



Integrity Commissioner
City of Sarnia
Paul D. Watson

April 12, 2022

VIA EMAIL: *Nathan.colquhoun@sarnia.ca*

PERSONAL AND CONFIDENTIAL

Nathan Colquhoun, City Councillor
102 College Avenue South
Sarnia, Ontario N7T 2Z3

Dear Councillor:

Re: Complaints dated March 23, 2022

I enclose a copy of two formal Code of Conduct Complaints that I have received.

Pursuant to s. 19.2 (1) of the *City of Sarnia Code of Conduct for Council* (the “Code”), I am of the opinion that each complaint is “on its face, a complaint with respect to non-compliance of the Code of Conduct”.

In accordance with s. 19.8(2) of the Code, I am providing you with a copy of each complaint and supporting material and am requesting that you provide a written response to the allegations within 10 days of receipt of this letter.

I remind you that section 19.17 of the *Code* provides in part as follows:

“The Integrity Commissioner and every person acting under her/his instructions shall preserve secrecy with respect to all matters that come to their knowledge in the course of any investigation....”.

This letter is confidential and no information from this letter or enclosures is to be shared with any other person or entity.

c/o Paul D. Watson Law Office
P.O. Box 661
84 Dover Street, Suite 1
Chatham, ON N7M 5K8

Tel: 519-351-7721
Fax: 519-351-8376
Email: paul@pauldwatsonlawoffice.com

I look forward to receiving your response.

Yours very truly,



PAUL WATSON

Integrity Commissioner for the
City of Sarnia
PDW:pw
Encls.

**FORM #1
CODE OF CONDUCT
FORMAL COMPLAINT PROCEDURE AFFIDAVIT**

AFFIDAVIT OF _____ [full name]

I, _____ [full name], of the [City, Town, etc.] of _____ [municipality of residence] in the Province of Ontario MAKE OATH AND SAY [or AFFIRM]:

1. I have personal knowledge of the facts as set out in the affidavit, because Watched council meeting, read media and Read Section 11.1.1.2.11.4.11.5.11.6 and municipal act [insert reasons e.g. I work for...I attended a meeting at which ... etc.]

2. I have reasonable and probable grounds to believe that a member of Sarnia City Council or local board, Nathan Colquhoun [specify name of member(s)], has contravened section(s) 11.1.1.2.11.4.11.5.11.6 and municipal act [specify section(s)] of the Code of Conduct. The particulars of which are as follows:

[The complaint shall set out reasonable and probable grounds for the allegation that the Member has contravened the Code of Conduct and must be accompanied by a supporting sworn affidavit that sets out the evidence in support of the allegation.]

[Set out the statements of fact in consecutively numbered paragraphs in the space below, with each paragraph being confined as far as possible to a particular statement of fact. Additional pages may be attached, if necessary. If you wish to include exhibits to support this complaint, please refer to the exhibits as Exhibit A, B, etc. and attach them to this affidavit.]

See the attached document

Page 2 of 2

Code of Conduct Complaint – Nathan Colquhoun

March 23rd 2022

Statement of Facts

1. It has been reported that Council attended a closed session meeting for the provision of EDI training on November 15, 2021.
2. December 13, 2021 In a closed session meeting Nathan Colquhoun has said publically that he made a motion to release a letter received from KOJO Institute public – that motion did not pass – this information was subsequently released to the public on February 22, 2022 when written about in the Sarnia Journal (see attachment Aa) and on February 24, 2022 by Nathan Colquhoun via a posting on his website www.nathancolquhoun.com (see attachment Ab). Releasing this information is a breach of the City of Sarnia Code of Conduct section 11 subsection 11.1, 11.2, 11.4, 11.5, 11.6 (k) and (m) as well as a breach of the Municipal Act Section 239.
3. February 22, 2022 Nathan Colquhoun shared links to two Sarnia Journal articles on his publicly accessible facebook page with the comment “It’s a bit of a puzzle, but if you read both of these articles you might be able to guess who our hostile councilor is. LOL” – he attached links to two Sarnia Journal articles titled *“Hostile councilors bring abrupt end to Sarnia’s diversity and equity training”* (see attachment Aa) and *“Infighting, bitter attacks plaguing Sarnia council”* (see attachment Ab). Nathan Colquhoun’s comments are a breach of the City of Sarnia Code of Conduction Section 11 subsection 11.5 and it is clear from the

content of the news articles that confidential information had been shared with the media.

4. Further to the February 22, 2022 posting on Nathan Colquhoun's facebook page Nathan comments back and forth with members of the public where he continues to disparage a council member and reveal alleged in camera information when he says "But think about the worst things you could say to a black female diversity workshop leader and then add a whole lot of white male fragility that turns into rage and then and reveal information from closed session meetings (see attachment C)". Again, further alleged in camera confidential information released.
5. February 24, 2022 as noted above in item # 1 Nathan Colquhoun posted his version of actual events relating to multiple closed door in camera Council sessions on his publicly accessible website www.nathancolquhoun.com (see attachment B). Specifically he:
 - a) States in the first paragraph "At the risk of revealing things that were meant to stay in closed meetings, I think there are details that need to be shared to give a better overview of this for the public"
 - b) recounts his version of details of a November 15, 2021 in house training session (please note he has said he only attended 15 minutes of this meeting as he was in an airport)
 - c) states "there were a few councilors that were hostile, racist, sexist and completely disrespectful and inappropriate" his comments re: November 15, 2021
 - d) repeats comments that were written in the Sarnia Journal about the letter from the KOJO institute that Council had voted not to release – his comments re: December 8, 2021
 - e) named Bill Dennis and described his version of a discussion – his comments re: December 13, 2021
 - f) named Bill Dennis while recounting a filing he made to the Integrity Commission and further provided his version of Bill

Dennis' comments regarding a training instructor. He further noted "That said, since this was in a closed meeting, I thought the public had a right to know the actions of their elected officials and thus felt this was the best way to share it." His comments re: December 17, 2021.

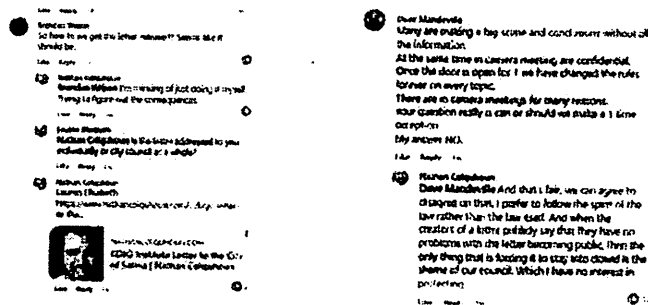
- g) Admits to discussing confidential information with the press and again names "Bill" and further describes his version of details of meetings – his comments re: February 21, 2022.

The above comments described are in breach of the City of Sarnia Code of Conduct section 11 subsection 11.1, 11.2, 11.4, 11.5, 11.6 (k) and (m) as well as a breach of the Municipal Act Section 239 and demonstrate a blatant disregard for the rules as he even acknowledges that he is in breach saying the public "had a right to know".

6. February 26, 2022 Sarnia City Council and then the Public received letter from Community Legal Assistance Sarnia and several other Community Service groups asking Council to respond to their concerns regarding a *"closed door training session for city councilors held on November 15, 2021"*. Copy of letter from C.L.A.S. (Attachment D). This is as a result of Nathan's breach of confidentiality – none of this information was in the public domain prior to Nathan's deliberate breach.
7. March 15, 2022 Nathan Colquhoun posted the confidential KOJO letter to his website blog for public viewing commenting despite the fact that Council had ruled not to make it public. (see attachment E & Ea)
8. March 16, 2022 – an edited audio recording of the closed door Council session from December 13 meeting was posted publicly on Reddit (a public domain) and then further copied onto other Social Media apps/platforms, specifically Sarnia-Lambton Politics and Governance Facebook page (see attachment F) – the recording of a closed session meeting is a breach of the City of Sarnia Code of Conduct section 11 subsection 11.1, 11.2, 11.4, 11.5, 11.6 (k) and (m) as well as a breach of

the Municipal Act Section 239. It has been said that Nathan has told several people that he taped this meeting as well as that he taped all closed door meetings.

9. March 15 and March 16, 2022 – On Nathan Colquhoun's facebook page he released the KOJO letter (see attachment H) in blatant contravention of City of Sarnia Code of Conduct section 11 subsection 11.1, 11.2, 11.4, 11.5, 11.6 (k) & (m) as well as a breach of the Municipal Act Section 239.



He further engages in conversation with members of the public where he again disparages a council member and where he acknowledges the rules of closed door session but states "I'm thinking of just doing it myself. Trying to figure out the consequences" and "I prefer to follow the spirit of the law rather than the law itself..." for full dialogue see attachment (E & G). Again, in blatant contravention of City of Sarnia Code of Conduct section 11 subsection 11.1, 11.2, 11.4, 11.5, 11.6 (k) and (m) as well as a breach of the Municipal Act Section 239, even acknowledging his breach.

10. March 7, 2022 Sarnia Journal article *"Sarnia council members weigh in on their failed diversity training"* see attachment (I) - Once again Nathan Colquhoun went on the public record revealing information from a closed session meeting. Releasing this information is a breach of the City of Sarnia Code of Conduct section 11 subsection 11.1, 11.2, 11.4, 11.5, 11.6 (k) and (m) as well as a breach of the Municipal Act Section 239.

In summary, the facts presented above clearly demonstrate Nathan Colquhoun's blatant disregard for Section 11.0, 11.1, 11.2, 11.3, 11.4 and 11.5 Code of Conduct rules and section 239 of *the Municipal Act, 2001*. It is appalling to see a Councilor who took an oath to uphold the rules so blatantly disregard them. Business conducted in a closed-door session must be held in confidence in order to protect the integrity of the process of conducting municipal affairs. Furthermore, Colquhoun breached Section 11.5 again, when he deliberately, publicly insinuates the name of and later actually names a Councilor. The whole integrity of municipal government relies on respect of the rules of confidentiality. Knowingly and willingly breaching confidentiality requirements of closed meetings is the ultimate betrayal of public office. A Councilor is under a legal obligation, one can not unilaterally decide what confidential information should be in the public domain in order to publically discredit another Councilor. This is the ultimate political weapon and a disgraceful abuse of process.

Hostile councillors bring abrupt end to Sarnia's diversity and equity training

Posted February 22, 2022 in [Front Page](#) | [News](#)



City Hall

George Mathewson & Cathy Dobson

A consultant providing diversity training at City Hall was so upset by the hostility from some Sarnia councillors at a closed-door training session that she has refused to work with the city, The Journal has learned.

Toronto-based KOJO Institute was hired to provide city councillors with training on diversity, inclusion and equity.

But after the Nov. 15 training session on Zoom, principal consultant Kike Ojo-Thompson and the company cancelled other agreements it had to train City Hall management and Sarnia Police.

"The undisputed, uncorrected, and unabated hostility demonstrated by some members of Council toward our Principal Consultant Kike Ojo-Thompson was wholly inappropriate," KOJO director of client services Craig Peters wrote in a Dec. 2 letter to Sarnia CAO Chris Carter.

Multiple members of council reached out after the meeting to independently apologize and express regret for the actions of their colleagues, Peters said.

But the company won't be back.

"We believe the environment is unsafe for KOJO Institute and Ms. Ojo-Thompson to provide the upcoming training sessions.

"We will not be countersigning the other agreements."

When contacted, Peters told The Journal that Ojo-Thompson encountered "a lot of resistance" during the two-hour session.

"There were things that were said in that meeting – that we won't divulge – that led us to believe that it wasn't in the organization's best interest to continue," he said.

Ojo-Thompson, who is Black, founded the Institute in 1999 and today provides public and private sector clients with expertise and training in equity, human rights and social justice.

She was senior facilitator for Ontario's carding review team and project lead of an initiative addressing anti-Black racism in the child welfare system.

When contacted, Ojo-Thompson confirmed the training session created an unsafe environment for her and her company.

“Safety isn’t always physical. There is emotional and mental harm that can be done,” she said.

Council debated whether to release the letter and publicly acknowledge the cancelled training during a recent closed-door meeting and decided against it, The Journal has learned.

One of those who personally apologized was Mayor Mike Bradley, who initiated the diversity training for city personnel. He said the consultants were concerned about the comments and actions of several council members.

“I have to be very careful about what I say, but I will say I was highly disappointed by how the meeting unfolded and that they (KOJO) decided they did not want to continue,” Bradley said.

It was a training session and not a council meeting so the mayor did not chair it, Bradley said.

“Or I would have disrupted what they were trying to do.”

Councillors and staff need diversity training to help understand the values of newcomers to the community, he said. As an immigration task force member, he sees the positive benefits international students have brought to Lambton College and the city, the mayor added.

Ojo-Thompson and Peters both said they hope Sarnia pursues diversity training – but only with another company.

“I encourage Sarnia to continue doing this work,” said Ojo-Thompson. “We’re rooting for them.”

Attachment Ab

Infighting, bitter attacks plaguing Sarnia council

Posted February 21, 2022 in [Front Page](#) | [News](#)



Cathy Dobson

Along with its accomplishments this term, the current city council is also dogged by a sideshow of personal insults and infighting, several councillors say.



Mike Stark

"It's disturbing to see some members don't think their conduct, or how they treat one another, is important," said Coun. Mike Stark. "This has been going on for the entire term."

Coun. Bill Dennis, who has clashed repeatedly with Stark, said that when he was elected three years ago he expected to be making decisions about road repairs.

"But there's a lot of name calling. It's been brewing for a long time and finally it's starting to boil over," Dennis said.

At least a dozen Code of Conduct complaints have been sent to Sarnia Integrity Commissioner Paul Watson about one councillor or another.



Bill Dennis

Watson has upheld just one of them.

On Feb. 7, the Commissioner told council via Zoom that he had investigated and ruled Dennis violated the Code during a Sept. 16 meeting when, during a heated debate about vaccine mandates, Dennis laughed and directed a swear word at Stark.

Watson recommended council reprimand Dennis for his "inappropriate behaviour." But following another acrimonious debate at which other potential Code of Conduct violations occurred, council voted to take no action.

In his defence, Dennis said he isn't tech-savvy and didn't realize his mic was on when he swore. He said he is the victim of a "smear campaign" that has involved "a litany" of complaints against him.

"Mike Stark – there's a history there and he attacked me...", Dennis said.



Nathan Colquhoun

At the same meeting, Coun. Nathan Colquhoun revealed he had filed a complaint in December with the Integrity Commissioner stemming from two closed-door meetings.

"Horrific language (was) coming out of Coun. Bill Dennis' mouth," Colquhoun said.

"It is who you are. Own it," Colquhoun said to Dennis during the open session. "It's actually hurting the City of Sarnia."

Colquhoun said Watson chose not to investigate his complaint because Dennis' comments were made during a closed meeting.

That shouldn't matter, Colquhoun said. "The public can hear what's said in open meetings. It's what's said during closed meetings that has to be monitored."

Colquhoun, who is serving his first term on council, said despite "the tabloid side" of things he's impressed with council's accomplishments, including a new rec centre initiative, waterfront master plan, and "our ability to deal with NIMBYism," he said.

Dennis, who is also a first-term councillor, said despite it all he is able to focus on policy and forget about personality differences.

The ill will on council has even spilled over into social media.

Shortly after the last council meeting, a local trucker taking part in the Freedom Convoys threatened Dennis' council opponents in a Tik Tok video.

"If you fxxk with my friend Bill Dennis, I promise you won't be sitting in that office very long," said the man, who has 30,000 Tik Tok followers. "If I were you, I would back the fxxk off real fast."

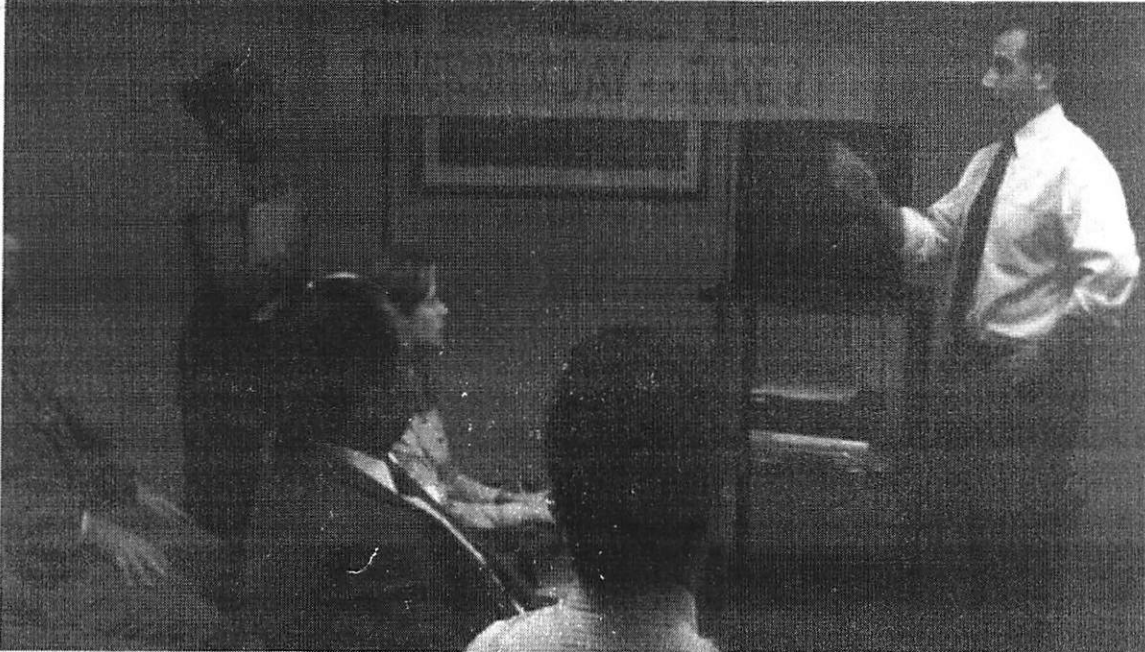
Dennis quickly distanced himself from the video.

"When I saw that, I was embarrassed," he said. "That's just nuts. It's crazy. I've never even met the guy before."

The post was later taken down.

Nathan Colquhoun

- Prayers & Liturgy



Diversity Training In Sarnia Full Story

February 24, 2022 / [Sarnia City Council](#) / [17 Comments](#) / 6 minutes of reading

There is a lot of information coming out about what is happening in the City of Sarnia right now that I think needs some clarifying. At the risk of revealing things that were meant to stay in closed meetings, I think there are details that need to be shared to give a better overview of this for the public. Here is my summary along with an order of events that would be hard to dissect based on the articles that are coming out along with some new information that I will share.

October 20, 2021 – There were questions about whether the diversity training should be done in a closed meeting. KOJO Institute suggested that it not be made public because it was a training workshop and not really meant for public consumption and that it would be a safer learning environment without the live stream. Seeing as there was no other mechanism for a private, all-council meeting, it was decided to do this meeting in a closed session. They actually wanted to record it but were told it would not be permitted since it was a closed session.

Nov 15, 2021 – Sarnia City Council takes this Diversity training seminar in closed meeting (this means that it is not streamed to the public and it is not recorded). This was led by brilliant Kike Ojo-Thompson with the [KOJO Institute](#). In this meeting there were a few councillors that were hostile,

racist, sexist and completely disrespectful and inappropriate to Kike. They chose to debate, insult, override her session and challenge the reason for taking training like this. There were multiple opportunities for the mayor, who chairs every meeting, to step in and correct those councillors that were off base; he did not do that. Needless to say, the session was frustrating for those of us that really were learning and welcoming the instructor and her content. A few of us councillors were embarrassed by the actions of the others and reached out to apologize and thank Kike for her patience and professionalism handling the inappropriate remarks and hostility that were aimed at her.

Dec 8, 2021 – KOJO Institute issues a letter to the City of Sarnia that was recently written about in the Sarnia Journal on Feb 22, 2022. In this letter it states “The undisputed, uncorrected, and unabated hostility demonstrated by some members of Council toward our Principal Consultant Kike Ojo-Thompson was wholly inappropriate.” KOJO Institute had completed their contract with an opportunity to engage in future ones with the Sarnia Police and City of Sarnia but had decided to not engage future contracts with us.

Dec 13, 2021 – I made a motion in a closed meeting to make this letter public because I think the public should be made aware of what is going on within our leadership positions of the city. In this closed meeting, Bill Dennis worried that this letter would become public and continued to scream and threaten me while saying:

“You might be seeing what 7,000 shares of Amazon stock will be buying in terms of legal ramifications. I’m saying that if this is released and it’s this sort of thing has been released to the public before. Councillor Colquhoun has made stuff public on his website before. I will come down like a hammer with a lawsuit.”

The motion did not pass and so the letter stayed confidential.

Dec 17, 2021 – I formally filed an integrity commissioner complaint against Bill Dennis for threatening to sue me for making a motion and for other insulting remarks to the mayor that he made. I also included in this complaint his demeanour in the diversity training class towards the instructor and quotes from an email thread after that I had with him where he accused the instructor of being a radical extremist and accused her of attempting to indoctrinate him. Personally, I do not appreciate nor care about the Integrity Commissioner’s role – I find it a waste of taxpayer money and juvenile that we cannot simply let the public make their own decisions. That said, since this was in a closed meeting, I thought the public had a right to know the actions of their elected officials and thus felt this was the best way to share it.

Feb 8, 2022 – The Integrity Commissioner sends a letter to me dismissing my complaint saying that he found insufficient grounds to investigate considering he could find no “harm to the public with

respect to the conduct of a member at a closed meeting.” The irony of the IC not being able to see how someone threatening someone else in private has nothing to do with integrity is not lost on me.

Feb 21, 2022 – The Sarnia Journal released two separate stories that were actually connected. The first story was about the ending of the contract with KOJO Institute. The second story was about the infighting and Integrity Commissioner complaints that have been filed. The complaint I was speaking of in the one article was specifically about the actions and threats that came from Bill because of his stance on the diversity training session.

The first article states: “It was a training session and not a council meeting so the mayor did not chair it, Bradley said. “Or I would have disrupted what they were trying to do.”

One is still chairing the meeting even if you have passed off the meeting for a presentation. The mayor had the responsibility to interrupt and keep the meeting on track which he did not do. While we all understand how difficult it is to get order on a Zoom call especially with some aggravators, I think it is an unfair position to take that he ‘would’ have if there was some different circumstance. The fact is that he should have, and he didn’t. It is also telling that the mayor knew that these other councillors were “trying to do” something. I wonder what he thought they were trying to do?

Why is this important to me? There is nothing more backwards for our city than powerful people building a platform of supporting Sarnia businesses and citizens for the purpose of building up their own reputation. We have numerous racists and sexists on our council and it is becoming more and more blatant, but at the same time, these same people are building up social media followings trying to come across as someone that cares about the city. So, it’s important to me because the public deserves to know the character of the people they have elected; see them for who they really are by shedding some light on their attitude and actions. We cannot build a safe and equitable community for all when our leadership is more interested in their own self-promotion, hateful ideology and hiding the truth.

I am meeting more and more people every day here in Sarnia who do not feel safe, who have been harassed and harmed, who do not experience their leaders looking out for them and who feel the need to leave as soon as the opportunity presents itself. And while I encourage them to do whatever they need to do to protect themselves and be in a place where they can flourish, while I am here, I think it is critical to challenge the toxic systems that are in place and attempt to work towards facing the inherent racism within ourselves and the way our city operates.

So, to all of you who have been on the receiving end of this abhorrent behaviour and come up against the systemic barriers from Sarnia, I stand with you, I love you and I will continue to shine a light on the dark corners of our city wherever I can. Peace and love to you all.

Post navigation

← [Previous Post](#)

17 thoughts on "Diversity Training In Sarnia Full Story"



1.

KATHLEEN STINSON

FEBRUARY 24, 2022 AT 6:15 PM

Thank you Nathan for clearing the fog on this matter.

[Reply](#)



2.

PAMELA

FEBRUARY 24, 2022 AT 8:10 PM

Electing Bill Dennis to council was a huge mistake. Hopefully, not one that will be made in the next election.

If an elected official is not able to control his behaviour and discourse in a respectful manner with all persons, then it is time to say "Bye-Bye" to them.

[Reply](#)



3.

ALLAN

FEBRUARY 24, 2022 AT 8:34 PM

Thank you Nathan for the explanation and having the integrity to share it. It is disheartening to learn of the abusive, disrespectful, racist behaviour from some Councillors who are part of what quickly became a dysfunctional Council after it was elected. That they have no respect for others in meetings implies they have no respect for all of the people of Sarnia who they were elected to serve but instead are solely driven by self-interest. We deserve better!

[Reply](#)



4.

JENNIFER

FEBRUARY 24, 2022 AT 10:59 PM

This is awful and I am horrified that it occurred. Thank you for bringing it forward to make people aware. I noticed in a previous online post that it was mentioned there were two troublesome

councillors, with BD being the bigger offender. Regardless of one being worse than the other, I think we deserve to know who the other one was so we can avoid re-electing them to represent the people of our city. Will the other name come out? Also, do you have suggestions for how the public can intervene and fight for change in the council as a result of things like this?

Reply



5.

JOAN

FEBRUARY 24, 2022 AT 11:09 PM

I really appreciate you explaining this. Thank you very much.

Reply



6.

JULIE

FEBRUARY 25, 2022 AT 12:27 PM

It is sad that this has been going on for years with different players being the perpetrators. Unfortunately, people don't see a common denominator — the leader of the ship has been constant throughout and continues to be, at the least, complicit in the matter. He is the master of spin, and will find a way to distance himself and manipulate the electorate into believing that he has no role in anything that does not make him look good. The captain of the ship sets the direction, and is accountable for the outcome,except in Sarnia.

Reply



7.

PAT TAIT

FEBRUARY 25, 2022 AT 12:39 PM

Nathan, thank you for your straightforward explanation of what occurred in the Diversity Training meeting. We definitely need to know how our councillors, who are supposed to represent us, respond to, and think about diversity. I am disheartened by the fact that our mayor allowed this to go on without interruption or sanction. I feel sad that Sarnia is painted with a black mark yet again, because of the substandard behaviour of a few bad apples. I hope the people of Sarnia take all of this into account at the next municipal election.

Reply



8.

ANDY

FEBRUARY 25, 2022 AT 2:02 PM

Thank you for making this public. Bill Dennis and his ilk make me ashamed to be from this city.

Reply



9.

KENDRA

FEBRUARY 25, 2022 AT 3:44 PM

The public deserves to know what occurred. Public funds probably paid for the training. We should know how the councillors reacted and behave as they represent us.

Reply



10.

STEPHEN STOCK

FEBRUARY 25, 2022 AT 5:01 PM

Thanks Nathan. This is just so worrisome on so many levels. I'm not going to comment further other than to say thank you for getting the truth out.

Reply



11.

BILL

FEBRUARY 25, 2022 AT 5:58 PM

Amazon valued at over \$3,000 USD a share today.

Bill Dennis has 7,000 of those shares?

Right.

Reply



12.

MARTHA

FEBRUARY 25, 2022 AT 8:00 PM

I've attended a number of presentations by Kike. She is professional, passionate and very knowledgeable. Diversity work requires you to examine your own biases, reflect on your own history and behaviour as well as learning about the experiences of others, many without a voice at the table. It's uncomfortable for most, but that helps to bring change. I was disappointed to hear the response and behaviour of some of Sarnia's elected officials. When you think you know it all and don't need

to adjust your views, change doesn't happen. Besides, it was rude to a professional hired to deliver training. I don't blame her for cancelling future sessions.

[Reply](#)



13.

SAM

FEBRUARY 25, 2022 AT 9:58 PM

2nd racist city in Canada? Certainly seems on par. I unfollowed Bill Dennis' racist, right wing, conspiracy theorist page a long time ago. It's actually sickening to me that he has a voice in this city. How do we change things in such a conservative town? Many people that live here have the same thoughts and sentiments as our racist and rude city councillors.

[Reply](#)



14.

JOE CHAN

FEBRUARY 25, 2022 AT 11:09 PM

Thank you for keeping the citizens informed, and your persistent effort with encouraging transparency between the city leadership and its citizens.

[Reply](#)



15.

VIKTOR YANUKOVYCH

FEBRUARY 26, 2022 AT 9:37 AM

Nathan you're so brave, I'm glad you wrote these details of the closed door meeting down in full detail. The people need to know what goes on in these closed door meetings. I hope you continue to us about all the details and expose what happens. I look forward to more of our chats about what happens they are very informative!!

[Reply](#)



16.

BENJI

FEBRUARY 28, 2022 AT 10:29 AM

Well, Citizens of Sarnia get what they vote for and probably deserve what they have. Bradley was found guilty of 'Verbal, Psychological and Supervisory Abuse, Relational Aggression and Character Assassination' just a few years ago and was sanctioned twice and re-elected. It's almost laughable to

think it would change, if it weren't so contemptible. By cherishing and retaining its bigoted values Samia remains comfortable for all its bigots.

Reply



17.

DEBBIE

MARCH 2, 2022 AT 10:38 AM

I am still waiting for the strongly worded letter from the Mayor denouncing the behaviour of the Council.

Nathan Colquhoun
February 22 at 8:41 AM

It's a bit of a puzzle, but if you read both of these articles you might be able to guess who our hostile councillor is. Lol

<https://thesamjournal.ca/hostile-councillors-bring/>

<https://thesamjournal.ca/infighting-brings-attacks/>



THE SAMIA JOURNAL CA

Hostile councillors bring abrupt end to Samia's diversity and equity training - The Samia Journal

10

19 Comments

Like

Comment

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Caleb McKinnon

Are you trying to tell me that we have people on council who can't sit through diversity training? Seriously Nathan Colquhoun you must be kidding aren't you all suppose to be leaders?

Like Reply

Javiera Aviles-Saez

The article says councillors was a single individual that stopped the training or the collective behaviour of you all? Gen

Like Reply

Nathan Colquhoun

Javiera Aviles-Saez There was two, but there is one that is quite special!

Like Reply

Javiera Aviles-Saez

Nathan Colquhoun it's good to hear. Thank you for sharing this.

Like Reply

Javiera Aviles-Saez

Nathan Colquhoun last question, do you know if there has been another training opportunity lined up for city council or police since this fall through?

Like Reply

Nathan Colquhoun

Javiera Aviles-Saez Not that I know of

Like Reply

Write a reply...

Rebecca Matthews

I am speechless.

Like Reply

Teresa Lucio Johnson

same

Like Reply


David Powers

Where can we get a transcript of the meeting / training session? Is there one available?

Like Reply


Nathan Colquhoun

David Powers Unfortunately because it was in a closed meeting, there isn't. But think about the worst things you could say to a black female diversity workshop leader, and then add a whole lot of white male fragility that turns into rage and then




 **Nathan Colquhoun**
David Powers Unfortunately because it was in a closed meeting there isn't. But think about the worst things you could say to a black female diversity workshop leader, and then add a whole lot of white male fragility that turns into rage and then you... See more

Like Reply


 **Elsha Simons**
OH MY!

Like Reply


 **Sue McGeehy Stock**
Nathan Colquhoun I am both embarrassed and heartbroken. I can't even process this...  

Like Reply


 

 **Liam Boshoff**
Wow

Like Reply


 Write a reply...


 **Jeff Watson**
Well that's just embarrassing. Is the city on the hook for their fee? If so it should be taken directly off those councillors salaries.

Like Reply

 **Lauren Padua**
Gasp. How shocking.

Like Reply


 **Stephan Stock**
This is really just awful. Many, many corporations have this type of training now without issue or incident. This is infuriating beyond words. Thanks for sharing Nathan's. I honestly don't know how you continue on but Sam is better with you on Council... See more

Like Reply


 

 **Azuba Mahmud**
Disgusted but not surprised. At all (sadly).

Like Reply





 **Debbie Martin**
I seriously can't understand that in this day and age anyone would think this is okay. They should be ashamed, but I have a hunch they are not.

Like Reply

 **Jeff Alaman**
This is absolutely embarrassing. We have a beautiful city and so many wonderful and caring people within it. It is such a shame that one or two bullies on council had to ruin what sounds like would have been an incredibly valuable learning opportunity... See more

Like Reply

 Write a comment...

C.L.A.S.

Community Legal Assistance Sarnia

201 Front St. N., Suite 407, Sarnia, ON N7T 7T9

519-332-8066; 1-888-916-2627; Fax 519-336-0830

• Andrew Balter, M.A., J.D., Lawyer/Executive Director • Debblo Drganite, B.A., LL.B., Staff Lawyer • Bonnie Harris, Office Manager
• Jeff Plain, Indigenous Justice Coordinator/Community Legal Worker • Travis McKay, B.A., M.A., J.D., Employment Lawyer
• Victoria McCall, M.A., Project Coordinator/Educator • Monica Morán-Venegas, J.D., Staff Lawyer

February 26, 2022

By Electronic Mail

Sarnia City Council
Sarnia City Hall
255 Christina St N,
Sarnia ON N7T 7N2

Dear Mayor Bradley and Council:

Re: KOJO Institute Inc. withdrawal of EDI training services to Sarnia City Council; Open Letter

Community Legal Assistance Sarnia (CLAS) is an independently incorporated not for profit law office funded by Legal Aid Ontario. We represent and provide legal support to the most economically disadvantaged people of Sarnia-Lambton. Much of our work is based on the Justice needs of the most vulnerable individuals and families and one of our important areas of practice is Human Rights. We provide legal support and representation to groups and individuals who are discriminated against for one of the Ontario Human Rights Code protected grounds – which includes, *ancestry, colour, race, and ethnic origin*.

We also work with other agencies through the Social Services Network of Sarnia Lambton to bring awareness within our own agencies and to the broader community about systemic racism.

CLAS's board and staff are actively engaging in our own review of our operations, policies, hiring practices through an anti-racism lens to ensure that we reflect our community. We fully acknowledge that systemic racism exists and we have a strong responsibility and desire to actively dismantle white and colonial power structures that enable and support racism.

We were shocked to learn that in December 2nd 2021 the KOJO Institute withdrew further training to Sarnia City Council and the Police Services Board after their trainer was subjected to "*Undisrupted, uncorrected and unabated hostility*" by some members of City Council at a closed door training session for city councilors held on November 15th 2021.

We understand that as a result of the behaviours of certain councilors and the lack of intervention by others it was felt by the Institute that it would not be safe for Ms. Ojo-Thompson, a very experienced trainer, and a black woman, to continue with further training sessions

We would like a response to the following:

- Information on what City Council has done and plans to do to address what happened;
- Public disclosure of the letter provided by Kojo Institute to City Council regarding the discontinuation of the training;
- Information on what Equity training will be provided to City Council, City employees and Sarnia City Police officers and when that will occur;

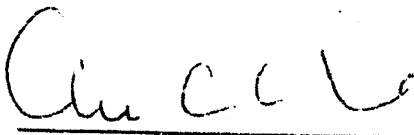
We also urge you to undertake the following as soon as possible:

- A commitment by all City Council members to truly engage in meaningful learning about diversity, equity and inclusion; and
- An immediate declaration by City Council that racism and hate are public health crises in this community and that City Council will be taking steps to address them.

Yours truly,



Adam Kilner – Board President

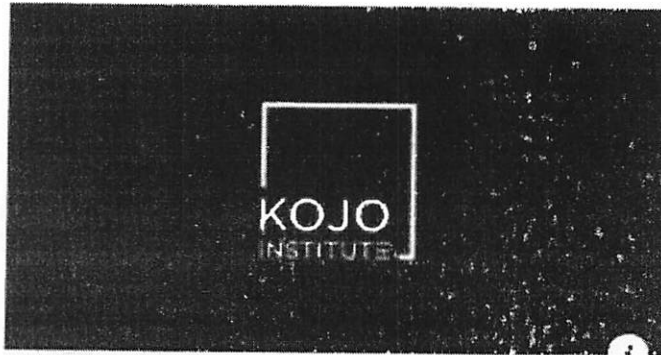


Andrew Bolter – Executive Director/Senior Counsel



Nathan Colquhoun
March 15 at 6:04 PM · 🌐

<https://onlineprnews.com/news/50018855-1647265376-kojo-institute-corrects-false-narratives-related-to-the-equity-training-of-sarnia-city-council.html>



ONLINEPRNEWS.COM

KOJO Institute Corrects False Narratives Related To The Equity Training of Sarnia City Council

👍❤️ 23

16 Comments · 11 Shares

👍 Like

💬 Comment

➦ Share



Jeff Aukman

Thank you for sharing Nathan. I believe you to be one of the good ones on council. With any luck, voters will hold some of your peers accountable this fall.

Like Reply 1d

👍 7



Elisha Simone

Sorry you have to be associated with this fiasco of city council. One day you'll be mayer and sort these tyrants out.

Like Reply 1d

👍 2



Danielle MacFarlane


Elisha Simone omg I hope! I don't live in Sarnia anymore but feel so sorry for my generation that still does. Such small, non forward thinkers make up most of your council

Like Reply 1d


👍 2




Elisha Simone

 **Elisha Simone**
Danielle MacFarlane yes I don't live there either.
But you can tell it's same old same old.

Like Reply 1d

 **Kathleen Stinson**
Well that clears up a few foggy areas of misinformation.
Thanks Nathan

Like Reply 1d


 **Kathleen Stinson**
I wonder if this will see the light of day on Councilman
Dennis' page? Not good odds

Like Reply 1d


2

 **Jeff Alkman**
Kathleen Stinson I think that's probably pretty
accurate, lol.

Like Reply 1d

 **Bruce Langer**
It seems KOJO was especially concerned their proprietary
training program would be copied and used for free
elsewhere. Unfortunately, we'll never know whether the
program actually delivered what it was promised to
council. Or would Coun. Colquhoun like to enlighten us
on whether session was worth the money and the
controversy it has caused?


Like Reply 1d

 **Nathan Colquhoun**
Bruce Langer I'm not sure why you would say
"especially concerned."

But as I've mentioned in my post about this, I
thought it was very brilliant. And for training like
that it was severely underpriced but I was grateful
that we got an opportunity to s... See more


Like Reply 1d

15

 **Michelle Walters**
Maybe more money should be spent on education
opportunities towards diversity education. Exposing
some of our "leadership" is priceless.

Like Reply 1d

5

 **Erin Groombridge**
Bruce Langer to say that this "controversy" is a

Erin Groombridge

Bruce Langer to say that this "controversy" is a result of the training misses the mark. It was not the training or those trying to provide the service who are at fault but rather the Councillors who were not mature enough to give the training the atte... See more

Like Reply 1d

4

Write a reply...

👍 🗨️ 🌟 🔄

Lauren Elisabeth

I just can't anymore. Nathan Colquhoun all the power to you at this point... This council and the city quite frankly are negligent, toxic and dangerous for the citizens of Samia. If the people representing us in large can't have safe discussions around human rights and equity, then how do those of us with equity issues in the city feel represented? The answer is we don't, and it's not safe for us to come forward to "change" the pace at the city. Disheartening. To all of those who say, get out and vote, get involved, change the agenda... you are coming from an extreme place of privilege and safety to think that is a) possible, b) safe for those who speak up, c) sustainable.

Like Reply 1d

5

Brendan Wilson

So how to we get the letter released? Seems like it should be.

Like Reply 1d

👍

Nathan Colquhoun

Brendan Wilson I'm thinking of just doing it myself. Trying to figure out the consequences.

Like Reply 1d

👍

Lauren Elisabeth

Nathan Colquhoun Is the letter addressed to you individually or city council as a whole?

Like Reply 1d

Nathan Colquhoun

Lauren Elisabeth

<https://www.nathancolquhoun.com/kojo-letter-to-the...>



Nathan Colquhoun

Lauren Elisabeth

<https://www.nathancolquhoun.com/kojo-letter-to-the...>



NATHANCOLQUHOUN.COM

KOJO Institute Letter to the City of Samia | Nathan Colquhoun

Like Reply 1d

2

nathancolquhoun.com/2022/03/15/kojo-letter-to-the-city-of-sarnia

16

Nathan Colquhoun

[Home](#) [Poetry](#) [Sermons](#) [Prayers & Liturgy](#)

KOJO Institute Letter to the City of Sarnia

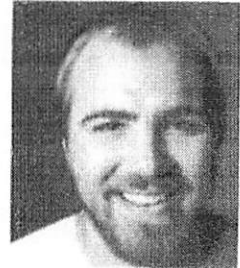
March 15, 2022 / Uncategorized / Leave a Comment / 1 minute of reading

[Tweet](#) [Share](#)


I had made a motion in a closed meeting on Dec. 13, 2022 to release this letter which was not successful (read entire story here). Since then, multiple organizations in Sarnia have been reaching out to our council encouraging us to release it. Now that KOJO has stated that they have no problems with making it public, I am going to take the liberty of making it public myself. The public has the right to know.

[Download letter here](#)

[← Previous Post](#)



This is the online home of Nathan Colquhoun

Search 



KOJO Institute Inc
146 Thirtieth Street Suite 100,
Toronto, ON
M5W 3C4

December 2, 2021

Chris Carter
Chief Administrative Officer
City of Sarnia
255 Christina Street
Sarnia, ON
N7T 5S7

Chris,

After careful consideration following the events that occurred in the Council training on November 15, 2021, KOJO Institute has elected to withdraw our proposal to train City Management and the Police Services Board.

The undisrupted, uncorrected, and unabated hostility demonstrated by some members of Council toward our Principal Consultant Mike Ojo-Thompson was wholly inappropriate. To this end, multiple members of Council have reached out to KOJO Institute independently to apologize and express regret for the behaviour of their colleagues, thank KOJO Institute for the learning opportunity, and provide additional information pertaining to ongoing discussions about the training within Council. Unfortunately, in view of all of these factors, we believe the environment is unsafe for KOJO Institute and Ms. Ojo-Thompson to provide the upcoming training sessions.


We will not be countersigning the other agreements.

We thank you for the opportunity to work with the City of Sarnia and, under different circumstances, we trust there may be an opportunity to partner again on this important and transformative work in the future.

Sincerely,

Craig Peters
Director of Client Services
KOJO Institute



 r/Sarnia
u/Silver-Pack763 · 7d


Join

3 1

Councillor Bill Dennis Recording About Diversity Training Seminar

<https://easyupload.io/m46vrc>

 41   79  Share  Award


 u/wealthsimple
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 BEST COMMENTS



lunsizedsamurai MOD · 4d

I'm locking this thread as I'm sick of having to manually approve all the comments of one guy (who is most likely NOT Bill Dennis himself, just someone who wants this to be the hill to die on), has elected to pick fights with everyone else. This is why we can't have nice discussions about local politicians. It only takes one person to shut the whole thing down.

...   Vote 



jono1621 · 6d

Is it me or could that guy barely string a sentence together?



12:15

LTE

< r/Sarnia



↑ 37 ↓



79



Share



Award



jono1621 · 6d

Is it me or could that guy barely string a sentence together?

...



18



InternationalFan492 · 6d

No kidding. I understand being angry, but he sounds like he has a learning disability (and I certainly don't intend that as a slight, only an observation based on cadence and sentence structure).

...



3



insertusername51 · 6d

He sounds like a liar who's throwing a tantrum after being caught in a lie

...



10



InternationalFan492 · 6d

Yes, that too. But how many times can you screw up "drop the hammer" in one angry rant?

...



9



audiopollution · 6d

Yes. It's better to concentrate on the content rather than the delivery.

...



4



Neelix-von-M · 5d



12:15

LTE

< r/Sarnia



37



79



Share



Award



Neelix-von-M • 5d

The content is bad enough!



2



Sleddawg63 • 6d

"Woke," "Critical Race Theory," racially victimized and calling other people racist.

This guy just hit the Q-Anon Quadfecta.



16



Large-Section-7183 • 5d

If anything, this just confirmed what I believed to be true about Bill. Specifically, that he is a bully, a coward and he has zero business representing the people of this beautiful city of ours.

I spent my entire childhood dealing with bullies and the one thing they mostly all have in common, they are cowards who just like to show off for their buddies and the handful of people egging them on.



11



Lalacher • 4d • -6 points



funsizedsamurai • 5d

Wow. He just hits all of the crazy person buttons. Who finds diversity training offensive? I guess we know no



10



12:15

LTE

← r/Sarnia



↑ 37 ↓



79



Share



Award



Straight_Entrance779 · 6d

Spoken like a rich, old white guy.



25



[deleted] · 6d

[deleted]



27



shutterbuggity · 6d

A white rock.



10



mRydz · 6d

Wowwww. Just wow.



8



Several-Sun-2688 · 5d

My feelings exactly



5



Bent0751 · 6d

What a spoiled boob. Not privileged at all....



7



Rawcka93 · 6d



12:16

LTE



r/Sarnia



37



79



Share



Award



Rawcka93 · 6d

Wow



5



ontario-guy · 5d

Is there more of this crazy rant? Or some further context?



6



artsyfartsylala · 5d

<https://www.facebook.com/groups/Sarnia.Lambton.Politics.and.Governance/?ref=share>



7



artsyfartsylala · 5d

Tonnes on facebook



3



Demirep77 · 6d

I would be really interested to learn what the facilitator said that he is so riled up about. He called her racist at the start of the clip but never specified why.

Listening to him blustering and unhinged is some really good soup, though!



9



TheHempKnight · 6d



12:16

LTE

← r/Sarnia



↑ 37 ↓



79



Share



Award



TheHempKnight · 6d

My money would be on a neutral usage of the phrase
"white privilege"

...



18



Demirep77 · 6d

Oh, absolutely. I'm so bummed that the session
wasn't recorded. I really think that hearing exactly
what went down would be useful.

...



5



kyle1867 · 6d

Nathan colquhoun released the letter privately from
the KOJO group but essentially it amounted to
"certain councillors" (we can probably guess who)
accusing her of being a communist and a racist and
trying to indoctrinate them with their critical race
theory propaganda.

...



13



andrewbud420 · 6d

Sounds exactly like all the other nutcase right wingers

...



11



Neelix-von-M · 5d

He's a fan of the PPC

...



5



[deleted] · 6d



12:16

LTE



r/Sarnia



37



79



Share



Award

[deleted] · 6d

[deleted]



9



Stunning_Cucumber_97 · 6d

I mean, he's not wrong, it's just that he campaigned on MB didn't do it



8



fire_works10 · 6d

I think he's referring to the women at city hall who filed complaints against him. But yeah, clearly lost his mind.



6



InternationalFan492 · 6d

Anyone with musical talent that can remix this?



7



fire_works10 · 6d

Sounds like he plans to run against Mike in the next election.



2



hectoByte · 6d

Never thought I would say this, but I will happily vote for Mike over that clown. I also don't think Sarnia has enough alt-right boomers to elect someone like Bili

12:16



r/Sarnia



37



79



Share



Award



hectoByte · 6d

Never thought I would say this, but I will happily vote for Mike over that clown. I also don't think Sarnia has enough alt-right boomers to elect someone like Bill Dennis and I'll be grateful when Bill is nothing but a real-estate agent (who somehow has 21 million dollars in amazon stock?)

...



14



fire_works10 · 6d

Don't underestimate the conservative voters. I totally think he could win over Mike. He obviously isn't afraid of a smear campaign, and he fancies himself to be just like Trump. People in Sarnia are desperate for a change, and he had enough votes to make it onto council, at least.

His LinkedIn profile says he quit real estate in Dec 2018 and is now a day trader...

...



5



hectoByte · 6d

I don't think the people of Sarnia are really down for change. Even Bill Dennis agrees, Mike Bradley harassed 5 women and he still won in a landslide election.

Also, remember how the boomers gathered around city hall to protest Mike Bradley getting punished for his harassment? They are afraid of change. I don't think a bigot like Bill can win an election without spending a large chunk of his 7000 Amazon shares.



12:16

LTE

← r/Sarnia



↑ 37 ↓



78



Share



Award

election without spending a large chunk of his 7000 Amazon shares.

Also, funny how he lists himself as a day trader. He made it out like he was retiring from real estate in order to "help the city of Sarnia". He is such a joke.



9



Unlikely_Voice6383 · 6d

You'd think all that new retirement time on his hands would allow for him to figure out things like troubleshooting his social media problems instead of relying on his full-time CEO wife to ~~do his work~~ clean up after him.



9



reluctantly_sarnian · 5d

Really feels like she's clearly pulling the strings here.



3



[deleted] · 5d

[deleted]



2



Icy_Spring · 6d

Where'd you get this? Was it released officially?



2



12:17

LTE



r/Sarnia



37



79



Share



Award



Neelix-von-M · 6d

If Bill is the only Councillor doing any work what are the rest of them doing?
Keying his car?



1



audiopollution · 6d



1 Award

Bill does nothing for the city.



10



Lalacher · 4d

I agree with everything he said. Canada is not known as and never been referred to as a racist country. That is americanized hogwashing, it really is. Diversity training is so 90's. Intelligent people don't need that to know what is right and wrong. PC's need votes, that is the best they can do? That being said, why is this being circulated in the first place, is this even legal. Surely there is more to discover at council meetings than this. I don't think he said anything wrong. If people are going to be super negative and perpetuate an idea that doesn't exist it just attracts more negativity.



-4



Sleddawg63 · 4d

I guess you missed the whole murder and rape indigenous kids in residential schools thing. We treated non-white people like crap for 400 years and you get upset about a little race education? ✓

12:17

LTE

< r/Sarnia



37



79



Share



Award



Sleddawg63 · 4d

I guess you missed the whole murder and rape indigenous kids in residential schools thing. We treated non-white people like crap for 400 years and you get upset about a little race education?



9



Lalacher · 4d

Yes I must have missed that because it was 400 years ago - what is missed in education? It is taught in history classes and all over social media. I am not upset about anything.



-2



Unlikely_Voice6383 · 4d

For 400 years to date, not 400 years ago and it's not history, it's a current reality. Ask any of your Canadian BIPOC friends or family if they feel racism doesn't exist here.



8



Lalacher · 4d

r/Sarnia Rules

I didn't say it didn't exist I said Canada is not a racist country and nor is Sarnia. We have full inclusion and anti discrimination laws and efforts. Opinionated a**holes don't make up the majority of Canadians. Where are the cases of current discrimination? Not many to be calling the whole society that. The comments on this thread are not fair to Bill

12:18

LTE

← r/Sarnia



↑ 41 ↓

79

↑ Share

🎁 Award



Lalacher · 4d

🔒 r/Sarnia Rules

I didn't say it didn't exist I said Canada is not a racist country and nor is Sarnia. We have full inclusion and anti discrimination laws and efforts. Opinionated a**holes don't make up the majority of Canadians. Where are the cases of current discrimination? Not many to be calling the whole society that. The comments on this thread are not fair to Bill Dennis who is not a racist. It's part of a conversation taken out of context and without hearing the whole discussion. Ridicule is not an argument and blame without full knowledge is not fair.

...



-1



Unlikely_Voice6383 · 4d

Your last sentence in the post I initially replied to literally says "an idea that doesn't exist". You can have the opinion that Sarnia isn't racist but I think that shows you don't have strong relationships with people of colour to understand the difference of being white in Sarnia and not.

The comments about Bill Dennis' integrity or absence of are deserved. There is little to defend in that 5 minute audio file.

...



8



Lalacher · 4d

There is little of anything on that tape to



12:18

LTE

← r/Sarnia



↑ 41 ↓

💬 79

🔗 Share

🏆 Award



Lalacher · 4d

There is little of anything on that tape to attack but still people are, and your argument is weak, sorry. Yes the comment says "an idea that literally doesn't exist," because he is not a racist nor is there a racist problem in Sarnia - that idea is wrong, if you need further clarification.

... ↑ -1 ↓



Unlikely_Voice6383 · 4d

As I mentioned before, I believe you have no strong relationships with people of colour to discuss this with. I think you are in denial as this recent survey shows racism is a reality in Sarnia.

<https://www.theobserver.ca/news/local-news/survey-identifies-acts-of-discrimination-in-sarnia-area>

... ↑ 5 ↓



Lalacher · 4d

Surveys are based on opinion as everyone knows. Racism refers to being treated differently - not being hired for a job, being treated differently in the courts, denied benefits, made to live in a certain area of town, denied admission to events, all of that based on race is racism. Denial? Again you

12:19

LTE

< r/Sarnia



41

79

Share

Award



Lalacher · 4d

Surveys are based on opinion as everyone knows. Racism refers to being treated differently - not being hired for a job, being treated differently in the courts, denied benefits, made to live in a certain area of town, denied admission to events, all of that based on race is racism. Denial? Again you conjecture. I used to work in a service capacity with hundreds of people and have lived here most my life. I have never seen any racism here but have observed many adopted attitudes and yes I do know people of colour.

... -2



Demirep77 · 4d

Oh, we certainly do have a racism problem in this country and SPECIFICALLY in Sarnia-Lambton.

Just last night I deleted a comment by (and then banned the person) a new person in this subreddit who did a long (and poorly spelled) rant about immigrants in general and he even used the phrase "r**heads go home".

But I agree-ish with one of your sentiments: NEEDING diversity training is so 90s. Sarnia, do better.

...



6



Lalacher · 4d



12:19

LTE



r/Sarnia



41



79



Share



Award



Lalacher · 4d

A few opinions is not a racist problem. That's exaggerating. Sorry to disagree. There are over 100,000 people in Sarnia Lambton County and a handful of comments on social media might be wrong and inappropriate and reveal those individuals but that does not make it a social issue here.



-2



funsizedsamurai · 4d

<https://www.cbc.ca/news/canada/windsor/hate-crimes-sarnia-second-1.4945323>

Sarnia has the second highest rate of hate crimes per capita in the country.



9



Demirep77 · 4d

That Sarnia is an environment where people think that saying and doing racist shit is normal or acceptable is a racism problem.



7



Lalacher · 4d

If racist problem is systemic, people being fired for their race, being secluded to live in only certain areas, denied benefits, basically, being treated differently because of their race. A bunch of people expressing negatively reveals themselves for prejudiced opinions but does not example a proportion of the population to call it a racist issue.

12:19

LTE

← r/Sarnia



↑ 41 ↓

79

↑ Share

🏆 Award

violent, the other is not -- Are they being treated differently because of their race is racism. Both Ukrainians and Syrians are allowed through immigration so how is that racist? There are many levels to this conversation but the thread is about Bill Dennis at City Council being accused of something he is not and here, a bunch of strangers attacking him - so what is that?

... 🏆 ↑ -1 ↓



Demirep77 · 4d

Well, those were certainly all words.

... ↑ 7 ↓



catherinetheok · 4d

Love how Dennis is allowed to express his opinions but if anyone else says anything bad about him suddenly it's not fair.

... ↑ 7 ↓



Lalacher · 4d

Yes they are

... ↑ -1 ↓



catherinetheok · 4d

I'm having a hard time understanding what exactly you are saying, it's pretty incoherent.

... ↑ 7 ↓

12:19

LTE

← r/Sarnia



41



79



Share



Award



Lalacher · 4d

li racist problem is systemic, people being fired for their race, being secluded to live in only certain areas, denied benefits, basically, being treated differently because of their race. A bunch of people expressing negatively reveals themselves for prejudiced opinions but does not example a proportion of the population to call it a racist issue.



-1



Demirep77 · 4d

Another example of the racism problem in Canada is how riled up people got and continue to get about Syrian Refugees....meanwhile it's reported that 80% of Canadians think we should allow "unlimited " Ukrainian Refugees.

What's the difference between Refugees from Syria and Refugees from Ukraine? Of course the difference is about assumed Ethnicity and assumed Religion.



6



Lalacher · 4d

There are many differences but how do you know that is everyone's opinion. Do you read the news from the middle east? Watch the posts from people who live there. There is no denying that there are cultural differences obviously. No one is saying they're bad. Cultural differences maybe people don't understand. People having opinions about child marriages is a religious difference that is



Nathan Colquhoun
March 16 at 9:01 AM · 🌐

I had made a motion in a closed meeting on Dec 13, 2021 to release this letter which was not successful. Since then, multiple organization in Samia have been reaching out to our council encouraging us to release it. Now that KOJO has stated that they have no problems with making it public, I am going to take the liberty of making it public myself. The public has the right to know.

<https://www.nathancolquhoun.com/.../kojo-letter-to-the...>

👍👍 42

51 Comments · 8 Shares

👍 Like

💬 Comment

➦ Share



Elisha Simone

Wow! What a letter. Sorry KOJO feels the environment is "unsafe" Those council members as well as Samia Police should be ashamed and embarrassed. Now the public knows the truth. Hopefully there will be improvements moving forward.

Like Reply 1w



Nathan Colquhoun

Elisha Simone As far as I know they did not have interactions with the Samia Police. KOJO didn't continue on with them after the council session.

Like Reply 1w



Elisha Simone

Nathan Colquhoun oh okay. Well the bridge isn't entirely burned then.

Like Reply 1w



Rose-Ann Marie Nathan

Good for you. Enough is enough. Full accountability starting at the top is required.

Like Reply 1w



Dan Vanveldhuisen

I think it starts at the top need a new leader mayor seems to have no control need a change

Like Reply 1w




Chris Farr

If this was any other job, those individuals would be dealing with some severe repercussions to their employment status.

Like Reply 1w


👍 9

 **Greg McConkey**
That's it? For all the news time and attention the letter has gotten, that's pretty underwhelming.
I assumed there would be more to it, I feel like I've already read it just from most of it having been quoted in news articles already.

Like Reply 1w




^ Hide 15 Replies


 **Rose-Ann Marie Nathan**
Greg McConkey they aren't going to list the details. It's UNSAFE. Says it all.

Like Reply 1w




 **Greg McConkey**
Rose-Ann Marie Nathan People were treating this letter like it was some super damning letter that was going to uncover the truth of the issue, but there's literally nothing there that we don't already know.

Like Reply 1w


 **Rose-Ann Marie Nathan**
Agree. Some people need to see it I guess.

Like Reply 1w

 **Nathan Colquhoun**
Greg McConkey Yeah. The press had already seen it and they took what they thought was relevant. So this is just more on principal than any new information.


Like Reply 1w



 **Andrew Bolter**
Greg McConkey Feel the hurt in the letter - not some desire for the details. The letter is powerful and shocking.


Like Reply 6d Edited



 **Andrew Bolter**
and the white fragility in how this is being handled and minimized and attempts to hide behind "in camera" rules speaks volumes.

Like Reply 6d



 **Greg McConkey**
Andrew Bolter The way what specifically is being handled and minimized? What specifically do you think actually happened?



Greg McConkey

Andrew Bolter The way what specifically is being handled and minimized? What specifically do you think actually happened?

Honestly I find the letter to be neither powerful nor shocking. It just leaves more questions than answers.

[Like](#) [Reply](#) [6d](#)



Andrew Bolter

"the environment is unsafe for KOJO Institute and Ms. Ojo-Thompson to provide the upcoming training sessions"

[Like](#) [Reply](#) [6d](#) [Edited](#)



Greg McConkey

Andrew Bolter I just don't get, how a zoom meeting, with groups other than the councilors, can be 'unsafe' because of what a couple of councilors had to say?

What could have possibly been said, by someone in council training, that would warrant declaring training our police services hoard, and our city management, two totally different groups, as unsafe?

[Like](#) [Reply](#) [6d](#)



Nathan Colquhoun

Greg McConkey Well, I'll give you an example.

Bill threatened to sue me with his \$20 million dollars because I made a motion to release a letter.

I would say that it was an unsafe environment for me. That was on a zoom meeting.

You have to ask what the context is of a word like that, and it's not simply about physical harm.

[Like](#) [Reply](#) [6d](#)



Rose-Ann Marie Nathan


Nathan Colquhoun thank you for all you are sacrificing.

[Like](#) [Reply](#) [6d](#)



Greg McConkey

Nathan Colquhoun I thought that the threat was to


 Greg McConkey
Nathan Colquhoun I thought that the threat was to sue if you released it after it having been voted down?

There's really no context for any of this, just a vague claim that "undisrupted, uncorrected, and unabated hostility demonstrated by some members of Council" created an 'unsafe environment', and yet somehow this all seems to be centering on one person.


'undisrupted', 'uncorrected', 'by some members', sounds like there's a lot more to it than we're being told, and to me like someone is being thrown under the bus.

Should not all involved be accountable? And what is it we're even actually holding them to account for? because other than some very vague claims I haven't been able to figure that part out.

Like Reply 6d

 Patrick Armstrong
Nathan Colquhoun not to minimize how you feel, and I certainly appreciate you being on the forefront of transparency, but how is a 'threat' of a civil lawsuit making an environment 'unsafe'? People are sued and threatened to be sued all the time - we have an entire court process for it.


Like Reply 6d

 Nathan Colquhoun
Patrick Armstrong I was giving an example of what one could define as unsafe.
It drives me nuts that both Bill, and now Greg have questioned the legitimacy of that single word because there was no threat to her physical safety in that moment. As if that is what the letter was trying to imply.

Like Reply 6d

 2

 Greg McConkey


 **Greg McConkey**
Nathan Colquhoun I didn't mention physical safety at all. I tried to ask what about it was so 'unsafe'? I just don't get how whatever was said by council (that we still don't really know) would make trainings not with council unsafe? The person being 'blamed' is not on the other groups.

And why, despite the letter claiming multiple members of council were involved in this, it's all being thrown onto one person?

Like Reply 5d


 Write a reply...



 **Jeff Alkman**
Nathan, thank you for sharing. Throughout your term, you have shown yourself over and over again to be a man of unwavering integrity and for that I sincerely thank you.

Like Reply 1w

 5

 **Katie Horvath**
I've been watching this story unfold and I have had two questions that I'm unsure I will get an answer to, but need to know before I form my opinion.

1) The training: what are the SPECIFIC learning objectives and techniques used


2) The response: what SPECIFICALLY was said and done in response to and during the training

How can I get these answered?

Like Reply 1w

 3

^ Hide 17 Replies

 **Jack Hollingsworth**
Katie Horvath great questions

Like Reply 1w

 **Nathan Colquhoun**
Katie Horvath

 Nathan Colquhoun
Katie Horvath

1) KOJO does post some of their training, including the one we went through on their own YouTube channel.

<https://www.youtube.com/channel/UC058RXcayKPIKdTRDoeEi9Q>

It was a two hour session Diversity, Equity, and Inclusion. So there was content about systemic barriers, privilege and how without understanding what has been going on, then we cannot build our policy with inclusion in mind.

2) She was interrupted and accused of being a communist, a racist, and that she was trying to indoctrinate our council with critical race theory - and this was done continually throughout the session and repeatedly after the session in subsequent emails.

KOJO
INSTITUTE

YOUTUBE.COM
KOJO Institute - YouTube

Like Reply 1w

 6



Katie Horvath

Nathan Colquhoun ok thanks for the links. So I'm

Like Reply 6d



Katie Horvath

Nathan Colquhoun ok thanks for the links. So I'm just rephrasing and trying to confirm as concisely as possible: the YouTube channel you provided with the uploaded videos, these are the ones that were shown and then I would assume a discussion on the content with the group?

I am going to watch the videos, and then do you have anything in terms of specific learning objectives? I'm seeing understanding privilege and systemic barriers as a start, but I'm looking more in terms of the specific objectives. So for example I'll just pull from training I've facilitated for context of what I'm getting at: if I'm doing a session on anger management what I mean by learning objectives is what I want my group to walk away with knowing: ie being able to identify their specific anger triggers, understanding their personal "red flags" when they begin to get angry/before losing control (ie raised voice, maybe clenched fist, awareness of breathing/heart rate), being able to apply strategies before they lose control ie breathwork, removal from the situation, etc. So I am wondering if there are specific learning objectives for this specific training. I read somewhere that some of it is protected for copyright so I don't know if I'll find out but I was curious from a facilitation perspective, and do think there's a difference between what you took from content versus what I'm actively trying to guide you into taking from this content. Due to the controversy and very public attention this has caused I am pretty focused right now on concise and specific

2) The interrupting, accusations etc I can only know through he said/she said, not meant to say anyone is or isn't being honest I'm just acknowledging that I was simply not there and only know what is being said about it. I doubt transcripts or emails will be available, but I'm really trying to understand this in its entirety before judgement

Like Reply 6d



Nathan Colquhoun

Katie Horvath I'll see what I can dig up for you in terms of learning objectives.

Like Reply 6d



Like Reply 6d



Danielle MacFarlane

Nathan Colquhoun did you as other council members sitting in on this debacle report it to anyone? Is there anyone to report it to? What a disgusting display that sounds like

Like Reply 6d



Katie Horvath

Nathan Colquhoun ok thanks ...

Like Reply 6d



Nathan Colquhoun

Katie Horvath From KOJO

The Foundations in Equity course addresses the following (a synopsis):

- Identifying the issues we are trying to address societally
- How we address the issues presenting Equity / equitable outcomes as the goal and desired outcome
- The frameworks for achieving equity
- The relationship between equity and the commonly named frameworks (e.g., anti-oppression, diversity, inclusion, anti-racism)
- Key concepts and issues that are current and relevant to the City of Samia regarding marginalization and inequity
- Best practices for addressing marginalization and inequity in the City of Samia

Like Reply 6d



Elaine Laporte

so before the meeting went down the tubes was the session of any value ???

Like Reply 6d



Jeff Burchill

Danielle MacFarlane it has been reported that Nathan filed a complaint with the Integrity Commissioner, and he initially declined to investigate it.

The IC has recently agreed to investigate.

Like Reply 5d



Nathan Colquhoun

Jeff Burchill he hasn't actually agreed to investigate this specific complaint, he has simply stated that he would investigate complaints like I made. It's very dumb.

Like Reply 3d



Jeff Burchill

Nathan Colquhoun thanks for clarifying. His response to this has been just one of many head scratchers

Like Reply 5d



Katie Horvath

Nathan Colquhoun thanks for that but my question is learning objectives - so a learning objective is defined as an outcome statement that captures specifically what knowledge, skills, and attitudes learners should be able to exhibit following instruction

Like Reply 5d



Katie Horvath

I'm trying to understand... so do you know the answer to this question?

Like Reply 5d



Nathan Colquhoun

Katie Horvath if what I shared isn't an answer to your question then I probably don't know the answer.

Like Reply 5d



Katie Horvath

Nathan Colquhoun You don't know the objective of the training and you can't communicate about the new knowledge and attitudes you've gained/how to apply it?

Like Reply 5d



Nathan Colquhoun

Katie Horvath are you asking me for my personal takeaways here? Like I said if that from KOJO doesn't answer your question on the objective that I'm not sure what you're getting at and I'm not sure how else to answer it so that you are satisfied

Like Reply 4d



Katie Horvath

Nathan Colquhoun I'm asking you what the learning objective is. Not the content (knowledge)



Katie Horvath

Nathan Colquhoun I'm asking you what the learning objective is. Not the content, (diversity training, this is self explanatory), I'm asking the learning objective, which I've just given you the definition. I'll give you an example as well with a different topic and maybe you can understand the difference.

I'll go back to anger management because I've already used that. The "content" is anger management. So that's self explanatory. The training is about managing anger. The learning objective (aka what are you supposed to be able to do now to show the effectiveness of your session), is literally what the definition I just gave you is: what are the attitudes, skills and knowledge that you can now walk away with. This is very important for evaluation. If I tell you... Ok my course is anger management and my learning objective is... What you walk away with. So the knowledge im providing is maybe something like..anger is a natural emotion in response to feeling threatened or attacked or disrespected etc. And the attitudes you walk away with is I'm not bad because I feel angry. And the skill is I'm teaching you to recognize your anger as it arises and I'm teaching you let's say a breathwork strategy to manage that feeling. So those are the learning outcomes, and this concept is super basic in evaluation of programs. So I'm asking you again... You were at the training ... What was the learning outcomes? Or if you don't understand that still (not trying to be rude) then what are the skills, knowledge, and attitudes that you were trained in?

I'm not understanding key details of what illicited this massive controversy and I'm also not understanding how you cannot communicate the specifics of what was taught to the council?

Like Reply 4d Edited



Write a reply...



Bryant Nettle

Atta boy!!! As it should be!

Like Reply 1w



Josh Coutts-Smith



Josh Coutts-Smith

Thank you for officially making this public. However, I don't think this gives us any more information than what made the news already. Also (and this is just a dumb correction) you wrote that you asked for this to be released on December 13, 2022 which has not happened yet. I believe you meant 2021, which would have been about a month after the incident mentioned in the letter.

Like Reply 1w



2



Andrew Falby

Pending the word for word transcript of what was said, everybody needs to grow up.

Like Reply 1w



2



Dave Mandeville

Many are making a big scene and conclusions without all the information.

At the same time in camera meeting are confidential. Once the door is open for 1 we have changed the rules forever on every topic.

There are in camera meetings for many reasons.

Your question really is can or should we make a 1 time exception.

My answer NO.

Like Reply 1w



Nathan Colquhoun

Dave Mandeville And that's fair, we can agree to disagree on that. I prefer to follow the spirit of the law rather than the law itself. And when the creators of a letter publicly say that they have no problems with the letter becoming public, then the only thing that is forcing it to stay into closed is the shame of our council. Which I have no interest in protecting.

Like Reply 1w



10



Bruce Langer

Nathan Colquhoun What is really needed is full disclosure of what went on in this training session.

Like Reply 1w



Bruce Langer

Nathan Colquhoun What is really needed is full disclosure of what went on in this training session. Right now, we have innuendo and semi-veiled references as to who argued with the facilitator and the conclusion the person leading the session felt intimidated. You have been party to this matter by publicly outing a fellow councillor indirectly due to threats made to sue you. I realize this an election year, but going forward council should decide on insisting such sessions are made public, either live or recorded and available on demand for the public to see and make their own conclusions. After all, since taxpayers are covering the cost of such sessions, and could also learn something too, it's only fair that we know what is going on. Otherwise, this is just politics at its worst.

Like Reply 1w



3



Nathan Colquhoun

Bruce Langer Yup, couldn't agree more.

Like Reply 1w



Write a reply...



Joseph Chan

Thank you for continuing to champion transparency and accountability between city council and the citizens of Samia.

Like Reply 6d



2



Lauren Farina

This was so anticlimactic 🙄. Why bother keeping it private after everything already came out, there was no new information 🙄

Like Reply 6d Edited



3



Nathan Colquhoun

Lauren Farina Lol, right!?!?

Like Reply 8d



Sarnia council members weigh in on their failed diversity training

Posted March 7, 2022 in [Front Page](#) | [News](#)



Sarnia council

Cathy Dobson & George Mathewson

Public reaction was swift and angry to a recent story about a Sarnia city council diversity and equity training session gone wrong.

Toronto-based Kojo Institute cancelled agreements to train additional municipal staff after some unnamed councillors subjected consultant Kike Ojo-Thompson to what it called “undisputed, uncorrected and unabated hostility.”

Many readers wanted to know the identity of the councillors responsible.

The Nov. 15th two-hour diversity training session took place in private (in camera) on Zoom. Under the Municipal Act, councillors are prohibited from discussing subject matter from an in camera meeting, but can express a personal opinion about it.

With that in mind, we gave the mayor and eight councillors an opportunity to comment. Some responses are edited for brevity.

MAYOR MIKE BRADLEY:

Bradley said he proposed the diversity training and wanted it held in public, but the company was concerned about its content becoming available to competitors.

“I can just say to you that I was extremely distressed and devastated by some of the comments made and in the manner they were made to the facilitator near the conclusion of the session.”

He and other individual councillors reached out to apologize, but “the views expressed had done great harm,” he said.

One councillor did file a complaint with Sarnia’s Integrity Commissioner, but Paul Watson said he wouldn’t investigate the closed-door meeting because it didn’t impact the public, he said.

“The Integrity Commissioner has now indicated he will investigate complaints as it relates to in camera meetings and the conduct of councillors at those meetings. The options to move forward are for individual councillors, council as a whole, or an individual citizen, to file an official complaint ...

“There is no alternative way to resolve these issues and get on the public record the full facts, and I would welcome the Integrity Commissioner moving forward on a full investigation.”

MARGARET BIRD:

"First, I would never break Municipal Act rules.

"I'm not usually shocked at meetings, however I was really taken aback. I did not have anything to do with the outburst. It blew me away to see it. The facilitator did nothing wrong given what the workshop was about.

"My thoughts during the workshop were that there was a total lack of decorum. It was absolutely not good. The mayor told the newspaper that it wasn't his meeting, that it was a workshop and the facilitator was chairing. I'm here to tell you, it was a council meeting because the Municipal Act states that if there are five or more councillors together, it is considered a council meeting. With it being a council meeting, I think many believe as I do that the mayor should have said something or admonished someone.

"I have lots of questions about it but was told there's an investigation being carried out and I believe a report is coming March 21."

DAVID BOUSHY:

"I was brought up in a Christian family, father and two brothers ordained Baptist Ministers. My opinion from that meeting is similar to my belief, respecting and treating each other equally and with dignity."

TERRY BURRELL:

"This is an in-camera item as requested by the Kojo Institute. I will not be commenting."

COUN. NATHAN COLQUHOUN:

The diversity training session was highly informative and relevant for council, he said.

"We learned that becoming mindful of our own blind spots can help us be aware of those with less privilege or opportunity and how they suffer when these blind spots become systemized.

"It was disappointingly ironic that a few councillors chose hostility and anger as their response to the instructor. We have much more to learn from training like this, and I can only hope that these council members can lay down their weapons and be willing to learn from someone that is different than them."

BILL DENNIS:

"I believe wholeheartedly in complete and total equality. I believe the very future of our City depends on our ability to embrace diversity and be fully inclusive.

"I do believe there are many ways to approach any conversation on EDI (equity diversity and inclusion). I further believe that every participant in any EDI exchange should feel free to share their views and that this diversity of thought should not be discouraged especially when the mutual goal is the eradication of any form of racism and full and complete equality.

"To be further clear, I absolutely condemn any form of racism. I firmly agree with the late Rev. Martin Luther King Jr. that people should be judged by the content of their character rather than the colour of their skin or the religion they practice or the people they love."

MIKE STARK:

Most of the session was insightful in understanding the biases and undeniable prejudices imbedded in our society, including an undercurrent of racism that has existed since the abolition of slavery, he said.

"Turning my attention to the last 15 minutes of the session, I can say that the message being shared by a small minority of Sarnia City Council was shocking in that the message of the first part of the training session was being vehemently challenged.

"I can say that as the meeting was closing, I made the comment that my immediate family relatives (one Black, another Japanese) were unfortunately correct in terms of their assessment of the lack of a welcoming nature of Sarnia-Lambton towards minorities. The denial of the existence of this sentiment by the small minority of Council unfortunately validates the opinion of my family members of minority heritages."

Statistics from a County of Lambton survey bear out those conclusions "when we look at the responses from actual Black and Indigenous residents, he said.

"I hope this is a starting point for a positive acceptance of where we are as a community and the beginning of a conscious effort to build towards a greater acceptance of all peoples."

GEORGE VANDENBERG:

"The truth needs to come out. The public has the right to know. I think we need an inquiry or that somebody brings the truth out. You have to trust your council. Perhaps the mayor can lead there because he is head of council. I know it was behind closed doors but it's out there now. People want to know what's going on. I loved that presentation until it really went off the rails."

BRIAN WHITE: "I thought the diversity training was an excellent opportunity to learn about equity and justice issues from a highly qualified and well vetted presenter. It was a chance to broaden our perspective of residents from all backgrounds and status ...

"It was only two hours, so it wasn't hard to sit through and just listen. However, that didn't seem to be the case for some. I was sad and frustrated at some of the interactions with the trainer. At some point, I tried to validate the material being presented, putting it into context with some of my own real-life experiences by sharing about other folks I've had the privilege to call friends and work with.

"However, things seemed to escalate to the point of frustration for many. Following the presentation, I sent a personal apology to the trainer for her experience, as I felt she was treated unfairly. "

**FORM #1
CODE OF CONDUCT
FORMAL COMPLAINT PROCEDURE AFFIDAVIT**

AFFIDAVIT OF _____ [full name]

I, _____ [full name], of the [City, Town, etc.] of _____ [municipality of residence] in the Province of Ontario MAKE OATH AND SAY [or AFFIRM]:

1. I have personal knowledge of the facts as set out in the affidavit, because I watched the Council meeting
[insert reasons e.g. I work for...I attended a meeting at which ... etc.]

2. I have reasonable and probable grounds to believe that a member of Sarnia City Council or local board, Nathan Colquhoun [specify name of member(s)], has contravened section(s) 7.1 9.3 12.1 12.2 [specify section(s)] of the Code of Conduct. The particulars of which are as follows:

[The complaint shall set out reasonable and probable grounds for the allegation that the Member has contravened the Code of Conduct and must be accompanied by a supporting sworn affidavit that sets out the evidence in support of the allegation.]

[Set out the statements of fact in consecutively numbered paragraphs in the space below, with each paragraph being confined as far as possible to a particular statement of fact. Additional pages may be attached, if necessary. If you wish to include exhibits to support this complaint, please refer to the exhibits as Exhibit A, B, etc. and attach them to this affidavit.]

See attached

Lined area for text entry.

3. I became aware of the contravention not more than ninety (90) days before the date of this complaint.

4. This affidavit is made for the purpose of requesting that this matter be reviewed and for no other purpose.

SWORN [or AFFIRMED] before me on this)

23rd day of March, 2022.)

R. Colpitts)

[Signature of Commissioner]
A Commissioner for taking affidavits etc.

[Redacted signature area]

[Signature of Complainant]
Phone _____
Email _____

Please note that signing a false affidavit may expose you to prosecution under Sections 131 and 132 or 134 of the Criminal Code, R. S. C. 1985, c. C-46, and also to civil liability for defamation.

As per Section 19.1 (3) of the Accountability Framework for Council and Local Boards, the complaint may be filed with the City Clerk or directly with the Integrity Commissioner by a sealed hard copy or by email.

Code of Conduct Complaint Against Nathan Colquhoun

March 22, 2022

Fact Statement

- 1. In the City of Sarnia public Council meeting on February 7, 2022, ironically in the midst of discussion related to a code of conduct complaint, Councillor Colquhoun flagrantly and blatantly broke the Code of Conduct. The video will reveal a despicable and unprofessional outburst full of rage, which included insults, name-calling and slanderous remarks. This was clearly intended to not only disrespect, harass and bully but also intimidate Councillor Dennis. Colquhoun's behaviour was in blatant contravention of Sections 7.1, 9.3, 12.1, and**

12.2 of the Code of Conduct as further described below.

- 2. Colquhoun's words were not only slanderous but without question, indecent and insulting in this public session.**
- 3. Colquhoun's behaviour was clearly abusive and bullying. Coming from my view as a citizen, this seemed the absolute definition of public harassment.**
- 4. Colquhoun's despicable and unprofessional behaviour was not only slanderous to Councillor Dennis but clearly an attempt to intimidate and humiliate Councillor Dennis and his work within the Community. It was also an attempt to intimidate all other councillors prior to a vote pertaining to Councillor Dennis. In particular, Councillor Vandenberg had just spoke strongly in support of Councillor Dennis and Colquhoun wanted to cast shade on these positive remarks in order to**

intimidate all of Council and cast them against Councillor Dennis. It was furthermore an attempt to intimidate and influence the integrity commissioner himself who was present online at the time of the slanderous outburst.

5. Colquhoun also betrayed confidential information pertaining to a complaint which he publically said he has filed in this outburst. The code of conduct complaint process is intended to be confidential and not used as a weapon. Should this information have not be maintained in confidence given the Public is not aware of any decision in this case? Again, this was an attempt to unfairly influence an upcoming vote to sway the Council as to whether Councillor Dennis should be reprimanded. It was also an attempt to paint Councillor Dennis as “horrific” in the public eye.

6. In addition to the angry outburst, Colquhoun clearly engaged in unprofessional, disrespectful and inappropriate behaviour as Councillor Dennis was

speaking. Councillor Colquhoun laughed at Dennis, rolled his eyes, put his head in his hands, covered his mouth, smirked, hung his head, palmed his face and many other obvious disrespectful gestures in a further attempt to discredit and disrespect Dennis. The video clearly shows this disrespectful behaviour.

7. The following statements/phrases were in blatant contravention of sections 7.1, 9.3, 12.0, 12.1, and 12.2 of the Code of Conduct. These absolutely do not display any degree of decorum and are very clearly indecent, abusive and insulting. As outlined below in some of Councillor Colquhoun's exact public commentary (transcribed word for word) about Councillor Dennis clearly constitutes abuse and bullying.

-“But I've always seen that um, outbursts of anger, of strong defense of oneself is generally much more telling about what's they've been hiding all along through giving away salaries, and interesting Facebook posts, and shaking hands of small business owners.”

“ I've seen much much more horrific language coming out of the councillors mouth, and I have an integrity commissioner complaint and for something that happened in a closed meeting , just for how horrible it was “

-“And it's actually hurting the City of Sarnia because you can't see that you're just putting on a show for everybody else and then we end up start talking about if we said a swear word or not on live zoom”

“No that's not what this is about this is about actual integrity, actual integrity and not, you know going behind other peoples backs and thinking that you're a justice warrior for all the hard working people of Sarnia. That's not what's going on here.”

“Your own pride and your own ego is hurt and you can't just accept it, and just say yeah it hurt my feelings”

- **“I just think it's really really shameful that this whole conversation is just more of the same of patting this guy on the back and pretending that he's like some champion for Sarnia, cause you're not.”**

8. In summary, both Colquhoun's angry disrespectful outburst full of insults and his obvious actions/behaviours while Dennis was speaking is the most clear violation of the Code of Conduct that many of us in the Public have ever witnessed.