

**ETHICS REVIEW BOARD
CITY OF NEW ORLEANS**

2023 ANNUAL REPORT



ETHICS REVIEW BOARD CITY OF NEW ORLEANS

Current Board Members

Holly Callia, Chair

Monique G. Doucette, Secretary

Wanda Brooks

Elizabeth Livingston de Calderon

Tyrone G. Jefferson, Jr., Vice-Chair

Patrice Sentino

Current Staff Members

Dane S. Ciolino, Executive Administrator and General Counsel

Jordy Stiggs, Ethics Trainer

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Message from the Chair

Dear Citizens of New Orleans:

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

Leadership. I serve as Chair of the ERB. Rev. Tyrone G. Jefferson, Jr., is our Vice-Chair, and Monique G. Doucette serves as our Secretary.

Summary of ERB Work in 2023. During calendar year 2023, 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. Thus, Mr. Michel served his second full year as Inspector General during 2023. During 2023, 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, 2023, 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, 2023, 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 2023, 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. In 2023, the liaisons and the ERB training coordinator collaborated to create several learning aides that are now issued to each attendee to ensure that they have takeaways that provide practical and timely information that reinforces the material

presented during the training session. These information packets include city resources for recognizing and reporting fraud, waste, and abuse, along with self-assessment questions to help an individual make the most ethical determinations in uncertain situations.

During calendar year 2023, the training division conducted 98 training sessions attended by a total of 511 individuals. In addition, the division created a comprehensive onboarding manual for use by new members of the board to assist them with getting oriented with their new roles and expectations. Further, the training division created a new relationship with the New Orleans Business Alliance to provide twice-yearly ethics training to internal staff members along with business leaders and partner organizations within the city who are members of the Alliance. The trainer's first session in March 2023 was attended by NOBA staff, several state senators and representatives, and several members of the New Orleans City Council.

Also during 2023, the training division redesigned the state-provided Whistleblower Protection for Public Employees poster to reorganize the information and provide an eye-catching aesthetic that better aligns with the culture of the City of New Orleans. Finally, the training division initiated a project to overhaul the existing Ethics Review Board website to provide both an improved user experience and better access to city and state ethics information and education. A new website is set to be launched in 2024.

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 2023. This is so because the mayor and the city council did not appoint members to these committees and, as a result, neither committee had the quorum necessary to perform their functions. The ERB continues to request that the mayor and council appoint members to the QARAC committees so that these committees can function during calendar year 2024.

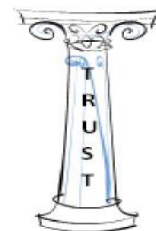
ERB Personnel. Dane S. Ciolino serves as the board's Executive Administrator and General Counsel. Jordy Stiggs serves as the board's Ethics Trainer.

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

Respectfully submitted,
Holly Callia
Chair
Ethics Review Board
City of New Orleans

Ethics Review Board Membership

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.



Members of the Ethics Review Board During 2023

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, 2023).

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 is the appointee of Tulane University. Her term expired on June 30, 2023. *See* Calderon Appointment Motion (Jul. 13, 2017). She continues to serve until the appointment of her successor.

Holly Callia Board Chair

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).

Michael A. Cowan

Dr. Michael A. Cowan, Ph.D is a psychologist and theologian. On the faculty of Loyola University since 1990, he also served as assistant to the president following Hurricane Katrina. He was co-founder of the Jeremiah Group, an interracial and interfaith community organization, and Shades of Praise, the New Orleans interracial gospel choir. After Hurricane Katrina, he served as chief of staff of the Government Efficiency and Effectiveness Committee of the bring New Orleans Back Commission, and subsequently founded Common Good, a network of civil society organizations to build multiracial consensus on the rebuilding of New Orleans. He served on the Human Relations Commission of the City of New Orleans from 2001-2008, and chaired the commission from 2002-2008. He is Senior Fellow of the Centre for the Resolution of Intractable Conflict and Research Associate of the Centre for the Study of Social Cohesion, both in Oxford University.

Dr. Cowan was the appointee of Loyola University. His term expired on June 30, 2022. *See* Cowan Appointment Motion (Sep. 3, 2015). He served until his successor, Dawn Broussard, was appointed in March 2023.

Monique G. Doucette **Board Secretary**

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. **Board Vice-Chair**

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 Sherriff'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).

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, 2024. *See* Sentino Appointment Motion (Oct. 5, 2023).

Mission Statement

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.

History of the Ethics Review Board

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.

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.

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 2023, the Ethics Review Board received one complaint (2023-01). The Board dismissed this complaint after discussing it in executive session.

The ERB received no formal requests for advisory opinions during 2023.

Board Meetings

The ethics review board conducted nine (9) public meetings in 2023. The minutes of those meetings are linked below:

1. [2023-01-30 ERB Minutes](#)
2. [2023-03-13 ERB Minutes](#)
3. [2023-04-10 ERB Minutes](#)
4. [2023-04-14 ERB Minutes re Special Meeting](#)
5. [2023-05-08 ERB Minutes](#)
6. [2023-06-12 ERB Minutes](#)
7. [2023-08-14 ERB Minutes](#)
8. [2023-10-27 ERB Minutes](#)
9. [2023-11-13 ERB Minutes](#)

Board Meeting Attendance

Meeting Date	Board Members Present	Board Members Absent
1/30/2023	Callia, Livingston de Calderon, Doucette, Jefferson	Brooks, Cowan
3/13/2023	Callia, Livingston de Calderon, Cowan, Doucette, Jefferson	Brooks
4/10/2023	Brooks, Broussard, Callia, Livingston de Calderon, Doucette, Jefferson	None
4/14/2023	Brooks, Broussard, Callia, Livingston de Calderon, Doucette, Jefferson	None
5/8/2023	Broussard, Callia, Livingston de Calderon, Doucette, Jefferson	Brooks
6/12/2023	Broussard, Callia, Doucette, Jefferson	Brooks, Livingston de Calderon
8/14/2023	Brooks, Broussard, Livingston de Calderon, Callia, Doucette, Jefferson	None
10/27/2023	Brooks, Broussard, Livingston de Calderon, Callia, Doucette, Sentino	Jefferson
11/13/2023	Broussard, Livingston de Calderon, Callia, Doucette, Sentino	Brooks, Jefferson