



# MUNICIPALITY OF NORTH GRENVILLE EQUITY, DIVERSITY, AND INCLUSION ADVISORY COMMITTEE AGENDA

Thursday, April 10, 2025, 6:00 p.m. - 8:00 p.m.  
Held in Meeting Room 1, 285 County Road 44

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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>)

<b>D.</b>	<b>Approval of the Agenda</b>	
<b>E.</b>	<b>Disclosure of Interest</b>	
<b>F.</b>	<b>Approve Minutes of Previous Meeting</b>	
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MUNICIPALITY OF NORTH GRENVILLE  
EQUITY, DIVERSITY, AND INCLUSION ADVISORY COMMITTEE

March 13, 2025, 6:00 p.m.  
Held in Meeting Room 1, 285 County Road 44

MEMBERS PRESENT Manpreet Shahi  
Anne Leach  
Christina Meagher-Charbel  
Philip Seymour  
Diane Dewing  
Co-Chair Mayor Nancy Peckford  
Councillor Doreen O'Sullivan  
Councillor Kristin Strackerjan

MEMBERS ABSENT Samantha Lavitt  
Scott Godwin

STAFF PRESENT Lynne Tyler, External Facilitator  
Senterre McKenna, Committee Clerk  
Hillary Geneau, Director of Corporate Services

OTHERS PRESENT Katie Hogue, Kemptville District Hospital  
Stephanie Phillips, Kemptville District Hospital

**A. Open Meeting**

Co-Chair Nancy Peckford called the meeting to order at 6:02p.m.

**B. Land Acknowledgement**

The land acknowledgement was read by Anne Leach.

**C. Human Rights Statement**

The human rights statement was read by Diane Dewing.

**D. Approval of the Agenda**

**#EDI-2025- 7**

Moved By Manpreet Shahi

Seconded By Diane Dewing

*Be it resolved that:*

*The agenda for March 13, 2025 be approved as presented.*

**CARRIED**

**E. Disclosure of Interest**

None.

**F. Approve Minutes of Previous Meeting**

Corrections to previous minutes, Anne Jesseau to Anne Leach. Matrices is a plural to Matrix.

**#EDI-2025- 8**

Moved By Diane Dewing

Seconded By Christina Meagher-Charbel

*Be it resolved that:*

*The following meeting minutes be approved as circulated:*

1. February 13, 2025

**CARRIED**

1. Committee Meeting Minutes - February 13, 2025

**G. Delegations**

None.

1. Kemptville District Hospital Crystal Clear Code of Conduct Policy

Katie Hogue from Kemptville District Hospital (KDH) explained the origins of the Crystal Clear policy and the hospital's commitment to combating stigma and racism within the healthcare system. She discussed both the local and provincial impacts of the new policy, emphasizing how stigma negatively affects individuals during their most vulnerable moments. KDH has committed to implementing this Code of Conduct policy across their network.

Stephanie Philips from KDH mentioned that the policy will be presented to the board in April. Training for staff and management is provided by external sources, with interactive sessions included. Bi-weekly communications featuring EDI-specific information are shared

with all employees to keep the information current. Patient awareness is a key focus of the rollout, ensuring they are informed about the policy and the complaints process.

The members then engaged in an open discussion about the Code of Conduct policy.

## **H. Decision Items**

None.

## **I. Correspondence/Information Items/Reports**

### **1. Policy Review and Matrix**

Hillary Geneau, provided an overview of the purchasing and procurement policies, as well as the asset naming review. She compared these policies with those of the City of Edmonton and the City of Vancouver, highlighting several implementations and asked for feedback from the members.

Nancy Peckford inquired about any potential limitations regarding the procurement policies and the use of local suppliers. Hillary clarified that EDI policies are not restricted to local vendors. Phillip Seymour asked if local vendors and suppliers would be a recommended option, noting that this could sometimes be more expensive. The challenge of defining "local" was discussed, particularly when it involves larger companies with local franchises.

The members suggested adding a list of approved vendors to the procurement policy. Hillary Geneau mentioned that the policy will be updated soon, and this would be a good time to review and make any necessary changes, particularly with regard to the Code of Conduct for suppliers.

The asset naming policy was also reviewed, with recommendations to ensure EDI policies are integrated. A specific focus was placed on clearly defining the process for renaming assets, ensuring the policy is explicit.

These revisions will be addressed in the next meeting.

The EDI Matrix was reviewed with the members, including an examination of the questions. Hillary Geneau noted suggested changes and the idea of creating a guide for defining the language used. This will be presented at the next meeting.

### **2. EDI Strategy/Work Plan Update**

The members discussed the changes to the EDI strategy, and Hillary Geneau provided updates, which will be reviewed at a future meeting.

Anne Leach pointed out that the descriptions for Ash Wednesday and Lent were incorrect on the Municipal calendar. She contacted the communications team and Hillary Geneau for corrections. Anne Leach also requested a list of important dates for the entire year so they can be reviewed and properly noted.

Hillary Geneau will reach out to Kyna Boyce in the Communications Department to ensure the corrections are made regarding Lent and other significant dates.

3. EDI Fund

Hillary Geneau requested feedback from the members regarding allowing businesses to apply for the fund. The members suggested maintaining the current requirement and reviewing applications as they come in.

The conflict of interest section could be updated to state that if a member has a conflict, they can recuse themselves from that specific application.

4. NG Times Article

Manpreet Shahi mentioned that he met with the reporter months ago to discuss various topics but has not yet received any updates regarding this article.

Diane Dewing informed the group that the reporter who interviewed Manpreet Shahi no longer works at the newspaper. Diane Dewing will follow up with Maggie Boyer & David Shanahan, the owners of NG Times to request an update.

**J. Other Business**

1. Items for Next Meeting

1. Calendar Update
2. Policy Review and Matrix
3. EDI Strategy/Work Plan Update

**K. Public Questions**

None.

**L. Adjournment**

**#EDI-2025- 9**

Moved By Manpreet Shahi

Seconded By Philip Seymour

*Be it resolved that:*

*The meeting be adjourned at 7:36p.m.*

**CARRIED**

Date	Notes
January	
Ribbon Skirt Day – Jan 4	<p><b>What’s currently displayed in the calendar:</b> National Ribbon Skirt Day is a day in Canada celebrating the ribbon skirt traditionally worn by Indigenous women. The day takes place annually on 4 January, and was first celebrated in 2023.</p> <p>Join North Grenville’s Indigenous Advisory Circle’s Ribbon Skirt Day event being celebrated on Saturday, January 11th</p> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• Celebration; Indigenous identity, pride, and culture.</li> <li>• Recognizing Indigenous pride, culture, identity, and resilience through wearing ribbon skirts.</li> </ul>
Lincoln Alexander Day – Jan 21	<p><b>What’s currently displayed in the calendar:</b> Lincoln MacCauley Alexander, one of the most outstanding and accomplished Ontarians of our time, was born on January 21, 1922. He passed away on October 19, 2012 at the age of 90. His life was an example of service, determination and humility. Always fighting for equal rights for all races in our society, and doing so without malice, he changed attitudes and contributed greatly to the inclusiveness and tolerance of Canada today.</p> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• Reflection/Celebration; honoring first Black MP in Canada, diversity and inclusion advocacy.</li> <li>• Honoring the contributions of Lincoln Alexander in promoting racial equality, diversity, and public service.</li> </ul>
International Day of Commemoration in memory of the victims of the Holocaust – Jan 27	<p><b>What’s currently displayed in the calendar:</b> The International Day of Commemoration in Memory of the Victims of the Holocaust is a time to mourn those who disappeared and to reflect upon the choice of the individuals and governments that allowed this genocide to unfold. It is also a call for vigilance and for action, to address the root causes of hatred and prevent future atrocities from happening.</p> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• Reflection; honoring victims, awareness against hate and discrimination.</li> <li>• Remembering victims, emphasizing education, preventing intolerance, and promoting human rights.</li> </ul>
February	
International Day of Women and Girls in Science	<p><b>What’s currently displayed in the calendar:</b> Every year on February 11 we celebrate International Day of Women and Girls in Science which was established in 2016 by the United Nations General Assembly to recognize the essential role women and girls play in science and technology. This day is an opportunity to promote full and equal access to, and participation in, science for women and girls.</p> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• Promoting empowerment, visibility, and participation of women and girls in science fields.</li> </ul>
March	



<p>Shrove Tuesday – March 4</p>	<p><b>What’s currently displayed in the calendar:</b> Shrove Tuesday is the day before Ash Wednesday, also known as Fat Tuesday and Pancake Day. Shrove Tuesday is the last day before the Lent season of fasting leading up to Easter. This religious holiday is observed in many Christian countries by participating in confession and absolution, the ritual burning of the previous year's Holy Week palms, finalizing one's Lenten sacrifice, and eating pancakes and other sweets.</p> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• Celebration; traditionally celebrated by eating pancakes before Lent.</li> <li>• Joyful community occasion marking the last day before Lent, often celebrated with traditional food and festivities.</li> </ul> <p><b>Suggested post language example:</b> Join us for Shrove Tuesday! Enjoy pancakes and community spirit as we gather before Lent begins.</p>
<p>Ash Wednesday – March 5</p>	<p><b>What’s currently displayed in the calendar:</b> Ash Wednesday is a holy day of prayer and fasting in many Western Christian denominations. It is preceded by Shrove Tuesday and marks the first day of Lent, the six weeks of penitence before Easter.</p> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• Reflection; marking the beginning of Lent, a period of reflection</li> <li>• Solemn observance marking the beginning of Lent; encourages introspection and spiritual renewal.</li> <li>• Ash Wednesday is the first day of Lent, and Lent is 40 days long. It is the liturgical season leading up to Easter.</li> <li>• Lent "does not begin 40 days before Easter". The part that might be confusing is that the Sundays between Ash Wednesday and Easter are not included in the 40 days of Lent. When counting from Ash Wednesday to Easter, one will find that's more than 40 days. That's also why it's not 6 weeks long.</li> </ul> <p><b>Suggested post language example:</b> Ash Wednesday marks the start of Lent, a solemn time for reflection and spiritual renewal.</p>
<p>International Women’s Day – March 8</p>	<p><b>What’s currently displayed in the calendar:</b> International Women's Day is celebrated on the 8th of March every year around the world. It is a focal point in the movement for women's rights. IWD 2025 campaign theme is 'Accelerate Action', which emphasizes the importance of taking swift and decisive steps to achieve gender equality.</p> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• Celebration; promoting women's achievements and advocating for gender equality.</li> <li>• Recognition and empowerment of women, promoting equality and celebrating achievements.</li> </ul>

<p>Holi – March 14</p>	<p><b>What’s currently displayed in the calendar:</b> Hindu communities in Canada and around the world gather to celebrate Holi, also known as the Festival of Colours. This celebration marks the end of winter and the return of spring.</p> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• Celebration; vibrant Hindu festival symbolizing joy, spring, and renewal.</li> <li>• Vibrant Hindu festival symbolizing spring, renewal, joy, and overcoming adversity.</li> </ul> <p><b>Suggested language example: Wishing joy, renewal, and vibrant celebrations to everyone observing Holi today</b></p>
<p>St Patrick’s Day – March 17</p>	<p><b>What’s currently displayed in the calendar:</b> St Patrick's Day remembers St Patrick, a missionary who converted many of Ireland's inhabitants to Christianity in the 5th century. His feast day also celebrates Irish culture.</p> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• Celebration; Irish cultural heritage recognized worldwide.</li> <li>• Honoring Irish heritage and culture with festivities and community gatherings.</li> </ul>
<p>March Equinox – March 20</p>	<p><b>What’s currently displayed in the calendar:</b> The March equinox – aka the <i>vernal equinox</i> – marks the sun’s crossing above Earth’s equator, moving from south to north. Earth’s tilt on its axis is what causes this northward shift of the sun’s path across our sky at this time of year. Earth’s tilt is now bringing spring and summer to the Northern Hemisphere. At the same time, the March equinox marks the beginning of autumn – and a shift toward winter – in the Southern Hemisphere.</p> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• Reflection; marking seasonal change and balance of day/night.</li> <li>• Acknowledging seasonal change and renewal, symbolizing balance and new beginnings.</li> </ul> <p><b>Suggested language example: Today’s Equinox invites us to reflect on balance and embrace new beginnings as seasons change.</b></p>
<p>Naw Ruz – March 20</p>	<p><b>What’s currently displayed in the calendar:</b> Naw-Rúz is the first day of the Bahá’í calendar year and one of nine holy days for adherents of the Bahá’í Faith. It occurs on the vernal equinox, on or near March 21, which is the traditional Iranian New Year.</p> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• Celebration; Baha’i and Persian New Year marking renewal.</li> <li>• Marking the Persian New Year and celebrating renewal, peace,</li> </ul>

	<p>and community.</p> <p><b>Suggested language example: Happy Naw Ruz! Wishing renewal, joy, and peace to all celebrating the Persian and Baha'i New Year.</b></p>
<p>The International Day for the Elimination of Racial Discrimination – March 24</p>	<p><b>What's currently displayed in the calendar:</b> The International Day for the Elimination of Racial Discrimination is observed annually on the day the police in Sharpeville, South Africa, opened fire and killed 69 people at a peaceful demonstration against apartheid "pass laws" in 1960.</p> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• Reflection; commitment to racial equality.</li> </ul>
<p>Earth Hour – March 11</p>	<p><b>What's currently displayed in the calendar:</b> Earth Hour is a global event where people turn off their lights for one hour to show their support for the environment. The theme for 2025 is "Create the Biggest Hour for Earth".</p> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• Day may change</li> <li>• Reflection; emphasizing environmental responsibility by switching off lights.</li> </ul>
<p>Eid al-Fitr – March 30</p>	<p><b>What's currently displayed in the calendar:</b> Many Muslims in Canada celebrate Eid al-Fitr (also known as Id al-Fitr or Eid ul-Fitr) on the first day of Shawwal in the Islamic calendar. It marks the end of the month-long fast of Ramadan and the start of a feast that lasts up to three days in some countries.</p> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• Celebration; end of Ramadan, signifying community and charity.</li> <li>• Festive conclusion to Ramadan, emphasizing charity, community, and gratitude.</li> </ul> <p><b>Suggested post language example: Eid Mubarak! Wishing peace, joy, and blessings to everyone celebrating Eid al-Fitr today.</b></p>
<p>National Indigenous Languages Day – March 31</p>	<p><b>What's currently displayed in the calendar:</b> National Indigenous Languages Day is an opportunity to honour the rich linguistic heritage of First Nations, Inuit and Métis across Canada. This day is a profound reminder of the importance of Indigenous languages and the critical role they play in preserving the history, culture and identity of Indigenous communities.</p> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• Reflection; celebrating Indigenous languages, awareness of revitalization efforts.</li> <li>• Honoring Indigenous cultures by highlighting the significance and revitalization of Indigenous languages.</li> </ul>
<p>April</p>	
<p>Passover – April 12-20</p>	<p><b>What's currently displayed in the calendar:</b> Passover, is a major</p>

	<p>Jewish holiday that occurs in the spring on the 15th day of the Hebrew month of Nisan. The holiday celebrates the deliverance of Jewish people from slavery in Egypt. Passover is also known as Pesah, Pesach, or the Feast of Unleavened Bread.</p> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• Reflection; Jewish holiday commemorating liberation from slavery.</li> <li>• Important Jewish observance commemorating liberation, resilience, and freedom from oppression.</li> </ul> <p><b>Suggested post language example:</b> Honouring Passover—a time of remembrance, resilience, and liberation. Wishing peace to all observing.</p>
Palm Sunday – April 13	<p><b>What’s currently displayed in the calendar:</b> Palm Sunday is the Christian feast that falls on the Sunday before Easter. The feast commemorates Christ's triumphal entry into Jerusalem, an event mentioned in each of the four canonical Gospels.</p> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• Celebration/Reflection; commemorating Jesus' entry to Jerusalem.</li> <li>• Christian observance marking the entry of Jesus into Jerusalem, symbolizing hope and peace.</li> </ul>
Good Friday – April 18	<p><b>What’s currently displayed in the calendar:</b> Good Friday is the day when Christians commemorate the crucifixion and death of Jesus Christ. This is an important event in Christianity, as it represents the sacrifices and suffering in Jesus' life.</p> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• Reflection; remembrance of Jesus' crucifixion.</li> <li>• Solemn Christian observance commemorating sacrifice, compassion, and reflection on faith.</li> </ul>
Easter Sunday – April 20	<p><b>What’s currently displayed in the calendar:</b> Easter, also called Pascha or Resurrection Sunday, is a Christian festival and cultural holiday commemorating the resurrection of Jesus from the dead.</p> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• Celebration; resurrection of Jesus Christ.</li> <li>• Joyful celebration of resurrection, renewal, and new beginnings.</li> </ul>
May	
National Day of Awareness for Missing and Murdered Indigenous Woman and Girls – May 5	<p><b>What’s currently displayed in the calendar:</b> National Day for Awareness for Missing and Murdered Indigenous Women, Girls and (MMIWG2S), also known as Red Dress Day.</p> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• Reflection; awareness, remembrance, advocacy.</li> <li>• Day of advocacy, remembrance, and raising awareness to address violence faced by Indigenous women and girls.</li> </ul>
International Day	<b>What’s currently displayed in the calendar:</b> Since 2005, May 17th

<p>Against Homophobia, Biphobia and Transphobia – May 17</p>	<p>has been dedicated to the International Day Against Homophobia, Transphobia and Biphobia, marking the day in 1990 when the World Health Organization removed homosexuality from its list of mental disorders.</p> <p>IDAHO/TB is celebrated in over 130 countries, uniting millions of people in support of the recognition of human rights for all, irrespective of sexual orientation or gender identity or expression.</p> <p>The International Day Against Homophobia, Transphobia and Biphobia is not one centralised campaign; rather it is a moment that everyone can take advantage of to take action.</p> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• Reflection; promoting inclusivity and raising awareness.</li> <li>• Day for promoting understanding, equality, and challenging discrimination based on sexual orientation or gender identity.</li> </ul>
<p>June</p>	
<p>National Indigenous Peoples Day/Summer Solstice – June 21</p>	<p><b>What’s currently displayed in the calendar:</b> National Indigenous Peoples Day in Canada is celebrated on June 21st, which also coincides with the Summer Solstice, making it a day of significant cultural importance for many Indigenous communities across the country; this day is used to recognize and celebrate the diverse heritage and contributions of First Nations, Inuit, and Métis peoples.</p> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• Celebration; honouring Indigenous culture, history, and contributions.</li> <li>• Honoring Indigenous heritage, cultures, traditions, and contributions across Canada; a day to highlight achievements and celebrate cultural pride, resilience, and diversity.</li> <li>• Solstice: Marking the longest day of the year; acknowledging renewal, the significance of the land, and Indigenous connection to nature.</li> </ul>
<p>Canadian Multiculturalism Day – June 27</p>	<p><b>What’s currently displayed in the calendar:</b> Canadian Multiculturalism Day honours the many cultural communities that help build a strong and vibrant Canadian society.</p> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• Celebration; diversity and inclusion in Canada.</li> </ul>
<p>July</p>	
<p>Canada Day – July 1</p>	<p><b>What’s currently displayed in the calendar:</b> Canada Day, formerly known as Dominion Day, is the National Day of Canada. A federal statutory holiday, it celebrates the anniversary of Canadian Confederation which occurred on July 1, 1867.</p> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• Celebration; national pride, history, and unity.</li> <li>• Commemorating Canadian unity, heritage, and pride through national celebrations.</li> </ul>
<p>August</p>	
<p>Emancipation Day –</p>	<p><b>What’s currently displayed in the calendar:</b> Recognized across</p>

August 1	<p>Canada, Emancipation Day marks the anniversary of the end of slavery in the British Empire in 1834. Emancipation Day celebrates the strength and perseverance of Black communities in Canada.</p> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• Reflection; recognizing abolition of slavery, ongoing anti-racism advocacy.</li> <li>• Acknowledging the history of slavery’s abolition and reflecting on the continued fight against racism and inequality.</li> </ul>
International Day of the World’s Indigenous Peoples	<p><b>What’s currently displayed in the calendar:</b> The International Day of the World’s Indigenous Peoples was established by the United Nations in 1994 to raise awareness of the needs of Indigenous peoples.</p> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• Reflection/Celebration; Indigenous rights, culture, contributions.</li> <li>• Global recognition and appreciation of Indigenous cultures, rights, and contributions.</li> </ul>
September	
Labour Day – September 1	<p><b>What’s currently displayed in the calendar:</b> Labour Day is always celebrated on the first Monday of September, marking a day to recognize the achievements of workers and is traditionally associated with the labour union movement. The day is now part of a long weekend for many Canadians.</p> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• Celebration; achievements of workers, labour movement.</li> <li>• Honoring workers' rights, achievements, and contributions to society.</li> </ul>
Ukrainian Heritage Day – September 7	<p><b>What’s currently displayed in the calendar:</b> Ukrainian Heritage Day is celebrated on September 7th each year. It's a day to recognize the contributions of Ukrainian Canadians to Canada's culture, politics, education, and sports.</p> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• Celebration; recognizing contributions and culture of Ukrainian-Canadians.</li> <li>• Celebrating Ukrainian culture, traditions, and contributions to Canadian society.</li> </ul>
International FASD Awareness Day (Red Shoe Day) – September 9	<p><b>What’s currently displayed in the calendar:</b> International Fetal Alcohol Spectrum Disorder (FASD) Awareness Day is on September 9th. It's also known as Red Shoe Day because people wear red shoes to raise awareness of FASD.</p> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• Reflection; raising awareness and support for individuals and families affected.</li> <li>• Raising awareness, compassion, and support for individuals and families affected by Fetal Alcohol Spectrum Disorder.</li> </ul>
Rosh Hashanah – September 22-24	<p><b>What’s currently displayed in the calendar:</b> Rosh Hashanah (literally, “Head of the Year”) is the Jewish New Year, which marks the beginning of a 10-day period of prayer, self-examination and repentance.</p>

	<p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• Reflection/Celebration; Jewish New Year, renewal, spiritual reflection.</li> <li>• Marking the Jewish New Year with reflections on renewal, hope, and spiritual growth.</li> </ul> <p><b>Suggested post language example: Wishing you a happy and prosperous New Year filled with renewal, happiness, and meaningful reflections. Shana Tova!</b></p>
<p>Franco-Ontarian Day – September 25</p>	<p><b>What’s currently displayed in the calendar:</b> Franco-Ontarian Day is celebrated on September 25th to recognize the contributions of the Franco-Ontarian community to Ontario. The day also commemorates the first raising of the Franco-Ontarian flag in 1975.</p> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• Celebration; celebrating Francophone culture in Ontario.</li> <li>• Recognizing and celebrating Ontario’s French-speaking communities and their cultural contributions.</li> </ul>
<p>National Day for Truth and Reconciliation – September 30</p>	<p><b>What’s currently displayed in the calendar:</b> The Government of Canada is committed to reconciliation and ensuring that the tragic history and ongoing legacy of residential schools is never forgotten. This national day honours survivors, their families and communities. It will also ensure that public commemoration of the tragic and painful history and legacy of residential schools remains a vital component of the reconciliation process.</p> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• Reflection; honoring residential school survivors, ongoing reconciliation.</li> <li>• A day for reflection, education, reconciliation, and honoring survivors and victims of residential schools.</li> </ul> <p><b>Suggested language example: Today, reflect on the legacy of residential schools and renew our commitment to reconciliation.</b></p>
<p>October</p>	
<p>Yom Kippur – Judaism – October 1-2</p>	<p><b>What’s currently displayed in the calendar:</b> Yom Kippur is a Jewish holiday known as the Day of Atonement. Many Canadians of Jewish faith in Canada spend the day fasting and praying. Its theme centers on atonement and repentance. Yom Kippur is on the 10th day of the month of Tishrei (or Tishri) in the Jewish calendar.</p> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• Reflection; Judaism’s holiest day for atonement and reflection.</li> <li>• Sacred Jewish day dedicated to repentance, reflection, forgiveness, and spiritual renewal.</li> </ul> <p><b>Suggested language example: May this Yom Kippur bring peace, introspection, and renewal. Wishing all observing a meaningful</b></p>

	<b>fast and spiritual growth.</b>
Feast of St Francis Assisi – Oct 4	<p><b>What’s currently displayed in the calendar:</b> Many churches in Canada celebrate the Feast of St Francis of Assisi on October 4 each year. The feast commemorates the life of St Francis, who was born in the 12th century and is the Catholic Church’s patron saint of animals and the environment. It is a popular day for pets to be “blessed”.</p> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• Celebration; honoring nature, animals, and environmental stewardship.</li> <li>• Recognizing compassion, environmental stewardship, and harmony with nature and animals.</li> </ul>
National Day of Action for Missing and Murdered Indigenous Women, Girls, and Two-Spirited People – Oct 4	<p><b>What’s currently displayed in the calendar:</b> The National Day of Action for Missing and Murdered Indigenous Women, Girls, and Two-Spirit People honours the lives of those who have been lost or are missing, and calls for an end to violence against Indigenous people.</p> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• Reflection; advocacy and remembrance.</li> <li>• Advocacy, awareness-raising, and remembrance of Indigenous women affected by violence.</li> </ul>
International Day of the Girl – Oct 11	<p><b>What’s currently displayed in the calendar:</b> Observed annually on 11 October, International Day of the Girl is a key global moment on which to celebrate girls everywhere, amplifying their voices, actions and leadership. It is a day that belongs to everyone who cares about girls and their rights.</p> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• Celebration; promoting girls' rights, empowerment.</li> <li>• Empowering girls globally, highlighting gender equality, education, and human rights.</li> </ul>
Thanksgiving Day – Oct 13	<p><b>What’s currently displayed in the calendar:</b> This holiday may be celebrated by many with feasts and gratitude, but it is important to note the colonial roots of this holiday and the tension Indigenous peoples may feel with this day.</p> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• Celebration; gratitude and family gatherings.</li> <li>• Gratitude, community gatherings, family, and appreciation for harvest and abundance.</li> </ul>
Diwali – Oct 20	<p><b>What’s currently displayed in the calendar:</b> Diwali is a festival of lights and one of the major festivals celebrated by Hindus, Jains and Sikhs.</p> <p>In the lead-up to Diwali, celebrants may prepare by cleaning and decorating temples, as well as their homes and workplaces. Places are brightly illuminated with candles and oil lamps, and devotional offers (puja) are made. People also often wash themselves with water and fragrant oils, or wear adornments and new, fine clothes.</p>



	<p>The festival usually lasts five days and is celebrated during the Hindu lunisolar month Kartika.</p> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• Celebration; festival of lights symbolizing prosperity and new beginnings.</li> <li>• Hindu festival symbolizing prosperity, spiritual victory, hope, joy, and the triumph of good over evil.</li> </ul> <p><b>Suggested post language example: Warmest wishes for joy, prosperity, and the triumph of good over evil during this Festival of Lights. Happy Diwali!</b></p>
November	
Inuit Day – Nov 7	<p><b>What’s currently displayed in the calendar:</b> Inuit Day, celebrated on November 7, is a day to honour the culture, history, and contributions of Inuit communities across Canada. The day highlights the rich traditions, languages, and heritage of the Inuit and their achievements. It also provides an opportunity to acknowledge the unique challenges faced by Inuit communities, such as those related to climate change, health disparities, cultural preservation, and social justice.</p> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• Celebration; recognizing Inuit culture and contributions.</li> <li>• Recognizing and celebrating Inuit cultural contributions, history, and traditions.</li> </ul> <p><b>Suggested language example: Honouring Inuit heritage today recognizing the strength, traditions, and invaluable contributions to Canada.</b></p>
Indigenous Veterans Day – Nov 8	<p><b>What’s currently displayed in the calendar:</b> While exact statistics are difficult to determine, the rate of Indigenous participation in Canada's military efforts over the years has been impressive. These determined volunteers were often forced to overcome many challenges to serve in uniform, from learning a new language and adapting to cultural differences, to having to travel great distances from their remote communities just to enlist.</p> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• Reflection; honoring Indigenous veterans' sacrifices.</li> <li>• Honoring the contributions, bravery, and sacrifices of Indigenous veterans.</li> </ul>
Remembrance Day – Nov 11	<p><b>What’s currently displayed in the calendar:</b> Every year on November 11, Canadians pause in a moment of silence to honour and remember the men and women who have served, and continue to serve Canada during times of war, conflict and peace. We remember the more than 2,300,000 Canadians who have served throughout our nation’s history and the more than 118,000 who made the ultimate sacrifice.</p>

	<p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• Reflection; honoring veterans and fallen soldiers.</li> <li>• Honoring and remembering those who served and sacrificed in military conflicts.</li> </ul>
16 Days of Activism against Gender-based Violence – Nov 25 to Dec 4	<p><b>What’s currently displayed in the calendar:</b> The 16 Days of Activism against Gender-Based Violence begins on November 25, 2025, and ends on December 10, 2025. This annual campaign raises awareness and advocates for an end to violence against women and girls.</p> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• Reflection; advocacy and awareness around violence prevention.</li> <li>• Advocacy, education, and awareness for eliminating gender-based violence.</li> </ul>
International Day for the Elimination of Violence Against Women – Nov 25	<p><b>What’s currently displayed in the calendar:</b> Violence against women and girls (VAWG) is one of the most widespread, persistent and devastating human rights violations in our world today remains largely unreported due to the impunity, silence, stigma and shame surrounding it.</p> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• Reflection; awareness and advocacy for ending violence against women.</li> </ul>
Advent – Nov 30 to Dec 24	<p><b>What’s currently displayed in the calendar:</b> Advent is a season of the liturgical year observed in most Christian denominations as a time of expectant waiting and preparation for both the celebration of the Nativity of Christ at Christmas and the return of Christ at the Second Coming.</p> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• Reflection; spiritual preparation in Christianity.</li> <li>• Period of spiritual reflection, preparation, and anticipation leading to Christmas</li> </ul> <p><b>Suggested post language example: Advent reminds us of hope, peace, love, and joy. Wishing you a reflective and meaningful season.</b></p>
<b>December</b>	
National Day of Remembrance and Action on Violence against Women – Dec 6	<p><b>What’s currently displayed in the calendar:</b> It has been over 30 years since the murder of 14 young women at Polytechnique Montréal (December 6, 1989) that saw the promising lives of 14 young women cut violently short. This senseless act of targeted violence shook our country and led Parliament to designate December 6 as The National Day of Remembrance and Action on Violence against Women.</p> <p>On December 6, we remember Geneviève Bergeron, Hélène Colgan, Nathalie Croteau, Barbara Daigneault, Anne-Marie Edward, Maud Haviernick, Maryse Laganière, Maryse Leclair, Anne-Marie Lemay, Sonia Pelletier, Michèle Richard, Annie St-Arneault, Annie Turcotte, and Barbara Klucznik-Widajewicz.</p> <p>As we come together to commemorate this national tragedy, we also</p>

	<p>reflect on the troubling fact that for women, girls and LGBTQ2 individuals across our country violence continues to be a daily reality. Violence will have impacts on their physical, sexual and reproductive health. They may experience anxiety and a reduced ability to participate in social and economic activities, leaving gaps in our workplaces and in our communities as a result of violence.</p> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• Reflection; remembrance of victims and advocacy for safety.</li> <li>• Remembering victims of violence, advocating for gender equality, and promoting action against violence.</li> </ul>
<p>International Human Rights Day – Dec 10</p>	<p><b>What’s currently displayed in the calendar:</b> Human Rights Day is observed every year on 10 December — the day the United Nations General Assembly adopted, in 1948, the Universal Declaration of Human Rights (UDHR): a milestone document proclaiming the inalienable rights which everyone is inherently entitled to as a human being regardless of race, colour, religion, sex, language, political or other opinion, national or social origin, property, birth or other status. Available in more than 500 languages, it is the most translated document in the world.</p> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• Reflection; human rights advocacy globally.</li> </ul>
<p>Hanukkah – Dec 14 to 24</p>	<p><b>What’s currently displayed in the calendar:</b> Hanukkah, also known as the Festival of Lights, is an eight-day Jewish observance to remember the Jewish people's struggle for religious freedom.</p> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• Celebration; Jewish festival celebrating resilience and miracles.</li> <li>• Jewish festival celebrating perseverance, freedom, and the miracle of light.</li> </ul> <p><b>Suggested language example: Happy Hanukkah! Celebrating eight nights of joy, resilience, and the miracle of lasting light. Chag Sameach!</b></p>
<p>Winter Solstice – Dec 21</p>	<p><b>What’s currently displayed in the calendar:</b> The first day of winter in the Northern Hemisphere is marked by the winter solstice, which occurs on Sunday, December 21, 2025, at 10:03 A.M. (EST). Although the winter solstice means the start of winter, it also means the return of more sunlight.</p> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• Day may change</li> <li>• Reflection; seasonal change, renewal.</li> <li>• Reflecting on the cycle of nature, renewal, and the longest night turning to returning light.</li> </ul>
<p>Christmas Day – Dec 25</p>	<p><b>What’s currently displayed in the calendar:</b></p> <ul style="list-style-type: none"> <li>• Celebration; cultural and religious traditions celebrating peace,</li> </ul>

	<p>joy, family.</p> <ul style="list-style-type: none"><li>• Celebration of peace, joy, giving, family, and cultural traditions.</li></ul>
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**Committee Name: Equity, Diversity, and Inclusion Advisory Committee (EDIAC)**

**Meeting Date: Thursday, April 10, 2025**

**Submitted By: Hillary Geneau, Director of Corporate Services**

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**Topic:** Equity, Diversity, and Inclusion (EDI) Policy Matrix

**Goal:** For the EDIAC to review the suggested changes to the Naming and Procurement policies, and to confirm the Policy Matrix.

**Background:** At the February 13, 2025 EDIAC meeting the members reviewed EDI policy matrices from other communities and created a draft matrix for North Greenville. The EDIAC chose two (2) policies, the Purchasing and Procurement Policy and the Naming of Assets Policy, to test applying the matrix. At the March 13, 2025 EDIAC meeting the members reviewed the draft matrix and the two (2) policies and provided some suggestions.

**Matrix**

The Matrix at the end of this report was adjusted based on the feedback from the Committee. Once confirmed, staff will utilize the matrix for a test period to see how it works. Following the test period, the matrix will be brought back to the EDIAC for final approval before going to Council.

Proposed timeline:

April 10, 2025	EDIAC confirm Matrix
April-August, 2025	Staff practice period with matrix
September 11, 2025	EDIAC Confirm Final Matrix
October 7, 2025	Matrix approved at Council

**Procurement**

Based on the feedback from the Committee, the following changes will be suggested when the Procurement Policy is redone by staff:

- Include a portal on the website where local businesses can add their business if they are owned by someone who is part of an equity-deserving group.
- Include a requirement that anyone doing business with the Municipality abide by our expectations regarding EDI: “The Municipality of North Greenville will not conduct business with an individual or group that supports or promotes views, ideas or presentations which promote or are likely to promote discrimination, contempt or hatred to any person on the basis of race, national or ethnic origin, color, religion, age, sex, marital status, family status, sexual preference, or disability, gratuitous sex and violence or denigration of the human

condition. The Municipality reserves the right to cancel a contract if any of the above-noted circumstances arise.”

## **Naming**

Suggested changes to Naming Policy are tracked in the attached document. Following feedback from the EDIAC at the April 10 meeting, the Policy can be brought to the Indigenous Advisory Circle and then the Senior Management Team for review and then submission to Council.

**How Does This Relate to The Committee:** The EDI Strategy includes the following actions:

- 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).

## **How Does This Relate To The Community Strategic Plan:**

Pillar 5: A Caring Community, particularly Strategic

Priority 5.3: Continue to Improve Equity, Diversity, Inclusion, and Reconciliation

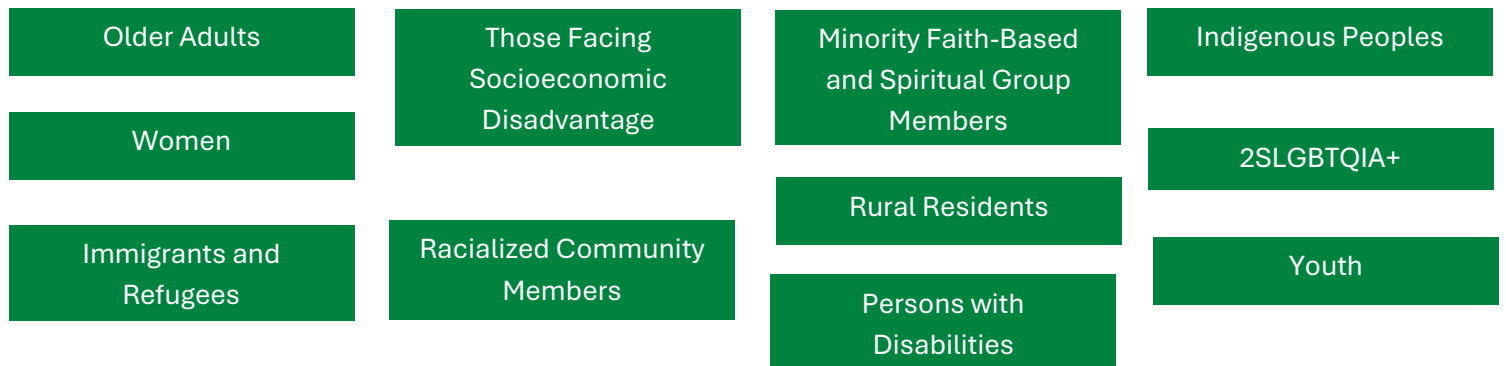
**Outcome:** For the EDIAC to finalize the draft EDI Policy Matrix for testing, and changes to the Procurement and Naming policies.

## **Other Considerations**

- Some communities create a broader Equity Lens that can be applied to any municipal endeavor such as capital projects.
- Dufferin County has created a Climate and Equity Lens.

## Draft EDI Policy Matrix

	Yes	No	Comments
1. Does the policy use inclusive language, such as gender-neutral terms?			
2. Does the policy align with North Grenville's commitment to Reconciliation?			
3. Are systemic biases identified and addressed? <ul style="list-style-type: none"> <li>• Is the policy co-designed with equity-seeking groups?</li> <li>• Does this policy support participation from diverse communities?</li> <li>• Does the policy consider the needs of marginalized communities, including affordability and accessibility?</li> <li>• Who benefits from this policy? Who might be excluded?</li> <li>• Are resources distributed equitably?</li> <li>• How does this policy address barriers related to race, ability, gender, or language?</li> </ul>			



**PURPOSE:**

This policy is to encompass the naming of any corporate asset including parks, open spaces, facilities, streets, roads and other municipal buildings or properties. The final decision for naming of corporate assets will rest with Council, including naming opportunities as a result of gifts and sponsorships. The naming of a particular corporate asset is important for public awareness, promotion and emergency access. Therefore, naming will not contravene any policy of the Municipality nor reflect negatively on the Municipal public image.

**INTENT:**

The intent of this policy is to:

- provide a framework for responding to specific requests for dedication of infrastructure or facilities;
- provide direction of how to apply for approval to name, rename or dedicate municipal property, streets/roads, buildings or park elements;
- recognize on an exception basis, significant contributions that organizations or individuals have made to the public life and the well-being of the people of the Municipality.

**POLICY STATEMENTS**

- 1) There are three main types of naming situations this policy intends to address:
  - opening of a new corporate asset or reopening of a corporate asset following refurbishment
  - honouring individuals or groups
  - providing recognition gifts, sponsorships and joint ventures
- 2) Recommendations for naming will be considered within the following categories:
  - a) Natural Features - names reflecting prominent natural features of the general area in which the asset is located.
  - b) Geographic Location - names reflecting the geographic location of the asset within the Municipality.
  - c) Historic Place Name - names reflecting a prominent historic location within the Municipality.
  - d) Outstanding Resident/Group - name of Municipal resident or group, past or present, who have contributed to the Municipality and/or well-being of its residents.
  - e) Indigenous Acknowledgement - recognize Indigenous Peoples' past, present, and future presence on the land.
  - f) The Municipality will not rename ravines, woodlands and other ecological features, unless renamed in an Indigenous language and in consultation with Indigenous communities and Indigenous rights-holders.
- 3) Preference will be given to names that:
  - a) give a sense of place, continuity and belonging reflecting the geographic location, community, neighbourhood or street/road where the corporate asset is located and/or;
  - b) recognize the historical significance of the area and/or;
  - c) reflect unique characteristics of the site and/or; reflect the type of service offered and/or;
  - d) are in keeping with a selected theme and/or;
  - e) honour individuals, living or deceased, who have made a significant contribution to the community.
- 4) Names will not be chosen that:
  - a) cause confusion due to duplication or names sounding similar to existing locations within the Municipality;
  - b) lend themselves to inappropriate short forms or modifications;
  - c) are discriminatory or derogatory considering race, gender, creed, political affiliation or other similar factors; and/or
  - d) recognize the birth, marriage or anniversary of specific individuals (this can be done through individual dedications of benches and trees).

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- 5) Names of persons, organizations, corporations, foundations or their families will be considered when they have made a significant contribution to the Municipality by:
  - a) enhancing the quality of life and well-being of the Municipality contributing to the historical or cultural preservation of the Municipality
  - b) financial contribution toward the naming right, acquisition, development or conveyance of land or building
  - c) achieving excellence in their endeavours and representing the Municipality in a meritorious manner.
- 6) Naming in honour of elected or appointed officials, Municipal administrative officials or staff shall occur following retirement or term of office.
- 7) Where the name of an individual is recommended after a Closed Session discussion, consent shall be obtained from the individual or their next of kin prior to Council's public consideration. In the case of posthumous recognition, the naming shall occur no earlier than three months after their death.
- 8) Where the naming opportunity is the result of a sponsorship or gift, the following factors must be considered:
  - a) the significance of the contribution made relative to the construction and/or operating costs of the item being named;
  - b) the cost of establishing the naming option (i.e., cost of the signage to be paid by the applicant unless the Municipality has made the request for the name change); and
  - c) a naming agreement will be entered into in the case of a sponsorship or gift and will address such conditions as: approval of signage design and cost distribution, sign maintenance responsibilities, length of time for naming (permanent, renewable or for a specific period), notice of termination due to renovation, destruction, or sale of the asset by the Municipality, additional fees if applicable, and any other matter agreed to by the parties on a case- by-case basis.
- 9) Existing names will not be changed without consideration of the historical significance of the existing name, the impact on the individual or organization previously named, the cost and impact of changing existing signage, rebuilding community recognition and updating records (i.e., letterhead, databases, promotional materials). Each application will be considered on a case-by-case basis.
  - i) When the views or actions of the individual after whom a municipal asset is named no longer reflect the Municipality's current community values of equity and inclusion;
  - ii) When there is strong rationale that an existing name is discriminatory, derogatory, or conveys negative or offensive connotation;

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## APPLICATION REVIEW & APPROVAL PROCESS

- 1) Applicant(s) shall submit a written request for civic naming to the Municipal Clerk. The written request shall provide the following:
  - a) background information concerning the rationale for consideration of the request;
  - b) biographical information if named after an organization or individual;
  - c) and documentation including letters from organizations and individuals providing support for the request.
- 2) Each applicant for naming/renaming shall undergo a process which will:
  - a) review the application for conformity with this policy
  - b) the application to the appropriate internal stakeholders for comment on the suitability of the application including the Indigenous Advisory Circle and/or the Equity, Diversity, and Inclusion Advisory Committee where appropriate.
  - c) discuss in a Closed Session any naming in recognition of an individual prior to discussing it with the individual or next of kin

d) consult with external stakeholders in the community to the level of support or identify possible objections to the requested civic naming

e) determine whether or not a special event is planned to coincide with the formal naming

f) Proposed names in an Indigenous language or a Commemorative Name recognizing an Indigenous individual, organization, event or concept will require consultation with Indigenous communities and adherence to appropriate Indigenous practices or protocols.

e) -

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# Equity, Diversity, and Inclusion (EDI) Strategy Progress Report

Equity, Diversity and Inclusion Strategy

Report Created On: Mar 28, 2025

Report Legend



Priority



No Update



Overdue

Priority 1

## Embedding EDI in Policy

Description	Last Update
<p>Review of current policies, including human resources, procurement, and facility management by a subject matter expert on EDI. This should include community engagement.</p>	<p><b>Accomplishments:</b></p> <ul style="list-style-type: none"> <li>• EDIAC reviewed two policies and provided suggestions at the March 2025 meeting</li> <li>• EDICA reviewed the policy matrix and provided suggestions at the March 2025 meeting</li> </ul> <p><b>Next Steps:</b></p> <ul style="list-style-type: none"> <li>• EDIAC will review the two policy amendments at the April 2025 meeting</li> <li>• EDIAC will review the finalized policy matrix at the April 2025 meeting, it will then be used by staff for a test period</li> </ul>
<p>Provide a timeline for the completion of the review and table the recommendations to the EDI Advisory Committee.</p>	<p><b>Next Steps:</b></p> <ul style="list-style-type: none"> <li>• EDIAC to finalize EDI Policy Matrix.</li> </ul>
<p>Create a matrix to apply when developing new policies (consider the needs of equity-deserving groups and key EDI issues).</p>	<p><b>Accomplishments:</b></p> <ul style="list-style-type: none"> <li>• See above</li> </ul> <p><b>Next Steps:</b></p> <ul style="list-style-type: none"> <li>• See above</li> </ul>

Description	Last Update
<p>Develop a calendar recognizing dates of significance from many traditions. Bring to EDIAC for review and suggestions</p>	<p><b>Accomplishments:</b></p> <ul style="list-style-type: none"> <li>• Added filter to NG <a href="#">calendar</a></li> </ul> <p><b>Next Steps:</b></p> <ul style="list-style-type: none"> <li>• EDIAC members to review calendar and send any suggestions to staff.</li> <li>• Staff to continue building out the full year of the calendar.</li> </ul>
<p>Ensure that there is diverse representation in marketing and communications materials.</p>	

Priority 2  
**Dedicating EDI Resources**

Description	Last Update
Earmark resources for EDI in the annual budgeting process.	<p><b>Accomplishments:</b></p> <ul style="list-style-type: none"> <li>Funds included in Corporate Services budget, including the <a href="#">EDI Fund</a></li> <li>EDIAC reviewed the Fund at the February and March 2025 meetings and provided suggested amendments</li> </ul> <p><b>Next Steps:</b></p> <ul style="list-style-type: none"> <li>Amended EDI Fund Policy rising to Council April 8</li> <li>Call for applications will open after the Council meeting</li> </ul> <p><b>Communications:</b></p> <ul style="list-style-type: none"> <li>The call for applications will be coordinated with the Communications team, including promotion online, in print, and around town</li> </ul>
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.	<p><b>Accomplishments:</b></p> <ul style="list-style-type: none"> <li>EDIAC reviewed the welcome packages and new resident web page and offered suggestions.</li> <li>Staff have updated the package and website with the majority of the suggestions.</li> </ul> <p><b>Next Steps:</b></p> <ul style="list-style-type: none"> <li>Staff to explore ways to get the package to new residents (eg. developers, real estate agents, sending out via mail or online, welcome wagon).</li> </ul>
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.	

Description	Last Update
Connect with leading municipalities on the matter of EDI to learn about best practices.	<b>Next Steps:</b> <ul style="list-style-type: none"><li data-bbox="1108 168 1381 196">• Connect with Ottawa</li></ul>

Priority 3

**Establishing Strategic EDI Partnerships**

Description	Last Update
<p>Offer EDI related resources and training to staff and interested community members.</p>	<p><b>Next Steps:</b></p> <ul style="list-style-type: none"> <li>• Investigate Human Library</li> <li>• Advocate for English Language Learner (ELL) services such as conversation groups</li> <li>• Hold community discussions, e.g. book clubs, on EDI issues</li> <li>• Provide Employer education</li> </ul>
<p>Actively address threats to personal safety</p>	<p><b>Accomplishments:</b></p> <ul style="list-style-type: none"> <li>• Provided <a href="#">article</a> to NG Times on a community issue</li> <li>• Established protocol whereby Co-Chairs are mandated to call a special meeting to discuss advising on any appropriate action in response to a community incident. The Mayor on behalf of Council may choose to issue a statement. Person(s) affected should be consulted if possible.</li> </ul>
<p>Explore and advocate for more effective access to internet and technology for all community residents</p>	<p><b>Next Steps:</b></p> <ul style="list-style-type: none"> <li>• Explore a technology training program with the Library</li> </ul>
<p>Partner with health partners to enhance health services for equity-deserving community members.</p>	<p><b>Accomplishments:</b></p> <ul style="list-style-type: none"> <li>• Staff connected with Ministry staff on the closure of the local OHIP-covered physio offices.</li> </ul> <p><b>Next Steps:</b></p> <ul style="list-style-type: none"> <li>• Kemptville District Hospital will be examining their capacity for providing additional physio services and will provide an update to municipal staff.</li> </ul>

Description	Last Update
<p>Connect with equity-deserving groups in meaningful ways, including supporting and promoting events and outreach efforts.</p>	<p><b>Accomplishments:</b></p> <ul style="list-style-type: none"> <li>• EDI Fund created to support community initiatives</li> </ul> <p><b>Next Steps:</b></p> <ul style="list-style-type: none"> <li>• NG Times series featuring equity-deserving groups in our community</li> <li>• Create safe spaces online or in physical space</li> <li>• Advocate to have additional social services where everyone feels welcomed. Part of this is ensuring there are social services that are not linked to a specific faith or ideology.</li> <li>• Request Housing Advisory Committee to integrate EDI considerations</li> </ul>