



**MUNICIPALITY OF NORTH GRENVILLE**  
**EQUITY, DIVERSITY, AND INCLUSION ADVISORY COMMITTEE**

**November 14, 2024, 6:30 p.m.**  
**Held in Meeting Room 1, 285 County Road 44**

MEMBERS PRESENT Samantha Lavitt  
Manpreet Shahi  
Anne Leach  
Christina Meagher-Charbel  
Philip Seymour  
Diane Dewing  
Lynne Tyler  
Councillor Doreen O'Sullivan  
Councillor Kristin Strackerjan  
Scott Godwin

MEMBERS ABSENT Co-Chair Mayor Nancy Peckford

STAFF PRESENT Senterre McKenna, Committee Clerk  
Hillary Geneau

OTHERS PRESENT Jeff Baribeau, Manager of By Law Services, left the meeting at 7:35PM  
Julie DeBoer, Multimedia Coordinator, left the meeting at 7:03PM

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**A. Open Meeting**

Co-Chair Lynne Tyler called the meeting to order at 6:38p.m.

A round of introductions to welcome new member Scott Godwin.

**B. Land Acknowledgement**

The land acknowledgement was read by Doreen O'Sullivan.

**C. Human Rights Statement**

The human rights statement was read by Kristin Strackerjan.

**D. Approval of the Agenda**

Move item I.3. to the next meeting.

Move J.1. to I.3.

**#EDI-2024- 19**

Moved By Samantha Lavitt

Seconded By Kristin Strackerjan

*Be it resolved that the agenda for November 14,2024 be approved as amended.*

**CARRIED**

**E. Disclosure of Interest**

None.

**F. Approve Minutes of Previous Meeting**

Amend the pervious minutes with the following correction:

Diane Dewing highlighted NG Pride's the "We All BeloNG" program which was funded by ~~focused on w~~ Women and Gender Equity in Canada. The program consists of a three-parts ~~and~~ workshop that offers free training for interested groups and organizations. It aims to provide resources, knowledge, and best practices, for supportive inclusion of 2SLGBTQI+ members and employees by fostering an exchange of ideas for ~~personal~~ ~~improvement~~. The program emphasizes inclusion.

Corrections will be made to October 10, 2024 Minutes.

**#EDI-2024- 20**

Moved By Diane Dewing

Seconded By Anne Leach

*Be it resolved that:*

*The following meeting minutes be approved as amended:*

1. October 10, 2024

**CARRIED**

1. Committee Meeting Minutes - October 10, 2024

**G. Delegations**

None.

## **H. Decision Items**

None.

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

### **1. Cultural Calendar**

Julie DeBoer, Multimedia Coordinator, discussed options for creating an inclusive calendar in coordination with the Communications department for the Municipality of North Grenville (MNG) website. She referenced a calendar circulated at a previous meeting as a potential starting point to ensure all relevant dates are included. The group noted the recent focus on Christmas posts on the MNG website and expressed a desire to review the calendar before it launches. To avoid delays, Julie proposed rolling out the calendar and consulting with Kyan Boyce, Director of Communications. Additionally, the members agreed to change the name from Cultural Calendar to simply Calendar.

### **2. Safety By-Laws, Jeff Baribeau**

Jeff Baribeau, Manager of By-Law Services, presented on the concept of Bubble Bylaws to ensure safe spaces at group events where disagreements or misbehavior might occur. He highlighted examples from other municipalities that have implemented such bylaws, which balance protection for parties involved while allowing protests. Jeff Baribeau will conduct further research, including reviewing the Charter of Rights and the Criminal Code of Canada, to ensure a comprehensive bylaw for North Grenville.

Diane Dewing expressed concerns that solutions from other municipalities, like Vaughan, may not be suitable for North Grenville. She cited a potential upcoming event at Rotary Park that could escalate into a negative situation, noting the challenge of managing passive-aggressive behavior in a public space. The members emphasized the right to protest and attend events, while others pointed out the fine line between discomfort and true safety risks. Discussion about reviewing the definition of violence and suggestion of creating a process for requesting bylaw officers at high-risk events. Jeff Baribeau responded that public spaces have limitations, but police and bylaw officers can be present at events to manage potential issues, sometimes at a cost to the event organizers.

Recommended adding a provision in the new bylaw to ensure safe distances, such as 15 feet, between conflicting parties, as this has been done at past protests with barriers. Concerns raised about dealing with violence after the fact, and whether police presence at events should incur costs for the organizing group. Discussion about

the possibility of requesting police presence at the time of the event permit application. Nancy Peckford shared that event organizers typically cover policing costs, but suggested a potential policy where the Municipality of North Grenville (MNG) could absorb those costs when police presence is required.

3. North Grenville Times Update

Moved to next meeting.

4. Workplan Review

Hillary Geneau confirmed that the EDI Strategy will be rising to Council at the December 3rd meeting.

**J. Other Business**

1. Items for Next Meeting

North Grenville Times update

Workplan Review

NG Times Article, response letter

1. NG Times Article

Christina Meagher-Charbel shared an article from the NG Times, expressing concerns about the image and the manner in which information was made public, particularly given the nature of the content. Discuss regarding how NG Times was inappropriate with handling of this issue, noting it isn't the first time. Co-chairs could issue a comment on behalf of the Advisory Committee, and Nancy Peckford supported this approach, adding that the article's publication, especially with an image of hate speech, is problematic. She also suggested seeking a legal opinion. This can be an educational response focused on language use and how it relayed to the public. Harmony Movement, an organization focus on respectful communication, is a good resource, their website, [harmony.ca](http://harmony.ca) has a lot of helpful guiding information.

Mounting concerns about graffiti related to the issue, particularly on the abandoned property, and questions surrounding what actions bylaw officers could take.

The Members agreed that the committee should respond to the NG Times regarding the inappropriate language and imagery in the article. Drafting a letter of response will be completed this week, stressing the need for more thoughtful publishing practices.

**ACTION:** Hillary Geneau, will reach out to Kyna Boyce, Director of Communications, regarding the letter to NG Time.

**K. Public Questions**

None.

**L. Adjournment**

**#EDI-2024- 21**

Moved By Anne Leach

Seconded By Doreen O'Sullivan

*Be it resolved that:*

*The meeting be adjourned at 8:16p.m.*

**CARRIED**