

Good afternoon Trustee _____,

I congratulate you on your successful run for the School Board, it must be very difficult for you at the moment as the school board faces international scrutiny and I sympathise with anyone in the crossfire, feelings are strong on both sides. I see other school boards in Canada have made moves to silence parents and other board members they disagree with, which is extremely concerning. For example during a DDSB school board meeting as they didn't like what she asked questions about safeguarding on mixed sex school trips. In Chilliwack, the board have been silencing parents by turning off their microphones when they ask about safeguarding and suitability of reading material in the library. There is a huge difference between safeguarding and censorship and I find it difficult to observe those defending the presence of age-inappropriate material decry "free speech" whilst simultaneously using their power to turn off their opposer's microphones. "Sunlight is the best disinfectant" hopefully be the lesson we take forward from this, issues must be debated in full in a good faith manner with all stakeholders considered.

I am writing to express my concerns, which I know other parents share, regarding three issues, the first of which is the draft of the Professionalism Policy. I am completely in support of teachers having private lives and opinions. I do find it astonishing that boards can and have removed teachers for wrong think and social media posts whilst publicly, endlessly purporting to promote diversity and inclusion. It seems like the only type of inclusion and diversity that is tolerated is skin colour, a myopic way of viewing people and diversity of thought the real casualty.

The contentious issue of whether or not we can become the opposite sex, rather than a lack of dress code for HDSB staff is the main issue and is the real reason why Halton is on worldwide stage - it is a reductio ad absurdum. Trans radical activists do not like it because it exposes the absurdity of their arguments writ large (pun not intended).

Ethics guidance and professionalism policies tend to be woolly and nebulous in terms of drawing lines and creating definitions and rely very much on good faith towards those who they apply to. In the past this has worked well, teachers tend to have high levels of conscientiousness and think a great deal about how they are perceived, usually they wish to be seen as respected and kind. However not everyone acts like a great teacher and policies need to be drawn considering the worst possible scenario. I sympathize with Mr Taha about this and watched his presentation to the board regarding the dress code policy. We have been so conditioned to be accepting and inclusive that we have neglected duties to children in respect of about boundaries and safeguarding. Children and parents expect the board as an employer to set those boundaries with child safeguarding as their highest priority in loco parentis.

In the instance of Kayla Limeux, there can be little doubt that parents' unease about his/her standards of conduct as they reach a very low bar for professional behaviour in any workplace, never mind one involving children. We say to our children "trust your gut" as they grow up, but when they are small and have no comparative reference they have no gut feeling and rely on parents and caregivers to set boundaries on their behalf. As employers you have a responsibility to enforce, indeed it is your right and duty to set these boundaries. The fact that he was caught coming into a little girls dance recital at the interval [Daily mail link](#) really is cause for dismissal

in its own right as these are the actions of a dangerous predator. Vaping with students on school property is also unacceptable. A student would be in serious trouble for the same behaviour, yet we hold teachers to lower standards than the children. I know this sounds like "getting Al Capone on tax evasion not gangster like behaviour" but it really isn't on.

The second issue is the [Transgender Inclusion Policy](#) passed hastily during the pandemic which mandates that staff falsify records and alter the OSR details as far as possible within schools, without thought to the interactions with other policies such as Epipens (which would be in a student's "deadname") or emergency contacts. It mandates that parents are not told either if a student approaches a teacher to express gender dysphoria, which is egregious to me. Given the recent findings from the UK's Tavistock enquiry of an 97.5% overlap between gender dysphoria and other mental health disorders such as autism, self harm and suicidal ideation surely the parents must be advised? The road to recovery for severe mental illness is one which must be carefully trodden. Parents need to hide razors, knives and medications need to be under lock and key to prevent their children from self harming and in extreme instances take doors off the bathrooms. Given this 97.5% overlap, parents must be informed to keep their own children safe as they spend the remaining 18 hours of the day under their care. What on earth qualifies a teacher to affirm a child when they know so little about their mental health history? What if a child is gender dysphoric because their stepfather is giving them unwanted attention as they reach puberty? Or their conservative parents don't want a gay child? What is the HDSB board policy regarding actual self-harm and suicide if a teacher is told by a student that this is an issue? Will parents be advised of self-harm or a suicide attempt at school but not the change of name and affirmation of a different identity?

This policy also insists that the desire of one person to be affirmed in their gender comes ahead of the safety, dignity and privacy of 50% of the school by effectively creating mixed sex bathrooms and changing rooms and allowing the opposite sex to share accommodations during school trips. What could possibly go wrong? Has anyone consulted the Muslim, Jewish and Sikh girls who have strict religious rules about this? Who will be accountable when a 14 year old gets pregnant? This is the reason Trustee Stone has been silenced, due to her questioning the safeguarding of these issues. As Thomas Sowell says, "It is hard to imagine a more stupid or more dangerous way of making decisions than by putting those decisions in the hands of people who pay no price for being wrong."

The lawsuits are coming and they are coming for school boards, teachers, councillors and medical staff. Looking abroad, in Loudoun County, Virginia, a 14 year old girl was raped by a boy in a girl's bathroom. He was wearing a skirt but he was not transgender, just an opportunist. How is a 14 year old, or anyone for that matter going to know the difference? The [report](#) (page 2 gives a good summary) shows a real failure of the board, teachers and trustees to carefully consider all possible outcomes and failing to prioritise the safety of children in loco parentis over virtue signalling inclusion. In Boston, two parents are suing the teachers for not advising that their child's name and pronouns had been changed. Chloe Cole is suing for having an ill-advised double mastectomy at 15 and the Tavistock class action is representing over 1000 children. Sadly these are the results of when these policies reach their logical conclusion: girls and women are damaged and assaulted and people are ignoring it as it doesn't fit the narrative to which they have religiously ascribed.

Lastly, the kids have already missed tons of school over Covid? Can the board please prioritise Mathematics, English and critical thinking rather than pushing this social justice mandate of environment, racism and indigenous rights? Even the so-called mental health agenda is a cloak for the social justice mob, where books such as "Proudest Blue" about a girl wearing a headscarf is read out to Grade 5s, one of whom in my daughter's class is sheltering their Iranian family who have escaped from Tehran. I am not sure if it's provocative or just tone-deaf? It isn't exactly following its own guidance of "approaches to all instruction, including Social-Emotional Learning (SEL) skills, must be mediated through respectful conversations about students' lived realities, inequity, bias, discrimination and harassment. Unique me activity: Recognize that people may see things like skin colour or type of clothing, but may not see things like historic trauma resulting from residential schools, impact of systemic racism and poverty." It is certainly poorly written. It's a myopic way of seeing the world and shuts down diversity of thought. The teachers that I speak to as well have had enough, they certainly feel as though they cannot capitulate enough to the woke brigade and are frightened about speaking out and rightly so, many are wondering how long they can continue.

It does seem to me, looking at the 4 year plan implemented by Shuttleworth and Ennis has little merit and Lecce is right to call out the hand-wringing and inaction of the board. If nothing is done, I think the only way through this is for the two of them to resign. Good intentions are not a replacement for competency, leadership and good judgement. I am certainly considering our own future with the HDSB for my kids.

I look forward to your response if you have time.