



**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>			

Older Adults

Women

Immigrants and  
Refugees

Those Facing  
Socioeconomic  
Disadvantage

Racialized Community  
Members

Minority Faith-Based  
and Spiritual Group  
Members

Rural Residents

Persons with  
Disabilities

Indigenous Peoples

2SLGBTQIA+

Youth