient@hcdsb.org; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; o'hearn-czarotaj@hcdsb.org

Subject: [<EXTERNAL>] protesting the motion to fly the Pride Flag

Dear Board Members,

Having just heard that school trustees Brenda Agnew and Nancy Guzzo of the Halton Catholic District School Board have introduced a motion to order all schools to fly the Pride Flag, which will be voted on at the April 20th board meeting, I am writing today to state that I disagree with this motion. I am a Catholic taxpayer living in Halton and have 3 children currently enrolled in a school in the HCDSB.

I also ask to have my email included in the official correspondence. I for one chose to have my children raised in the Catholic faith and do not want my schools promoting non Catholic values. All children are welcome; however, we do not need to promote values that go contrary to our faith

I know you have never met me and would not know that I do believe that we are all special and God loves each and everyone of us. And we are all welcome in the Catholic faith. I have nothing but love for all people. I have children on the autism spectrum and I know what it's like for children to be teased or bullied for being different 😊. I would never want any child to feel like they don't belong.

I also have two gay therapists who treat my children daily. I do not have a problem with their life choices. However, I would definitely have an issue if they were to promote to my children sexual relationships that are not sanctioned by the Catholic church. I would also be against anyone promoting birth control, abortion or divorce to my children. It is not an anti-gay thing. I am trying to teach my children about traditional Catholic values. I believe that if you are Catholic, you should strive (not always successfully as none of us are perfect) to follow the teachings of the faith. And you should not actively encourage lifestyles that go against those teachings. And if you choose to send your kids to Catholic school, you should promote Catholic values.

Thank you and God Bless!

Cindy Hettiarachchi

From: Nolan Family

Sent: April 13, 2021 9:42 PM

To: DiPietro, Rosie <DiPietroR@hcdsb.org>; lantomasi, Vincent <lantomasiV@hcdsb.org>; obrient@hcdsb.org; Agnew, Brenda <AgnewB@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; ohearn-czarnotaj@hcdsb.org

Subject: [<EXTERNAL>] Raising the Pride Flag motion support

Hello

I am the mother of a St. Elizabeth Seton student. I understand that there is a motion before the board with regards to raising the Pride Flag at HCDSB schools for the month of June; I support this motion by Trustees Agnew and Guzzo and hope that you will do the same.

One of the values of the HCDSB is Belonging, how can we teach belonging if we do not value all our students- all of God's children?

Please support this motion. Please ensure that all children feel seen and valued.

I would like this email included in the official correspondence

Thank you.

Erin Nolan

From: Thomas, Erin <

Sent: April 15, 2021 3:44 PM

To: DiPietro, Rosie <DiPietroR@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; Kelly, Kirsten <KellyK@hcdsb.org>

Subject: Tonight's Motion

Good afternoon,

I am sending this message to say that I, as a Catholic educator and mom, support the motion put forward by Trustees Brenda Agnew and Nancy Guzzo regarding flying the Pride Flag as HCDSB sites.

Thank you for creating a positive, inclusive and accepting environment within our system, as Jesus teaches us.

From: Stacey Vlasic

Sent: April 14, 2021 9:00 PM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; ohearn-czarnotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Nancy L Guzzo <guzzo.nancyl@gmail.com>; lantomasi, Vincent <lantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; obrient@hcdsb.org; Agnew, Brenda <AgnewB@hcdsb.org>

Subject: [<EXTERNAL>] Pride Flag - Please include this in the formal correspondence

Dear Trustees,

We are students at St.Dominic School in Oakville and we want to raise the Pride Flag this June.

"We think you should put up the Rainbow flag because you should treat people how you want to be treated. And we want them to feel confident about themselves and they can feel special inside."

-Hannah, Grade 1

"Imagine someone telling you that you're not allowed to like a boy or you're not allowed to like a girl. Love is love. We should fly the Rainbow Flag to celebrate that everyone is unique, special and welcome at our school."

-Emma, Grade 4

-----Original Message-----

From: Leony Hettinger

Sent: April 15, 2021 7:52 PM

Subject: [<EXTERNAL>] Against the Pride Flag in Halton Catholic Schools

We reside in Burlington and are taxpayers for the Halton Catholic School board. We strongly oppose the motion put forth by Brenda Agnew and Nancy Guzzo for flying the pride flag at HCSB schools in the month of June.

This is opposite to our Catholic teaching and against teaching in our Bible . We are Catholic based on our faith and morals. We should not be following secular society .

Please count us as against this motion and vote to stop this idea and keep our Catholic schools God focused and Catholic focused. We can show our love and respect to all students and parents but we must keep our Catholic faith present . Please include my email included in the official correspondence .

Sincerely

Jim and Leony Hettinger

Catholic school board tax payers and parishioners of St. Raphael's Parish, Burlington

From: jackhazin@gmail.com

Sent: April 15, 2021 8:01 PM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; obrient@hcdsb.org; ohearn-czarnotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] RE: HCDSB - LOVE IS NOT A SHOW, NO to pride flag

Importance: High

Dear HCDSB Trustees,

The email below reflects exactly what I want to say. I want also to add few points. You should start with asking yourself how you teach our kids the Christian faith and then do something against it? You represent the Christian community. What you guys are proposing is simply ludicrous. LGBTQ community has all rights to be respected and to be loved. I have no doubt about that. We are not against them because this is not the love message we learned from Jesus Christ. Let me turn it around, will the LGBTQ community accept to raise our holly symbol? How does it look like? Or do they hate us?. You know I feel what you are doing is a complete shame and we should take this into consideration in the next election. We are not against anyone. LGBTQ are welcomed in our schools. Why not? They are part of our society and they have the same rights as every and each Canadian. The question is this? How you teach the Christian faith to our kids and promote something against it? We do not hate anyone. Jesus Christ taught us everything about love. We love our enemies so how we cannot love our brothers and sisters in our society?! It is really a shame because you guys are merely a tool to execute an agenda well done and fabricated to destroy the values of our faith.

I want to be included and updated on the results of the vote. I think I have the right to. Is not it? We should think seriously about this and may be we should stop funding the board as it is moving now against our faith!

Jack Hazeen

From: (Paul) Bashar Haddaden

Sent: April 15, 2021 12:10 PM

To: murphyP@hcdsb.org; Duarte, Marvin <duartem@hcdsb.org>; agnewb@hcdsb.org; derosap@hcdsb.org; guzzon@hcdsb.org; Iantomasi, Vincent <iantomasiv@hcdsb.org>; karabelah@hcdsb.org; obrient@hcdsb.org; ohearn-czarnotaj@hcdsb.org; director@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: HCDSB - LOVE IS NOT A SHOW, NO to pride flag

Dear HCDSB trustees,

As followers of Christ, we should be ashamed of ourselves to allow the words 'tolerance and inclusiveness' replace our Christian Catholic values and terminologies of love. The love of Christ is sacrificial, accepting, doing, and blessing of the other, even the enemy. Is it not that His command, to love thy enemy. But while the extreme case is to love an enemy, take ISIS for example, would we want to fly their flag to show them our love? Now take another example that is not an enemy, but a friend and member of our community, an Anglican church, a Jewish school, a Muslim centre, a Seikh temple, a sports team, a buisness...etc. Why won't we fly their flag to show them our love, or will they think we do not love them because we do not have their symbol.

The LGBTQ community is our own people, friends, and family. Flying their identity flag is not the sign of Christian love to them, but I am not surprised though, that in a postmodern and post-secular era, the war is of meanings, definitions, terminologies, and symbols. Don't you know that the Cross of our Lord Jesus Christ is considered offensive to many. What then, if we have it in our schools as the ultimate symbol of love, would it be considered hateful to keep it in front of those who do not believe in it and should we start hiding it and shy away for the sake of 'showing' our love to them?

LOVE IS NOT A SHOW

As parents, we do not want our schools to continue being a battleground for personal ideologies and identity politics. It is deceptive to use the notion of inclusiveness to pass agendas onto communities so that some would gain popularity for a 'love show.' If you trust that flying any symbol other than a Christina Catholic is a sign of Love, then be prepared to take down the Crucifix very soon, the number of those offended by the Crucifix is on the rise.

I repeat, flying any symbol or flag other than what speaks of Christ and His Cross is a just a popularity show. Jesus was popular for being crucified and that was not a show.

LOVE IS NOT A SHOW, I say NO to flying the 'pride flag,' and YES to loving all.

Paul Haddaden
Father of three children at St. Anne Catholic School, Burlington.

Note: On April 20th, the Halton Catholic Board of Trustees will be voting on a motion to fly the Pride Flag at all HCDSB schools in June. The above is a response to this motion.

From: mila

Sent: April 14, 2021 3:39 PM

To: DeRosa, Peter <DeRosaP@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; O'Hearn-Czarnota, Janet <O'Hearn-CzarnotaJ@hcdsb.org>

Cc: DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Catholic Trustee - No Pride

Hello Trustees,

As I understand, the Halton Catholic District School Boards are considering to fly the Pride flag during the month of June.

As Catholics we must stand and explain that we love and accept all, but do not promote the Pride movement. Our faith is against discrimination, against bullying, and is about love each other as Our Lord loved us. This is despite of what society may have historically done so far.

Please see the teachings of the Catholic Church (Catechism of the Catholic Church 2357-2359).

It will not serve our Catholic School Base well if the trustees are promoting something contrary to Catholic teaching. Putting a flag up on a Catholic School campus would send a message that the teachings of the Catholic Church has changed when it has not.

We are called to love one another and not discriminate against anyone. But we are not called to promote a movement that does not align itself with our faith. I would go so far to say that something like this would be very misleading.

I urge you all to please vote against this proposal.

Thanks & God Bless

Judith Rincon

From: Joseph Zayadin

Sent: April 15, 2021 7:22 PM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; obrient@hcdsb.org; ohearn-czarnotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Re: HCDSB - LOVE IS NOT A SHOW, NO to pride flag

Dear HCDSB trustees,

As followers of Christ, we should be ashamed of ourselves to allow the words 'tolerance and inclusiveness' replace our Christian Catholic values and terminologies of love. The love of Christ is sacrificial, accepting, doing, and blessing of the other, even the enemy. Is it not that His command, to love thy enemy. But while the extreme case is to love an enemy, take ISIS for example, would we want to fly their flag to show them our love? Now take another example that is not an enemy, but a friend and member of our community, an Anglican church, a Jewish school, a Muslim centre, a Seikh temple, a sports team, a business...etc. Why won't we fly their flag to show them our love, or will they think we do not love them because we do not have their symbol.

The LGBTQ community is our own people, friends, and family. Flying their identity flag is not the sign of Christian love to them, but I am not surprised though, that in a postmodern and post-secular era, the war is of meanings, definitions, terminologies, and symbols. Don't you know that the Cross of our Lord Jesus Christ is considered offensive to many. What then, if we have it in our schools as the ultimate symbol of love, would it be considered hateful to keep it in front of those who do not believe in it and should we start hiding it and shy away for the sake of 'showing' our love to them?

LOVE IS NOT A SHOW

As parents, we do not want our schools to continue being a battleground for personal ideologies and identity politics. It is deceptive to use the notion of inclusiveness to pass agendas onto communities so that some would gain popularity for a 'love show.' If you trust that flying any symbol other than a Christian Catholic is a sign of Love, then be prepared to take down the Crucifix very soon, the number of those offended by the Crucifix is on the rise.

I repeat, flying any symbol or flag other than what speaks of Christ and His Cross is a just a popularity show. Jesus was popular for being crucified and that was not a show.

LOVE IS NOT A SHOW, I say NO to flying the 'pride flag,' and YES to loving all.

Note: On April 20th, the Halton Catholic Board of Trustees will be voting on a motion to fly the Pride Flag at all HCDSB schools in June. The above is a response to this motion.

From: Marion Hettiarachchi

Sent: April 15, 2021 1:38 PM

To: DiPietro, Rosie <DiPietroR@hcdsb.org>; Daly, Patrick <DalyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>

Subject: [<EXTERNAL>] Please protest motion to fly Pride Flag at Halton Catholic District School Board

This is to bring to your kind notice that we are against this motion. We are Catholic and live in Halton region.

As Catholic taxpayers, we do not need to have children enrolled in schools promoting non Catholic values. All children are welcome, however, we do not need to promote values that go contrary to our faith.

Please included our e-mail addresses, in the official correspondence as the ones who propose this motion

We hope and pray for our grand children raised in the Catholic faith. will keep their Catholic values.

Thank you for your kind co-operation

Sincerely

Marion & Christopher Hettiarachchi

mhettia@yahoo.ca

marhetti@shaw.ca

-----Original Message-----

From: Marci Anderson

Sent: April 14, 2021 8:28 PM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; lantomasi, Vincent <lantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; obrient@hcdsb.org; ohearn-czarnotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>
Subject: [<EXTERNAL>] Supporting our diverse school community

Dear Chair of the Board, Trustees, and Secretary of the Board,

I would like to provide my support for flying the Pride flag at all HCDSB schools and offices during Pride month, starting June 2021, and the motion below in support of the LGBTQ2+ community. Please include this email in the official board meeting correspondence.

Quoted from a National Climate Survey on homophobia, biphobia, and transphobia in Canadian schools:

“Studies have suggested that there is a link between bullying and suicide, and that there is a disproportionately high rate of suicide attempts and suicidal thinking among LGBTQ students (O'Donnell, O'Donnell, Wardlaw, & Stueve, 2004; Remafedi, French, Story, Resnick, & Blum, 1998; Robin et al., 2002; Russell, 2003; Russell & Joyner, 2001; Udry & Chantala, 2002; Wichstrom & Hegna, 2003). This might be expected, given the amount of bullying and other homophobic and transphobic experiences they typically have. However, there is some suggestion that school attachment—the feeling that one belongs in the school community—is a crucial issue in this regard because of its connection to lower suicidal rates in the general school population and among LGBTQ students (O'Donnell et al., 2004). School attachment has also been linked to academic performance for LGBTQ students, especially for boys (Pearson, Muller, & Wilkinson, 2007).“

I think that flying the Pride flag and Safe School posters are steps in the right direction to increase school attachment for this vulnerable population.

I also recommend implementing anti-homophobia (at minimum) policies as outlined on pg 114 of this study:

<https://can01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fegale.ca%2Fwp-content%2Fuploads%2F2011%2F05%2FEvery-Class-In-Every-School-Final-Report.pdf&data=04%7C01%7CDiPietroR%40hcdsb.org%7C7bf3a9dd581e4171cb3708d8ffa56802%7C2537ab7d25bd498aa6427c135779e6d2%7C1%7C0%7C637540433760903480%7CUnknown%7CTWFpbGZsb3d8eyJWIjojMC4wLjAwMDAiLCJQIjoiV2luMzliLCJBTiI6Ikl1haWwiLCJXVCi6Mn0%3D%7C2000&data=uMoltU2UptvtizbOv7SEWC6c3t%2FrvntNmi%2FVjirGK30%3D&reserved=0>

Also, I would recommend surveying the full school community to understand the climate and opportunities for ensuring this community is safe and supported.

Thank you,
Marci Anderson

To: the HCDSB Board
From: Mary Ellen Chown, M Div.
April 15, 2021

Thank you for the opportunity to contribute to the conversation on the issue of raising Pride Day flags at HCDSB schools during the month of June. As a parent of three adult children who attended HCDSB schools some years ago, I have only recently become aware of this issue. As a retired educator, and one who has enjoyed the privilege of offering theological and spiritual workshops to HCDSB teachers and staff in the past, I offer you my discernment process on this issue. As a lifelong Catholic, I have been formed to see important questions through the lens of Scripture and Tradition (Tradition defined here as the lived experience of the church, including the human development of Catholic doctrine and theology over time).

It does not take a Scripture scholar to realize that the issue of raising Pride flags is not specifically addressed anywhere in the Bible! ☺ In fact, in terms of the Gospels, Jesus said little to nothing about sexuality. Rather than scouring the Bible to find a literal phrase that might tangentially support or refute this issue, I have been educated (through an MDiv. at the University of St. Michael's College) to draw on recurring essential themes in Scripture. I have also been educated to consider the rich resource of Scripture through the lens of compassion, as Augustine recommended, rather than proof texting to condemn. The recurring theme that resonates for me is one of our God entering into a covenant of love with humanity, all of whom are wondrously made in God's image. This covenant calls us to likewise respect the dignity of one another, to love one another, and when that love fails, to seek truth and reconciliation. We are called to gather in community to serve one another as the body of Christ – to become church – something greater than the sum of its parts, when it lives true to the Spirit of God. We are called, especially those with more privilege, wealth and opportunity, to remove the blinders of our greed and to enter into solidarity with those among us who are marginalized - to work unceasingly against all forms of injustice. So, on the basis of Scripture, it would seem to me that we are called to respect and celebrate the dignity of all persons, including those who identify as LGBTQ2S+. Raising a flag for the month of June, whose colours denote and celebrate the marvelous diversity of God-given humanity seems like a wonderful idea on this basis – and an affirmation from our Catholic education system of any students who may feel unaccepted or marginalized by others for their sexuality.

When we turn to the teaching of the Catholic Church regarding the issue of raising the Pride flag, I am inclined to ask, which teaching? I am compelled through Catholic teaching to follow Jesus by loving others as they are and rejecting discrimination on the basis of sexual orientation. I have been formed in my Catholic faith to see sexuality as integral to the human person and the expression of sexuality as a gift among mature, committed persons in a loving relationship. Yet, Catholic teaching on homosexuality has judged the expression of same-sex love, even between committed, mature partners as “intrinsically disordered”, not worthy of blessing, and in fact sinful. For me, this teaching creates a contradiction – a double standard that heterosexual love is a gift and the expression of homosexual love is a sin and objectively deviates from the natural order. And so, I am called to discern, and to exercise the Catholic teaching of the ‘primacy of conscience’ in faithfully dissenting from this aspect of the Catechism of the Catholic Church. While some more conservative Catholics would then place me outside the church on this issue, nowhere are we called to ‘uni-think’ in our Catholicism – a word that by definition calls for ‘unity in diversity’. We are called to bring reason and faith to bear on the complex evolving issues of our times, and on this issue, I have discerned that Pride flags are a small but significant way to honour God's diversity and our love and acceptance of that diversity in our schools.

Finally as I take into consideration my lived experience (also a part of Catholic Tradition) as a Catholic educator, a Christian faith facilitator, a white, cis-gendered feminist advocate, wife and

mother - I know, deep in my heart, that if my child, niece or nephew, neighbour's child or a student who is a complete stranger to me were struggling to understand their LGBTQ2S+ sexuality, or had come to realize it, I would hope they would be welcomed and supported by our HCDSB school teachers, staff and Board administrators in the fullness of their humanity. I would welcome a joyous flag flying outside their school to denote it as a place of acceptance, safety and inclusion for all.

In these times when a global pandemic has certainly caused me to realize more profoundly that life is short and fragile, and God calls us urgently to focus our gifts and energy in the direction of love for one another, I urge you to lay down the sword of politics and acrimony that have seemed to partly shape this discussion at HCDSB.

I invite you to consider whether raising a coloured flag to symbolize that all feel welcome, safe and included at our tables of education is just that. I pray that you will engage in faith-filled reflection and discernment as you consider this issue.

Mary Ellen Chown

Sent: April 14, 2021 9:08 AM

To: Duarte, Marvin <DuarteM@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>

Cc: DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Trustee Agnew's Motion to Raise the Pride Flag in June

Trustee Duarte and Trustee Murphy,

It has come to my attention that there is a vote coming up at the next board meeting to decide whether or not our schools should raise the pride flag in June. As a rate payer it is upsetting that this is even something that needs to be voted upon. We are tasked by God to love, support, nurture, and make all of his children feel safe and included. Jesus would have never turned his back on the marginalized in society and we should not either.

I am writing to ask you both to support Trustee Agnew's Motion to Raise the Pride Flag.

I would like my email included in the official correspondence.

Thank you for your time and consideration.

Michelle Finn

From: MARION REKTOR

Sent: April 14, 2021 10:34 AM

To: bishops Office <bishopsoffice@hamiltondiocese.com>; DiPietro, Rosie <DiPietroR@hcdsb.org>; murphy@hcdsb.org; duarten@hcdsb.org; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; bishop Henry <Bishop.Henry@calgarydiocese.ca>; lantomasi, Vincent <lantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; o'hearn-czarnotaj@hcsdb.org; O'Brien, Timothy <O'BrienT@hcdsb.org>;

Subject: [<EXTERNAL>] Ontario Catholic school board to vote on flying gay 'pride flag' at all board-run schools | News | Lifesitenews

Good morning Trustees

So disappointing and sickening to see that there are also some pagans among the Catholic School trustees at the HCDSB as they also exist among the TCDSB trustees and other Catholic School Boards in Ontario. This should not be happening in Catholic Schools as it is a total mockery of your faith and a slap in the face to our Creator. There is no more need to celebrate or support homosexuality as we are surrounded by more than enough. It is Interesting to see what the Bishop will do about this or is he more concerned about the Catholic Schools losing their government funding or his popularity??

Thank God for Life Site News otherwise we would not know the truth as they are standing up to defend their faith and sadly to say there are quite a number among you who are not.

Sincerely,

Marion Rektor

-----Original Message-----

From: Melissa Ribble

Sent: April 13, 2021 10:50 PM

To: DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Board Meeting- Agnew's Pride Motion

Good evening,

Could you please include this in the official correspondence for the next board meeting?

As a ratepayer for the HCDSB I would like to encourage all trustees to vote for Trustee Agnew's motion that includes flying the Pride flag for the month of June.

Thank you

Melissa Ribble

From: Melina <

Date: April 13, 2021 at 8:42:54 PM EDT

To: karabelah@hcdsb.org, derosap@hcdsb.org, guzzon@hcdsb.org

Cc: dipietror@hcdsb.ca

Subject: Pride Flag

Hello Oakville Trustees,

I am a mother of two elementary children attending St. Matthew School. I can not believe in the year 2021 this board's trustees have to 'debate' the issue of raising the pride flag. It's deplorable and very un-Christian. It's a shame those views hold a position of power within the HCDSB.

I fully SUPPORT the flag being raised and would like my email added to the board meeting indicating exactly that.

Regards,

Melina Spyropoulos

April 14, 2021

Dear HCDSB Trustees

I am asking that this letter be included as official correspondence in support of our students and staff who are part of the LGBTQ+ community.

As a staff member within HCDSB I strive to be an inclusive and equitable teacher who follows our Catholic faith of love, acceptance and understanding. Every morning on our announcements we share our school motto that we treat everyone with, “dignity, kindness and respect.” I am faced with many challenges on a daily basis, but I believe that by following the examples Jesus set before us I can be the best role model. The challenge is when I see that inclusivity, kindness and compassion are not the examples being demonstrated by all members of our board. Jesus accepted those who others looked down. He not only accepted but embraced people by recognizing that those who are unloved needed him the most. I am unsure why the board themselves are not also taking this stand.

Our students who are part of the LGBTQ+ community have spent too long feeling like they are on the outside because of misinterpreted Church teachings and personal biases that people hold against them. Our staff who feel they have to hide their own lives are also left ostracized and feeling they are the outsider. We as members of our community need to come together to make change and embraced everyone who is in our schools. Students and staff deserve the love and respect that Jesus himself would have given. We need to make change!

I hope that through reading this and recognizing the MANY students and staff who are struggling for acceptance we will also embrace everyone as God’s children and RAISE THE FLAG. Show that we care and love them as they are just as Jesus taught us. If we reflect on the beatitudes we should remember, “Blessed are the merciful, for they will be shown mercy.” When we exclude those children and adults within our community, we are not showing mercy. We are placing judgement which is not our place. We need to follow the example set out by Jesus and our LGBTQ+ community and recognize that “love is love,” and give acceptance to all.

Sincerely,

Michelle Terra-Allen

From: Michael Trendler

Sent: April 14, 2021 9:07 AM

To: DiPietro, Rosie <DiPietroR@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Obrient@hcdsb.org; Agnew, Brenda <AgnewB@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; o'hearn-czarntaj@hcdsb.org

Subject: [<EXTERNAL>] Support for Pride Flag motion put forward by Trustees Agnew and Guzzo

Dear HCDSB Trustees, Chair & Mr. Daly,

NOTE: Please include this e-mail in the information package for the upcoming Board meeting

I am writing this e-mail to offer my full, unwavering support for the motion put forward by Trustees Agnew and Guzzo to fly the Pride Flag during Pride Month in support of the LGBTQ students in the Halton District School Board.

I attended Catholic schools throughout grade school, highschool and University (Lasalle University in Philadelphia). I am proud to be raising my children as Catholic, but cannot accept the fact that if either are to identify as LGBTQ, they will not have the full support of the school system they attend.

To deny support to this vulnerable community will not change who they are. However, it will change how they think of themselves, how they accept themselves and how they love themselves. This community already has staggering numbers of mental health challenges leading to a much higher rate of suicide than their straight peers. They need our help and the God I believe in would want me to do so.

The time to support the LGBTQ student community fully and openly has passed. I encourage all of you to do the right thing and vote in favour of this important motion.

Best regards,
Michael Trendler

-----Original Message-----

From: Mabel Watt

Sent: April 13, 2021 9:11 PM

To: O'Brien, Timothy <O'BrienT@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>

Cc: DiPietro, Rosie <DiPietroR@hcdsb.org>; Lee <leeroybrown@yahoo.com>

Subject: [<EXTERNAL>] Pride flag

Good evening Tim and Vincent.

As a parent from St. Anne School, and a Burlington constituent, I urge you to support the raising of the Pride flag motion. As Catholics we are taught to show support, caring, and understanding towards our friends, family, and neighbours. We are to treat others as we would want to be treated. Accepting differences, standing up to inequity and injustice demonstrates this. I am ashamed to have to debate this issue in 2021. We are supposed to setting an example for our children to be kind, accepting humans, not divisive, unkind and intolerable people. This is unacceptable behaviour, that we would not tolerate of our children, therefore what makes you think it's acceptable for you to model this behavior, as our elected officials? The global pandemic has thought us to be kind to one and other, help thy neighbour, and be safe. By voting against this, you are clearing declaring that the Hcdsb and its schools is an unsafe environment for some students. Not acceptable. Do better, be responsible. We expect more from our elected representatives.

I would request that this email is included in the official correspondence.

Thank you

Mabel Watt

From: Stacy Kennedy

Sent: April 14, 2021 8:42 AM

To: DiPietro, Rosie <DiPietroR@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Obrient@hcdsb.org; Agnew, Brenda <AgnewB@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; ohearn-czarnotaj@hcdsb.org

Subject: [<EXTERNAL>] We Support flying the Pride flag in June

Good morning,

We support the motion brought forward by Trustees Agnew and Guzzo to fly the PRIDE flag in June.

We are an HCDSB family & ratepayer that stands beside and behind the amazing people in the HCDSB and greater community of Halton who are a part of the LGBTQ community and their families. That includes students, staff and administrators in our schools and board. Our journey of learning is one of faith, spirituality, empathy and compassion and has opened our eyes to the lived experience of others and the importance of supporting ALL members of the Catholic faith and their families.

Please include this email in the official package.

Have a great rest of the week and stay safe.

Sincerely,

The Marambio Family
Oakville

From: Michelle Bonk

Sent: April 14, 2021 5:58 PM

To: Murphy, Patrick <MurphyP@hcdsb.org>; duarteM@mcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>; rdipietro@hcdsb.org

Subject: [<EXTERNAL>] Flying the Pride Flag

PLEASE INCLUDE THIS LETTER IN THE MEETING PACKAGE

Dear Trustees Duarte, Murphy and Director Daly,

I am writing to say I am saddened and honestly disgusted that the issue of flying a Pride flag is being debated by our board in 2021. This should really be a non-issue!

Pope Francis himself said "If someone is gay and he searches for the Lord and has good will, **who am I to judge?**" Furthermore, he endorsed same sex civil unions.

(<https://www.cnn.com/2020/10/21/opinions/pope-francis-civil-unions-lgbtq-families-hope/index.html>)

Who are we to judge the worthiness of others? To quote another parent "Jesus was kind, he was for the marginalized, he was for the persecuted and he told us do not judge or you too will be judged. It is time for us to show love and kindness to all mankind."

One would think that after the debacle of the Sanctity of Life motion, which shed a negative light on HCDSB, trustees would be hesitant to let organizations such as PAFE and Campaign Life Coalition dictate their actions. These radical groups use their platform to attack Pope Francis, and radicalize Catholics which puts us at risk of imploding. I resent that these groups have been utilized to garner support against raising the flag and I caution people to do their own research into the beliefs these groups endorse as "catholic" teachings.

Isn't the motto of our board Achieving, Believing Belonging. How is not flying the flag in keeping with our motto? I **STRONGLY** urge you to vote **IN FAVOUR** of flying the Pride flag at ALL HCDSB schools and buildings.

Sincerely,

Michelle Bonk Milton, ON

-----Original Message-----

From: Nichole

Sent: April 14, 2021 9:28 PM

To: Karabela, Helena <KarabelaH@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Obrient@hcdsb.org; Duarte, Marvin <DuarteM@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; hearn-czarnotaj@hcdsb.org

Subject: [<EXTERNAL>] SUPPORT PRIDE FLAG MOTION

To whom it may concern,

As a parent of children who attend school within the HCDSB I am emailing to express MY SUPPORT of HCDSB raising the PRIDE FLAG and therefore SUPPORT the motion put forward by Trustees Agnew and Guzzo.

I would like this email to be included in the official correspondence.

Nichole BERTRAND

From: natalie john-carson

Sent: April 15, 2021 1:54 PM

To: DiPietro, Rosie <DiPietroR@hcdsb.org>; iantomasiv@hcdsc.org; obrient@hcdsb.org; Agnew, Brenda <AgnewB@hcdsb.org>

Subject: [<EXTERNAL>] Pride Flag vote

Hello I ask that my email please be included in the upcoming board meeting.

I am writing this email in support of a motion to fly the Pride Flag at HCSDB Schools in June. I am not a parent in the HCSDB school system. However, I am a concerned community member, ally to our LGBTQ community and most importantly, for the purpose of this letter, I am a social worker and children's mental health provider.

For the past 15 years, I have had the privilege of working in mental health and supporting LGBTQ youth and their families. I am not here to debate religion, nor am I here to challenge beliefs or value systems. What I am here to do is to present you with facts based on my lived experience as a therapist as well the wealth of research knowledge that exists to help better support these young people and their mental health.

From a research perspective, we know that LGBTQ youth are more likely to report much higher rates of depression, substance use and are at higher risk for suicide compared to their heterosexual peers. We also know that schools play an important role in the health and well-being of our youth. In order for youth to thrive and be resilient, school connectedness and support is correlated with lower rates of suicide thoughts and attempts, higher school attendance and less threats of violence. There are a number of evidence based school strategies that can be implemented to support our youth. I will attach literature and additional articles from the CDC website which I think you will find informative.

Lastly, from my lived experience as a therapist I have been witness to the trauma of what living in a world that doesn't accept who you are as your authentic self can do to a child. It is nothing short of devastating. Being denied this basic human right leads to immense amounts of guilt and shame. Navigating these feelings as a child can be overwhelming and thus results in serious mental health consequences. I can appreciate that raising a Pride flag at your schools in the meantime will not imminently mitigate these consequences. However, it is a first step and does send a message of acceptance which we know is an important protective factor for our youth. As a community we all need to do better. I ask that you please consider the mental health of our LGBTQ youth when making decisions which have a far greater reach and impact that you can ever appreciate.

Sincerely,

Natalie John Carson MSW, RSW

From: Paula Lam

Sent: April 13, 2021 8:23 PM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; obrient@hcdsb.org; ohearn-czarnotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Supporting Our Diverse School Community motion

Dear HCDSB Trustees,

Please include this email in the official correspondence.

I am writing to express my support of the motion to fly the pride flag: "Supporting Our Diverse School Community". I hope all trustees will approve this motion, especially because it represents our Catholic faith. As a Catholic parent with a young son at a HCDSB elementary school and another child starting in a couple of years, it is very important that we support the Catholic values of love, belonging, equity and inclusion. It was important to me to have my children go to a Catholic school instead of a public school because I was part of a Catholic social justice club in high school and learned from my teachers and fellow classmates to promote equity, inclusion, love, and belonging for all, including the LGBTQ+ community, and I learned how important social justice issues are to the Catholic faith. I would hope that all HCDSB trustees would want students to grow up with these Catholic values.

I will be sure to note who is voting for this motion when the next election comes and I will be making my vote for HCDSB trustees that support the Catholic values of equity, inclusion, love, and belonging by voting to raise the pride flag.

Thank you,
Paula Lam

From: Paul Muller

Sent: April 14, 2021 9:39 AM

To: DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: Re: [<EXTERNAL>] Paul Muller would like to be a delegate and present on the pride flag motion

Thanks Rosie,

Sorry to hear, but I understand.

As you offered, please include the following as part of the Board meeting package. Had I been selected as a delegate, I would have read this statement to the Trustees. Feel free to add my full contact details to validate my authenticity.

Trustees, as baptised Catholics I know you faithfully follow God's command to love Him and your neighbours, regardless of their sexual orientation. In your role as trustees, you have vowed to uphold Catholic teaching. The Catholic Catechism, 2,000 years of Catholic Sacred Tradition and Natural Law all oppose any sexual unions that close the sexual act to the gift of life; Therefore you must oppose legitimizing or celebrating these unions by raising a pride flag and promoting pride activities. You must examine your conscience and oppose this motion, in accord with the beliefs of Catholic Church which you profess and as trustees for promoting and upholding the Catholic faith.

Paul Muller [REDACTED]

Please email or call me if you have questions or need more information.

Cheers,

Paul

-----Original Message-----

From: Rosie

Sent: April 15, 2021 3:33 PM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; O'Brien, Timothy <O'BrienT@hcdsb.org>; O'Hearn-Czarnota, Janet <O'Hearn-CzarnotaJ@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Cc: Kelly, Kirsten <KellyK@hcdsb.org>

Subject: [<EXTERNAL>] RE: Support for flying the Pride Flag

Good afternoon,

Hope you are all doing well and staying safe.

I Just wanted to send a quick note saying I support the motion put forward by Trustees Agnew and Guzzo regarding flying the pride flag. I believe it is a symbol of love and support that many students in our school board desperately need to see, even more so during these difficult times when many of our youth may be struggling with their mental health.

I recognize I may be too late but if possible, I would like my email to be included In the official correspondence for next week's meeting.

Thank-you,
Rosie Bkila

From: Rosario Francia

Sent: April 15, 2021 11:24 AM

To: DiPietro, Rosie <DiPietroR@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>

Subject: [<EXTERNAL>] RV: I am against to raise a gay pride flag in our Catholic school

Good Morning,

Through this email I express the concern Catholic parents and children of the HCDSB community have with the presentation of a motion to raise the gay pride flag in our schools.

As parents we battle everyday with teaching our children Catholic and moral values in a world that battles with so many deviations, we face a daily task of having conversations about importance of loving one another, respecting others, rejecting drugs, rejecting sexual deviations and rejecting Satanism among others and teaching them that trusting God and following Jesus teachings is the right thing to do. For that reason we have decided to enroll them in Catholic schools, to ensure that the church, the home and the school teachings are aligned to guarantee that our faith is preserved and lived by our families.

It is with a heart full of sadness and pain I receive the news the Halton Catholic School Board is even including the motion to raise the gay pride flag in our schools in June. What is the message to our children? What is the goal of this?

This will only confuse them, this will put a doubt in the minds already confused by so much social media bombarding of the teachings of our faith.

The Bible and the Catholic Catechism (sections 2357-2359) are very clear on Jesus teachings about homosexuality, as trustees of the board we are trusting In you the teachings of our faith in our schools, please do not betray our faith and Jesus Christ on April 20th and ensure you represent the Catholic community voting against this motion.

No motions that apart us from our Lord's teachings should even be considered as a motion.

God bless you all and may the Holy Spirit guide you as it has guided Pope Francis in the recent controversial motions about homosexuality within the church, so you can be true leaders of our faith in a world that so much needs it.

Matthew 18:6- Whoever causes one of these little ones* who believe in me to sin, it would be better for him to have a great millstone hung around his neck and to be drowned in the depths of the sea.

Sincerely ,

Rosario Francia

From: Russ Tattersall <russ_tattersall@yahoo.ca>

Sent: April 14, 2021 5:00 PM

To: DiPietro, Rosie <DiPietroR@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; hearn-czarnotaj@hcdsb.org

Subject: [<EXTERNAL>] Gay Pride Flag

My heart breaks. In a spirit of respect and Christian love, I ask you to consider the following.

Catholic school boards exist to educate students, in loco parentis, consistent with the eternal teachings of the Catholic faith.

Flying that political symbol (the gay pride flag) from Board flagpoles normalizes sexual acts outside the marriage bed. The rainbow flag is a revolutionary call to sexual libertinism, a rebellion against traditional sexual morality. Do not fall prey to the lure of raising that symbol to express your love and support to our children who experience attractions and temptations to act in sinful ways. It is neither kind nor loving to affirm the agenda of the sexual revolution.

Jesus Christ, the incarnate Word of God, is the bridegroom who is married to the Church, his beloved spouse. The Word of God as heard through Scripture, has revealed to us that sodomy is the sin that cries out to Heaven, and all sexual acts outside the marriage bed are gravely sinful.

The gay pride flag is a scandalous affront to the marital covenant, it mocks the Church's teachings on the holiness of the marital act, and who we are as human persons, created by God.

Who we are as human beings, created by a loving God, is not defined by our temptations or attractions. Identity politics conflates a person with their sexual orientation, conflating the desire with the person. Flying the gay pride flag is pure identity politics, violating the Catholic prohibition on conflating the sin with the sinner.

Please find a different way of welcoming and counseling our beloved children who experience same-sex attraction, temptations to engage in same sex sexual acts, temptations to engage in sexual activity outside marriage, or experience confusion about their sexual identity. The message from the world that sex outside marriage is no big deal is a powerful and dangerous lie told to young people who are most vulnerable to the power of raging hormones and impulsivity. It is not loving to lead someone astray, or to affirm that which is not true.

In Jesus's name, O blood and water, which gushed forth from the Heart of Jesus as a fount of Mercy for us, I trust in you.

Russ Tattersall
Catholic Parent

From: ron whaling

Sent: April 15, 2021 4:00 PM

To: urphyp@hcdsb.org; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; O'Brien, Timothy <O'BrienT@hcdsb.org>; O'Hearn-Czarnota, Janet <O'Hearn-CzarnotaJ@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Support with flying the Pride Flag

Dear Trustees and Director Daly,

I am a parent of a child at St. Mary Catholic Elementary School who supports all HCDSB schools and buildings flying the Pride flag in June, during Pride Month. It is very important that all students and families feel supported and welcome at an HCDSB school regardless of their sexual orientation or gender identity. If we are to be a truly inclusive school board then we must take the important step in flying the Pride flag in support of all LGBTQ+ students and families. **I want this email included in the official correspondences.** I trust that you will all make the right decision for our students!

Kind regards,

Ron Whaling

From: Tima Borges

Sent: April 13, 2021 10:48 PM

To: Agnew, Brenda <AgnewB@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Notice of Motion: Supporting our Diverse School Community

Dear Pat Daly and Brenda Agnew,

In Matthew 18:5-6 Jesus said, "... whoever receives one such child in My name, receives Me; but whoever causes one of these little ones who believe in Me to sin, it is better for him that a heavy millstone be hung around his neck, and that he be drowned in the depths of the sea."

I write as a genuinely concerned parent regarding the Notice of Motion: Supporting our Diverse School Community.

Imagine being a Catholic walking into a Catholic school where you should feel safe to live by true Catholic teaching but instead you feel excluded. You feel excluded because the Catholic school has embraced teachings that are contrary to the faith you know and love. The Catholic's who claim to know Jesus and use his words, are using them to encourage immorality and all for the sake of inclusion. The more they claim to be inclusive the more excluded you are.

This is the future of our Catholic schools if you allow this motion to pass. For the sake of inclusion, you are excluding the faithful Catholics. I send my children to a Catholic school, so they have a safe place to live their faith, to uphold the values and morals Jesus taught us.

I send my children to a Catholic school with the expectation they will be taught truths about our faith, that I will be supported in the values and morals we uphold as a family. This action takes that very reason away. It would be easier to have my children attend a public school. Where I can explain to them the reason they are being taught things contrary to our faith is because it is not a faith-based school. How can I explain to them that they are in a Catholic school system that is not Catholic at all?

While it is true that Christ loves all his children, it is concerning to me that scripture is being used to justify encouraging our children to sin. Jesus never did that. In fact, Jesus admonished the sinner and when he forgave them said, "Go and sin no more" -John 8:11. He did not expect them to continue living in sin.

The very fact that it is called a 'pride' flag should cause us Catholics to pause. Pride is one of the 7 deadly sins. As children of God, we cannot raise a flag, put up posters or hold events that celebrate choices or a lifestyle that is against the values and morals of our Catholic faith.

To use and twist the Pope's and more so, Jesus' words to justify this act is atrocious and irresponsible!

We can provide a safe space for all without raising a flag and celebrating sin. In effort to be inclusive the board would be excluding the faithful Catholics. While embracing LGBTQ+ identity we lose our Catholic identity.

Please, for the sake of our children, our Catholic identity and the souls of those responsible for the education of our children, vote against this motion.

Tima Borges

From: Trish Nicholls Powell

Sent: April 15, 2021 7:55 AM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; obrient@hcdsb.org; ohearn-czarnotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Supporting Our Diverse School Community

Dear Chair, Trustees and Secretary of the Board, Director Daly and Ms. Dipietro,
I am a parent of 4 children within the HCDSB and I support the motion ***Supporting Our Diverse School Community*** put forward by Trustees Agnew and Guzzo.

I would like my email to be included in the official correspondence at the upcoming Board Meeting.

I would like to ask Patrick Murphy to vote in favour of this.

Sincerely,
Trish Nicholls Powell

From: Jeff Theresa McArthur

Sent: April 15, 2021 6:22 PM

To: DiPietro, Rosie <DiPietroR@hcdsb.org>; Daly, Patrick <DalyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>

Subject: [<EXTERNAL>] No to Pride Flag

Dear Halton Trustees,

I am a Catholic living in Halton. I disagree with the plan to fly the Pride flag over our Catholic schools in the month of June, or any time.

The Pride mentality is contrary to Catholic teaching and it would be damaging to appear to promote it.

Respectfully,
Theresa McArthur

-----Original Message-----

From: Thera Robinson Issawi

Sent: April 14, 2021 3:43 AM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; obrient@hcdsb.org; ohearn-czarnotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Pride Flag

To Whom this may concern,

I hope this actually concerns everyone. How can it be that a publicly funded school board has the right to NOT raise a flag that is a symbol of acceptance? How can it be that a school board that boasts LOVE and compassion, does not raise a flag to demonstrate that love for all? I attended Catholic schools here in Ontario, my entire childhood and the idea that the same people who essentially raised me (we spend a lot of time at school) are not welcoming of my friends, is truly upsetting. We ask our children not to exclude others while they play. We ask them to be kind and respectful. What role models are we then if we cannot raise a flag to show that same acceptance and love?

It is 2021. This is Canada. It's time for change! I hope this letter will be shared as part of the upcoming agenda so that every individual that even passes by a catholic school knows they are valued. So much more to be done but this is a very small step!

Sincerely,

A concerned teacher, mother, ally!
Thera Issawi

From: Tom Spasojevic

Sent: April 14, 2021 4:45 PM

To: Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; obrient@hcdsb.org; ohearn-czarnotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>

Subject: [<EXTERNAL>] Pride flag 🌈

Hello,

I'm am sending in communication in support of raising the pride flag. I think it is very important for all children and staff to have representation and to not feel excluded in anyway.

Not supporting this is very detrimental to their mental health. Please keep our school community an open, loving and accepting place.

Please include this communication in any official correspondence.

Thank for your time and consideration,
Tom Spasojevic

From: Trish Vergata
Sent: April 14, 2021 4:00 PM
To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>
Cc: DiPietro, Rosie <DiPietroR@hcdsb.org>; rdipietro@hcdsb.org
Subject: [<EXTERNAL>] Flying the Pride Flag

PLEASE INCLUDE THIS LETTER IN THE MEETING PACKAGE

Dear Trustees Duarte, Murphy and Director Daly,

I grappled with writing this letter because I was angry that the issue of flying the Pride flag is an issue in 2021, and also sad that this is an issue in our present day.

After watching Nicole Hotchkiss' presentation and her eloquence in answering questions afterwards, I was impressed beyond belief.

As I watched trustees quote genesis and talk about Catholic values, I draw your attention to the fact that Pope Francis himself said "If someone is gay and he searches for the Lord and has good will, who am I to judge?" Furthermore, he endorsed same sex civil unions.

(<https://www.cnn.com/2020/10/21/opinions/pope-francis-civil-unions-lgbtq-families-hope/index.html>)

One would think that after the debacle of the Sanctity of Life motion, which shed a negative light on HCDSB, trustees would be hesitant to let organizations such as PAFE and Campaign Life Coalition dictate their actions. These radical groups use their platform to attack Pope Francis, and radicalize Catholics which puts us at risk of imploding. I resent that these groups have been utilized to garner support against raising the flag and I caution people to do their own research into the beliefs these groups endorse as "catholic" teachings.

As you can imagine, this issue is garnering much attention on Social Media. When I expressed my support in favour of the issue, one woman suggested that "Maybe, if our children grew up attending church together as a family and praying more, they will learn what true Catholic love and kindness for everyone is..." I take great offence to this remark as I am actively involved in my parish and attend mass regularly with my family. To think that that measures "true Catholic love" is myopic.

In conclusion, I would like to say that we discussed this issue at our dinner table. My daughter, a student at St. Francis Xavier, said "Isn't the motto of our board Achieving, Believing Belonging. How is not flying the flag in keeping with our motto?" You can NOT argue with that.

I strongly encourage you to take this into consideration when faced with a vote.

Sincerely,
Trish Vergata
Milton, ON

-----Original Message-----

From: Steph Hincks

Sent: April 14, 2021 8:02 PM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; obrient@hcdsb.org; ohearn-czarnotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>
Subject: [<EXTERNAL>] Supporting Diversity in our Schools

Dear Chair of the Board, Trustees, and Secretary of the Board,

I would like to provide my support for flying the Pride flag at all HCDSB schools and offices during Pride month, starting June 2021, and the motion below in support of the LGBTQ2+ community. Please include this email in the official board meeting correspondence.

Frankly, this feels like a simple step towards including and creating an open and accepting school environment for all children.

Thank you,

Steph and Chris Hincks

St. Patricks Elementary Family Members
Burlington, ON

-----Original Message-----

From: Suzette Arruda

Sent: April 14, 2021 3:02 PM

To: DiPietro, Rosie <DiPietroR@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; obrient@hcdsb.org

Cc: Agnew, Brenda <AgnewB@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>

Subject: [<EXTERNAL>] Support of Raising the Pride Flag

Dear Trustees, Mr. Chair, and Director Daly,

I support the motion put forward by Trustees Brenda Agnew and Nancy Guzzo in raising the Pride Flag.

Please include my email in the official correspondence package.

Thank you,
Suzette Arruda

From: Serina Bowles
Sent: April 14, 2021 3:30 PM
To: DiPietro, Rosie <DiPietroR@hcdsb.org>
Subject: [<EXTERNAL>] Pride flag

Hi there,

Sorry to be blunt but I was told that it is going to be a tight vote whether the board will fly the pride flag in June? Is that correct? I don't even know what to say to that in this day and age, that there are influencers of our children in positions of power who would vote AGAINST this? I am flabbergasted and if you are one of the no votes you should be ashamed at your involvement in harming our children and perpetuating bias and hate in our community.

I would like my voice heard and for this email to be included in the official board meeting correspondence that I find it ridiculous you are even wasting time on discussing this issue and that you have a responsibility to today's youth to to ALL and symbolically fly that flag.

Thank you for your consideration to my opinion.

From: Susan Bradley
Sent: April 14, 2021 11:12 AM
To: Duarte, Marvin <DuarteM@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>
Cc: DiPietro, Rosie <DiPietroR@hcdsb.org>
Subject: [<EXTERNAL>] Trustee Agnew's Motion to Raise the Pride Flag in June

Trustee Duarte and Trustee Murphy,

It has come to my attention that there is a vote coming up in the next board meeting to decide whether or not our schools should raise the pride flag in June. As a ratepayer, it is upsetting that this is even something that needs to be voted upon. God tasks us to love, support, nurture, and make all of his children feel safe and included. Jesus would never turn his back on the marginalized in society, and we should not either.

I am writing to ask you both to support Trustee Agnew's Motion to Raise the Pride Flag.

I would like my email included in the official correspondence.

Thank you for your time and consideration.

Susan Bradley

-----Original Message-----

From: Stephanie Buckman

Sent: April 15, 2021 1:17 PM

Subject: [<EXTERNAL>] In favour of flying the pride flag at HCDSB schools in June

I am strongly in favour of flying the pride flag at HCDSB schools this June and would like for my email address to be added to the board meeting.

As a parent of an LGBTQ+ child within the HCDSB school system, I think it is incredibly important to show our support and act inclusively on this matter. Kids should know they are in a safe and inclusive space and this move will greatly aid in the demonstration of our community's compassion, acceptance and inclusivity.

Stephanie Buckman

From: shadow casper

Sent: April 14, 2021 11:17 AM

To: DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] vote next week on a motion to fly the rainbow-colored homosexual pride flag at all board-run schools during the month of June

The Bible is very clear about homosexuality. If your board votes to fly the LGBTQ flag you are confirming that you follow a false religion not tied to the word of God – Pure and Simple. God has already given us direction on this. Read Romans 1:24-32 The LGTBQ agenda was born of Satan the great deceiver. The LORD will judge false church leaders (including Popes) Read Revelation 19:20

From: Serafino Catallo

Sent: April 15, 2021 6:56 PM

To: DiPietro, Rosie <DiPietroR@hcdsb.org>; Daly, Patrick <DalyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; o'brient@hcdsb.org; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; o'hearn-czarnotaj@hcdsb.org

Subject: [<EXTERNAL>] motion to fly the Pride flag

I, Serafino Catallo, fully support Fr. Janusz Roginski's statement. Please, consider it to be my voice. I am a Catholic Halton resident and pay taxes to support the Catholic School system. Please include my email in the official correspondence.

Dear Halton Catholic Trustees and Director Daly,

It was brought to my attention that one of the trustees had put forth a motion to fly the Pride flag during the month of June at HCDSB. I would like with this letter: 1) to strongly oppose this motion, which goes against the teaching of the Catholic Church, 2) to propose to fly the image of Sacred Heart of Jesus in the month of June at HCDSB instead as this month is dedicated to the veneration of the Sacred Heart of Jesus.

1) Let it be reminded that the Catholic School system participates in the mission of the Church to proclaim the Gospel of Christ in obedience to the command of our Risen Lord: "Go into all the world and preach the Gospel to every creature" (Mk 16:15). Our Lord himself started his public ministry with a call to conversion: "Repent and believe in the Gospel." (Mk 1:15). The mission of the Church is to evangelize the world by turning all humankind from sinful ways and leading them to the way of life proposed by God himself in the person of the only Saviour of the world, our Lord Jesus Christ. St. Paul understood it well when he wrote to the Christian community in Rome, the capital of the pagan world: "Do not be conformed to this world, but be transformed by the renewing of your mind, so that you may prove what the will of God is, that which is good and acceptable and perfect." (Rm 12:2). Thus we are not supposed to conform the Gospel to the worldly way of thinking but to transform the world by conforming our ways to God's ways. In light of that we cannot in good conscience fly the Pride flag, which represents a sinful way of life, which is:

(1) Clearly and strongly condemned by the authority of the Holy Scriptures: "For this reason God gave them over to degrading passions; for their women exchanged natural relations for that which is contrary to nature, and the men likewise gave up natural relations with women and were consumed with passion for one another, men committing shameless acts with men and receiving in themselves the due penalty for their error." (Rm 1:26-27) St. Paul enumerates these sins among other mortal sins and goes on to say: "Or do you not know that the unrighteous will not inherit the kingdom of God? Do not be deceived: neither the sexually immoral, nor idolaters, nor adulterers, nor men who practice homosexuality, nor thieves, nor the greedy, nor drunkards, nor revilers, nor swindlers will inherit the kingdom of God."

(2) And authoritatively confirmed in the Catechism of the Catholic Church (cf. 2357-2359): "Tradition has always declared that "homosexual acts are intrinsically disordered." They are contrary to the natural law. They close the sexual act to the gift of life. They do not proceed from a genuine affective and sexual complementarity. Under no circumstances can they be approved."

By flying the Pride flag in our schools we would betray our Lord, deform His teachings and fail in calling the world to conversion. We would become a scandal to the world and deserve Jesus's condemnation: "Jesus said to His disciples, "It is inevitable that scandals will come, but woe to the one through whom they come! It would be better for him to have a millstone hung around his neck and to be thrown into the sea than to cause one of these little ones to stumble." (Lk 17:1-2).

2) Instead I propose to promote across our Catholic schools and school boards the image of the Sacred Heart of Jesus, which perfectly reflects the essence of the Gospel. God loves every human being, Jesus's Heart is all-inclusive, nobody is excluded from His love. At the same time his Heart is wounded by our sins. He suffers because of our sinful way of life and calls us to conversion. When we respond to his call, repent and change our ways, then we are able to do God's will, "that which is good and acceptable and perfect." (Rm 2:12). The devotion to the Sacred Heart of Jesus introduced by Saint Margaret Mary Alacoque, was approved and promoted by many popes beginning with Pius IX, through Leo XIII, Pius X, Pius XII, John Paul II to Pope

From: Sarah Dale

Sent: April 14, 2021 2:47 PM

To: DiPietro, Rosie <DiPietroR@hcdsb.org>

Cc: Karabela, Helena <KarabelaH@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Obrient@hcdsb.org; Agnew, Brenda <AgnewB@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; Ohearn-czarnotaj@hcdsb.org

Subject: [<EXTERNAL>] Email to be included in upcoming Board Meeting - Re: Raising of Pride Flag

Hello,

Please be advised that as a parent in the HCDSB and a tax payer I fully support the motion put forward by Trustee's Agnew and Guzzo to raise the Pride flag.

***Please include my email in the official correspondence.**

Thank you,

Sarah Dale

From: Sonja Dalle Ave

Sent: April 14, 2021 12:28 PM

To: Karabela, Helena <KarabelaH@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; O'Brien, Timothy <O'BrienT@hcdsb.org>; O'Hearn-Czarnota, Janet <O'Hearn-CzarnotaJ@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; Daly, Patrick <DalyP@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Gay Pride Flag at Catholic Schools - Vote NO - - Please include in the correspondence in the next Board agenda package

Dear trustees,

The Catholic School Board has an obligation to be just that: Catholic. You have been voted to be a trustee to protect this identity and you have an obligation to your voters and to the Catholic community. It is very disturbing that the question of raising the Gay Pride Flag at a Catholic School Board is even up for discussion, as gay pride activities are clearly against Catholic teaching. If any of you cannot embrace Catholic teaching, the only honest action is to step down as Catholic trustee. This is NOT a question of inclusiveness, as we are made to believe by powerful activists; this is a direct assault on Catholic values and the identity of the Catholic School Boards in Ontario. Children need sensitive support in times of confusion, not a push into the wrong environment that leaves them deeply unhappy and even more vulnerable. Gay Pride is exactly pushing them in the wrong direction, often against the concerns of their parents who have the best interest of their children at heart. It is NOT helping the most vulnerable children; it is confusing all of them!

Have you ever looked up Gay Pride on the internet? I followed some links by concerned parents. Are you aware of the grossly indecent pictures and actions that come up with just a few clicks? And you are telling parents that their children should CELEBRATE this??? This is what Gay Pride stands for; it is not about oh so tenderly caring for a confused child.... As trustees, you do not have the right to usurp parents in their role as primary caretakers and decision makers, regardless of how the issues are dressed up as or warped.

Why fly the Gay Pride Flag? Why not the disability flag? Why not the autism flag? Have you considered flying the Pro-Life flag? Now that would be Catholic!! A flag with the Blessed Mother Mary, protectress of all children? A flag with the Saint after whom the school is named? Have you EVER had such a discussion?

I am appealing to your common sense and to your obligation as Catholic trustees.

Please include this email in the correspondence in the next Board agenda package.

Sincerely,

Sonja Dalle Ave
Oakville

From: Hanan

Sent: April 15, 2021 5:13 PM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; obrient@hcdsb.org; ohearn-czarnotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>

Cc: DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] HCDSB - LOVE IS NOT A SHOW, NO to pride flag

Dear HCDSB trustees,

The LGBTQ community is our own people, friends, and family. Flying their identity flag is not the sign of Christian love to them, but I am not surprised though, that in a postmodern and post-secular era, the war is of meanings, definitions, terminologies, and symbols.

Don't you know that the Cross of our Lord Jesus Christ is considered offensive to many.

What then, if we have it in our schools as the ultimate symbol of love, would it be considered hateful to keep it in front of those who do not believe in it and should we start hiding it and shy away for the sake of 'showing' our love to them?

LOVE IS NOT A SHOW

As parents, we do not want our schools to continue being a battleground for personal ideologies and identity politics. It is deceptive to use the

LOVE IS NOT A SHOW, I say NO to flying the 'pride flag,' and YES to loving all.

Note: On April 20th, the Halton Catholic Board of Trustees will be voting on a motion to fly the Pride Flag at all HCDSB schools in June. The above is a response to this motion. We are totally against this

From: Sara Magera

Sent: April 14, 2021 9:19 PM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; obrient@hcdsb.org; ohearn-czarnotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Re: Supporting Our Diverse School Community (Pride Flag Raising in HCDSB Schools)

To: Mr. Chair, Director Daly, Trustees,

{I would like the following to be included as official correspondence at the next meeting of the Board}

I am in **FULL SUPPORT** of the motion being brought forth by Trustee Agnew and Trustee Guzzo regarding raising the Pride Flag at all HCDSB schools.

Our children are the most important element in any school. They need to feel that they are in a safe space that is inclusive and supportive of ALL children. Part of this is knowing they are in a community that supports their diversity regardless of their gender identity or sexual orientation. It is time that the HCDSB appropriately supports the LGBTQ2S+ community and that our children know they are loved, respected and cared for regardless of these choices. As both a parent and an educator, I feel that this action is needed so no child feels out of place, scared or alone in their own school.

Respectfully,

Sara Magera

From: Susanne Rodgers

Sent: April 13, 2021 9:42 PM

To: DiPietro, Rosie <DiPietroR@hcdsb.org>

Cc: Karabela, Helena <KarabelaH@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Agnew, Brenda

<AgnewB@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Murphy, Patrick

<MurphyP@hcdsb.org>; o'hearn-czarntaj@hcdsb.org; Obrient@hcdsb.org

Subject: [<EXTERNAL>] Support for Trustees Agnew and Guzzo's motion

To the trustees of the Halton Catholic District School Board,

I am writing as a parent (and a teacher - however I teach for a different school board) of a child currently enrolled in HCDSB (and I am also a product of this board). **I want to express my deep support for the motion put forth by Trustees Agnew and Guzzo to fly the pride flag for the month of June** at all schools in the board (and board offices) as well as hanging posters in all classrooms promoting inclusiveness and acceptance - because last time I checked, THAT was the true essence of what being a good Catholic is all about.

If you are thinking of NOT voting in favour of this, which sadly I see that many of you are planning to vote this way, I IMPLY you to consider how you might feel if it was YOUR child who was made to feel unloved, excluded and outcasted in what is supposed to be the safest space of all - their school. I don't need to tell you, as I am sure you are all very much aware, that for many students, school is their only place of refuge. Imagine being excluded simply because of who you choose to love. It is ABSURD that I am writing this email in 2021. Make no mistake, the pride flag will absolutely let all students know that regardless of who they are, God loves them and so do their teachers and the school system. And if you disagree with this, then shame on you.

PLEASE be sure to include this email in your official correspondence.

Thank you for your time,

Susanne Rodgers

-----Original Message-----

From: Terra Shastri

Sent: April 13, 2021 8:22 PM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; Obrient@hcdsb.org; Ohearn-czarnotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Pride month flag

Please include my email in the official correspondence for April 20th.

I am in full support of the pride flags at all HCDSB schools. All schools should be inclusive. Too many children suffer from depression (and even worse - die by suicide) due to bullying and/or feeling like they are evil for being queer/gay or any part of the LGBTQ2S+ community. The time for this change is now.

Thank you,

Terra Shastri

-----Original Message-----

From: Sabrina T

Sent: April 14, 2021 5:32 PM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; Obrient <obrient@hcdsb.org>; Ohearn-Czarnotaj <ohearn-czarnotaj@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Supporting our Diverse Community

Hello,

I'm writing to all of you to let you know I strongly support the message of "Supporting our Diverse Community" and I believe it is very important that we become more inclusive and support all students. In saying this, I would like to see the Pride flag raised and that safe-space posters be put in classrooms.

I ask that you include my email in the official board meeting correspondence showing my support.

Thank you
Sabrina Thiffault

From: Stacey Vlasic

Sent: April 14, 2021 3:39 PM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; obrient@hcdsb.org; ohearn-czarnotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Pride Flag - please include this email in the formal correspondence

Trustees,

I am writing today to formally lend my support to raising the Pride Flag this June and every June in solidarity with our **LGBTQ2S+** HCDSB staff, students and families.

It is disappointing that in 2021 it is necessary for a ratepayer and parent to write their school board asking elected officials to recognize the importance of ensuring all individuals be treated equally and fairly. It saddens me that a Board built on value-based learning is reluctant, at times defiant, in providing a welcoming, safe and loving space for **LGBTQ2S+** staff, students and families.

Mostly, I am disappointed in myself for choosing a Catholic education for my children that discriminates against some of our most vulnerable children. In our family, we have two golden rules:

1. There's always space for one more at the table
2. Treat others how you want to be treated

In its simplest form, raising the Pride Flag reminds the HCDSB community, and my own children, that there is always room, that we are equal. More importantly, the flag celebrates diversity, that God loves all of us exactly the way we are and that HCDSB is a safe and welcoming space for our **LGBTQ2S+** staff, students and families.

Trustees, please bring the Board into the 21st century and make parents feel confident about choosing Catholic education by voting to support the motion to raise the Pride Flag.

Thank you,
Stacey Vlasic Dewsnap

April 16, 2021

Dear Halton Catholic District School Board Trustees and Director Daly,

Please add this correspondence to the April 20, 2021 board agenda package.

My name is Alicia Cestra. I am a Catholic who has lived, worshiped and paid taxes (ratepayer) in Halton (Oakville) for over 30 years. My two children attended St. Vincent Elementary school as well as St. Thomas Aquinas Secondary school.

I am writing to you today to voice my strong opposition to the motion proposed by B. Agnew, "*Supporting Our Diverse School Community*" which proposes a current secular political ideology rather than the timeless moral teachings of the Catholic faith.

The Pride Flag is a symbol of acceptance, approval and celebration of LGBTQ+ belief systems, behaviours and lifestyles, which are contrary to the teachings of the Catholic Faith. The *Catechism of the Catholic Church* references these behaviours and quite unambiguously states that "under no circumstances can they be approved." (CCC 2357) With respect to gender identity, the *Catechism of the Catholic Church* affirms: "Everyone, man and woman, should acknowledge and accept his sexual identity." (CCC2333)

As Catholics, we are called to be the "light of the world" and "salt of the earth." While we must live *in* the world, we are not to be *of* the world. Otherwise, we become like "salt that has lost its taste ... it is no longer good for anything except to be thrown out and trodden underfoot by men." (Matt 5:13)

As a Catholic school community, the HCDSB, must stay true to the teachings of the Catholic faith as found in the Bible, Catechism and Magisterium. Otherwise, it will have failed in its mission and will cease to have a reason to exist. Perhaps, we have already arrived at that point where it is no longer "separate" from the public school system.

I pray that this is not the case and that every school board trustee will follow his/her conscious and vote against the "*Supporting Our Diverse School Community*" motion on April 20, 2021.

Sincerely yours in Christ,

Alicia Cestra

Director Daly, Chair Murphy and Trustees,

I am writing today on behalf of my wife and myself, parents of an HCDSB student in Oakville, ratepayers, and former HCDSB students ourselves, to voice our overwhelming support for the motion before the Board, "Supporting Our Diverse School Community" as put forward by Trustee Agnew. Displaying the Pride Flag proudly in our schools will promote a positive atmosphere for staff and students who are part of the LGBTQ+ community. Additionally, it will demonstrate the attitude of inclusivity we are trying to foster in our schools and will reflect positively on the Catholic education system in Ontario.

The origins of the Pride Flag are well documented, as are the virtues it represents. It is an internationally recognized symbol of love and acceptance that has been widely used for more than 40 years, including being flown from our nation's capital. The flag is a source of pride for many people, including staff and students in our schools. It represents honesty, hope, love, and equality to so many people. If the HCDSB were to display the Pride Flag, it would be a signal to those individuals that our schools are safe and accepting of everyone, regardless of gender, orientation, or identity. As Nicole Hotchkiss stated in her recent delegation to the board of trustees, her survey of students at St Ignatius of Loyola indicated that an overwhelming majority of students are in favour of displaying the Pride Flag.

"All young people, regardless of sexual orientation or identity, deserve a safe and supportive environment in which to achieve their full potential."

~ Harvey Milk

It is a fact that LGBTQ+ youth are at an extremely high risk of harassment, bullying and other anti-social behaviour. They face higher risks for some mental health issues due to the effects of this discrimination, as well as other social determinants. In a 2011 study entitled "Every Class in Every School", Egale Canada surveyed Canadian students and found that nearly two thirds (63%) of LGBTQ students felt that their schools were not safe. Nicole Hotchkiss' recent delegation also revealed that these events are happening in our own classrooms. Further, and perhaps more alarmingly, is Egale's 2015 study "Every Teacher Project" which instead surveyed educators: one in five respondents indicated that they have heard homonegative or homophobic comments in school with those rates increasing in both Ontario and Catholic schools. 53% of LGBTQ educators in Ontario Catholic schools felt that discussing LGBTQ issues would jeopardize their jobs! This is simply unacceptable. Flying the Pride Flag and designating classrooms as safe spaces would be a huge step in education, preaching acceptance, and increase visibility of these staggering issues.

It has been widely debated how any display of the Pride Flag will correlate with our Catholic faith and the mandate provided to instill a Catholic educational perspective. Much has already been said on this matter, for example when a trustee, somewhat disrespectfully, felt it necessary to question a delegate's personal interpretation of the Bible. I have chosen not to debate scripture in this letter and will instead

provide a few quotes from other authorities which fully illustrate that displaying the flag, for example, is not incongruent with faith.

Firstly, from a memo distributed by the Institute for Catholic Education (ICE) on May 19, 2020 entitled “Affirming our Commitment to Equity, Diversity and Inclusive School Communities”:

During the Spring 2020 Plenary meeting of the ACBO (Assembly of Catholic Bishops of Ontario) the bishops reviewed a number of potential messages and visual images and had further discussion. While individual bishops hold a range of personal perspectives on the matter, collectively they do understand the need for Boards to communicate the commitment to ensuring safe and welcoming communities.

- The bishops recognize and value the good work of Catholic schools in providing support and accompaniment to students who may identify as LGBTQ+ and expressed their appreciation,
- The bishops understand the need for Boards to communicate their commitment to ensuring equitable, safe, and inclusive school communities,
- The bishops are supportive of Boards taking a positive and proactive approach to express this commitment.

Clearly, there is support within the Catholic Church to make schools a safe and welcoming place for all! Further, the ACBO has also previously stated:

Catholic schools should consciously create an environment where students who feel marginalized, rejected or vulnerable can experience safe, nurturing, inclusive communities of faith.

Pastoral Guidelines to Assist Students of Same-Sex Attraction, Assembly of Catholic Bishops of Ontario, 2004 p.9

In recent years, even Pope Francis has expressed attitudes that LGBTQ+ youth should be loved, accepted and made to feel safe as members of the Catholic community.

Finally, I will provide this quote from Ontario’s Ministry of Education, Policy/Program Memorandum No 128, “The Provincial Code of Conduct and School Board Codes of Conduct”:

All members of the school community must:

- treat one another with dignity and respect at all times, and especially when there is disagreement;
- respect and treat others fairly, regardless of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status, or disability;

It is clear that there is a great deal of work to do in our Board to meet these standards of respect and equality in regard to LGBTQ+ people. Flying the Pride Flag and displaying safe space posters would foster this attitude in members of the school community. It would signal to those who identify as LGBTQ+ that HCDSB is making strides to be more welcoming than previously may have been the case. It would be a visible reminder of those who do not identify as part of the LGBTQ+ community that they are

called to love those who do as part of our Catholic faith. And to those who still do not believe that Pride and related activities have any place within a Catholic school system, please refer to the following quote from the Canadian Conference of Catholic Bishops:

Take the time to examine your own interior dispositions towards people with same-sex attraction. With the help of God's grace, work hard to remove whatever may prevent you from welcoming them warmly. Be aware that your language and attitudes can inadvertently communicate a message that has nothing to do with the Church's authentic teaching.

Pastoral Ministry to Young People with Same-Sex Attraction, Episcopal
Commission for Doctrine of the Canadian Conference of Catholic Bishops, June
2011

Thank you,

Ian & Erin McCombe

From: Lydia Rett

Sent: April 15, 2021 11:15 PM

To: Karabela, Helena <KarabelaH@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; O'Brien, Timothy <O'BrienT@hcdsb.org>; O'Hearn-Czarnota, Janet <O'Hearn-CzarnotaJ@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; Daly, Patrick <DalyP@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>

Subject: [<EXTERNAL>] Notice of Motion: Supporting Our Diverse School Community

April 14, 2021

Dear HCDSB School Trustees and Director of Education,

Please include this correspondence in the board agenda package for the April 20, 2021 board meeting.

I am writing to you today in regards to the proposed motion ***“Supporting Our Diverse School Community.”*** I am a parent of two students who currently attend St. Thomas Aquinas Secondary School in Oakville. As well, I have two older children who have recently graduated from St. Thomas Aquinas School. All four of my children attended St. Vincent Elementary school in Oakville. As a Catholic parent (and an Oakville ratepayer whose taxes go to support the Catholic education system) I must say I was quite taken aback to hear that this motion will be discussed at the upcoming board meeting on April 20.

My question for the school board trustees is this: why is a Catholic school system prioritizing a secular political ideology that is widely understood to be in opposition to the beliefs and teachings of our Catholic faith?

The Pride Flag is a symbol of acceptance, approval and celebration of LGBTQ+ belief systems, behaviours and lifestyles, which are contrary to the teachings of the Catholic Faith. The *Catechism of the Catholic Church* references these behaviours and quite unambiguously says that “under no circumstances can they be approved.” (CCC 2357). With respect to gender identity, the *Catechism of the Catholic Church* states: “Everyone, man and woman, should acknowledge and accept his sexual identity.” (CCC2333).

Our Catholic faith teaches us to love, respect and value every person and to recognize that each and every human being possesses an inherent dignity by virtue of being a child of God. If the HCDSB, as a Catholic education community, is already demonstrating these teachings, as it should be, then what is the purpose of singling out one group of people for special recognition and treatment? If anything, this proposed initiative seems to me divisive and highly problematic.

The Catholic Church’s teachings on faith and morals are timeless and withstand the changing political and cultural trends of secular society. As a Catholic school community the HCDSB should stay true to the core teachings of the Catholic faith. I fear if we continue to follow the popular currents of secular society it is only a matter of time before we must ask ourselves: what is the point of having a Catholic School System at all? I strongly urge each school trustee to vote against this motion, in the interest of preserving our Catholic values and beliefs in our Catholic education system.

In Christ,
Lydia Rett

From: Tania Bracho <
Date: April 15, 2021 at 11:46:37 PM EDT
To: "Daly, Patrick" <DalyP@hcdsb.org>
Subject: [<EXTERNAL>] Pride flag motion

Dear trustees:

Through this email I express the concern Catholic parents and children of the HCDSB community have with the presentation of a motion to raise the gay pride flag in our schools. As parents we battle everyday with teaching our children Catholic and moral values in a world that battles with so many deviations, we face a daily task of having conversations about importance of loving one another, respecting others, rejecting drugs, rejecting sexual deviations and rejecting Satanism among others and teaching them that trusting God and following Jesus teachings is the right thing to do. For that reason we have decided to enrol them in Catholic schools, to ensure that the church, the home and the school teachings are aligned to guarantee that our faith is preserved and lived by our families.

It is with a heart full of sadness and pain I receive the news the Halton Catholic School Board is even including the motion to raise the gay pride flag in our schools in June. What is the message to our children? What is the goal of this?

This will only confuse them, this will put a doubt in the minds already confused by so much social media bombarding of the teachings of our faith.

The Bible and the Catholic Catechism (sections [2357-2359](#)) are very clear on Jesus teachings about homosexuality, as trustees of the board we are trusting In you the teachings of our faith in our schools, please do not betray our faith and Jesus Christ [on April 20th](#) and ensure you represent the Catholic community voting against this motion.

No motions that apart us from our Lord's teachings should even be considered as a motion.

We already have a flag as a symbol that brings everyone together under the same principles and values, without any discrimination, and it is the Canadian flag.

God bless you all and may the Holy Spirit guide you as it has guided Pope Francis in the recent controversial motions about homosexuality within the church, so you can be true leaders of our faith in a world that so much needs it.

Matthew 18:6- Whoever causes one of these little ones* who believe in me to sin, it would be better for him to have a great millstone hung around his neck and to be drowned in the depths of the sea.

Tania Bracho

From: Vivian Tonon Clugston

Sent: April 13, 2021 9:53 PM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; Obrient@hcdsb.org; ohearn-czarnotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] fly the Pride Flag at HCDSB schools in June

To whom it may concern-

Flying the flag shows all students, and especially LGBTQ students, that they are accepted, loved, included, and valued no matter what. School should be a safe place for all students. It's such a small gesture that means so much to LGBTQ students.

Please include my email in the official correspondence.

Sincerely

Vivian Clugston



From: viviana galvis

Sent: April 15, 2021 1:55 PM

To: DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Voting against flying the pride flag during the month of June at the catholic schools

Hello Trustees,

It is greatly disturbing to hear that the Halton Catholic District School Boards are even considering to fly the Pride flag during the month of June. Needless to say I would assume you are all practising Catholics and are aware of the teachings of the Catholic Church (Catechism of the Catholic Church [2357-2359](#)). It will not serve our Catholic School Base well if the trustees are promoting something contrary to Catholic teaching. Putting a flag up on a Catholic School campus would send a message that the teachings of the Catholic Church has changed when it has not.

We are called to love one another and not discriminate against anyone. But we are not called to promote a movement that does not align itself with our faith. I would go so far to say that something like this would be very misleading.

I urge you all to please vote against this proposal.

Thanks & God Bless

Viviana Galvis

From: Riddell, Victoria

Sent: April 14, 2021 9:17 AM

To: DiPietro, Rosie <DiPietroR@hcdsb.org>

Cc: DeRosa, Peter <DeRosaP@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>

Subject: Motion by Trustees Agnew and Guzzo

Good morning!

As a teacher in Halton Catholic, I would like to put forward my support for Trustees Agnew and Guzzo's motion for raising the Pride flag in June and recognizing Pride month as a board.

Please include my email in the official package.

Thank you,
Victoria Riddell

From: Victoria Roberts

Sent: April 14, 2021 8:24 AM

To: Murphy, Patrick <MurphyP@hcdsb.org>

Cc: DiPietro, Rosie <DiPietroR@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Obrient@hcdsb.org; Agnew, Brenda <AgnewB@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>

Subject: [<EXTERNAL>] Pride flags discussion for the next board meeting

To the Board of Trustees for HCDSB;

Please represent the Halton community by voting yes to raise the pride flag at our schools and board offices and go forward with supporting the Pride posters and making safe spaces for all students in HCDSB.

As Catholics, we should be following the golden rule of treating others as we want to be treated. That is the basic notion needed for an inclusive environment. By not including a part of our community, we are segregating people and making them not feel welcome, safe, or valued.

The HCDSB website states “Even our [Board of Trustees](#) regularly participate in [Human Rights and Equity training](#), as we believe that a commitment to equity and inclusion must be modelled through leadership.”

It is an expectation as a parent that the Board of Trustees will model through leadership to provide an inclusive environment by voting yes to have the pride flags raised to show we love all of God's people.

If any of the trustees have reservations about raising these flags, I suggest they look within themselves and strive for personal growth to help them discover their personal biases and unnecessary fears that are limiting our students and families' rights.

I am disappointed that I even have to write this letter. For any of the trustees who are opposed to this inclusion activity, I highly recommend that they are provided with additional training in human rights and equity, in order to continue representing the HCDSB community.

The HCDSB has “a focus on *Achieving, Believing, and Belonging*, we provide our students and staff with the tools for realizing their fullest potential, while also instilling a life-long commitment to the community..” The third pillar of our mission is belonging. There is no greater way to show students and families that they belong than to participate in these inclusion activities and hang the pride flags. Our words and our actions matter. Actions actually matter more than words. Please do the right thing, hang the flags.

Please have my email to be included in the upcoming Board Meeting and the official record.

Thank you so much for your support!!

Victoria

From: Waleed H.

Sent: April 15, 2021 12:42 PM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; obrient@hcdsb.org; ohearn-czarnotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Re: HCDSB - LOVE IS NOT A SHOW, NO to pride flag

Dear HCDSB trustees,

As followers of Christ, we should be ashamed of ourselves to allow the words 'tolerance and inclusiveness' replace our Christian Catholic values and terminologies of love. The love of Christ is sacrificial, accepting, doing, and blessing of the other, even the enemy. Is it not that His command, to love thy enemy. But while the extreme case is to love an enemy, take ISIS for example, would we want to fly their flag to show them our love? Now take another example that is not an enemy, but a friend and member of our community, an Anglican church, a Jewish school, a Muslim centre, a Seikh temple, a sports team, a business...etc. Why won't we fly their flag to show them our love, or will they think we do not love them because we do not have their symbol.

The LGBTQ community is our own people, friends, and family. Flying their identity flag is not the sign of Christian love to them, but I am not surprised though, that in a postmodern and post-secular era, the war is of meanings, definitions, terminologies, and symbols. Don't you know that the Cross of our Lord Jesus Christ is considered offensive to many. What then, if we have it in our schools as the ultimate symbol of love, would it be considered hateful to keep it in front of those who do not believe in it and should we start hiding it and shy away for the sake of 'showing' our love to them?

LOVE IS NOT A SHOW

As parents, we do not want our schools to continue being a battleground for personal ideologies and identity politics. It is deceptive to use the notion of inclusiveness to pass agendas onto communities so that some would gain popularity for a 'love show.' If you trust that flying any symbol other than a Christian Catholic is a sign of Love, then be prepared to take down the Crucifix very soon, the number of those offended by the Crucifix is on the rise.

I repeat, flying any symbol or flag other than what speaks of Christ and His Cross is a just a popularity show. Jesus was popular for being crucified and that was not a show.

LOVE IS NOT A SHOW, I say NO to flying the 'pride flag,' and YES to loving all.

Father of two children; one at St. Anne Catholic School, and one at Corpus Christi Catholic Secondary School - Burlington.

Waleed J. Halasa
Burlington, ON, Canada

From: salasiar francis

Sent: April 16, 2021 10:36 AM

To: DiPietro, Rosie <DiPietroR@hcdsb.org>; Daly, Patrick <DalyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; O'Brien, Timothy <O'BrienT@hcdsb.org>; hearn-czarnotaj@hcdsb.org

Subject: [<EXTERNAL>] Motion against flying the flag

Dear Trustees & School board community,
it has been brought to my attention that you are planning to host a pride flag in the month of June at all the schools.

I strongly oppose flying the Pride Flag during the month of June, while I want to reiterate that as a church community and as believers of Christ, we need to respect each individual and make them feel safe and provide them equal opportunity. By hosting a flag you are not going achieve them but by creating a culture and awareness we could. The church considers every person as sacred including the LGBTQ.

If you have time to read further please go on to understand the reasoning.

Let us say for example a child who is born with the condition of addiction. the important point is that they did not have an option. They did not choose to be so. We as a parent and as a community would do our best to make them feel safe, provide opportunities and try to provide a safe home. We do not exhibit or glorify for they are. I do understand, through my studies and conversation, that oftentimes, the LGBTQ community feels that it is not their choice for who they are. So, again we need to care for them, love them and accept them, rather than exhibit them. The Catholic church stands with the broken, lowliest of the society and those who have no voice but that does not mean we have to go to the other extremes of throwing out the values and teachings of the church.

Before you vote, pray about your decision. You are answerable for the decisions you make.

With love and Prayers

Fr. Francis Salasiar CSC
St. Raphael Church

From: Kevin m
Sent: April 16, 2021 10:13 AM
To: DiPietro, Rosie <DiPietroR@hcdsb.org>
Subject: [<EXTERNAL>] Atrocity/apostasy...

Please do NOT allow flying of a gay pride flag in or on any Catholic school/property!!!
This is supporting something that is intrinsically disordered!!!
As any and ALL good Catholic/Christian, we must love the sinner/person, but we can NOT mix this up with being in support of the acts of any sin. Doing so would be intrinsically disordered!!!
Please do everything in your power to stop this atrocity!
Blessings,
-kevin-

Sent: Friday, April 16, 2021 11:02 AM

To: DeRosa, Peter <DeRosaP@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; O'Brien, Timothy <O'BrienT@hcdsb.org>; Daly, Patrick <DalyP@hcdsb.org>

Subject: [<EXTERNAL>] We are against the Pride flag in our Catholic Schools

The Catholic Church does not approve of homosexual marriage. We are called to love everyone, but not to support gay union.

Chastity and homosexuality

2357 Homosexuality refers to relations between men or between women who experience an exclusive or predominant sexual attraction toward persons of the same sex. It has taken a great variety of forms through the centuries and in different cultures. Its psychological genesis remains largely unexplained. Basing itself on Sacred Scripture, which presents homosexual acts as acts of grave depravity,¹⁴¹ tradition has always declared that "homosexual acts are intrinsically disordered."¹⁴² They are contrary to the natural law. They close the sexual act to the gift of life. They do not proceed from a genuine affective and sexual complementarity. Under no circumstances can they be approved.

2358 The number of men and women who have deep-seated homosexual tendencies is not negligible. This inclination, which is objectively disordered, constitutes for most of them a trial. They must be accepted with respect, compassion, and sensitivity. Every sign of unjust discrimination in their regard should be avoided. These persons are called to fulfill God's will in their lives and, if they are Christians, to unite to the sacrifice of the Lord's Cross the difficulties they may encounter from their condition.

2359 Homosexual persons are called to chastity. By the virtues of self-mastery that teach them inner freedom, at times by the support of disinterested friendship, by prayer and sacramental grace, they can and should gradually and resolutely approach Christian perfection.

Through this email I express the concern Catholic parents and children of the HCDSB community have with the presentation of a motion to raise the gay pride flag in our schools.

As parents we battle everyday with teaching our children Catholic and moral values in a world that battles with so many deviations, we face a daily task of having conversations about importance of loving one another, respecting others, rejecting drugs, rejecting sexual deviations and rejecting Satanism among others and teaching them that trusting God and following Jesus teachings is the right thing to do. For that reason we have decided to enrol them in Catholic schools, to ensure that the church, the home and the school teachings are aligned to guarantee that our faith is preserved and lived by our families.

It is with a heart full of sadness and pain I receive the news the Halton Catholic School Board is even including the motion to raise the gay pride flag in our schools in June. What is the message to our children? What is the goal of this?

This will only confuse them, this will put a doubt in the minds already confused by so much social media bombarding of the teachings of our faith.

The Bible and the Catholic Catechism (sections 2357-2359) are very clear on Jesus teachings about homosexuality, as trustees of the board we are trusting In you the teachings of our faith in our schools,

please do not betray our faith and Jesus Christ on April 20th and ensure you represent the Catholic community voting against this motion.

No motions that apart us from our Lord's teachings should even be considered as a motion.

God bless you all and may the Holy Spirit guide you as it has guided Pope Francis in the recent controversial motions about homosexuality within the church, so you can be true leaders of our faith in a world that so much needs it.

Matthew 18:6- Whoever causes one of these little ones* who believe in me to sin, it would be better for him to have a great millstone hung around his neck and to be drowned in the depths of the sea.

ML

From: victor czernkovich

Date: April 16, 2021 at 8:59:15 AM EDT

To: "Murphy, Patrick" <MurphyP@hcdsb.org>, "Duarte, Marvin" <DuarteM@hcdsb.org>, "Iantomasi, Vincent" <IantomasiV@hcdsb.org>, agnew@hcdsb.org, obrient@hcdsb.org, karabelah@hcdsb.org, ohearn-czarnotaj@hcdsb.org, guzzon@dcdsb.org, "DeRosa, Peter" <DeRosaP@hcdsb.org>

Subject: [<EXTERNAL>]

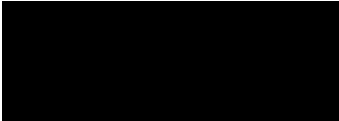
Attention: Chair Patrick Murphy

Please ensure that this letter is placed in the board package for April 20th.

As a Roman Catholic I protest raising the Pride flag at Catholic Schools suggesting approval of sexual relationships that the Church disapproves of, and which run contrary to the Catholic moral teaching of chastity. The Halton Catholic Trustees would betray the trust confided in them to hold the faith first and foremost among their concern if they go the wrong way on this. You should take the direction on how to vote from the Cardinal of Toronto, who recently supported a father who spoke against the Toronto Catholic board raising the flag.

Do not allow the raising of the Pride flag at our Catholic Schools,

Sheila and Victor Czernkovich



From: Nora Bucor

Sent: April 16, 2021 10:07 AM

To: DiPietro, Rosie <DiPietroR@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; obrient@hcdsb.org; ohearn-czarnotaj@hcdsb.org

Subject: [<EXTERNAL>] Response to a motion to Fly the Pride Flag

Dear HCDSB trustees,

Our names are Nora and Michal Bucor and we are parents of 3 children attending schools in HCDSB.

We are writing to you regarding the planned voting on a motion to fly the Pride Flag at all HCDSB schools in June.

The LGBTQ community is our own people, friends and family. However flying their identity flag is not the sign of Christian love to them. Flying any symbol or flag other than what speaks of Christ and His Cross is a just a popularity show. Jesus was popular for being crucified and that was not a show.

Love is not a show, we say NO to flying the "pride flag" and YES to loving all. We are against the flying the Pride Flag at all HCDSB schools.

We would like to ask you to include our response as correspondence in the next board meeting on April 20th.

Thank you,
Nora and Michal Bucor

From: Rafik Gerges
Sent: April 16, 2021 10:14 AM
To: DiPietro, Rosie <DiPietroR@hcdsb.org>
Subject: [<EXTERNAL>] Just a reminder

Dear Sir/Madam

As a father, I would like to remind you of your obligation to make sure that Catholic schools continue to act as a "light to the world" rather than taking the lead from worldly concerns.

I expect that Halton Catholic schools will express solidarity with the Cardinal and Catholic sexual teaching by not flying the Pride Flag.

Halton Trustees should also remember that parents exercise their choice when they choose to send their children to Catholic schools; they expect the schools to adhere to Catholic moral teaching, and for Trustees to guard it.

If Trustees choose to promote anti-Catholic moral teaching, you are also violating parental choice.

Hope you all the best.

Rafik Gerges
(A Father concerned)

From: Sylvia Bertolini

Sent: April 14, 2021 8:50 PM

To: DiPietro, Rosie <DiPietroR@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; o'brient@hcdsb.org; o'hearn-czarnotaj@hcdsb.org

Subject: [<EXTERNAL>] Catholic School and Flying the Gay Flag

Dear friends,

I have read that you are considering flying the gay flag (instead of a flag with the Cross of Our Lord or symbols of Our Lady) at Catholic Schools. I invite you to view the short videos below as well as keep this verse in mind:

"[9](#)Or do you not know that wrongdoers will not inherit the kingdom of God? Do not be deceived: Neither the sexually immoral nor idolaters nor adulterers nor men who have sex with men [10](#)nor thieves nor the greedy nor drunkards nor slanderers nor swindlers will inherit the kingdom of God. [11](#)And that is what some of you were. But you were washed, you were sanctified, you were justified in the name of the Lord Jesus Christ and by the Spirit of our God."

1 Corinthians 6 NIV (biblehub.com)

Former homosexuals testimonies:

Such Were Some of You - Trailer - YouTube

Milo Yiannopoulos says he is 'ex-gay,' wants to rehabilitate 'conversion therapy' | New York Post - YouTube

Christopher Yuan's story - YouTube

Janet Boynes: Called "Out" (Randy Robison / LIFE Today) - YouTube

How I Found Freedom After a Homosexual Lifestyle - YouTube

Former Transgender:

Transitioning isn't a cure. Hear the Whole Story. - YouTube

Excellent talk by a priest on this issue:

Q) 224 - What is your take on Homosexuality? - YouTube

One Resource:

Such Were Some Of You: Gaining And Maintaining Victory Over Homosexual Sin: Roberts II, Carlyle: 9781418439705: Amazon.com: Books

I too was a lesbian as a young adult, I too by God's grace left this lifestyle. Please consider having a CourageRC (group approved by the Catholic Church) at or near these Catholic schools for the young people and their parents:

Courage (couragec.org)

Sincerely,

Sylvia Bertolini

From: renafe mclaughlin

Sent: April 16, 2021 10:19 AM

To: DiPietro, Rosie <DiPietroR@hcdsb.org>; Daly, Patrick <DalyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; =?utf-8?B?b+KAmWJyaWVudEBoY2RzYi5vcmc=?=@hcdsb.org; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; =?utf-8?Q?o=E2=80=99hearn-czarnotaj=40hcdsb=2Eorg=?=@hcdsb.org

Subject: [<EXTERNAL>] Please oppose motion to fly Pride Flag at Halton Catholic schools

Hello:

I strongly **oppose** this motion of raising a Pride flag at all Halton Catholic schools every June from now on.

I am Catholic and live in Halton region and am a paying Catholic taxpayer. I do not want our schools promoting non Catholic values that go contrary to my faith.

I would like to propose to fly the image of Sacred Heart of Jesus in the month of June at all Halton Catholic schools every June instead.

Please have my email included in the official correspondence.

Renate McLaughlin

From: Tony Dalle Ave

Sent: April 16, 2021 10:12 AM

To: Guzzo, Nancy <GuzzoN@hcdsb.org>; O'Brien, Timothy <O'BrienT@hcdsb.org>; O'Hearn-Czarnota, Janet <O'Hearn-CzarnotaJ@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; Daly, Patrick <DalyP@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Gay Pride Flag at Catholic Schools - Please include in the correspondence in the next Board agenda package

Dear School Trustees;

As a resident of Oakville, and as a taxpayer to the Catholic school system, I would like to express my comments to the *Notice of Motion - Supporting Our Diverse School Community* raised by Ms. Brenda Agnew of Milton. First of all I agree with the Notice that all schools and not only Catholic ones should represent "safe spaces for anyone that walks through our doors" including the well-being of both students and staff. However, I fail to understand how the raising of the pride flag demonstrates this commitment to all our students, staff and their families. From my understanding, this Notice is focusing on one group only, the LGBTQ students and their families, as if this is the only definition of diversity. To me this represents the inclusion of one group to the exclusion of all others, which begs the question why does diversity only focus on the LGBTQ and what exactly is their agenda?

Although I don't want to discuss the politics behind the LGBTQ, I find it quite disconcerting when LGBTQ advocates use the Bible or a quote from Pope Francis to support their cause. I think we all know what the Bible and the Catechism of the Catholic Church have to say on this matter. Everyone is a child of God, uniquely created, willed by God and loved by God unequivocally. As Catholics, we believe this and support this. If the Catholic School System educated their students on what the Church teaches with respect to the dignity of life, the dignity of the individual and the meaning of Christ's sacrifice on the cross, and if all students, teachers and parents understood this, we might not be having this discussion.

My questions to the trustees which was not answered in the Notice are:

1. How does the flying of the pride flag contribute to the safety and well-being of all of the students, their families and teachers?
2. How does the flying of the pride flag contribute to the equity and inclusion of all of the students and not only a few?
3. How does the flying of the pride flag represent a symbol of welcome to all the students, their families, staff and community members?
4. What does the flying of the pride flag have to do with the collaboration of the Director of Education, the Secretary of the Board, and the Student Senate in organizing events that "focus on equity and inclusion for all"?

If the trustees are truly committed to equity and inclusion for everyone, these directives can be better achieved without the raising of the pride flag.

In conclusion, I encourage the School Trustees to not support this Notice. I believe the School Trustees should focus on the support of the common interest for all of the students, faculty and families. This includes respect of the individual, and inclusion and diversity for all. The raising of the pride flag is not the proper action to be taken to deal with these important matters. One cannot talk about equity,

diversity and inclusion for all when the pride flag represents a symbol for only one group. Although Ms. Agnew's motion has good intentions, they are misdirected and fall short of the Catholic teachings and values that every individual is created in the image and likeness of our Creator and should be treated with respect regardless of race, gender and sexual orientation. I propose that the trustees defeat this motion.

I thank you for the opportunity to express my thoughts on this subject.

I would like this email to be included in the board agenda package of April 20, 2021.

God bless,

Tony Dalle Ave

Catherine O'Brien

Burlington, ON

Dear Trustees: Halton Catholic District School Board:

I am writing to let you know that am not in favour of the motion that you are presenting at the meeting on April 20, 2021. This motion is called "Supporting a Diverse School Community."

Since we are a Catholic board, we should uphold Catholic values. In the present day, it is fashionable to claim that the fundamental values are diversity, tolerance and inclusivity. Followers of Jesus Christ would certainly hold these values to be important. However, there is more to our faith than these values. In his article "Love is Both Tolerant and Intolerant," Bishop Robert Barron clarifies this. "Within a properly Christian context, the ultimate value, which positions and determines any other value, is neither tolerance, nor diversity, nor inclusivity, but rather love." When we love someone, we want the actual good for that person. We must use our best judgement to determine what is good. As stakeholders of a Catholic board, we must look to the teachings of our faith to help us to determine our actions. We must consider what Christ wants of us.

Please consider this motion carefully. As a Catholic board, we should be upholding Catholic values. If we fly the pride flag over our schools for the month of June 2021 and every June after this, we will not even be giving the appearance of being a Catholic board.

I wish to have this letter placed in the board package for the April 20, 2021 meeting.

Sincerely,

Catherine O'Brien

Stakeholder, HCDSB.

From: jana vanek <vanekcz@yahoo.ca>

Sent: April 15, 2021 9:56 PM

To: DiPietro, Rosie <DiPietroR@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; obrient@hcdsb.org; ohearn-czarnotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Response to a motion to Fly the Pride Flag

Dear HCDSB trustees,

Our names are Jana and Olin Vanek and we are parents of 3 children attending schools in HCDSB.

We are writing you regarding the planned voting on a motion to fly the Pride Flag at all HCDSB schools in June.

The LGBTQ community is our own people, friends and family. However flying their identity flag is not the sign of Christian love to them. Flying any symbol or flag other than what speaks of Christ and His Cross is a just a popularity show. Jesus was popular for being crucified and that was not a show.

Love is not a show, we say NO to flying the "pride flag" and YES to loving all. We are against the flying the Pride Flag at all HCDSB schools.

We would like to ask you to include our response as correspondence in the next board meeting on April 20th.

Thank you,
Jana and Olin Vanek

HCDSB of Trustees
Mr. Patrick Murphy
Chair of the Board

Mr. Chair of the Board and Trustees of the HCDSB:

Hope I find all of you and your families safe and healthy. As a former member of CPIC for 9 years and as a constant volunteer parent in our school community over the years, with two children already graduated and another, preparing to graduate soon, I feel for the second time, the need to express my concerns with the discussions happening at the Board level that make us feel untrustful of the way the elected Trustees behave.

As a faithful catholic, an immigrant, a mother and a member of this community, I value the time and devotion many have showed as Trustees in the HCDSB and continue to show as defenders and advocates of our Catholic Education. Seeing the work of the Board, staff, parents and students for more than 18 years, I am really struggling with the dynamics that have now become a part of this elected body.

The latent atmosphere of mistrust and disconnection between the Trustees that is palpable during the Board Meeting and seen on HCDSB social media groups, is undermining the hard work and respect that has always characterized our Halton Board. Community social media groups show increased criticism of the Board and even disrespect towards Trustees that do not share the same opinions as the individuals writing the comments.

Our Board has always proclaimed the importance of respect for different points of view and charity in the treatment of our brothers and sisters, but this does not seem to be applying right now in the discussion of topics.

I am again making a call to each of you, Trustees elected by the general public to do a self-assessment in the way you are behaving and addressing the issues not only at the Board level as before BUT ON YOUR TONE AND NARRATIVE IN SOCIAL MEDIA. Though many points can be delicate in matter, your delivery is not in accordance with the catholic principles you are there to live and defend. This time calls MORE THAN EVER for constructive discussion, courteous exchanges, respectful disagreements and not explosive and uncomfortable public interactions that are destroying the cohesiveness of this community.

I urge the Trustees to please if your heart is not in the right place, take some time to pray and reflect on what your behaviour is telling us. If your beliefs no longer align with the principles of the Catholic Church, then maybe, this is not the right forum for you. Inclusion also means respecting the right of Catholics and their beliefs and protecting this school system that wants Catholic education to thrive. You are guides for parent communities and right now, you are not showing that decisions can be made by working together. Is this how you want to be remembered for? The negative image you keep bringing to the community of our School Board and its Trustees is destroying the fact that HCDSB has always been a pioneer and proactive Board that gives so much to the parents and students, molding our communities.

As I said in my previous letter: I believe that Catholic Education in our province is exemplary to school systems and, in my personal opinion, I have witnessed firsthand the commitment, evolution and hard work put in by administrators, teachers, parents, volunteers and so many members of our community who work hard to maintain the excellence of our schools.

As one more parent I ask you again, members of public office, to please dig deep inside into the reasons why you have been elected and into the attitude you are bringing to the table AND IN SOCIAL MEDIA, as not to make of your position an excuse to break the principles of the Catholic Church that you have committed to defend. Though none of us are perfect, the collaborative work we can do in a spirit of respect and social responsibility will make a huge difference in the way we address the challenges of our days. Parents need to see collaboration rather than division and hostility.

I do appreciate the attention each of you can give to this second letter, from a parent who cares for the schools and the families as much as you do. I hope I can reach out to you personally and have an open discussion on what the future holds to a school system always looking to improve society.

Best regards,

Alex Gonzalez

Parent at the Loyola Family of Schools in Oakville

Oakville, April 15, 2021

HCDSB of Trustees
Mr. Patrick Murphy
Chair of the Board

Mr. Chair of the Board and Trustees of the HCDSB:

I want to thank you for the time and courteous open conversation we had regarding my concerns on the current issue of flying the pride flag in our Catholic schools. As I was unable to reach all of you individually, please receive this letter that summarizes my perspective. I will be praying the decision made by the Board honours the Catholic Church's Principles and the Values of respect and understanding we profess.

As I explained, I am a mother, wife, immigrant, parent of children with special education needs and active member of this community. I have also worked first-hand as an elected Parent Rep. in Halton CPIC for 9 years and have lived the medical, professional and family struggles that this pandemic has brought to our communities and the world.

To me, a flag is a sign of ownership of a territory. Humans put a flag in the moon the first time they stood on it. The borders of every country raise their flag as a symbol of their sovereignty and governance. I do a Pledge of Allegiance to the flag of Canada as the country that welcomed me and my family, calling it home. I do a Pledge of Allegiance to the flag of Colombia, as the country where I was born, raised and my native land. I have worked hard to understand, protect and live the principles of respect, diversity, inclusion and understanding with people of all states in life, ages and positions both Catholics and non-catholics. I believe in the goodness in every human being and the gift we have as children of God. I have made it a focus to live my faith, and studied Pastoral Ministry at St. Peter's Seminary in London, Ontario

What worries me most is that the issue of the flag at our catholic schools has put Catholics against Catholics. It has raised animosity and lack of understanding. I personally believe that if God wants a rainbow over His Catholic Schools, He can do it Himself. The Rainbow is a symbol of God's love for humanity and His love has no limits, being this what we must try to imitate. For me the pride flag has become a sign of division, of discord and turmoil. As Mark 12:13 says: " So **Jesus** told them, "Give to **Caesar** what is **Caesar's**, and to **God** what is **God's**."

I don't understand why our Halton Catholic School Board and his members are being wrongly identified as a non-inclusive Board. I truly believe this has become an adult issue of one side against another. From my personal experience, children care for one another and my experience at the schools is that any child, catholic and non-catholic experiences the same challenges as they grow up. There is no difference in all of us as part of humanity.

On this note, I would like to open a reflection, based on three definitions: PRINCIPLES, VALUES and BELIEFS. I quote:

“plural noun: **Principles**

A fundamental truth or proposition that serves as the foundation for a system of belief or behavior or for a chain of reasoning. Ex. "the basic principles of Christianity”

“plural noun: **Values**

A person's principles or standards of behavior; one's judgment of what is important in life. Ex. "they internalize their parents' rules and values”

“ plural noun: **Beliefs**

An acceptance that a statement is true or that something exists. Ex. "his **belief in** the value of hard work”

Trust, faith, or confidence in someone or something. Ex. "I've still got belief in myself”

So, our Principles are truths that prevail the passing of time and generations. Our Values and Beliefs vary. And that is okay, it is the richness of human diversity. I quote again:

“Your principles will:

- Be your COMPASS to which you refer to when you're in doubt, evaluating opportunities or conflicting priorities, or need to take a stand.
- Help you to define your goals and values, and to choose between them when confronted with conflicting issues or opportunities.”

I urge for a deep reflection. If your heart is not in the right place, take some time to pray and reflect on what your behaviour is telling us. If your beliefs no longer align with the Principles of the Catholic Church, then maybe, this is not the right forum for you. Inclusion also means respecting the right of Catholics and their beliefs and protecting this school system that wants Catholic education to thrive over time.

You are guides for parent communities and right now, the community needs to know that decisions can be made by working together. The negative image of our School Board in this issue is destroying the fact that HCDSB has always been a pioneer and proactive Board that gives so much to the parents and students, molding understanding and united communities.

Best regards,

Alex Gonzalez

Parent at the Loyola Family of Schools in Oakville

-----Original Message-----

From: Elaine Sui

Sent: April 16, 2021 4:39 PM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; Obrient@hcdsb.org; Ohearn-czarnotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>
Subject: [<EXTERNAL>] Support for a diverse school

Dear Chair of the Board, Trustees, and Secretary of the Board,

I would like to provide my support for flying the Pride flag at all HCDSB schools and offices during Pride month, starting June 2021, and the motion below in support of the LGBTQ2+ community.

Thank you,
Elaine Sui



-----Original Message-----

From: Dinorah McCash

Sent: April 16, 2021 1:21 PM

To: DiPietro, Rosie <DiPietroR@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; obrient@hcdsb.org; ohearn-czarnotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>
Subject: [<EXTERNAL>] Pride Flag,

Please Include my email in the correspondence for the next meeting.

To all our Halton Catholic Trustees and director of Education,

I came across a beautifully written and explained letter of why raising the pride flag would not be appropriate in our Catholic board and I would like to echo in the same sentiment (apart from not have been feeling well for the past week). But I would like to state the following first:

I would like to add that it will be wonderful to celebrate the pride month with the pride of being Catholic! That our Lord has Risen!!!

We could use the month of June to create beautiful messages and presentations that share the teachings left by our Lord Jesus, He always loved the sinner but die on the cross so we would be "Saved".. we can't be saved, if we have no sin or anything else to be saved from??!!!

The incredible loving message that St JP II presented in his amazing writings of theology of the body will be a beautiful way to celebrate the pride of our Catholic faith! We are ALL call to live striving to be holy, and one of the best ways is by understanding the purpose of the original design that God had when He made us male and female, when he created us sexual and with great desires in our hearts to love and be loved with dignity and generosity.

The call to sanctity includes living a pure and chaste life (in body, mind and soul) and that call is for EVERYONE, single, married, or anyone suffering from other sexual identities, orientations or attractions. Our real joy and love can be fulfilled when we really understand the plan and purpose of the "DESIGNER/CREATOR" anything outside his plan will soon fail to satisfy.

Here is a copy of the other wonderfully written letter by a good friend...

"Dear HCDSB trustees,

As followers of Christ, we should be ashamed of ourselves to allow the words 'tolerance and inclusiveness' replace our Christian Catholic values and terminologies of love. The love of Christ is sacrificial, accepting, doing, and blessing of the other, even the enemy. Is it not that His command, to love thy enemy. But while the extreme case is to love an enemy, take ISIS for example, would we want to fly their flag to show them our love? Now take another example that is not an enemy, but a friend and member of our community, an Anglican church, a Jewish school, a Muslim centre, a Seikh temple, a sports team, a business...etc. Why won't we fly their flag to show them our love, or will they think we do not love them because we do not have their symbol.

The LGBTQ community is our own people, friends, and family. Flying their identity flag is not the sign of Christian love to them, but I am not surprised though, that in a postmodern and post-

secular era, the war is of meanings, definitions, terminologies, and symbols. Don't you know that the Cross of our Lord Jesus Christ is considered offensive to many. What then, if we have it in our schools as the ultimate symbol of love, would it be considered hateful to keep it in front of those who do not believe in it and should we start hiding it and shy away for the sake of 'showing' our love to them?

LOVE IS NOT A SHOW

As parents, we do not want our schools to continue being a battleground for personal ideologies and identity politics. It is deceptive to use the notion of inclusiveness to pass agendas onto communities so that some would gain popularity for a 'love show.' If you trust that flying any symbol other than a Christian Catholic is a sign of Love, then be prepared to take down the Crucifix very soon, the number of those offended by the Crucifix is on the rise.

I repeat, flying any symbol or flag other than what speaks of Christ and His Cross is a just a popularity show. Jesus was popular for being crucified and that was not a show.

LOVE IS NOT A SHOW, I say NO to flying the 'pride flag,' and YES to loving all."

Sincerely,

Dinorah McCash
of Oakville, On

Dear Chair of the Board, Trustees, and Secretary of the Board,

I would like to provide my support for flying the Pride flag at all HCDSB schools and offices during Pride month, starting June 2021, and the motion below in support of the LGBTQ2+ community. Please include this email in the official board meeting correspondence.

Quoted from a National Climate Survey on homophobia, biphobia, and transphobia in Canadian schools:

“Studies have suggested that there is a link between bullying and suicide, and that there is a disproportionately high rate of suicide attempts and suicidal thinking among LGBTQ students (O'Donnell, O'Donnell, Wardlaw, & Stueve, 2004; Remafedi, French, Story, Resnick, & Blum, 1998; Robin et al., 2002; Russell, 2003; Russell & Joyner, 2001; Udry & Chantala, 2002; Wichstrom & Hegna, 2003). This might be expected, given the amount of bullying and other homophobic and transphobic experiences they typically have. However, there is some suggestion that school attachment—the feeling that one belongs in the school community—is a crucial issue in this regard because of its connection to lower suicidality rates in the general school population and among LGBTQ students (O'Donnell et al., 2004). School attachment has also been linked to academic performance for LGBTQ students, especially for boys (Pearson, Muller, & Wilkinson, 2007).“

I think that flying the Pride flag and Safe School posters are steps in the right direction to increase school attachment for this vulnerable population.

I also recommend implementing anti-homophobia (at minimum) policies as outlined on pg 114 of this study:

<https://can01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fegale.ca%2Fwp-content%2Fuploads%2F2011%2F05%2FEvery-Class-In-Every-School-Final-Report.pdf&data=04%7C01%7CDiPietroR%40hcdsb.org%7Cf8915b7b6bf04768283008d901183498%7C2537ab7d25bd498aa6427c135779e6d2%7C1%7C0%7C637542026656715779%7CUnknown%7CTWFpbGZsb3d8eyJWljojMC4wLjAwMDAiLCJQIjoiV2luMzliLCJBTil6lk1haWwiLCJXVCi6Mn0%3D%7C2000&data=WnQX07Wnjn9cQXeLKLFgAELAWH5eN579nADuWjP6HQQ%3D&reserved=0>

Also, I would recommend surveying the full school community to understand the climate and opportunities for ensuring this community is safe and supported.

Thank you,
Danielle

Oakville, April 15th, 2021

Director Daly and Chair Murphy,

My name is David. I am writing to you about my objection and concerns regarding the passing of the motion that would allow the LGBTQ flag to be displayed at all HCDSB schools. As a St. Ignatius of Loyola Class of 2020 graduate, I feel compelled to speak out against this proposed motion.

Firstly, I would like to state my profound compassion for those who may identify as LGBTQ within the HCDSB community. Without a doubt, these students deserve to be treated with the utmost respect and dignity as any other member of the church. There should be no room for the scorn and degradation of those who may identify as a part of the LGBTQ community within HCDSB schools.

However, the difference between the acceptance of those who identify as a part of the LGTBQ community and the displaying of the pride flag are two vastly different subject matters. Make no mistake; the pride flag reaches borders that go far beyond just accepting those who may identify as LGBTQ. The pride flag is also a direct celebration and acceptance of behaviours that are incompatible and directly opposed to Catholic teaching. Many of those who support this motion are under the veil towards the acceptance of immoral behaviours; recognizing the April 6th, 2021 board meeting, the delegate at a timestamp of 44:30, mentions: "it's sort of strange when people are debating your right to marry who you want to marry in front of you." Such statement contradicts Pope Francis's recent statement on the blessing of same-sex unions and long-standing doctrines of the faith, in which same-sex unions are a grave matter. Furthermore, the actions such as the ability for minors to choose their genders, transgenderism, and the adoption of children by same-sex couples are celebrated in the name of "pride" under this flag; these behaviours are condemned within Catholic teaching. The passing of this motion would be a slap in the face for those who struggle with same-sex attraction and are trying to live chastely according to God's laws, not man's laws, which this board is seeking to promote.

Also, the displaying of the pride flag is a profound negative influence on children. This flag will be displayed at elementary schools, in which children as young as four years old will be made to observe this flag. This is terribly wrong and should come as a concern to every Catholic. Young children do not have the slightest knowledge regarding the differences between sexualities, and this will, beyond a reasonable doubt, conflict with their development, all in the name of "progressiveness." This is a direct insult to the many parents that intend to raise their children according to traditional faith values. It should not be the business of school administrators to promote to students certain values that go against parents' wills in a Catholic school setting.

Lastly, instead of displaying the pride flag, I would like to suggest the promotion of the Sacred-Heart in June. Throughout my entire years within the HCDSB school system, there has been a gradual decline in faith within students; I have seen it with my own eyes. Students are suffering more from mental illnesses, suicidal thoughts, pornography and drug addictions etc. Instead of leading students to the teachings of the spirit of the new age, we should be bringing them closer to God, who heals all wounds. One of my icons, Pope Saint John Paul II, had this to say on the attack on traditional family values: "Attacks on marriage and the family, from an ideological and legal aspect, are becoming stronger and more radical every day. Who destroys this fundamental fabric causes a profound injury to society and provokes often irreparable damage." I urge all the trustees to vote NO against this motion and do what is right. I understand that by voting NO, you may be subject to scrutiny. Please, take courage, you are doing the right thing, and I would just like to remind trustees of this one memorable verse, John 15:18, from the Bible: "If the world hates you, you know that it has hated Me before *it hated* you" (Bible Gateway). Thank you.

David

St. Ignatius of Loyola Graduate, Class of 2020

From: G Romo

Sent: April 15, 2021 8:42 PM

To: duartem@hcdsb.org <duartem@hcdsb.org>; murphyp@hcdsb.org <murphyp@hcdsb.org>; guzzon@hcdsb.org <guzzon@hcdsb.org>; agnewb@hcdsb.org <agnewb@hcdsb.org>; derosap@hcdsb.org <derosap@hcdsb.org>; iantomasiv@hcdsb.org <iantomasiv@hcdsb.org>; karabelah@hcdsb.org <karabelah@hcdsb.org>

Subject: No pride Flag at Catholic Schools

To all of you with all respect,

Please, read my text benevolently as an invitation to kindly reflect on it as it is the way that I would like to be receipt.

If in some way sound firm, that's Okay. It's just that, firmness.

Since when to be politically correct to human matters stand over the right of God to be God?

To fly a rainbow flag will stop confusion, little talk or gossips or will make worst to stand for our real catholic faith?

Since when God First Divine Person of the Holy Trinity send His son, Jesus Second Divine Person of the Holy Trinity, to come as the President or Prime Minister of a democracy?

Why to be only focus on the Bible? Are we only "bibliolaters"?

Yes, the Bible is The Book inspired by the Holy Spirit, the Third Divine Person of the Holy Trinity, and precisely because of that we cannot ask to change anything after more than 2,000 years of nothing but constant changes in Human History.

We are not Protestants taking out of the book what is not convenient and adding words at their convenience.

The Real Bible, the first one, the Catholic one, is ours and must remain in the way it is plus we have a Magisterium, Tradition, Canon Law, Catechism, Encyclicals, Popes and Saints quotations, etc., and...

"...There are also many other things that Jesus did, but if these were to be described individually, I do not think the whole world would contain the books that would be written."
John 21:25 ?

To guide others, it is a must to be well informed beside the fact to be in state of grace to make decisions affecting so many souls to respond for in front of the Throne of God.

"You shall not corrupt boys." Didache.

"This is a key point which the secularists are missing: they think that stressing God's mercy means that sins are no longer sins. On the contrary, God's mercy is a great gift of grace precisely because sins are sins, and they call for repentance and forgiveness." Bishop Paprocki.

Real education in God the Father's words and Jesus' legacy for His Church, our Catholic Faith, is what will end confusion and move to a real understanding of our spiritual future in Eternity.

"...Remember, the Church is modeled after Christ, and works to share the truth and spread love throughout the world to each and every human being. But we must take time to understand why the Church teaches what she does. Only then can we embrace the truth and live according to it." Catholics come Home.

It's our duty to educate and evangelize ourselves to be prepare for those persons with a guilty conscience about their desires instead bowing before sophistries.

Let's to embrace the path that He offers.

There is a much different starting point than beginning with our own wants, desires, and conclusions.

For ones and for others, we need to tell ourselves what we pray every day:

"... Forgive us our trespasses as we forgive those who trespass against us; and

"Lead us not into temptation, but deliver us from evil." Amen.

Something to pay attention:

Desire of the Everlasting Hills

Love the sinner not the sin. Truly with the Truth.

In the love of Christ,

Gabriela Romo.

From: Martha Laverde <

Date: April 16, 2021 at 3:41:08 PM EDT

To: "DeRosa, Peter" <DeRosaP@hcdsb.org>, "Karabela, Helena" <KarabelaH@hcdsb.org>, "Guzzo, Nancy" <GuzzoN@hcdsb.org>, "O'Brien, Timothy" <O'BrienT@hcdsb.org>, "O'Hearn-Czarnota, Janet" <O'Hearn-CzarnotaJ@hcdsb.org>, "Iantomasi, Vincent" <IantomasiV@hcdsb.org>, "Duarte, Marvin" <DuarteM@hcdsb.org>, "Murphy, Patrick" <MurphyP@hcdsb.org>, "Agnew, Brenda" <AgnewB@hcdsb.org>, "Daly, Patrick" <DalyP@hcdsb.org>

Subject: [<EXTERNAL>] Lift Jesus Higher !

Dear Trustees,

I have taken the time to try to understand why is there a discussion about flying the Pride flag during the Month of June in our Catholic Schools. I have also really gone deep in the meaning of the flag, as for most people the meaning is "LGBTQ is here, and demands recognition and acceptance". I never knew what each colour represents and only due to this discussion I was able to find out. I believe most of the population is in the same situation.

I have also read the "TO LISTEN, TO REASON AND TO PROPOSE: The Rainbow Flag & Catholic Schools

Prepared by Tamara Nugent and Yvonne Runstedler

at the request of the Very Reverend Cornelius O'Mahony, Episcopal Vicar for Education

for the Catholic Partners of the Diocese of Hamilton".

I acknowledge that there is a need for stronger action to create a safe and inclusive environment in all schools, and to support all students, to assist them in developing healthy relationships, making good choices, continuing their learning and achieving success.

As a Catholic Married Woman who is a mother, sister, daughter, grandmother and Volunteer, and who has also been a Worker who has supported via Property Taxes only the Catholic Board of Education, I certainly appreciate the opportunity to have my voice heard. I recognize the good job of the Catholic Schools providing support and accompaniment to students who have personality disorders, ADD, language deficiencies, low self esteem or identify as LGBTQ.

I appreciate all the efforts of Principals and Staff reiterating in our children the Catholic Values and the Canadian Values, and their commitment to ensuring a safe, equitable and inclusive environment.

I strongly believe that Pride Month is Every Month.... Pride to be a human person created in the image of God, to be alive, to be able to create and share the goodness in all things. All these are valid reasons for Pride... Let's not limit Pride to what makes us different, let's find ways to encourage Respect, Solidarity, Unity, Commitment, Collaboration, Responsibility and Kindness with each other and with all. By accepting and promoting the Secular Society's way of "LGBT or BLM" we are excluding all those who are heterosexuals... In this case, we would need to design and fly a flag for each group of students and not only a minority.

If the Catholic Board imitates the policies and behaviour of the Public Board, why would Catholics feel confident that their children will learn the teachings of the Catholic Church (Catechism of the Catholic Church 2357-2359), and why would they opt for Catholic Education?

Let's be clear: One thing is the behaviour another is the person: We are called to be compassionate with the students that have homosexual or other tendencies, but by supporting the behaviour according to those tendencies we would be drifting away from our values and also if you check the statistics, helping them become more confused and unhappy. Please refer to the figures on suicide among the group whose sexual behaviour is not "tamed" by God's teachings. Sexual deviations not only can be treated but also can make a huge positive impact when properly directed.

The recent declarations coming from the Vatican have generated confusion, yet we have the Scriptures, the Tradition of the Church and the Catechism to lighten our way and confirm that the Catholic Church has not changed directives with regards to Sexuality. The Catholic Education Board must abide by these, or else modify the Name. Authenticity must be the first Value of the Board.

I respectfully ask you all to please vote against this proposal.

Sincerely
Martha L. Laverde
Oakville Resident and Parishioner

From: Joe Brinjak <joebrinjak2002@yahoo.ca>
Sent: April 16, 2021 3:48 PM
To: Murphy, Patrick <MurphyP@hcdsb.org>
Cc: DiPietro, Rosie <DiPietroR@hcdsb.org>
Subject: [<EXTERNAL>] Strongly against flying the Pride flag in front of our Catholic schools!

Dear Mr. Murphy,

I request that this email and letter be added as correspondence at the next board agenda package.

Please find attached my letter opposing the motion to raise the pride flag in celebration of pride month, a month that celebrates sexual diversity, in front of Roman Catholic schools in Halton.

We believe that Catholic Schools need to be clear about the messages they send, so that they consistently teach students the truth about our faith. Raising a Pride flag suggests approval of sexual relationships that the Church disapproves of, and which run contrary to the Catholic moral teaching of chastity.

Our belief is that that you, our Halton Catholic Trustees would be betraying the trust confided in you to hold the faith first and foremost among your concerns. We encourage you to take your direction on how to vote from the Cardinal of Toronto, who recently **supported** a father who spoke out against the Toronto Catholic board raising the flag.

Halton Trustees should also remember that parents exercise their choice when they choose to send their children to Catholic schools; they expect the schools to adhere to Catholic moral teaching, and for Trustees to guard it. If Trustees choose to promote anti-Catholic moral teaching, they are also violating parental choice.

We pray that you make the choice that is in line with protecting our children from overt sexualization and by being political pawns for a select few radical "modern Catholics" who belong to the HCDSB parent engagement Facebook group.

These parents pride themselves on their inclusivity, but banish anyone from their group that go against their narrative - even if their opponents use respectful and peaceful language. They are admittedly non-practicing Catholics who choose to not baptize their children and they are threatening to dismantle the Catholic school board if their demands are not met.

We as Catholics love and respect all people, but we uphold the right to not modernize our faith to suit the unfaithful. We chose to put our children in Catholic school so complement the teachings they receive every Sunday at holy mass. Please help us uphold these religious rights.

Joe Brinjak, & Concerned Catholic parents

April 16 / 2021

SUBJECT: Strongly against flying the Pride flag in front of our Catholic schools!

Patrick,

I am writing as a parent of children attending schools in the Halton Catholic District School Board.

I want to convey my strong disagreement with a recent proposal to fly the Pride flag in front of our Catholic schools and to have posters in each classroom.

Our Catholic schools are faith-based educational institutions.

The purpose of these places of learning is to promote our children's Catholic faith and principles, education and development.

Our schools should not be used as a forum to promote political agendas, and our children should not be political pawns in a political movement.

We value all people. All Canadians have the same rights under the Charter of Human Rights.

The flags that fly in front of our schools should include the Canadian flag, provincial flag, and the school board flag.

If we truly, as a Catholic community, wish to promote inclusion of all, there should **not** be a flag flown that is singling out or promoting any specific group.

Instead, as a Catholic board, if we feel that additional flags should be flown, the Papal flag or a flag that reflects our Catholic beliefs should be flown. A quote of "Love one another as I have loved you" with an image of Jesus would be a better reflection of our beliefs.

May God Bless You and Your family,

Joe Brinjak

Father of 3 children attending schools in the Halton Catholic District School Board

-----Original Message-----

From: Jodie Becker

Sent: April 16, 2021 4:54 PM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; obrient@hcdsb.org; ohearn-czarotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>
Subject: [<EXTERNAL>] Supporting our diverse school community

Dear Chair of the Board, Trustees, and Secretary of the Board,

I would like to provide my support for flying the Pride flag at all HCDSB schools and offices during Pride month, starting June 2021, and the motion below in support of the LGBTQ2+ community. Please include this email in the official board meeting correspondence.

Quoted from a National Climate Survey on homophobia, biphobia, and transphobia in Canadian schools:

“Studies have suggested that there is a link between bullying and suicide, and that there is a disproportionately high rate of suicide attempts and suicidal thinking among LGBTQ students (O'Donnell, O'Donnell, Wardlaw, & Stueve, 2004; Remafedi, French, Story, Resnick, & Blum, 1998; Robin et al., 2002; Russell, 2003; Russell & Joyner, 2001; Udry & Chantala, 2002; Wichstrom & Hegna, 2003). This might be expected, given the amount of bullying and other homophobic and transphobic experiences they typically have. However, there is some suggestion that school attachment—the feeling that one belongs in the school community—is a crucial issue in this regard because of its connection to lower suicidality rates in the general school population and among LGBTQ students (O'Donnell et al., 2004). School attachment has also been linked to academic performance for LGBTQ students, especially for boys (Pearson, Muller, & Wilkinson, 2007).“

I think that flying the Pride flag and Safe School posters are steps in the right direction to increase school attachment for this vulnerable population.

I also recommend implementing anti-homophobia (at minimum) policies as outlined on pg 114 of this study:

<https://can01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fegale.ca%2Fwp-content%2Fuploads%2F2011%2F05%2FEvery-Class-In-Every-School-Final-Report.pdf&data=04%7C01%7CDiPietroR%40hcdsb.org%7C9a400f4f9a2041bfd80508d90119cf9e%7C2537ab7d25bd498aa6427c135779e6d2%7C1%7C0%7C637542032645000792%7CUnknown%7CTWfpbGZsb3d8eyJWljojMC4wLjAwMDAiLCJQljojV2luMzliLCJBTiI6lk1haWwiLCJXVCi6Mn0%3D%7C1000&data=GjE6zAIWeriNiFMhXayBYNYQR41TYbenLoQf6S4K4ck%3D&reserved=0>

Also, I would recommend surveying the full school community to understand the climate and opportunities for ensuring this community is safe and supported.

Thank you,
JODIE BECKER

From: Audrey Lemieux

Sent: April 16, 2021 2:51 PM

To: Murphy, Patrick <MurphyP@hcdsb.org>

Cc: Duarte, Marvin <DuarteM@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; obrient@hcdsb.org <obrient@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; ohearn-czarnotaj@hcdsb.org <ohearn-czarnotaj@hcdsb.org>

Subject: [<EXTERNAL>] Keep HCDSB Schools Authentically Catholic.

Dear Mr. Murphy,

Please include my email letter below in the Board Package for April 20, 2021.

Sincerely,

A Lemieux B.A. B.Ed
Ottawa Ontario

Dear Members of the Halton Catholic District School Board,

I encourage you in the strongest terms, as a fellow Catholic, Catholic educator, and parent to not support any motion that requires Catholic schools to raise the Pride flag outside or inside school properties.

Please stand with Cardinal Collins and Catholic parents who have the expectation that Catholic schools will uphold authentic Catholic moral teaching and do not support or promote lifestyles contrary to the Catholic faith.

Sincerely,

A Lemieux B.A. B.Ed
Ottawa ON

From: emad kamal

Sent: April 16, 2021 4:10 PM

To: Agnew, Brenda <AgnewB@hcdsb.org>; lantomasi, Vincent <lantomasiV@hcdsb.org>; obrient@hcdsb.org <obrient@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; ohearn-czarnotaj@hcdsb.org <ohearn-czarnotaj@hcdsb.org>

Subject: [<EXTERNAL>] RAISING THE PRIDE FLAG OVER SCHOOL

Dear Sir or Madam

My name is Emad Sarga

I live in Milton ,

It came to my attention that Catholic Schools in Halton are going to raise the pride flag over schools

I strongly disagree with raising pride flag on catholic schools ,

Catholic schools need to be clear about the messages they send, so that they consistently teach students the truth about the faith.

Raising a Pride flag suggests approval of sexual relationships that the Church disapproves of, and which run contrary to the Catholic moral teaching of chastity.

The Halton Catholic Trustees would be betraying the trust confided in them to hold the faith first and foremost among their concerns,

if they go the wrong way on this.

They should take their direction on how to vote from the Cardinal of Toronto, who recently supported a father who spoke out against the Toronto Catholic board raising the flag.

Halton Trustees should also remember that parents exercise their choice when they choose to send their children to Catholic schools; they expect the schools to adhere to Catholic moral teaching, and for Trustees to guard it.

If Trustees choose to promote anti-Catholic moral teaching, they are also violating parental choice.

I am writing this email to remind you of your obligation to make sure that Catholic schools continue to act as a "light to the world" rather than taking their lead from worldly concerns.

I expect that Halton Catholic schools will express solidarity with the Cardinal and Catholic sexual teaching by not flying the Pride Flag.

Please have your letter placed in the board package for April 20.

From: joe france

Sent: April 16, 2021 3:15 PM

To: DiPietro, Rosie <DiPietroR@hcdsb.org>; Daly, Patrick <DalyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>

Subject: [<EXTERNAL>] re. the Pride Flag at Catholic Schools

Dear Director and Trustees,

Please do not fly the Pride flag over Catholic Schools. While initially the Pride flag may have been a call to tolerance, it has become an instrument of coercion and intolerance. I have been teaching Religion at Assumption College School in Brantford for 24 years, and because of the gender ideology represented by the Pride flag, many of my colleagues will no longer teach even the most basic truths about maleness and femaleness and the Church's call to chastity.

As trustees, you have an obligation to uphold the truths of the faith. Act on faith, not on fear.

Respectfully,

Joe Bissonnette
Caledonia Ontario

From: marium mounir

Sent: April 16, 2021 4:18 PM

To: agnewb@hcdsb.com <agnewb@hcdsb.com>; DeRosa, Peter <DeRosaP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; lantomasi, Vincent <lantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; obrient@hcdsb.org <obrient@hcdsb.org>; ohearn-czarnotaj@hcdsb.org <ohearn-czarnotaj@hcdsb.org>

Subject: [<EXTERNAL>] Pride Flag

Hello,

I'm a parent of 2 and I am against the teaching of pride flag as it is against our catholic faith and against the bible.

Please read what God has instructed us to do and not what to do and teach our children in school accordingly. Do not go by the world but the word of God

Please have my letter placed in the board package for April 20th

God bless

1 Corinthians 6:9

New International Version

9 Or do you not know that wrongdoers will not inherit the kingdom of God?(A) Do not be deceived:(B) Neither the sexually immoral nor idolaters nor adulterers(C) nor men who have sex with men

1 Timothy 1:8-10

New International Version

8 We know that the law is good(A) if one uses it properly. 9 We also know that the law is made not for the righteous(B) but for lawbreakers and rebels,(C) the ungodly and sinful, the unholy and irreligious, for those who kill their fathers or mothers, for murderers, 10 for the sexually immoral, for those practicing homosexuality, for slave traders and liars and perjurers—and for whatever else is contrary to the sound doctrine

Best Regards

From: Joanne Yarosh <

Sent: April 15, 2021 10:03 PM

To: Agnew, Brenda <AgnewB@hcdsb.org>; lantomasi, Vincent <lantomasiV@hcdsb.org>; O'Brien, Timothy <O'BrienT@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; O'Hearn-Czarnota, Janet <O'Hearn-CzarnotaJ@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>

Subject: [<EXTERNAL>] Letter to all trustees

Dear HCDSB Trustees:

As a retired Catholic religious studies educator, I am asking that you vote against the motion to raise a Pride flag for the month of June. Our Catholic faith is succinctly expressed in the Nicene Creed, which is our profession of faith. We say: We believe in one, holy, Catholic and apostolic Church. This is a statement of unity, and not division. A school flag should reflect unification of the country, or an agreement of unifying religious convictions. Clearly this motion to raise a flag is not based on the principles of our Creed, Catechism, Magisterium, and the teachings of our Lord Jesus Christ. It is not acceptable, and is an abandonment of many of the students, parents, and administration of our beloved Catholic school system. Please include this correspondence in the agenda package for the regular board meeting on April 20, 2021.

Faithfully Yours in Christ,
Joanne Yarosh

From: sameh isaac <

Sent: April 16, 2021 12:58 PM

To: Duarte, Marvin <DuarteM@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>

Cc: Duarte, Marvin <DuarteM@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; obrient@hcdsb.org <obrient@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; ohearn-czarnotaj@hcdsb.org <ohearn-czarnotaj@hcdsb.org>

Subject: [<EXTERNAL>] OBJECTIONS! On Raising the Pride flag over schools

Dear Mr. Murphy and all Trustees,

Please make sure to include my below request/message in the board package for April 20

Please be remind that we understand that your obligation to make sure that Catholic schools continue to act as a "light to the world".

Our expectation is that Halton Catholic schools will express solidarity with the Cardinal and Catholic sexual teaching by not flying the Pride Flag.

Thanks

Sameh Kamel, P.Eng, PMP, GSC

From: Jezu UfamTobie

Sent: April 16, 2021 6:48 AM

To: Duarte, Marvin <DuarteM@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; obrient@hcdsb.org <obrient@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; ohearn-czarnotaj@hcdsb.org <ohearn-czarnotaj@hcdsb.org>

Subject: [<EXTERNAL>] Please place this letter to the Board package for April 20, 2021 - re: LGBT "flag"

Dear Chair, Patrick Murphy and all Trustees

I ask you to place this email/my letter in the Board package for April 20, 2021.

I'm a Catholic who resides in Burlington and a parishoner of St Raphael's Catholic Church.

I ask you to vote against the homosexual idol "flag". I ask you to instead raise the banner of the Sacred Hearts of Jesus and Mary outside every Halton School Board property - to the glory of God the Father. God, who loves everyone! His Heart desires to include everyone and His Heart and His Sacrifice on the Cross is the expression of His infinite love. It is inclusive.

Halton's Catholic schools exist to bring souls to Christ Jesus our Lord, correctly teaching children (and giving proper example) about Gospel Truth, about God's Commandments (not suggestions) and about the consequences of being disobedient to God the Father's will (eg - fornication/sodomy).

June is the month of the Sacred of Jesus. Our Lord Jesus Christ - PURE, HOLY, DIVINE - who loves everyone!, but He is also Justice. Fornication and sodomy are not considered "good fruit", but rather grave sin. Catholic schools must proclaim God's Truth, not lies.

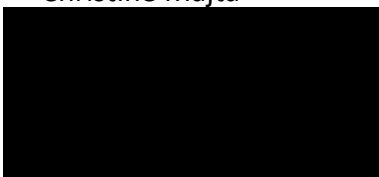
If you are an authentic Roman Catholic, you cannot condone, promote, raise the homosexual IDOL ""flag" on Catholic school properties.

Raise the flag dedicated to the Sacred Heart of Jesus and Immaculate Heart of Mary on the properties of each Catholic school in Halton. This is a true expression of inclusive LOVE.

I ask you to vote against the homosexual idol "flag".

Thank you

Christine Majta



From: Mina Ebeid

Sent: April 16, 2021 4:37 PM

To: Duarte, Marvin <DuarteM@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; obrient@hcdsb.org <obrient@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; ohearn-czarnotaj@hcdsb.org <ohearn-czarnotaj@hcdsb.org>

Subject: [<EXTERNAL>] Pride Flag is not accepted as per our faith

Hello,

I'm a parent of 2 and I am against the teaching of pride flag as it is against our catholic faith and against the bible.

Please read what God has instructed us to do and not what to do and teach our children in school accordingly. Do not go by the world but the word of God

Please have my letter placed in the board package for April 20th

God bless

1 Corinthians 6:9

New International Version

9 Or do you not know that wrongdoers will not inherit the kingdom of God?(A) Do not be deceived:(B) Neither the sexually immoral nor idolaters nor adulterers(C) nor men who have sex with men

1 Timothy 1:8-10

New International Version

8 We know that the law is good(A) if one uses it properly. 9 We also know that the law is made not for the righteous(B) but for lawbreakers and rebels,(C) the ungodly and sinful, the unholy and irreligious, for those who kill their fathers or mothers, for murderers, 10 for the sexually immoral, for those practicing homosexuality, for slave traders and liars and perjurers—and for whatever else is contrary to the sound doctrine.

Thanks for considering and understanding my email.

Mina Ebeid

From: Marie Vandenberg

Sent: April 16, 2021 8:11 AM

To: Duarte, Marvin <DuarteM@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; obrient@hcdsb.org <obrient@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; ohearn-czarnotaj@hcdsb.org <ohearn-czarnotaj@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>

Subject: [<EXTERNAL>] Pride Flag

Chair Patrick Murphy and all trustees,

I am writing in response to a motion that Trustee Brenda Agnew of the Halton Catholic School Board has introduced to order all schools to fly the Pride Flag. I am encouraging you to fulfill your obligation to make sure Catholic Schools uphold the teachings of the Catholic Church especially with regard to the moral teaching of chastity. Parents make a choice when they send their children to Catholic Schools. If Catholic schools no longer uphold the teachings of the Catholic Church then what we are left with is a public school system. There would be no logic in having two separate school systems that look and do the same thing. You do the math.

Please include my letter in the board package for April 20.

Thank you
Marie Vandenberg

From: John Beardsley

Sent: April 16, 2021 9:28 AM

To: Duarte, Marvin <DuarteM@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; obrient@hcdsb.org <obrient@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; ohearn-czarnotaj@hcdsb.org <ohearn-czarnotaj@hcdsb.org>

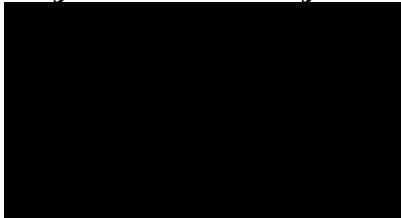
Subject: [<EXTERNAL>] Please have this email placed in the board package for April 20

Attention: The Halton Catholic Trustees

Raising a Pride flag suggests approval of sexual relationships that the Church disapproves of, and which run contrary to the Catholic moral teaching of chastity. Please get back to teaching moral truths that will build character and strength for our society.

Trustees would be betraying the trust confided in them to hold the faith first and foremost among their concerns if they go the wrong way on this. They should take their direction on how to vote from the Cardinal of Toronto.

John Beardsley



From: sobhi khalil <

Sent: April 16, 2021 9:42 AM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; obrient@hcdsb.org <obrient@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; ohearn-czarnotaj@hcdsb.org <ohearn-czarnotaj@hcdsb.org>

Subject: [<EXTERNAL>] Objection to raise the Pride Flag

Hi Team,

I'm a parent of two children attending catholic schools here in catholic halton schools region and I choose to do that to make sure my kids are being raised to learn the right faith and to keep them away from any wrong sexual learnings outside catholic schools.

I'm writing this email to raise my objection of raising the pride flag over catholic schools.

I'm reminding you of your obligation to make sure that Catholic schools continue to act as a "light to the world" rather than taking their lead from worldly concerns. I do expect that Halton Catholic schools will express solidarity with the Cardinal and Catholic sexual teaching by not flying the Pride Flag.

Please place this email in the board package scheduled April 20th.

I do expect to get a reply from you confirming that this is placed as requested.

Regards,

Sobhi Khalil



From: Eriny Gerges <

Sent: April 16, 2021 4:33 PM

To: Duarte, Marvin <DuarteM@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; obrient@hcdsb.org <obrient@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; ohearn-czarnotaj@hcdsb.org <ohearn-czarnotaj@hcdsb.org>

Subject: [<EXTERNAL>] Pride Flag is not accepted in our faith

Pride flag email

Hello,

I'm a parent of 2 and I am against the teaching of pride flag as it is against our catholic faith and against the bible.

Please read what God has instructed us to do and not what to do and teach our children in school accordingly. Do not go by the world but the word of God

Please have my letter placed in the board package for April 20th

God bless

1 Corinthians 6:9

New International Version

9 Or do you not know that wrongdoers will not inherit the kingdom of God?(A) Do not be deceived:(B) Neither the sexually immoral nor idolaters nor adulterers(C) nor men who have sex with men

1 Timothy 1:8-10

New International Version

8 We know that the law is good(A) if one uses it properly. 9 We also know that the law is made not for the righteous(B) but for lawbreakers and rebels,(C) the ungodly and sinful, the unholy and irreligious, for those who kill their fathers or mothers, for murderers, 10 for the sexually immoral, for those practicing homosexuality, for slave traders and liars and perjurers—and for whatever else is contrary to the sound doctrine.

Thanks for considering my email and understanding.

Eriny

From: A Almon

Sent: April 16, 2021 10:37 AM

To: Murphy, Patrick <MurphyP@hcdsb.org>

Cc: Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; obrient@hcdsb.org <obrient@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; ohearn-czarnotaj@hcdsp.org <ohearn-czarnotaj@hcdsp.org>

Subject: [<EXTERNAL>] Flying of the Pride Flag- Not!

Dear Patrick,

I am urgently writing to you and your fellow trustees to express my deep concern about voting on a motion to order the flying of the Pride flag at all schools at the April 20th board meeting.

May I remind you of your obligation to make sure that Catholic schools continue to act as a "light to the world" rather than taking their lead from worldly concerns.

I expect that Halton Catholic schools will express solidarity with the Cardinal and Catholic sexual teaching by not flying the Pride Flag.

Catholic schools need to be clear about the messages they send, so that they consistently teach students the truth about the faith. Raising a Pride flag suggests approval of sexual relationships that the Church disapproves of, and which run contrary to the Catholic moral teaching of chastity.

Please have my letter placed in the board package for April 20.

Thank you,

Yours respectfully,

Al Almon



From: Andrea Curts

Sent: April 16, 2021 9:42 AM

To: Duarte, Marvin <DuarteM@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; obrient@hcdsb.org <obrient@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; ohearn-czarnotaj@hcdsb.org <ohearn-czarnotaj@hcdsb.org>

Subject: [<EXTERNAL>] Flag flying

To, Patrick Murphy and all trustees,

I am very disheartened that I even need to write this email. As trustees you know defending the faith and embracing it, is what sets us apart. Introducing motions that go directly against church teaching is scandalous and sinful. We don't show our love for Christ or each other when we abandon his teachings.

I ask that you vote no to flying the rainbow flag. You know that it's wrong. Love people enough to not cave to an agenda that seeks to bully Christians and undermine our loving Saviour.

[REDACTED]

Please add this email to the April 20 package

Sincerely,
A Curts

From: Diana Pacheco

Sent: April 16, 2021 10:37 AM

To: Duarte, Marvin <DuarteM@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; obrient@hcdsb.org <obrient@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; ohearn-czarnotaj@hcdsb.org <ohearn-czarnotaj@hcdsb.org>

Subject: [<EXTERNAL>] Regarding Motion to Raise the Pride Flag

Dear Chair, Patrick Murphy, and all Trustees,

This is Diana Pacheco, mother of two kids currently enrolled at St. Nicholas Catholic Elementary in Oakville.

I am writing in regards to the motion that will be discussed at the April 20th Board meeting, which proposes to order all Halton Catholic schools to fly the Pride Flag. Raising a Pride Flag at Halton Catholic schools suggests approval of sexual relationships that the Church disapproves of, and which run contrary to Catholic moral teaching.

As Catholic parents, we have chosen to send our children to a Catholic school, expecting that it adheres to Catholic moral teaching. We are also expecting Halton Trustees to guard this teaching, and sincerely it is shocking that some Trustees are promoting motions with plain anti-Catholic moral teaching messages.

I sincerely hope and expect that all Trustees fulfill their obligation to make sure that Catholic schools continue to teach our kids our Catholic beliefs and moral values. Otherwise, not only will they be violating parental choice, but betraying the trust we and the Catholic Church confided in them.

Please, have my letter placed in the board package for April 20.

Sincerely,

Diana Pacheco.

From: Marjorie Eagan
Sent: April 16, 2021 10:14 AM
Subject: [<EXTERNAL>] Uphold Catholic Teaching

Board Chair Patrick Murphy and all trustees:

We want to remind you of your obligation to make sure that Catholic schools continue to act as a "light to the world" rather than taking their lead from worldly concerns.

We expect that Halton Catholic schools will express solidarity with the Cardinal and Catholic sexual teaching by not flying the pride flag.

Be courageous witnesses of our Catholic Faith, stand with Christ and the Gospel message, undiluted and pure. May Our Lady of the Immaculate Conception strengthen and guide you!

Please include this correspondence in the Board package for April 20th.

Mike & Margie Eagan



From: Mriana Eprahem

Sent: April 16, 2021 9:46 AM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; obrient@hcdsb.org <obrient@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; ohearn-czarnotaj@hcdsb.org <ohearn-czarnotaj@hcdsb.org>

Subject: [<EXTERNAL>] OBJECTION to raise Pride Flag

Hi Team,

I'm a parent of two children attending catholic schools here in catholic halton schools region and I choose to do that to make sure my kids are being raised to learn the right faith and to keep them away from any wrong sexual learnings outside catholic schools.

I'm writing this email to raise my objection of raising the pride flag over catholic schools.

I'm reminding you of your obligation to make sure that Catholic schools continue to act as a "light to the world" rather than taking their lead from worldly concerns. I do expect that Halton Catholic schools will express solidarity with the Cardinal and Catholic sexual teaching by not flying the Pride Flag.

Please place this email in the board package scheduled April 20th.

I do expect to get a reply from you confirming that this is placed as requested.

Regards,

Mriana Eprahem



From: Dimitri Family

Sent: April 16, 2021 10:42 AM

To: Murphy, Patrick <MurphyP@hcdsb.org>

Cc: duatem@hcdsb.org <duatem@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; obrient@hcdsb.org <obrient@hcdsb.org>; derosap@hcdsb.org <derosap@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; ohearn-czarnotaj@hcdsb.org <ohearn-czarnotaj@hcdsb.org>

Subject: [<EXTERNAL>] Letter of Objection to raising of the pride flag over Catholic Schools

Dear Partick Murphy and all trustees,

I, Alexandra Dimitri, became aware of trustee Brenda Agnew of the Halton Catholic District School Board introducing a motion to order all schools to fly the pride flag which will be voted on at the April 20th board meeting.

I am writing this letter to voice my objection to this motion and that Catholic schools need to be clear and consistent about the messages they send to our youth. Raising a pride flag suggests approval of sexual relationships that the Church disapproves of, and which run contrary to the Catholic moral teaching of chastity. The Halton Catholic Trustees would be betraying the trust confided in them to hold the faith first and foremost.

In addition, they should also remember that parents exercise their choice when they choose to send their children to a Catholic school; where they expect the school to adhere to Catholic moral teachings, and for the trustee to guard these teachings. If trustees choose to promote anti-Catholic moral teachings, they are also violating parental choice.

The trustees have an obligation to make sure that Catholic Schools continue to act as a "light of the world" rather than taking their lead from worldly concerns.

We as Christian parents expect the Halton Catholic schools to express solidarity with the Cardinal and not flying the pride flag.

Please include my letter in the board package for April 20th meeting.

Thank you,

Alexandra Dimitri and Family

From: Irene Reid

Sent: April 16, 2021 11:37 AM

To: Duarte, Marvin <DuarteM@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; obrient@hcdsb.org <obrient@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; ohearn-czarnotaj@hcdsb.org <ohearn-czarnotaj@hcdsb.org>

Subject: [<EXTERNAL>] Do not raise the pride flag.

To the Chair, Patrick Murphy and all trustees:

Catholic schools need to be clear about the messages they send, so that they consistently teach students the truth about the faith. Raising a Pride flag suggests approval of sexual relationships that the Church disapproves of, and which run contrary to the Catholic moral teaching of chastity.

The Halton Catholic Trustees would be betraying the trust confided in them to hold the faith first and foremost among their concerns if they go the wrong way on this. They should take their direction on how to vote from the Cardinal of Toronto, who recently supported a father who spoke out against the Toronto Catholic board raising the flag.

Halton Trustees should also remember that parents exercise their choice when they choose to send their children to Catholic schools; they **expect the schools to adhere to Catholic moral teaching**, and for Trustees to guard it. If Trustees choose to promote anti-Catholic moral teaching, they are also **violating parental choice**.

It is the obligation of the trustees to make sure that Catholic schools continue to act as a "light to the world" rather than taking their lead from worldly concerns. I expect that Halton Catholic schools will express solidarity with the Cardinal and Catholic sexual teaching by not flying the Pride Flag.

Please have this letter placed in the board package for April 20.

Sincerely,
Irene Reid

From: Janice Dunne
Sent: April 16, 2021 12:47 PM
To: Karabela, Helena <KarabelaH@hcdsb.org>
Subject: [<EXTERNAL>] Pride Flag

Dear Mrs Karabelah,

I am contacting you today
as a concerned Catholic citizen to ask that Halton Catholic Schools express solidarity with
Cardinal
Collins and Catholic Sexual teaching by NOT flying the Pride flag.
I would like my request to be placed in the board package
for April 20th.

I know you are 100% against flying the flag & I want to thank you for all that you have done
to try to keep Halton schools "Catholic".

God bless you!
Sincerely,
Janice Dunne

From: Sarah Baraya

Sent: April 16, 2021 2:06 PM

To: Duarte, Marvin <DuarteM@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; obrient@hcdsb.org <obrient@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; ohearn-czarnotaj@hcdsb.org <ohearn-czarnotaj@hcdsb.org>

Subject: [<EXTERNAL>] ATT:Chair, Patrick Murphy and all trustees,

Hello,

I'm a parent of 2 kids in HCDSB and I am against the teaching of pride flag as it is against our catholic faith and against the bible.

Please read what God has instructed us to do and not what to do and teach our children in school accordingly. Do not go by the world but the word of God
we as catholic community should continue to act as a "light to the world" rather than taking their lead from worldly concerns. I expect that Halton Catholic schools will express solidarity with the Cardinal and Catholic sexual teaching by not flying the Pride Flag.

God bless

1 Corinthians 6:9

New International Version

9 Or do you not know that wrongdoers will not inherit the kingdom of God?(A) Do not be deceived:(B) Neither the sexually immoral nor idolaters nor adulterers(C) nor men who have sex with men

1 Timothy 1:8-10

New International Version

8 We know that the law is good(A) if one uses it properly. 9 We also know that the law is made not for the righteous(B) but for lawbreakers and rebels,(C) the ungodly and sinful, the unholy and irreligious, for those who kill their fathers or mothers, for murderers, 10 for the sexually immoral, for those practicing homosexuality, for slave traders and liars and perjurers—and for whatever else is contrary to the sound doctrine

I ask to have my letter placed in the board package for April 20.

Regards;
Sarah Fayez

From: marcin Kasiulewicz

Sent: April 16, 2021 11:57 AM

To: Duarte, Marvin <DuarteM@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; obrient@hcdsb.org <obrient@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; ohearn-czarnotaj@hcdsb.org <ohearn-czarnotaj@hcdsb.org>

Subject: [<EXTERNAL>] Stop raising the pride flag

As Catholic we expect that Halton Catholic schools will express solidarity with the Cardinal and Catholic sexual teaching by not flying the Pride Flag.

I would like this letter placed in the board package for [April 20.](#)

From: Francisco Gamez Arcaya

Sent: April 16, 2021 1:05 PM

To: Duarte, Marvin <DuarteM@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; obrient@hcdsb.org <obrient@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; ohearn-czarnotaj@hcdsb.org <ohearn-czarnotaj@hcdsb.org>

Subject: [<EXTERNAL>] "Pride flag" in our schools

Chairman and Trustees of the
Halton Catholic District School Board
Burlington, ON.-

Dear Trustees,

I am writing you regarding the motion to order to be discussed in your upcoming board meeting of April 20th, 2021 concerning the raising of the “pride flag” in our Catholic schools. I would like this letter to be included in the board package.

1.- By imitating Christ, we Christians are called to reach out everyone, to show the beauty of the Good News, and to transmit God’s love to all. There is no space for discrimination, because the gift we have received by God’s grace, we must share it unconditionally to others. Therefore, this letter does not intend to question or to propose discrimination against any group of people, but to help to remind the Church’s teachings on homosexual acts.

2.- Number 1749 of the Catechism of the Catholic Church (the “CCC”) points out that “freedom makes man a moral subject” for human acts “freely chosen” are subject of “moral evaluation”, for “they are good or evil”. Therefore, it is pertinent to evaluate our acts under the light of their morality in order to determine whether they are good, in line to God’s will, or evil, against God’s will.

3.- The CCC, in Numbers 2360 and 2361 say that “sexuality is ordered to the conjugal love of man and woman”, who “give themselves to one another through the acts which are proper and exclusive to spouses”, and “concerns the innermost being of the human person as such”. On the other hand, Number 2357 refers to homosexual acts as “intrinsically disordered” and “contrary to the natural law” and “under no circumstances can they be approved”. It is important to point out, that the Church by no means refers to homosexuals (as human beings), but to homosexual acts (as an objective sin). Furthermore, Number 2358 says “they [homosexuals] must be accepted with respect, compassion, and sensitivity. Every sign of unjust discrimination should be avoided.” Finally, in Number 2359, the CCC says that “homosexual persons are called to chastity.”

4.- In 1986, Card. Joseph Ratzinger when he was the Prefect of the Congregation of the Faith, wrote a letter entitled “Letter to the Bishops of the Catholic Church on the Pastoral Care of Homosexual Persons”. In this letter, Card. Ratzinger said: “increasing numbers of people today, even within the Church, are bringing enormous pressure to bear on the Church to accept the homosexual condition as though it were not disordered and to condone homosexual activity (...) They reflect, even if not entirely consciously, a materialistic ideology which denies the transcendent nature of the human person as well as the supernatural vocation of every individual.” In this letter, there is a severe warning: “... this Congregation wishes to ask the Bishops to be especially cautious of any programmes which may seek to pressure the Church to change her teaching, even while claiming not to do so. A careful examination of their public statements and the activities they promote reveals a studied ambiguity by which they attempt to mislead the pastors and the faithful.”

5.- The rainbow flag or the “pride flag” is the symbol of the LGTB community. The LGTB community is a group of social organizations and movements which mainly promote social and legal revindications for homosexual people. However, many claims of these movements are not in line to the Catholic teachings we have mentioned before, for they promote not only anti-discrimination laws, but also social reforms

that may allow normalization of active homosexual acts, clearly defined as objective sins by the Church. It is important to mention at this point that we are all sinners, and we all must surrender to God's mercy and forgiveness. However, we must try to do our best to bravely annunciate and promote holiness and virtue.

6.- Therefore, in my opinion, by placing the rainbow flag in our Catholic school it implies HCDSB and the Catholic community surrounding our schools endorse the LGTB social movements and their claims. Such claims are not mere anti-discrimination policies but also some go against the teachings of the Catholic Church. Therefore, as a Catholic and a parent of the Halton Catholic District School Board I hereby respectfully manifest my opposition on the motion to order the "pride flag" to be raised in our schools.

Best regards and God bless,

Francisco Gámez Arcaya
Oakville, ON.

From: Marianne Brinjak

Sent: April 16, 2021 1:25 PM

To: DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Concern regarding flying the Pride flag in front of our Catholic schools

I am writing as a parent of children attending schools in the Halton Catholic District School Board.

I want to convey my strong disagreement with a recent proposal to fly the Pride flag in front of our Catholic schools and to have posters in each classroom.

Our Catholic schools are faith-based educational institutions.

The purpose of these places of learning is to promote our children's Catholic faith and principles, education and development.

Our schools should not be used as a forum to promote political agendas, and our children should not be political pawns in a political movement.

We value all people. All Canadians have the same rights under the Charter of Human Rights. The flags that fly in front of our schools should include the Canadian flag, provincial flag, and the school board flag.

If we truly, as a Catholic community, wish to promote inclusion of all, there should **not** be a flag flown that is singling out or promoting a specific group.

Instead, as a Catholic board, if we feel that additional flags should be flown, the Papal flag or a flag that reflects our Catholic beliefs should be flown. A quote of "Love one another as I have loved you" with an image of Jesus would be a better reflection of our beliefs.

Marianne Brinjak

Mother of 3 children attending schools in the Halton Catholic District School Board

-----Original Message-----

From: Mary Assaf <yomary140@yahoo.ca>

Sent: April 16, 2021 1:45 PM

To: DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Flag against our Faith

Pat Daly,
Director of Education,

Dear Sir,

Faithful Catholics are counting on you to defend the teachings of the church and not allow the raising of the LGBTQ flag over a Catholic School.

Not only does the above ideology contradict the teachings of the church on God's plan for human relationships, but allowing the flag would cause deep confusion to the students. (And better a millstone be cast around the neck of one who leads these little ones astray.....)

This is a time for clarification and education. That while each individual deserves respect, we cannot put ourselves above God's plan for human and family life. We must not upend God.

The Pope himself has left so many of the faithful confused. So much to be questioned there. I do wonder, when Jesus returns, will He find any faith left on earth..... I believe Jesus is looking out over the crowd, searching for those who will remain faithful to Him through the teachings of the church He founded. Those He will gather into His everlasting Kingdom....

Not an easy time we live in. May God bless and direct you,

Sincerely,
Mary Assaf
(Mother and grandmother).

-----Original Message-----

From: Melissa Dunn - Foster

Sent: April 16, 2021 3:54 PM

To: Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; obrient@hcdsb.org; ohearn-czarotaj@hcdsb.org; DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>
Subject: [<EXTERNAL>] Supporting our Diverse School Community

Rosie, Please include this letter as correspondence at the next board meeting.

To Whom it May Concern,

I have been teaching at Catholic schools my entire career - over 20 years. I have loved it for so many reasons.

My Catholic school career has enhanced my personal faith journey. Studying for my Religion Specialist certification, guiding students' faith formation, leading and celebrating mass and liturgies within our school community, studying the Bible and scripture passages and many more experiences all have contributed to my personal relationships with God, Jesus and the Holy Spirit.

The lessons I glean from my Bible studies and the connections I make to my personal life journey cannot be questioned. They are between God and I.

I am Catholic AND I support LGBTQ+ students, parents, staff and greater Catholic school community members.

The Jesus I know, love and follow would fly the flag.

Sincerely,
Melissa Foster

From: Nicole Mandic

Sent: April 16, 2021 1:16 PM

To: Nicole Mandic Duarte, Marvin <DuarteM@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; Daly, Patrick <DalyP@hcdsb.org>; Daly, Patrick <DalyP@hcdsb.org>; O'Brien, Timothy <O'BrienT@hcdsb.org>; O'Hearn-Czarnota, Janet <O'Hearn-CzarnotaJ@hcdsb.org>

Cc: DiPietro, Rosie <DiPietroR@hcdsb.org>

Subject: [<EXTERNAL>] Re: Pride flag

Please include the above email written to the Trustees in the next board agenda package

Nicole Mandic

From: Nicole Mandic

Sent: April 12, 2021 8:33 PM

To: duartem@hcdsb.org <duartem@hcdsb.org>; murphyp@hcdsb.org <murphyp@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; agnewb@hcdsb.org <agnewb@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; iantomasiv@hcdsb.org <iantomasiv@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; Daly, Patrick <DalyP@hcdsb.org>; Daly, Patrick <DalyP@hcdsb.org>; o'brient@hcdsb.org <o'brient@hcdsb.org>; o'hearn-czarnotaj@hcdsb.org <o'hearn-czarnotaj@hcdsb.org>

Subject: Pride flag

To all the Trustees:

It has come to my attention that the hcdsb will be voting for a motion to allow the gay pride flag to fly at our schools. As a parent of 2 children at St. Dominic's and 2 more along the way I would like to oppose this motion. It is NOT appropriate to have this flag fly at Catholic schools. The pride flag celebrates the sexual tendencies and gender identities of the LGBT community. As per the catechism and Catholic teaching all sex outside of the sacrament of marriage is a sin, therefore this flag represents having pride in what the Catholic faith teaches to be a sin.

It interests me to know, do you trustees take an oath be faithful to the teachings of the Church?

Perhaps if the board is now in the business of flying various flags maybe it would be more appropriate to fly the 40 days for life flag throughout their campaign. This international organization stands up for the sanctity of life which we as Catholics are called to follow and many students of the hcdsb participate in this campaign. I'm sure these students would also like to have their views validated and feel safer in our schools knowing they too have a safe place and can have their pro life views respected.

I leave you with words from the Bible, Matthew 18:6

"But whoever causes one of these little ones who believe in me to sin, it would be better for him to have a great millstone fastened around his neck and to be drowned in the depth of the sea."

Nicole Mandic

From: mj despot <

Sent: Friday, April 16, 2021 3:02 PM

To: duartem@hcdsb.org; murphyp@hcdsb.org; agnewb@hcdsb.org; iantomasiv@hcdsb.org; obrient@hcdsb.org; derosap@hcdsb.org; guzzon@hcdsb.org; karabelah@hcdsb.org; ohearn-czarnotaj@hcdsb.org

Subject: Pride flags - objection to the motion

To the chair, Patrick Murphy and HCDSB trustees,

This letter is to oppose the motion to raise the pride flag in celebration of pride month, a month that celebrates sexual diversity, in front of Roman Catholic schools in Halton.

We believe that Catholic schools need to be clear about the messages they send, so that they consistently teach students the truth about our faith. Raising a Pride flag suggests approval of sexual relationships that the Church disapproves of, and which run contrary to the Catholic moral teaching of chastity.

Our belief is that that you, our Halton Catholic Trustees would be betraying the trust confided in you to hold the faith first and foremost among your concerns. We encourage you to take your direction on how to vote from the Cardinal of Toronto, who recently supported a father who spoke out against the Toronto Catholic board raising the flag.

Halton Trustees should also remember that parents exercise their choice when they choose to send their children to Catholic schools; they expect the schools to adhere to Catholic moral teaching, and for Trustees to guard it. If Trustees choose to promote anti-Catholic moral teaching, they are also violating parental choice.

We pray that you make the choice that is in line with protecting our children from overt sexualization and by being political pawns for a select few radical "modern Catholics" who belong to the HCDSB parent engagement Facebook group.

These parents pride themselves on their inclusivity, but banish anyone from their group that go against their narrative - even if their opponents use respectful and peaceful language. They are admittedly non-practicing Catholics who choose to not baptise their children and they are threatening to dismantle the Catholic school board of their demands are not met.

We as Catholics love and respect all people, but we uphold the right to not modernize our faith to suit the unfaithful. We chose to put our children in Catholic school so complement the teachings they receive every Sunday at holy mass. Please help us uphold these religious rights.

Signed, concerned Catholic parents

Michael Despot

From: Maria Pedro
Sent: April 14, 2021 12:18 AM
To: DiPietro, Rosie <DiPietroR@hcdsb.org>
Subject: [<EXTERNAL>] flag

Dear Pat Daly,

As a parent who values the choice of providing my child with a Catholic education without having to bankrupt myself by putting my child in a private Catholic school, please consider very carefully the consequences of the ongoing debate surrounding raising the rainbow flag. Do not discriminate against Catholics the way the rest of society is doing. Do not take away the choice parents presently have of choosing a public or Catholic religion. Pope Francis recently stated that he cannot bless same sex unions because they are considered sinful in the eyes of the church. Church teaching backs him up. Catholic religious rights are a fundamental part of the education history of our province and are protected and secured constitutionally.

Regards,

Maria

From: Jen Mayhew

Sent: April 15, 2021 8:46 AM

To: Karabela, Helena <KarabelaH@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Obrient@hcdsb.org <Obrient@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; o'hearn-czarnotaj@hcdsb.org <o'hearn-czarnotaj@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; dipieteor@hcdsb.org <dipieteor@hcdsb.org>

Subject: [<EXTERNAL>] Pride Flag

Dear Trustees,

Please include this email in the motion regarding the Pride Flag.

As a member of the LGBTQ+ community and a parent of three children under 8 attending the HCDSB, I sincerely hope the committee supports the motion to raise the Pride flag during the month of June and display posters within the schools.

It needs to be understood that sexuality and identity is not a choice and this can be confusing, lonely and lead to feelings of shame especially if it contrary to the beliefs and values being taught at school and home. Something as small as the Pride flag or a poster at school would be a small reminder for these children that they are not alone. This would have been a beacon of light to me when I was dealing with my own feelings as an adolescent.

Finally, I am reminded of a story (true or not) that I read on social media.

A teen was scared to tell his parents that he was homosexual. So instead he left them a letter and asked them to leave the porch light on if it was ok for him to come home after they read the letter. After a few hours, the teen approached the house and saw that not only was the porch light on but every light in the house.

Let the Pride flag be the porch light that so many children might need so that they know that they are loved, they are ok, and they have a place in our schools and community.

Sincerely,

Jen Mayhew

From: Marie Vandenberg

Sent: April 16, 2021 8:11 AM

To: Duarte, Marvin <DuarteM@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; obrient@hcdsb.org <obrient@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; ohearn-czarnotaj@hcdsb.org <ohearn-czarnotaj@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>

Subject: [<EXTERNAL>] Pride Flag

Chair Patrick Murphy and all trustees,

I am writing in response to a motion that Trustee Brenda Agnew of the Halton Catholic School Board has introduced to order all schools to fly the Pride Flag. I am encouraging you to fulfill your obligation to make sure Catholic Schools uphold the teachings of the Catholic Church especially with regard to the moral teaching of chastity. Parents make a choice when they send their children to Catholic Schools. If Catholic schools no longer uphold the teachings of the Catholic Church then what we are left with is a public school system. There would be no logic in having two separate school systems that look and do the same thing. You do the math.

Please include my letter in the board package for April 20.

Thank you
Marie Vandenberg

From: ALEXANDRA POWER <
Subject: Raising of the Pride Flag - Correspondence to be Included in April 20/21 Meeting Package
Date: April 11, 2021 at 6:44:00 PM EDT
To: Helena Karabela <karabelah@hcdsb.org>, Nancy Guzzo <guzzon@hcdsb.org>, Peter DeRosa <derosap@hcdsb.org>, "Murphy, Patrick" <murphyp@hcdsb.org>
Cc: dipietror@hcdsb.org

Dear Chair of the Board & Trustees,

We understand a motion is being put forth for the April 20, 2021 meeting in support of raising the Pride Flag at all of our HCDSB schools in support of the 2SLGBTQ+ community.

We would like to add our support for this motion as parents of children in the HCDSB community.

While we have struggled to completely confirm the proportion of the population that identify outside of our heterosexual "norm", the 2014 Canadian census documented that, at a minimum, 3% of the adult population between the ages of 18-59 do not identify as exclusively heterosexual. Data on the prevalence of gender variance is still pending but likely reflects a large segment of our community as well. The Halton Catholic District School Board provides education and care to 37,000 students through both elementary and high school.

2SLGBTQ+ people experience stigma and discrimination across their life spans, and are targets of sexual and physical assault, harassment and hate crimes that is significantly higher than the general population. In Canada, from 2007 to 2008, hate crimes motivated by sexual orientation more than doubled, and were the most violent of all hate crimes. (Reference: <https://ontario.cmha.ca/documents/lesbian-gay-bisexual-trans-queer-identified-people-and-mental-health/>)

At the Board and School level we continuously emphasize the importance of bolstering the mental health of our youth and our students. We know that there are significant determinants of positive mental health and wellbeing. These include: social inclusion, freedom from discrimination and violence and access to economic resources.

Our schools have a tangible ability to help our students who identify as 2SLGBTQ+. We can easily promote awareness and inclusion by raising the Pride Flag for the month of June in support. We can ensure that our students who identify as 2SLGBTQ+ feel accepted by the adults who run our schools.

Please add your voice in support by voting "yes" to this motion.

Sincerely,

Alexandra Power, MD, CCFP (she/her) & Adam Hart, MD, FRCPC (he/him)

***** PLEASE INCLUDE THIS LETTER IN THE AGENDA/DOCUMENTATION FOR THE APRIL 20, 2021 MEETING *****

From: **Melissa Kosterman**

Date: Mon., Apr. 12, 2021, 10:40 p.m.

Subject: Flying the Pride Flag in June

To: <ohearn-czarnotaj@hcdsb.org>, <karabelah@hcdsb.org>, <obrient@hcdsb.org>, <guzzon@hcdsb.org>, <iantomasiv@hcdsb.org>, <agnewb@hcdsb.org>, <derosap@hcdsb.org>, <murphyp@hcdsb.org>, <duartem@hcdsb.org>

Hello,

I understand there is a motion coming up on the 20th to fly the Pride flag at all HCDSB schools in June. I am very much in favor of this motion.

As a previous HCDSB student with a sister who identifies as LGTBQ and as well as very dear friends, I think this initiative will go a long way towards inclusivity and creating a positive and supportive space for youths.

Love thy neighbour.

I urge you to vote in favor of this motion.

Please include this in the official correspondence.

Best,

Melissa Kosterman