

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

Description	Last Update
<p>Develop a calendar recognizing dates of significance from many traditions. Bring to EDIAC for review and suggestions</p>	<p>Accomplishments:</p> <ul style="list-style-type: none"> • Added filter to NG calendar <p>Next Steps:</p> <ul style="list-style-type: none"> • EDIAC members to review calendar and send any suggestions to staff. • Staff to continue building out the full year of the calendar.
<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>Accomplishments:</p> <ul style="list-style-type: none"> Funds included in Corporate Services budget, including the EDI Fund EDIAC reviewed the Fund at the February and March 2025 meetings and provided suggested amendments <p>Next Steps:</p> <ul style="list-style-type: none"> Amended EDI Fund Policy rising to Council April 8 Call for applications will open after the Council meeting <p>Communications:</p> <ul style="list-style-type: none"> The call for applications will be coordinated with the Communications team, including promotion online, in print, and around town
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>Accomplishments:</p> <ul style="list-style-type: none"> EDIAC reviewed the welcome packages and new resident web page and offered suggestions. Staff have updated the package and website with the majority of the suggestions. <p>Next Steps:</p> <ul style="list-style-type: none"> Staff to explore ways to get the package to new residents (eg. developers, real estate agents, sending out via mail or online, welcome wagon).
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.	Next Steps: <ul style="list-style-type: none">• Connect with Ottawa

Priority 3
Establishing Strategic EDI Partnerships

Description	Last Update
Offer EDI related resources and training to staff and interested community members.	Next Steps: <ul style="list-style-type: none"> • Investigate Human Library • Advocate for English Language Learner (ELL) services such as conversation groups • Hold community discussions, e.g. book clubs, on EDI issues • Provide Employer education
Actively address threats to personal safety	Accomplishments: <ul style="list-style-type: none"> • Provided article to NG Times on a community issue • 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.
Explore and advocate for more effective access to internet and technology for all community residents	Next Steps: <ul style="list-style-type: none"> • Explore a technology training program with the Library
Partner with health partners to enhance health services for equity-deserving community members.	Accomplishments: <ul style="list-style-type: none"> • Staff connected with Ministry staff on the closure of the local OHIP-covered physio offices. Next Steps: <ul style="list-style-type: none"> • Kemptville District Hospital will be examining their capacity for providing additional physio services and will provide an update to municipal staff.

Description	Last Update
<p>Connect with equity-deserving groups in meaningful ways, including supporting and promoting events and outreach efforts.</p>	<p>Accomplishments:</p> <ul style="list-style-type: none"> • EDI Fund created to support community initiatives <p>Next Steps:</p> <ul style="list-style-type: none"> • NG Times series featuring equity-deserving groups in our community • Create safe spaces online or in physical space • 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. • Request Housing Advisory Committee to integrate EDI considerations