



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

**January 16, 2025, 6:00 p.m.**  
**Held in Meeting Room 1, 285 County Road 44**

MEMBERS PRESENT Samantha Lavitt  
Anne Leach  
Christina Meagher-Charbel  
Philip Seymour  
Diane Dewing  
Lynne Tyler  
Co-Chair Mayor Nancy Peckford  
Councillor Doreen O'Sullivan  
Councillor Kristin Strackerjan  
Scott Godwin

MEMBERS ABSENT Manpreet Shahi

STAFF PRESENT Senterre McKenna, Committee Clerk  
Hillary Geneau, Director Of Corporate Services

---

**A. Open Meeting**

Co-Chair Lynne Tyler called the meeting to order at 6:02 p.m.

**B. Land Acknowledgement**

The land acknowledgement was read by Anne Leach.

**C. Human Rights Statement**

The human rights statement was read by Doreen O'Sullivan.

**D. Approval of the Agenda**

Moved By Diane Dewing

Seconded By Christina Meagher-Charbel

*Be it resolved that the agenda for January 16, 2025, be approved as amended.*

**CARRIED**

**E. Disclosure of Interest**

None.

**F. Approve Minutes of Previous Meeting**

Moved By                Scott Godwin

Seconded By            Christina Meagher-Charbel

*Be it resolved that:*

*The following meeting minutes be approved as circulated:*

1. December 12, 2024

**CARRIED**

1. Committee Meeting Minutes - December 12, 2024

**G. Delegations**

None.

1. Kemptville District Hospital Crystal Clear Code of Conduct Policy  
The delegation was moved to next meeting.

**H. Decision Items**

1. 2025 Meeting Schedule  
13 Feb 2025  
13 Mar 2025  
10 Apr 2025  
08 May 2025  
12 Jun 2025  
10 Jul 2025 *no meeting*  
14 Aug 2025 *no meeting*  
11 Sep 2025  
09 Oct 2025  
13 Nov 2025

11 Dec 2025

The Members agreed to these dates for the 2025 schedule.

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

### **1. Working Group for EDI Initiatives Requiring Immediate Action**

Hillary Geneau reviewed the working group requirements with the Members:

- Three Councillors cannot attend
- A quorum of the committee cannot be met
- The group must report back to the AC for staff action
- No staff support will be provided

A discussion followed regarding the letter from the Advisory Committee to the NG Times. Doreen O'Sullivan mentioned that she was informed the request for the letter should come from the Communications department.

Regarding the NG Times article, Doreen also noted that she had reached out to Jeff Baribeau.

### **2. Calendar Update**

Hillary reviewed the calendar change with the Members, highlighting that the events are now categorized under "Significant Events," which is a new category. She pointed out that some items share the same color as the significant events, and the Members wanted to ensure they wouldn't be grouped together with those items.

She will reach out to Comms to confirm and clarify.

### **3. EDI Strategy/Workplan**

The EDI/Strategy workplan was approved by Council through December 3rd. Hillary Geneau shared the new format and noted that it is a living document, updated after each meeting. Some members requested a link to the file after each meeting. T

he workplan is divided into three sections:

1. Embedding EDI in Municipal Policy
2. Dedicating EDI Resources
3. Establishing EDI Partnership Strategies

The creation of the matrix may take some time. Hillary recommended reviewing several key policies and will forward them to the group for consideration.

Samantha Lavitt mentioned that the only OHIP-covered centers in the region have closed, including ProPHysio at KDMH and the Winchester location. The Health, Wellness, Fitness, and Active Transportation Advisory Committee and the Accessibility Advisory Committee will need to review this information as well. Hillary Geneau will discuss this with those two Committees.

Suggestion was made to update the Welcome Packages and the Tourism "Explore NG" brochure with some inclusive information about the community and this committee. An online version is currently being created. Members would like EDI information included, especially for those renting in North Grenville. Nancy Peckford requested data on how this information reaches new residents. Hillary Geneau confirmed that the communication team is working on a digital version. Lynne Tyler pointed out that this is the right time to make any amendments.

## **J. Other Business**

February is Black History Month and Members discussed how the advisory committee should contribute. Diane Dewing suggested using the bulletin board in the lobby to display significant notes about historical figures in North Grenville. Hillary Geneau mentioned that the Communication team is actively involved in creating posts online. She asked that any relevant information be shared with her directly.

### **1. Items for Next Meeting**

Next meeting is 13 Feb 2025.

- KDH Delegation
- Embedding EDI in Municipal Policy, Hillary Geneau, director of Corporate Services
- EDI Fund
- New Resident Package/Welcome Package Review
- Calendar Update
- NG Times Article, Manpreet Shahi

## **K. Public Questions**

None.

## **L. Adjournment**

Moved By            Anne Leach  
Seconded By        Doreen O'Sullivan

*Be it resolved that:*

*The meeting be adjourned at 7:46 p.m.*

**CARRIED**