

ETHICS REVIEW BOARD CITY OF NEW ORLEANS

2024 ANNUAL REPORT



ETHICS REVIEW BOARD CITY OF NEW ORLEANS

Current Board Members

Dawn Broussard, Ed.D., Chair

C. Holly Callia

Monique G. Doucette, J.D., Secretary

Sally B. Richardson, J.D.

Patrice Sentino, Ed.D., Vice-Chair

Current Staff Members

Dane S. Ciolino, J.D., Executive Administrator and General Counsel

Jordy Stiggs, Ethics Trainer

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Message from the Chair

The New Orleans Ethics Review Board (ERB) enforces the City of New Orleans Code of Ethics, which was established to remind each public official and employee that individually and collectively, public officials and employees must adhere to high ethical standards not simply to avoid sanctions or criticism. That code applies to all officials of the government of the city, where elected or appointed; all employees, whether classified or unclassified; and all members and employees of all boards, agendas, commissions, advisory committees, public trusts, and public benefit corporations of the City.

Leadership. On July 22, 2024, Dawn Broussard was elected to serve as Chair of the ERB, Patrice Sentino was elected to serve as Vice-Chair, and Monique G. Doucette was elected to serve as Secretary.

Summary of ERB Work in 2024. During calendar year 2024, the ERB continued its work in overseeing the New Orleans Office of Inspector General (“OIG”) and the New Orleans Office of Independent Police Monitor (“IPM”).

OIG Oversight. In 2021, the board appointed Ed Michel to a five-year term as New Orleans Inspector General. Thus, Mr. Michel served his third full year as Inspector General during 2024. During 2024, the IG regularly reported on the work of his office in written and oral monthly reports to the board. The reports addressed the OIG’s efforts to audit, inspect, evaluate, and investigate city programs and operations to reduce corruption, fraud, and abuse, and to hold city officials accountable for efficient and cost-effective municipal government. On May 31, 2024, the OIG delivered its annual report to the ERB.

OIPM Oversight. In 2022, the ERB concluded a national search for a new Independent Police Monitor by appointing Stella Cziment. Since her appointment, Ms. Cziment and her office have regularly reported on the work of the office, including ongoing monitoring of the New Orleans Police Department (“NOPD”) in key areas, receipt and review of citizen complaints, coordinating mediations of qualifying citizen complaints, and other important work. On May 30, 2024, the OIPM delivered its annual report to the ERB. The ERB expects that the work of the IPM will assume even greater importance in the years to come as NOPD moves closer to full compliance with a federal consent decree and enters the two-year sustainment period following full compliance. The ERB expects that the IPM will play a critical role in monitoring and reporting on NOPD’s progress toward and continued compliance with the federal consent decree benchmarks.

Ethics Education. In 2021, the ERB Executive Administrator hired Jordy Stiggs as the ERB’s first full-time ethics trainer. During the year 2024, Mr. Stiggs and the training division of the Ethics Review Board continued its mission to create a culture of ethics throughout the city through education. This mission was furthered by establishing collaborative partnerships with department leaders and stakeholders within public

agencies in the city to bring ethics training to their respective staff populations throughout the year. These partnerships helped the ERB training division provide in-person group training sessions. These partnerships also allowed the training division to bring ethics education in the form of mass group training to our larger public-facing departments.

Support within the training division itself is provided by ethics liaisons who are designated by the leadership of each city department. These individuals ensure that their respective departments are compliant with a 100% completion rate for mandated annual state ethics education and offer support to their fellow staff members with necessary information and resources throughout the year.

During 2024, the ERB Training Division was able to reach 548 individuals across 97 training sessions. The training division has also maintained its training relationships with the Regional Transit Authority and the New Orleans Business Alliance. In addition to regular training sessions, a YouTube channel was created for the Ethics Review Board, with an aim at increasing outreach and providing a convenient way to spread ethics messaging on a platform that is utilized by over two billion worldwide users. The New Orleans Ethics Review Board channel hosts short 2–3-minute videos that cover frequently asked ethics questions and provides everyday workplace recommendations that are intended to teach viewers how to identify and lessen the occurrence of ethics violations. The most ambitious project of the year was the undertaking of an overhaul of the Ethics Review Board website. The main goals of the project were to improve the user experience of site visitors, provide better access to city and state ethics information and education, and to position the site as a repository for resources and learning aids. The new site now offers more straightforward access to communicating with the Board and filing complaints with the Board. The project was completed in November 2024 without a disruption to site availability and the ERB was able to retain the previous URL address for the website.

Quality Assurance Review Advisory Committees. The Quality Assurance Review Advisory Committees for the Office of the Inspector General and Independent Police Monitor did not issue reports in 2024. This is so because the mayor and the city council did not timely appoint members to these committees and, as a result, neither committee had the quorum necessary to perform their functions. The ERB continues to press the mayor and council for QARAC committee appointments so that these committees can function during calendar year 2025.

ERB Personnel. Dane S. Ciolino serves as the board's Executive Administrator and General Counsel. Jordy Stiggs serves as the board's Ethics Trainer.

It is our great privilege to serve the citizens of the City of New Orleans.

Respectfully submitted,

Dawn Broussard, Ed.D.

Chair

Ethics Review Board

City of New Orleans

Ethics Review Board Membership 2024

The Ethics Review Board consists of seven volunteer members who serve staggered seven-year terms. Six members are appointed by the mayor from lists of three nominees submitted by the presidents or chancellors of Dillard University, Loyola University, Southern University in New Orleans (SUNO), Tulane University, University of New Orleans (UNO), and Xavier University. The seventh member is appointed by the mayor. Each appointment is subject to approval by a majority of the members of the city council.



Wanda A. Brooks

Wanda Brooks joined Dillard University in 2008, and serves as the University's Internal Auditor, having the responsibilities of conducting financial, compliance and operational audits. As the first and only Internal Auditor for the University, Wanda has developed and implemented an effective Internal Audit Department, providing independent, objective, assurance, and services, resulting in improved University operations.

At the request of the Board of Trustees, Wanda served as the University's Interim Chief Financial Officer during the 2010-2011 and the 2011-2012 fiscal years. Her responsibility was to redesign the Finance Department's operations to provide a more effective and streamlined process, as the University searched for a Vice President for Business and Finance/CFO. The Board was most pleased upon the successful completion Wanda's Interim tenure.

Prior to joining Dillard University, Wanda Brooks has served in several financial and auditing capacities: Bruno and Tervalon CPA Firm, Dominion Exploration & Production, Dyn McDermott Petroleum Operations, The Archdiocese of New Orleans, and Entergy Services. She has also served on the New Orleans Board of Liquidation, and the Board of Trustees for the University of Holy Cross (formerly Our Lady of Holy Cross College). Currently, Wanda holds membership with the American Institute of Certified Public Accountants and the Louisiana Society of Certified Public Accountants.

Ms. Brooks is the appointee of Dillard University to fill the unexpired term of Brandon Boutin. Her term expired on June 30, 2022. See Brooks Appointment Motion (Feb. 20, 2020). She continues to serve pending appointment of her successor.

Dawn Broussard

Dr. Dawn Broussard serves as Title IX Coordinator and Deputy Student Affairs Officer for the Loyola University New Orleans community. In this role, Dr. Broussard is responsible for coordinating the University's compliance obligations under Title IX, including coordination of investigations of complaints pursuant to Title IX and implementing Title IX regulations. She is also responsible for reviewing and revising University policies to ensure alignment with current Title IX regulations. Additionally, Dr. Broussard co-chairs the Loyola University's Student Success Task Force.

Prior to this role, Dr. Broussard served as an Investigator in the Office of Institutional Equity and as the Assistant Director for the Office of Student Conduct at Tulane University. In these roles she investigated and adjudicated allegations of Title IX Sexual Misconduct, violations of the University's Code of Student

Conduct, and violations of the University's Equal Opportunity and Anti-Discrimination Policy. These responsibilities included interpreting, applying, and ensuring compliance with University policies as well federal, state and local laws regarding discrimination and harassment.

Dr. Broussard worked in Louisiana K-12 public education for seven years and in Louisiana public and private higher education since 2007. A native of Louisiana, and a resident of New Orleans for the past seven years, Dr. Broussard earned her bachelor's degree in Education from Louisiana State University, her master's degree in Educational Leadership from Nicholls State University, and her doctorate in Educational Leadership from the University of Louisiana at Lafayette. In addition to her educational credentials, Dr. Broussard has extensive experience in policy interpretation, review, and development, as well strategic planning and assessment.

Dr. Broussard is the appointee of Loyola University. Her term will expire on June 30, 2029. *See* Broussard Appointment Motion (Mar. 23, 2024).

Elizabeth Livingston de Calderon

Elizabeth Livingston de Calderon was a member of the faculty at Tulane Law School until May 2022, where she supervised students in federal and state courts and agencies as part of the Tulane Environmental Law Clinic since 2006. She is now a Senior Attorney in New Orleans with Earthjustice, a non-profit environmental law organization. Ms. Livingston de Calderon has accumulated extensive litigation experience under the Clean Water Act, the Administrative Procedure Act, and the National Environmental Policy Act while representing non-profit and public interest organizations, as well as indigent individuals. She has also successfully engaged in federal litigation under the Clean Air Act, the Resource Conservation and Recovery Act, and the Endangered Species Act. In state proceedings, Ms. Calderon's practice has centered on the Louisiana Environmental Quality Act and its supporting regulations, as well as the Louisiana Coastal Resources Management Act. Before public interest and environmental law, Ms. Calderon practiced commercial bankruptcy law—first in New York City and then in Detroit. She graduated *magna cum laude* from Tulane Law School, was Associate Editor of the Tulane Law Review, and holds a Master of Arts degree in Classical Languages.

Ms. Calderon was the appointee of Tulane University. Her term expired on June 30, 2022. *See* Calderon Appointment Motion (Jul. 13, 2017). She served until June 20, 2024, when the City Council approved the appointment of Sally Brown Richardson.

Holly Callia

Holly Callia is a New Orleans native. She is a graduate of Mount Carmel Academy and the University of New Orleans, where she earned a B.S. in Business Administration and Finance. Ms. Callia currently serves as Senior Vice President and Louisiana Mortgage Market Manager for BankPlus. She is married to Tommy A. Callia and has one daughter, Kelly.

Ms. Callia is the appointee of the University of New Orleans. Her term will expire on June 30, 2026. *See* Callia Appointment Motion (Sep. 17, 2020).

Monique G. Doucette

Ms. Doucette is a shareholder of the law firm of Ogletree, Deakins, Nash, Smoak & Stewart, P.C. in New Orleans. She practices primarily in the area of employment litigation and represents management in claims arising under various federal and state employment laws. Ms. Doucette has significant experience litigating employment matters in a variety of business sectors such as construction, energy, banking and hospitality. She also has expertise in workplace misconduct and sexual harassment issues. Ms. Doucette regularly conducts customized workplace respect and anti-harassment training for employers.

Ms. Doucette is a frequent speaker on various employment law topics and contributing author to publications such as the Louisiana Bar Journal, New Orleans CityBusiness and HR Magazine. She is also an avid supporter of the local arts and education in New Orleans by serving on the executive board of directors for the New Orleans Ballet Association and the Arts Council of New Orleans, as well as the board of directors for Urban League of Louisiana and the advisory board for the New Orleans Opera Association. She is a member of the A.P. Tureaud Chapter of the American Inns of Court and serves as a co-chair on the ABA Employment Rights and Responsibilities Committee's Diversity Initiative Task Force. In 2018, Ms. Doucette was appointed to the board of directors of the New Orleans chapter of the Society of Human Resources Management (SHRM) as the board attorney.

Ms. Doucette is the appointee of Xavier University. Her term will expire on June 30, 2025. *See* Doucette Appointment Motion (Aug. 8, 2019).

Tyrone G. Jefferson, Jr.

Pastor Tyrone G. Jefferson, Jr. is a native New Orleanian and is the Founding Senior Pastor of the Abundant Life Tabernacle Church in New Orleans, Louisiana. Pastor Jefferson graduated from St. Thomas Christian University in Jacksonville, Florida earning a bachelor's degree in Biblical Studies, a master's degree in Christian Counseling, and a doctorate degree in Divinity.

Pastor Tyrone Jefferson is deeply involved in the community where he serves as a meticulous leader. He has served as a member of several boards of directors, of advisors, of managers, and of trustees. Pastor Jefferson is also Chairman of the Board of Directors for Versatile Entertainment, Inc.

Pastor Jefferson serves as a spiritual advisor to many local, state, and national officials, including, but not limited to, Mayor LaToya Cantrell. Pastor Jefferson is also an appointed Chaplain for the New Orleans Sheriff's Department, Louisiana State Police Department, and New Orleans Police Department.

Pastor Jefferson is the Founder and CEO of The Tabernacle Development Corporation, and Safe Haven of Louisiana, LLC. Pastor Jefferson is the Co-Host of the National "Wake up And Praise Morning Show", which airs weekdays from 6am – 9am on WLNO 1060am.

Dr. Jefferson is the appointee of Mayor Latoya Cantrell. His term will expire on June 30, 2027. *See* Jefferson Appointment Motion (Sep. 17, 2020).

Sally Brown Richardson

Sally Brown Richardson is the A.D. Freeman Professor of Civil Law at Tulane University Law School. She has served on the Tulane Law faculty since 2012, teaching courses on property law, community property law, and comparative law. She served as the Interim Dean of Tulane Law School from 2023-2024 and the Vice Dean for Academic Affairs from 2020-2023. She is the author of the book *Community Property in the United States* and has received a number of awards for her scholarship and teaching, including the Tulane University Presidential Award for Excellence in Graduate and Professional Teaching, the Tulane Law School Felix Frankfurter Distinguished Teaching Award, and was selected for the Yale/Harvard/Stanford Junior Faculty Forum. She is an active member of the Louisiana State Law Institute, serving as the Reporter for the Property Committee, and is an elected fellow of the American Law Institute and the American College of Real Estate Lawyers.

Professor Richardson received her bachelor's degree from Georgetown University and graduated *summa cum laude* from the LSU Law Center. Prior to joining the Tulane Law faculty, she practiced law at Skadden, Arps, Slate, Meagher & Flom, clerked for the Honorable W. Eugene Davis on the U.S. Fifth Circuit Court of Appeals, and worked on the legislative and communications staff of U.S. Senator Mary L. Landrieu.

Ms. Richardson is the appointee of Tulane University. Her term commenced on June 20, 2024, and will expire on June 30, 2030.

Patrice Sentino

Patrice Sentino, EdD, DSW, LCSW-BACS, serves as Assistant Professor of Social Work and Title IX Coordinator at Southern University at New Orleans School of Social Work. Dr. Sentino attended Edward Livingston Middle School, Marion Abramson High School, and is a graduate of Sarah Towles Reed High School (class of 1989). She holds a Doctorate of Social Work from the University of Tennessee and Master of Social Work from Southern University at New Orleans. She holds a Doctorate in Educational Psychology and Technology from the Chicago School of Professional Psychology.

Dr. Sentino is the appointee of SUNO. Her term will expire on June 30, 2025. *See* Sentino Appointment Motion (Oct. 5, 2024).

Ethics Review Board Mission and History

The Ethics Review Board seeks to uphold and enforce high ethical standards and promote the public's confidence in the government of the City of New Orleans.

In 1996, citizens of New Orleans voted to amend the Home Rule Charter to mandate the City Council to establish, by ordinance, an Ethics Review Board. Under that ordinance, as amended, the ERB is empowered to issue advisory opinions, promulgate rules regarding interpretation and enforcement of the New Orleans Code of Ethics, retain counsel and impose fines. The ERB also appoints and oversees the New Orleans Inspector General and the New Orleans Independent Police Monitor. The initial selection of board members occurred in December 2006.

The Ethics Review Board has dedicated its energy to ensuring an effective government ethics program throughout the City of New Orleans, including ethics education, advice, and enforcement.

Ethics Review Board Functions and Authority

The Ethics Review Board is authorized to enforce the provisions of the City of New Orleans Code of Ethics. The Code of Ethics was established to remind public officials and employees that they must adhere to high ethical standards. It applies to all officials and employees of city government, as well as all members and employees of boards, agencies, commissions, advisory committees, public trusts, and public benefit corporations of the city. The ERB is empowered to establish additional recommendations for the code of ethics, issue advisory opinions, promulgate rules regarding the interpretation and enforcement of the city's code of ethics, refer cases for investigation on referral or complaint, retain counsel, and impose fines.

In addition, the Ethics Review Board, through its Ethics Training Division, sponsors training events for city officials, employees, and contractors and for city boards, departments, agencies, and offices.

Finally, the Ethics Review board appoints and oversees the City of New Orleans Inspector General and the City of New Orleans Independent Police Monitor.

2024 Complaints

Any person may file a complaint concerning violations of the City's Code of Ethics with the Ethics Review Board. Any public employee who reports information which the employee reasonably believes is a violation of any ordinance, statute, policy, order, rule, regulation or other ethical mandate is protected by the New Orleans Municipal Code Division 3. Code of Ethics, Subdivision 3. Generally, Section 2-772(a) Freedom from reprisal and disclosure of improper acts, which states such employees "shall be free from discipline or reprisal for reporting such acts of alleged impropriety. An employee with authority to hire and fire, supervisor, agency head, or elected official may not subject to reprisal any public employee because of such employee's efforts to disclose such acts of alleged impropriety."

The Board may consider any matter that it has reason to believe may be a violation of any law within its jurisdiction, including but not limited to, a notice or report sent to the Board by the Inspector General. The Board may close the file, refer the matter for investigation, or take such other action as it deems appropriate.

During 2024, the Ethics Review Board received five complaints (2024-01, 2024-02, 2024-03, 2024-04, 2024-05). The Board dismissed four of these complaints after discussing them in executive session (2024-01, 2024-02, 2024-03, 2024-05), and referred one (2024-04) to the OIG for further investigations.

The ERB received no formal requests for advisory opinions during 2024.

2024 Ethics Review Board Meeting Minutes

The ethics review board conducted ten (10) public meetings in 2024. The minutes of those meetings are linked below:

1. [2024-01-22 ERB Minutes](#)
2. [2024-02-19 ERB Minutes](#)
3. [2024-03-11 ERB Minutes](#)
4. [2024-04-15 ERB Minutes](#)

5. [2024-05-06 ERB Minutes](#)
6. [2024-07-22 ERB Minutes](#)
7. [2024-08-19 ERB Minutes](#)
8. [2024-09-09 ERB Minutes](#)
9. [2024-11-11 ERB Minutes](#)
10. [2024-12-09 ERB Minutes](#)

2024 Ethics Review Board Meeting Attendance

Date	ERB Members Present	ERB Members Absent	Board Minutes
1/22/2024	Broussard, Livingston de Calderon, Callia, Doucette, Jefferson, Sentino	Brooks	https://nola.gov/nola/media/Ethics-Review-Board/Files/2024-01-22-ERB-Minutes.pdf
2/19/2024	Brooks, Broussard, Livingston de Calderon, Callia, Jefferson	Doucette, Sentino	https://nola.gov/getattachment/NEXT/Ethics-Review-Board/News/ERB-Minutes-of-Meetings/2024-02-19-ERB-Minutes.pdf/?lang=en-US
3/11/2024	Broussard, Callia, Doucette, Jefferson, Sentino	Brooks, Livingston de Calderon	https://nola.gov/getattachment/NEXT/Ethics-Review-Board/News/ERB-Minutes-of-Meetings/2024-03-11-ERB-Minutes.pdf/?lang=en-US
4/15/2024	Broussard, Livingston de Calderon, Callia, Doucette	Brooks, Jefferson, Sentino	https://nola.gov/getattachment/NEXT/Ethics-Review-Board/News/ERB-Minutes-of-Meetings/2024-04-15-ERB-Minutes-(1).pdf/?lang=en-US
5/6/2024	Broussard, Callia, Livingston de Calderon, Doucette, Jefferson	Brooks, Sentino	https://nola.gov/getattachment/NEXT/Ethics-Review-Board/News/ERB-Minutes-of-Meetings/2024-05-06-ERB-Minutes-(1).pdf/?lang=en-US
7/22/2024	Broussard, Callia, Doucette, Sentino	Jefferson, Richardson	https://nola.gov/getattachment/NEXT/Ethics-Review-Board/News/ERB-Minutes-of-Meetings/2024-07-22-ERB-Minutes.pdf/?lang=en-US
8/19/2024	Broussard, Callia, Doucette, Jefferson, Richardson	Sentino	https://nola.gov/getattachment/NEXT/Ethics-Review-Board/News/ERB-Minutes-of-Meetings/2024-08-19-ERB-Minutes.pdf/?lang=en-US
9/9/2024	Broussard, Callia, Jefferson, Richardson, Sentino	Doucette	https://nola.gov/getattachment/NEXT/Ethics-Review-Board/News/ERB-Minutes-of-Meetings/2024-09-09-ERB-Minutes.pdf/?lang=en-US

Date	ERB Members Present	ERB Members Absent	Board Minutes
11/11/2024	Broussard, Callia, Richardson, Sentino	Doucette, Jefferson	https://nola.gov/getattachment/NEXT/Ethics-Review-Board/News/ERB-Minutes-of-Meetings/2024-11-11-ERB-Minutes.pdf/?lang=en-US
12/9/2024	Broussard, Callia, Jefferson, Sentino	Doucette, Richardson	https://nola.gov/getattachment/NEXT/Ethics-Review-Board/News/ERB-Minutes-of-Meetings/2024-12-09-ERB-Minutes.pdf/?lang=en-US