North Grenville

Committee Agenda Report

Committee Name: Equity, Diversity, and Inclusion Advisory Committee (EDIAC)

Meeting Date: Thursday, February 13, 2025

Submitted By: Hillary Geneau, Director of Corporate Services

Topic: EDI Fund Review

Background:
In 2024 the EDIAC created the Equity, Diversity, and Inclusion (EDI) Fund and issued the first round of funding. The EDIAC agreed to review the EDI Fund following its first year of use.

Some considerations from the first round of funding include:

- The Committee had agreed to remove all identifying information so the applications could be reviewed in open session. Does the Committee want to proceed like this again?
- The Committee agreed members would complete the evaluation matrix before attending the meeting and at the meeting scores would be aggregated. If this is to be done again, it is suggested the score cards be sent to staff in advance to make the process at the meeting easier.
- Staff had reviewed applications for eligibility prior to the evaluation meeting. Two (2) businesses and duplicates were noted by staff. For one business in particular it was unclear if their initiative could be considered social enterprise or non-profit activities conducted on behalf of the business.
- Those that received funding the previous year are able to apply again as long as they have completed their reporting for the previous year.
- Three (3) members of the Committee had to recuse themselves as they were on the Board of/volunteered for those applying.

How does this relate to the Committee:
One of the actions included in the Equity Diversity, and Inclusion (EDI) Strategy is:

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

How does this relate to the community strategic plan:
Strategic Pillar 5: A Caring Community
Strategic Priority 5.3: Continue to Improve Equity, Diversity, Inclusion, and Reconciliation

Outcome:
Review and provide feedback on updating the EDI Fund Policy.