



**CORPORATION OF THE
MUNICIPALITY OF NORTH GRENVILLE**

EQUITY, DIVERSITY, AND INCLUSION ADVISORY COMMITTEE AGENDA

4

Thursday, May 9, 2024, 6:00 p.m.

Held in Meeting Room 1, 285 County Road 44

Pages

A. Open Meeting

B. Land Acknowledgement

The Municipality of North Grenville acknowledges that the Municipality operates on the territory of the Anishnabek.

We recognize all First Nations, Métis, and Inuit peoples who now call North Grenville their home. We respect and support the need for cultivating a strong relationship, and we commit to Indigenous-informed decision making to foster the path towards reconciliation.

C. Human Rights Statement

The Municipality of North Grenville is committed to:

- providing an environment for residents and employees that is free from harassment and discrimination at all municipal sponsored activities;
- neither tolerating nor condoning behaviour that undermines the dignity or self-esteem of individuals or the integrity of relationships; and
- promoting mutual respect, understanding and co-operation as the basis of interaction among all residents and employees.

Harassment and discrimination on the basis of a prohibited ground are violations of the Ontario Human Rights Code and are illegal. The Municipality of North Grenville will not tolerate any form of harassment or discrimination, as defined by the Ontario Human Rights Code, at municipal sponsored activities.

(Adapted from the Elementary Teachers' Federation of Ontario,
<https://www.etfo.ca/about-us/governance/human-rights-statement>)

D. Approval of the Agenda

E. Disclosure of Interest

F. Approve Minutes of Previous Meeting

1. Committee Meeting Minutes - March 4, 2024

1

G. Delegations

None.

H. Decision Items

1. Review the draft EDI Fund Guidelines

5

I. Correspondence/Information Items/Reports

1. Review Mayor's Task Force on Affordable Housing Report
2. Review North Grenville EDI Strategy

11

J. Other Business

1. Follow-up on NG Times Feature
2. Follow-up on All-Chairs meeting
3. Items for Next Meeting

K. Public Questions

L. Adjournment



Corporation of The Municipality of North Grenville

Equity, Diversity, and Inclusion Advisory Committee Meeting No. #2

Draft Minutes

Thursday, February 8, 2024, at 6:00 p.m.

Held In-Person in Meeting Room One (1) and Virtually

Present

Co-Chair Nancy Peckford

Councillor Doreen O'Sullivan

Member Christina Meagher-Charbel

Member Phillip Seymour

Member Anne Leach

Member Samantha Lavitt

Absent

Member Rachel Everett Fry

Member Manpreet Shahi

Councillor Kristin Strackerjan

Guests

Lynne Tyler, External Facilitator

Staff Present

Hillary Geneau, Director of Corporate Services

Ashley Cuthbert, Acting Strategic Initiatives Coordinator

Melissa Clark, Human Resources Coordinator

A. Open Meeting

The meeting was called to order by Facilitator Lynne Tyler at 6:02 p.m.

B. Land Acknowledgement

Member Anne Leach provided a land acknowledgement.

C. Human Rights Statement

Member Christina Meagher-Charbel read the Human Rights Statement.

D. Approval of Agenda

EDIAC-2024-04

Moved by

Member Anne Leach

Seconded by

Member Christina Meagher-Charbel

That the meeting agenda be approved as presented.

CARRIED

E. Disclosure of Interest

None.

F. Approve Minutes of Previous Meeting

Member Anne Leach advised the minutes for the previous committee incorrectly stated the subsequent meeting dates.

EDIAC-2024-05

Moved by

Member Christina Meagher-Charbel

Seconded by

Member Anne Leach

That the meeting minutes of January 18, 2024 be approved as amended.

CARRIED

G. Delegations

None.

H. Decision Items

H.1. Equity, Diversity, and Inclusion Strategy/Work Plan

The Committee reviewed the Equity, Diversity, and Inclusion (EDI) Strategy/Work Plan, and provided suggestions to the plans and actions, and updated the terminology and language used.

Upon review of the Resources section of the Work Plan, the Committee suggested it may be beneficial to hear from other municipalities in the region that are more advanced in their Equity, Diversity, and Inclusion efforts, and see their best practices.

The Committee discussed utilizing external EDI consultants and subject matter experts to review municipal policies, resources, and to conduct needs analyses.

Under Establishing Strategic EDI Partnerships, the Committee discussed connecting with the library to consider continuing a program offered where volunteers assist elders with using the internet.

Director Hillary Geneau proposed connecting with the Municipality's Primary Care group.

H.2. Equity, Diversity, and Inclusion Fund Guidelines

The Committee discussed the Equity, Diversity, and Inclusion Fund, and drafted the guidelines. The current maximum grant under the fund is \$2,000 per applicant; this is subject to change over the course of the next two (2) years.

H.3. Affordable Housing Discussion

The Committee discussed affordable housing, and what information would be pertinent to the Committee. What defines affordable housing, affordable housing goals, how residents apply for affordable housing, and what the targets for affordable housing are key items the Committee would like to discuss and be provided delegation on.

Mayor Nancy Peckford noted the Mayor's Task Force on Affordable Housing identified many of the Committee's questions in their final report. The Housing Advisory Committee is solidifying their work plan, and a group committee meeting may be best to schedule once work plans for both committees have been finalized. The Deputy Director of Planning, Phil Mosher should be invited to speak to the Committee about affordable housing and Tiny Homes in the community, as a tiny homes development is moving forward locally.

H.4. Co-Chair/All Co-Chairs Meeting

The Committee will pick a Co-Chair at a later date.

Member Anne Leach offered to support the Committee at the All-Chairs committee meeting.

I. Correspondence/Information Items/Reports

None.

J. Other Business

J.1. Items for Next Meeting

The Committee agreed the subsequent items will be on the agenda for the Committee's March meeting:

- Receive an update from Member Anne Leach regarding the All-Chair's meeting.
- Review the Equity, Diversity, and Inclusion Fund guidelines.
- Review the Mayor's Task Force concluding report.
- Reach out to the Deputy Director of Planning and Development and the local organization working on tiny homes for a delegation on affordable housing and tiny homes.
- Review the Equity, Diversity, and Inclusion Strategy/Work Plan.

K. Public Questions

None.

L. Adjournment

The meeting was adjourned at 8:00 p.m.



Program Title: Equity, Diversity, and Inclusion Fund (EDIF)

Category: Equity, Diversity, and Inclusion

Department: Corporate Services

Related Policies: Equity, Diversity, and Inclusion Strategy

Approved By: Council

Effective Date:

Revision Date: February 8, 2024

Program Statement:

The Municipality of North Grenville invests and allocates municipal funding (\$15,000.00 annually) for new, innovative projects and programming in equity, diversity, and inclusion to support a multitude of cultural events to benefit the residents of our region.

With these funds we seek to stimulate growth and leverage additional resources for the equity deserving sectors. Our funding supports individuals, organizations, and cultural groups in North Grenville.

The intent of the EDIF is to:

- Promote the value of equity, diversity, and inclusion within local government.
- Fuel the creative economy.
- Promote cultural engagement and inclusion.
- Strengthen equity, diversity, and inclusion in our community.

Purpose:

Allocate funding to projects that are aligned with the municipality's strategic goals and objectives related to equity, diversity, and inclusion strategy.

Cultivate a strong, connected and vibrant community, that fosters cohesion through partnerships, innovative programming and activities aimed at encouraging diversity, heightening awareness, and supporting social inclusion and quality of life in our community.

Build capacity and sustainability in North Grenville's equity, diversity, and inclusion sector.

Provide an open, equitable, transparent and well-communicated process for allocating funds for arts and culture.

Application:

Eligibility Criteria

- Priority will be given to applicant(s) who reside in North Grenville
- Individual person(s) or office of the organization/group applying is in North Grenville.
- Project or program takes place in North Grenville.
- The purpose of the project/program cannot be for the generation of personal profit. *Personal Profit is defined as: The personal use of income remaining after reconciling all fixed expenses. (To obtain small business funding go to Invest North Grenville <https://www.northgrenville.ca/economic-development>)*
- Relevant and current references may be provided, but not required. A project purpose, a resume which may describe mentoring undertaken or credible partnerships and products built shall be provided.
- Project or program aligns with development fund purpose.
- Application form is submitted on time and is complete.
- Applicant agrees to provide a written report within 8 weeks after their project has finished. Report must speak to the outcomes achieved.
- Applicants who have received funding in the previous year or years may apply.

Selection Process

- A committee composed of two (2) staff members, one member of Council and three (2) members of the Equity, Diversity, and Inclusion Advisory Committee will adjudicate applications. If there are not enough Committee Members available to adjudicate, the Municipality will solicit for suitable adjudicator(s) when the application is released. The adjudicator(s) will be selected by the Equity, Diversity, and Inclusion Committee Members.
- All identifying information (names, addresses) will be removed by staff from applications to promote a fair adjudicating process.
- If a member of the Equity, Diversity, and Inclusion Advisory Committee is an applicant for funding from this EDIF, they must recuse themselves from all decision-making process related to any application.
- Persons who received prior funding from this Development Fund but have not submitted a report by the deadline are disqualified from applying to this fund.

Eligibility Criteria Assessment Checklist

Applicant/Evaluator Information		
Project #:		

Project Name:		
Applicant Name:		
Applicant Contact:		
Evaluators:		

Eligibility Criteria	Yes/No	Comments
<ul style="list-style-type: none"> Applicant(s) is/are residents of North Grenville 		
<ul style="list-style-type: none"> Office of the organization/group is in North Grenville. 		
<ul style="list-style-type: none"> Project or program takes place in North Grenville. 		
<ul style="list-style-type: none"> The purpose of the project or program cannot be for the generation of personal profit. 		
<ul style="list-style-type: none"> Relevant and current references are provided along with a resume which may describe mentoring undertaken or credible partnerships that have been built. 		
<ul style="list-style-type: none"> Project or program aligns with development fund objectives. 		
<ul style="list-style-type: none"> Application form is submitted by the deadline and is complete (see below). 		
<ul style="list-style-type: none"> Applicant agrees to provide a written report within 8 weeks after their project has finished. Report must speak to the outcomes achieved. Persons who have received prior funding from this Development Fund but who have not submitted a report by the stipulated deadline are disqualified from applying to this fund (see application form below). 		

<ul style="list-style-type: none"> Applicants who have applied to this fund within the previous six months are not eligible. 		
<ul style="list-style-type: none"> Applicants who have received funding in the previous year or years may apply. 		

A. Project Information

Please describe your project in detail (250 words maximum)

(Point Form Acceptable)

Evaluation Criteria	Yes/No	Comments
<ul style="list-style-type: none"> Is this a new project being presented to the Equity, Diversity, and Inclusion Development Fund? 		
<ul style="list-style-type: none"> Please specify how the project will be promoted. (100 words maximum) 		
<ul style="list-style-type: none"> Who is the target audience for the project? How will you measure your project to determine its impact on the community (100 words maximum) 		
<ul style="list-style-type: none"> Please list any potential collaborators, partners, co-creators and specify their roles. 		
<ul style="list-style-type: none"> What do you envision that the long-term impact of this project will be? How might this project be sustainable? (If applicable, 100 words maximum) 		
<ul style="list-style-type: none"> Is this a one-time event, project/program? 		

Contact:

Any questions or concerns regarding this Program shall be directed to the Director of Corporate Services.

North Grenville Equity, Diversity, and Inclusion Strategy



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*Note: Quotes throughout the document are from the feedback received through out the community engagement process.

"I hope that this exercise by the Municipality ends with a policy where everyone feels they have a place in the community, not just a select group of people."

Land Acknowledgement

The Municipality of North Grenville acknowledges that the Municipality operates on the territory of the Anishnabek.

We recognize all First Nations, Métis, and Inuit peoples who now call North Grenville their home. We respect and support the need for cultivating a strong relationship, and we commit to Indigenous-informed decision making to foster the path towards reconciliation.

Reconciliation Efforts in North Grenville

Since Spring 2022, the Municipality, in partnership with the Indigenous advisory firm First Peoples Group and community partners, has been creating a reconciliation framework. The process includes assessing current policies, procedures, and strategic documents through a reconciliation lens.

Municipal staff began drafting a framework based on the input received from community members in 2022. Other reconciliation efforts include:

- Incorporating local Indigenous art into the International Plowing Match event, with the mural subsequently being installed at the municipal centre;
- Recognition of the National Day for Truth and Reconciliation Day on September 30th;
- Training for staff and assessment of policies and procedures.
- Terms of Reference for the new Indigenous Advisory Circle have been adopted by Council.

The draft framework will be brought to the Circle for review and decision about how to best move forward.

For more information about the Indigenous Advisory Circle and the Municipality's reconciliation efforts, please visit: www.northgrenville.ca/reconciliation.

Establishing the Need for Equity, Diversity, and Inclusion

Population growth, increased awareness of equity and justice issues, and societal shifts in understanding the importance of diversity have led to concerted efforts to implement policies, programs, and services to support equity, diversity, and inclusion (EDI).

Canada's population is increasingly diverse. According to Statistics Canada, immigrants make up the largest percentage of Canada's population. The number of immigrants from Europe has declined while immigration from other parts of the world, including Asia, Africa, and the Middle East has been on the increase.

The global spotlight on the fight for rights, including Indigenous reconciliation, gender equity, 2SLGBTQIA+ rights, religious freedoms, and anti-racism is causing public and private sector organizations to address these issues directly.

The Municipality of North Grenville understands the need to support equity, diversity, and inclusion efforts, given the growth in population and the request by residents to consider services and supports that promote a sense of inclusion and belonging. The Municipality acknowledges that embracing equity, diversity, and inclusion takes time and proactive efforts. It is committed to ongoing work to create the conditions that demonstrate its care and concern for the diversity of the population, including those considering living or working in the area.

The goal of this EDI Strategy and the focus of the Caring Community pillar in the 10-year Community Strategic Plan is to ensure that people with diverse lived experiences are supported, and can access the right services, at the right time. It does not mean that others will be excluded from accessing services and care. In fact, when we focus on eliminating barriers for marginalized communities, everyone benefits. Municipal leaders are aware that cultivating a caring community means improving equity, diversity, and inclusion for all, particularly for the equity-deserving groups mentioned in this strategy. Creating a consultative and inclusive process ensures that the Municipality is being proactive and effective in its efforts and welcomes the participation of everyone in making the community a destination of choice.

EDI and Our Caring Community Pillar

Defining EDI

The working definition of equity, diversity, and inclusion is the ability to embrace and celebrate difference among our population in ways that provide equity of opportunity and that contribute to inclusive and safe community spaces. Equity, diversity, and inclusion recognizes that barriers exist that prevent equity-deserving group members from fully participating in society and that efforts are needed to manage, mitigate, and eliminate issues and concerns that prevent people from having fair access to opportunity in order to fully participate in society.

The Municipality of North Grenville recognizes the need to support equity, diversity, and inclusion efforts and has reflected its commitment to EDI in its 10-year Community Strategic Plan.

"I truly do appreciate how hard this council is about making sure that our community is a safe place for people to be who they are. However, it is my experience that this is only for people who complain loudly or angrily."

Caring Community Pillar #5

Ensuring that community members with diverse lived experiences are supported, and can access the right services, at the right time is vital for our future, and our vision. Cultivating a caring community means working with different levels of government, improving equity, diversity, and inclusion, and mitigating challenges faced by vulnerable groups.

Related key actions identified in the Strategic Plan include:

- Evaluate policies from an Equity, Diversity, and Inclusion perspective to ensure that policies are not exclusionary.
- Complete the reconciliation framework.

- Increase engagement with equity deserving groups including but not limited to, people with disabilities, francophones, Indigenous people, newcomers, older adults, racialized community members, rural residents, 2SLGBTQIA+, those facing socioeconomic disadvantage, women, minority faith-based and spiritual group members, and youth.

The Community Strategic Plan and dashboard are available at www.northgrenville.ca/vision

Our Diverse Communities

The Municipality of North Grenville is committed to advancing equity, diversity, and inclusion in every aspect of its work. An increase in diversity can assist in promoting equal opportunities for members of traditionally marginalized communities. North Grenville is focusing on the following equity-deserving groups in its EDI efforts:

Newcomers	Racialized community members	Rural residents	Francophones
Women	Those facing socioeconomic disadvantage	2SLGBTQIA+	Youth
Older adults	Persons with disabilities	Minority faith-based and spiritual group members	Indigenous Peoples

“Let’s not try change the past but rather remember we all came from somewhere else and want to move forward with compassion and understanding.”

The definitions and statistics below are meant to provide an understanding of the diversity profile of the priority groups within the community.

Racialized Groups (“visible minorities”): Persons, other than Aboriginal and Indigenous peoples, who are non-Caucasian in race or non-white in colour (e.g. Asian, Arab, Latin American, Black).

- North Grenville has a population of 17,964 - 605 residents are visible minorities.
- In 2021, three in ten racialized persons were Canadian born.

Refugee: someone who has fled their country of origin because of risk of human rights violations or risk of persecution and need protection.

New Canadians: a recent immigrant to Canada (less than ten years).

- North Grenville is comprised of 1,265 New Canadians.
- 25.8% of Canada’s workforce is comprised of New Canadians.
- 32.8% of Ontario’s workforce is comprised of New Canadians.

Indigenous Peoples: Under the Employment Equity Act, an Aboriginal person is a North American Indian, Métis or Inuit, or a member of a North American First Nation as recognized in the Constitution Act, 1982. An Aboriginal person may have treaty status, be non-status, registered or non-registered Indian.

- 505 North Grenville residents identify as Indigenous.
- Of the 505, 55% identify as First Nations and 43% identify as Métis.

Rural: relating to the countryside, rather than the town/city/urban centre.

- Of North Grenville’s 17,964 population, 4,051 residents live in Kemptville, and 13,913 residents live outside of Kemptville.

Francophone: someone whose first language is French/the ability to speak French fluently.

- French is the second most spoken language at home in North Grenville.
- 255 persons stated that French is the most often spoken language at home.

- 995 persons reported French as being their mother tongue.

Those who face socioeconomic disadvantage: Living in less favourable social and economic circumstances than others in the same society. Examples include low income, precarious employment, living in “poor,” “priority” neighbourhoods.

- 1,040 children live in one-parent families in North Grenville.
- 1,965 North Grenville residents do not have a high school or equivalency diploma/certificate.

2SLGBTQIA+: two-spirit (a term used in some Indigenous communities, encompassing cultural, spiritual, sexual and gender identity), lesbian, gay, bisexual, transgender, queer and/or questioning, intersex, asexual. The + reflects affirmative ways in which people choose to self-identify.

- Almost one-third of the 2SLGBTQIA+ Canadians are under 25 years old.
- Approximately one-third of 2SLGBTQIA+ youth aged 15-24 (35%) lived outside their parents’ homes in 2018 compared to one-quarter of non-2SLGBTQIA youth (24%).
- Rejection from the parental household increases the risk of homelessness among LGBTQ2+ youth, suggesting family homes may not be safe for 2SLGBTQIA+ youths.

Youth: someone between the ages of 0-17.

- 2,935 residents are 0-14.
- 1,025 residents are 15-19.

Older Adults: 65 years and older.

- 3,830 residents in North Grenville are over the age of 65, and 350 residents are over the age of 85.
- 21.3% of the population of North Grenville is 65 years and over.

People with Disabilities: any impairment, including a physical, mental, intellectual, cognitive, learning, communication, or sensory impairment – or a functional limitation, whether permanent, temporary or episodic that hinders a person’s full and equal participation.

- One in five (22%) of the Canadian population aged 15 years and over (about 6.2 million individuals) have one or more disabilities.
- Disabilities related to pain, flexibility, mobility, and mental health were the most common disability types.

Minority faith-based and spiritual group members: A minority religion is a religion held by a minority of the population of a region.

- In North Grenville, 63% of the population identifies as Christian.
- Residents also identified as Buddhist, Jewish, Muslim, Sikh, and other religions and spiritual traditions.

It is important to note that although Christians comprise 63% of the population some Christian denominations may consider themselves a minority. For the purposes of this strategy, minority faith-based and spiritual groups will include those who do not have a significant presence in the community or a physical place of worship.

The EDI Strategy Development Process

Work on the EDI Strategy development has been underway since spring 2022 and included the following elements:

- Staff training
- Working with an EDI Advisor
- Engagement with diverse communities and equity-seeking groups
- Public consultation session
- Community Survey

Input and feedback gained through this process have guided the development of the Equity, Diversity, and Inclusion Strategy, which will also be aligned with the 10-year Community Strategic Plan.

What We heard

“When I think of equity, diversity, and inclusion in NG I think of the recent increase in acceptance and visibility of those with developmental disabilities. When making and developing a strategy focused on equity, diversity and inclusion, it would be beneficial for NG staff to consider how to increase visibility and representation of those with disabilities in our community.”

“There is a need for more safe spaces. Safe spaces can be made available to other groups as well (youth, women, etc.); there used to be safe space designation/program for individual homes.”

“It is difficult to attract leadership from equity-seeking groups in this community – in politics, on volunteer boards, in community organizations. This is partly because our demographics but also because it becomes a circular problem – we represent the community as it is, therefore, we attract leaders from the dominant ethnic background, visible minorities don’t see themselves in our community, they may not feel welcome or accepted here.”

“There is still lack of diversity in our community, are we truly a welcoming and inclusive community then? “

“I have never witnessed anything other than kindness and courtesy extended to all in North Grenville in the 18 years I have lived here. There is no need to push some DEI theory in NG. We are already a compassionate and caring community.”

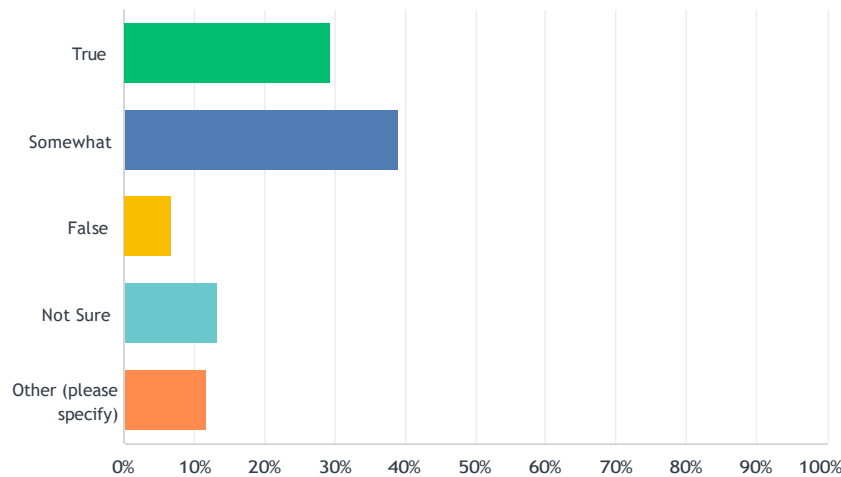
“I think the community is changing in a positive way as we welcome more people. 50 years ago when I arrived it was not good to come from away even if away was only a 20 minute drive away.”

“Ensure that equity, diversity, and inclusion includes ALL voices and ALL people of North Grenville. Yes to making NG a safe and welcoming space for all people, of all backgrounds, all faiths, and all beliefs. Let’s not swing too far to one side, but try to create a balance.”

“Everyone should be encouraged to lead by example and to demonstrate acceptance, appreciation and acknowledgment of our diverse population.”

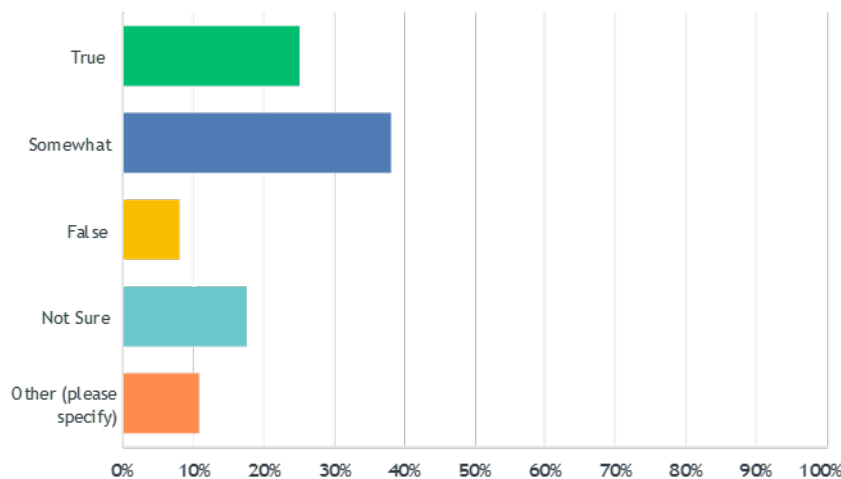
Q2 North Grenville actively embraces diversity.

Answered: 282 Skipped: 2



North Grenville provides supports and safe spaces for people from diverse backgrounds to feel a sense of belonging.

Answered: 283 Skipped: 1



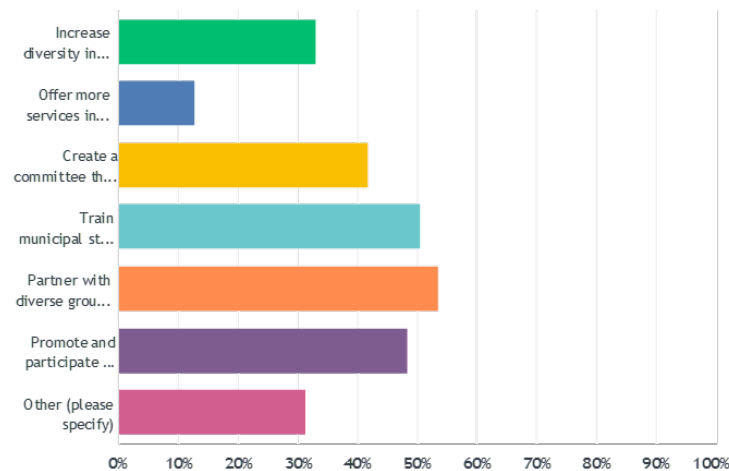
Some of the key issues that were raised in the engagement sessions included the need for more accessible services, including culturally appropriate health care, access to internet, transportation, and safe spaces. There is a sense that faith groups will be excluded from EDI efforts. It needs to be stated that the Municipality has good representation from Christian faith groups and that making space for

minority faith-based and spiritual groups would support inclusion efforts in the community.

There is a desire for services, training, and resources for community members. Partnering with community groups, other service providers such as the North Grenville Public Library, and the Ontario Provincial Police would help fill a gap where capacity might be challenged at the municipal level.

North Grenville should focus on the following if it wants to be more diverse and inclusive: (check all that apply)

Answered: 275 Skipped: 9



"I believe the commitment is there, it's the how to promote that needs to be enhanced."

EDI Strategic Priorities and Plans

The community engagement process revealed a strong desire to address broad-based needs, some of which do not fall within the purview of the Municipality. Common themes about what municipal EDI priorities should be include the need for:

- dedicated funding towards EDI initiatives;
- policy development to anchor EDI systemically within North Grenville;
- diversity in representation across municipal departments and committees;
- dedicated safe spaces for marginalized community members;

- effective, regular training on EDI topics such as bias, anti-racism, decolonization, anti-oppression for public leaders and all public facing institutions (e.g. libraries, municipal staff);
- safe spaces for members of marginalized groups to gather
- clear position statements and actions on issues that are contrary to the Municipality's commitment to EDI.

Based on input and feedback from the community engagement process and the focus of the 10-year Community Strategic Plan Caring Community pillar, the following priorities and plans will be the focus to help enhance the Municipality's equity, diversity, and inclusion efforts.

Embedding EDI in policy

Priority: North Grenville will embrace equity, diversity, and inclusion by ensuring that these principles are reflected in the policies and practices of the Municipality.

Plans:

- Review of current policies, including human resources, procurement, and facility management by a subject matter expert on EDI. This should include community engagement.
- Provide a timeline for the completion of the review and table the recommendations to the EDI Advisory Committee.
- Create a matrix to apply when developing new policies (consider the needs of equity-deserving groups and key EDI issues).
- Develop a cultural calendar, recognizing non-traditional holidays.
- Ensure that there is diverse representation in marketing and communications materials.

Dedicating EDI resources

Priority: The Municipality will commit dedicated resources (financial, information, and human) to EDI initiatives that address service gaps, the need for related resources, and training and demonstrate a responsiveness to community needs.

Plans:

- Earmark resources for EDI in the annual budgeting process.

- Conduct a needs assessment to explore whether resources can be made available for additional transportation services, enhanced internet services, safe spaces, and any developing concerns.
- Develop a catalogue of resources/directory, include new resident resources.
- Ensure that EDI considerations are reflected in communications materials (inclusive language, accessible information).
- Strike an internal EDI staff committee to support employees to create an inclusive workspace and to identify ways to better serve the community.
- Connect with leading municipalities on the matter of EDI to learn about best practices.

Establishing Strategic EDI Partnerships

Priority: Undertake community actions and initiatives through strategic partnerships with community groups, businesses, and allies.

- North Grenville Public Library
- Schools
- Community groups
- Ontario Provincial Police
- Leeds, Grenville, and Lanark Health Unit

Plans:

Explore how the Municipality can partner with community groups, businesses, and allies to address issues and concerns of the equity-deserving groups, including:

- Offer EDI related resources and training to staff and interested community members.
- Actively address threats to personal safety.
- Explore and advocate for more effective access to internet and technology for all community residents.
- Partner with health partners to enhance health services for equity-deserving community members.

- Connect with equity-deserving groups in meaningful ways, including supporting and promoting events and outreach efforts.

Measuring EDI Efforts

It will be important to measure the effectiveness of the Municipality's EDI efforts. Consideration will be given to internal capacity and competency and it will be expected that the EDI Advisory Committee will table an annual report that charts progress towards EDI priorities and plans. Some of the metrics used to determine progress include:

- Increase in community engagement of members of equity-deserving groups.
- Demonstrated interest in and uptake of EDI resources and training.
- Shifts in attitudes, behaviours, and tone related to EDI.
- Solicited and unsolicited feedback related to EDI impact.
- Increased availability of safe spaces.

"NG is pushing way too hard with the EDI. It's in the newspaper and online every week. It's like listening to a propaganda campaign. Everyone has always been welcome in NG since I've lived here. (15 years) You just need to stop pushing so hard with the EDI narrative."

As our community continues to grow, it is necessary to focus our efforts on ensuring that all members of our community feel a sense of belonging. In addition to the creation of a strategy that address equity, diversity and inclusion, the Municipality will remain committed to having conversations to encourage diversity of thought and to raise awareness about how diversity makes us stronger. We will proactively engage with equity deserving residents, partners, and visitors as a way of demonstrating that EDI is a priority for our future. We welcome input and support from residents to keep the positive momentum going.

Updates on the EDI Strategy and related initiatives can be found at www.northgrenville.ca/equity

Role of the EDI Advisory Committee

North Grenville has established an EDI Advisory Committee (EDIAC) to support its goals and objectives of embedding EDI in policy, providing resources and supports, and raising awareness and understanding of the benefits of EDI.

Per the EDIAC terms of reference, the role of the Committee is to:

1. Advise and make recommendations to the Municipality of North Grenville Council on equity, diversity, and inclusion-related issues and initiatives, with a focus on community engagement and input;
2. Provide a forum for community members, particularly those from equity- and inclusion-seeking groups, to share their perspectives and experiences with Council; and
3. Promote awareness and understanding of equity, diversity, and inclusion within the community.

Information about the Committee and their activities can be found at

www.northgrenville.ca/committees

“Thank you for the work thus far - and continuing efforts. It is up to each of us to not only be reminded, but to be supported in embracing all our neighbours and community.”

“I believe that North Grenville is in its infancy in this area of commitment. There is much opportunity and potential for growth. There have some good initial steps but the momentum and commitment must continue.”

Appendix 1: Equity, Diversity, and Inclusion Advisory Committee Work Plan

The Municipality of North Grenville established an Equity, Diversity, and Inclusion Advisory Committee (EDIAC) in February 2023. The Committee first met in October 2023. The Committee reviewed the draft North Grenville Equity, Diversity, and Inclusion Strategy and began completing a work plan. This work plan aims to accomplish the identified Priorities and Plans from the Strategy.

This work plan is a living document that will be updated regularly by the EDIAC.

Priority	Plans	Actions	Status
1. Embedding EDI in policy North Grenville will embrace equity, diversity, and inclusion by ensuring that these principles are reflected in the policies and practices of the Municipality.	Review of current policies, including human resources, procurement, and facility management by a subject matter expert on EDI. This should include community engagement.		Upcoming
	Provide a timeline for the completion of the review and table the recommendations to the EDI Advisory Committee.		Upcoming
	Create a matrix to apply when developing new policies (consider the needs of equity-deserving groups and key EDI issues).		Upcoming
	Develop a cultural calendar, recognizing dates of significance from many traditions.		Upcoming

	Ensure that there is diverse representation in marketing and communications materials.	Add information for new residents on the website	Upcoming
2. Dedicating EDI Resources The Municipality will commit dedicated resources (financial, information, and human) to EDI initiatives that address service gaps, the need for related resources, and training and demonstrate a responsiveness to community needs.	Earmark resources for EDI in the annual budgeting process.	Funds for EDI support in Corporate Services budget - this includes a \$15,000 fund recommended by the committee	Ongoing
	Conduct a needs assessment to explore whether resources can be made available for additional transportation services, enhanced internet services, safe spaces, and any developing concerns.		Upcoming
	Develop a catalogue of resources/directory, include new resident resources.		Upcoming
	Ensure that EDI considerations are reflected in communications materials (inclusive language, accessible information).		Upcoming
	Strike an internal EDI staff committee to support employees to create an inclusive workspace and to identify ways to better serve the community.		Upcoming
	Connect with leading municipalities on the matter of EDI to learn about best practices.		Upcoming

3. Establishing Strategic EDI Partnerships Undertake community actions and initiatives through strategic partnerships with community groups, businesses, and allies. including but not limited to: <ul style="list-style-type: none"> • North Grenville Public Library • Schools • Community groups • Ontario Provincial Police • Leeds, Grenville, and Lanark Health Unit 	Offer EDI related resources and training to staff and interested community members.	<ul style="list-style-type: none"> - Human Library - Advocate for English Language Learner (ELL) services such as a conversation group - Hold community discussions, e.g. book clubs, on EDI issues - Employer education - 	Upcoming
	Actively address threats to personal safety.	Co-Chairs mandated to issue public statement, with permission of person(s) impacted. Mayor on behalf of Council may choose to also issue statement.	Upcoming
	Explore and advocate for more effective access to internet and technology for all community residents.	<ul style="list-style-type: none"> - Library technology training program 	Upcoming
	Partner with health partners to enhance health services for equity-deserving community members.		Upcoming
	Connect with equity-deserving groups in meaningful ways, including supporting and promoting events and outreach efforts.	<ul style="list-style-type: none"> - \$15,000 fund created to support EDI initiatives in the community - NG Times series featuring equity-deserving groups in our community 	Ongoing Ongoing

		<ul style="list-style-type: none"> - Create safe spaces online or in physical space - Advocate for social services that are not linked to a specific faith - Request Housing Advisory Committee to integrate EDI considerations 	
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Outcomes	
What outcomes are we hoping to achieve through the EDI Strategy?	How will we know if we are making progress towards these outcomes?

Communications: How do we want to inform and engage residents of North Grenville in our EDI work?	
Actions	Timing

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Appendix 2: Discussion Guide

Note: The following guide was used to navigate conversation with local stakeholders.

The Municipality of North Grenville is dedicated to strengthening its commitment to equity, diversity, and inclusion and is embarking on a process of engaging with the diverse communities of North Grenville to gather their input and feedback in order to guide the development of an equity, diversity and inclusion strategy that is aligned with the 10-year Community Strategic Plan.

As part of the Caring Community Strategic Pillar, North Grenville strives to ensure that community members with diverse lived experiences are supported, and can access the right services, at the right time. Municipal leaders are aware that cultivating a caring community means improving equity, diversity, and inclusion. We welcome the input of community members so that we can ensure that we are being effective and collaborative in our efforts.

Equity, diversity, and inclusion is defined as the ability to embrace and celebrate difference among our population in ways that provide equity of opportunity and that contribute to inclusive and safe community spaces.

Discussion Questions:

1. When you think of equity, diversity, and inclusion in North Grenville, what comes to mind?
2. Can you describe any equity, diversity, and inclusion related services, supports, initiatives in North Grenville?
3. What gaps can you identify in terms of service delivery from an equity, diversity, and inclusion lens?
4. What considerations should North Grenville staff be making when developing a strategy focused on equity, diversity, and inclusion?
5. What does a future where equity, diversity, and inclusion are embraced and celebrated look like in North Grenville?
6. Do you have anything else that you would like North Grenville staff to know as they begin the process of developing an equity, diversity, and inclusion?

Appendix 3: Community Engagement Session Questions

Note: the Community Engagement Session took place on March 1, 2023 from 6:30 p.m. to 8:30 p.m.

- What are some challenges that the municipality should be aware of when it thinks about providing services to a diverse and growing population?
- When you think of supports and services that North Grenville provides to equity seeking groups, what comes to mind?
- What types of services or supports do you think these groups might need more of?
- If you had to identify the key priorities that North Grenville should be focused on from an equity, diversity and inclusion perspective, what would those priorities be?

Appendix 4: Community Survey

Note: The community survey was available in both English and French from February 15, 2023 to April 14, 2023.

The Municipality of North Grenville is committed to strengthening its commitment to equity, diversity, and inclusion (EDI) and is embarking on a process of engaging with the diverse communities of North Grenville to gather their input and feedback in order to guide the development of an equity, diversity, and inclusion strategy that is aligned with the 10-year Community Strategic Plan.

North Grenville strives to embrace the fundamental goals of equity, diversity, and inclusion, to reconcile with Indigenous peoples and to promote strong civic engagement by demonstrating care and encouraging participation.

North Grenville is also creating a reconciliation framework that will create a plan to better recognize the legacy of Indigenous peoples and to better serve Indigenous community members. For more information on this initiative, please visit:

www.northgrenville.ca/live/community-involvement/truth-and-reconciliation

Your completion of this brief survey will assist North Grenville in its efforts to be a caring community that continues to improve its commitment to equity, diversity, and inclusion, and reconciliation.

It is helpful to note that in responding to the survey questions below that North Grenville defines equity, diversity, and inclusion as the ability to embrace and celebrate difference among our population in ways that provide equity of opportunity and that contribute to inclusive and safe community spaces.

Survey Questions:

1. Which of the following best applies to you (check all that apply):

- ☐ Resident of North Grenville
- ☐ Business owner in North Grenville
- ☐ Visitor to North Grenville
- ☐ Other:

2. North Grenville actively embraces diversity.

- ☐ True
- ☐ False
- ☐ Not sure

Comments:

3. North Grenville provides supports and safe spaces for people from diverse backgrounds to feel a sense of belonging.

☐ True ☐ False ☐ Not sure

Comments:

4. North Grenville should focus on the following if it wants to be more diverse and inclusive: (check all that apply)

- ☐ Increase diversity in municipal leadership roles
- ☐ Offer more services in different languages
- ☐ Create a committee that addresses equity, diversity, and inclusion
- ☐ Train municipal staff and volunteers on equity, diversity, and inclusion
- ☐ Partner with diverse groups to promote understanding and awareness
- ☐ Promote and participate in events put on by diverse communities
- ☐ Other:

5. If you could prioritize one suggestion about how North Grenville should improve equity, diversity, and inclusion and reconciliation efforts, what would it be:

6. Is there a group, organization, or other local government that you think is embracing equity, diversity, inclusion, and reconciliation in a way that you admire?

☐ Yes ☐ No ☐ Unsure

If yes, please identify the group, organization, or local government and briefly explain what you admire about their EDI efforts:

7. Please use the space below to share additional feedback with North Grenville about its commitment to improve equity, diversity, inclusion, and reconciliation.

Self-Identification Questions (Optional)

In our efforts to support equity, diversity and inclusion in our programs and initiatives, gathering information about our residents is a valuable part of the informed decision-making process. We invite you to complete the questions below. The information will be handled in a confidential manner and the information will only be used to help with our plans to enhance our equity, diversity, and inclusion efforts. Completing the questions is voluntary.

8. Age:

- ☐ 18-25
- ☐ 25-30
- ☐ 30-40
- ☐ 40-50
- ☐ 50-60
- ☐ 60+
- ☐ Decline to answer

9. What terms would you use to describe your gender identity?

- ☐ Man
- ☐ Woman
- ☐ Non-binary
- ☐ Decline to answer

10. Please check all that apply:

- ☐ Bisexual
- ☐ Heterosexual
- ☐ Gay
- ☐ Lesbian
- ☐ Queer
- ☐ Two-spirited
- ☐ Prefer to specify: [Click or tap here to enter text.](#)
- ☐ Decline to answer

Persons with Disabilities

The term “disability” covers a broad range and degree of conditions. A disability may have been present at birth, caused by an accident, or developed over time. The [Ontario Human Rights Code](#) defines “disability” as:

- any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness and, without limiting the generality of the foregoing, includes diabetes mellitus, epilepsy, a brain injury, any degree of paralysis, amputation, lack of physical co-ordination, blindness or visual impediment, deafness or hearing impediment, muteness or speech impediment, or physical reliance on a guide dog or other animal or on a wheelchair or other remedial appliance or device;
- a condition of mental impairment or a developmental disability;
- a learning disability, or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language;
- a mental disorder; or
- an injury or disability for which benefits were claimed or received under the insurance plan established under the Workplace Safety and Insurance Act, 1997

Do you consider yourself a person with a disability?

- ☐Yes
☐No
☐Decline to answer

11. Indigenous Persons (Aboriginal Peoples)

Under the Employment Equity Act, an Aboriginal person is a North American Indian, Métis or Inuit, or a member of a North American First Nation as recognized in the Constitution Act, 1982. An Aboriginal person may have treaty status, be non-status, registered or non-registered Indian.

Does the definition above match your cultural and/or ancestral background?

- ☐Yes
☐No
☐Decline to answer

If you answered “Yes” to question eleven (11), please check all that apply (optional):

- ☐First Nation
☐Inuit
☐Métis
☐Prefer to specify: [Click or tap here to enter text.](#)

☐Decline to answer

12. Racialized Persons (Visible Minority)

The term 'visible minority' is often used interchangeably with 'Racialized Persons'. Visible minority is defined "as persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in color". (ref: *Federal Employment Equity Act*)

Do you consider yourself to be a member of a visible minority/racialized group?

☐Yes

☐No

☐Decline to answer

If you answered "Yes" to question twelve (12), please check all that apply (optional):

☐Arab

☐Black

☐Chinese

☐Filipino

☐Japanese

☐Korean

☐Latin American

☐South Asian/East Indian (Bangladeshi, East African, East Indian from Guyana or Trinidad, Pakistani, Sri Lankan)

☐Southeast Asian (Cambodian/Kampuchean, Laotian, Malaysian, Vietnamese)

☐West Asian (Iranian, Afghan)

☐Person of Mixed Origin (with one parent in one of the visible minority groups listed above)

☐Prefer to specify: [Click or tap here to enter text.](#)

☐Decline to answer

13. A new Canadian is considered as someone who has lived in Canada for less than 10 years (source: Elections Canada -

<https://www.elections.ca/content.aspx?section=res&dir=rec/part/eth&document=index&lang=e>). According to this definition, do you consider yourself a new Canadian?

☐Yes

☐No

☐Decline to answer

Closing message: Thank you for completing the survey! We invite you to also attend a community engagement session Wednesday, March 1 6:30 p.m. to 8:30 p.m. at Catered Affairs (820 Heritage Drive, Kemptville Campus). If you'd like to get updates on the project [visit the project page](#).