



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

March 13, 2025, 6:00 p.m.
Held in Meeting Room 1, 285 County Road 44

MEMBERS PRESENT Manpreet Shahi
Anne Leach
Christina Meagher-Charbel
Philip Seymour
Diane Dewing
Co-Chair Mayor Nancy Peckford
Councillor Doreen O'Sullivan
Councillor Kristin Strackerjan

MEMBERS ABSENT Samantha Lavitt
Scott Godwin

STAFF PRESENT Lynne Tyler, External Facilitator
Senterre McKenna, Committee Clerk
Hillary Geneau, Director of Corporate Services

OTHERS PRESENT Katie Hogue, Kemptville District Hospital
Stephanie Phillips, Kemptville District Hospital

A. Open Meeting

Co-Chair Nancy Peckford called the meeting to order at 6:02p.m.

B. Land Acknowledgement

The land acknowledgement was read by Anne Leach.

C. Human Rights Statement

The human rights statement was read by Diane Dewing.

D. Approval of the Agenda

#EDI-2025- 7

Moved By Manpreet Shahi

Seconded By Diane Dewing

Be it resolved that:

The agenda for March 13, 2025 be approved as presented.

CARRIED

E. Disclosure of Interest

None.

F. Approve Minutes of Previous Meeting

Corrections to previous minutes, Anne Jesseau to Anne Leach. Matrices is a plural to Matrix.

#EDI-2025- 8

Moved By Diane Dewing

Seconded By Christina Meagher-Charbel

Be it resolved that:

The following meeting minutes be approved as circulated:

1. February 13, 2025

CARRIED

1. Committee Meeting Minutes - February 13, 2025

G. Delegations

None.

1. Kemptville District Hospital Crystal Clear Code of Conduct Policy

Katie Hogue from Kemptville District Hospital (KDH) explained the origins of the Crystal Clear policy and the hospital's commitment to combating stigma and racism within the healthcare system. She discussed both the local and provincial impacts of the new policy, emphasizing how stigma negatively affects individuals during their most vulnerable moments. KDH has committed to implementing this Code of Conduct policy across their network.

Stephanie Philips from KDH mentioned that the policy will be presented to the board in April. Training for staff and management is provided by external sources, with interactive sessions included. Bi-weekly communications featuring EDI-specific information are shared

with all employees to keep the information current. Patient awareness is a key focus of the rollout, ensuring they are informed about the policy and the complaints process.

The members then engaged in an open discussion about the Code of Conduct policy.

H. Decision Items

None.

I. Correspondence/Information Items/Reports

1. Policy Review and Matrix

Hillary Geneau, provided an overview of the purchasing and procurement policies, as well as the asset naming review. She compared these policies with those of the City of Edmonton and the City of Vancouver, highlighting several implementations and asked for feedback from the members.

Nancy Peckford inquired about any potential limitations regarding the procurement policies and the use of local suppliers. Hillary clarified that EDI policies are not restricted to local vendors. Phillip Seymour asked if local vendors and suppliers would be a recommended option, noting that this could sometimes be more expensive. The challenge of defining "local" was discussed, particularly when it involves larger companies with local franchises.

The members suggested adding a list of approved vendors to the procurement policy. Hillary Geneau mentioned that the policy will be updated soon, and this would be a good time to review and make any necessary changes, particularly with regard to the Code of Conduct for suppliers.

The asset naming policy was also reviewed, with recommendations to ensure EDI policies are integrated. A specific focus was placed on clearly defining the process for renaming assets, ensuring the policy is explicit.

These revisions will be addressed in the next meeting.

The EDI Matrix was reviewed with the members, including an examination of the questions. Hillary Geneau noted suggested changes and the idea of creating a guide for defining the language used. This will be presented at the next meeting.

2. EDI Strategy/Work Plan Update

The members discussed the changes to the EDI strategy, and Hillary Geneau provided updates, which will be reviewed at a future meeting.

Anne Leach pointed out that the descriptions for Ash Wednesday and Lent were incorrect on the Municipal calendar. She contacted the communications team and Hillary Geneau for corrections. Anne Leach also requested a list of important dates for the entire year so they can be reviewed and properly noted.

Hillary Geneau will reach out to Kyna Boyce in the Communications Department to ensure the corrections are made regarding Lent and other significant dates.

3. EDI Fund

Hillary Geneau requested feedback from the members regarding allowing businesses to apply for the fund. The members suggested maintaining the current requirement and reviewing applications as they come in.

The conflict of interest section could be updated to state that if a member has a conflict, they can recuse themselves from that specific application.

4. NG Times Article

Manpreet Shahi mentioned that he met with the reporter months ago to discuss various topics but has not yet received any updates regarding this article.

Diane Dewing informed the group that the reporter who interviewed Manpreet Shahi no longer works at the newspaper. Diane Dewing will follow up with Maggie Boyer & David Shanahan, the owners of NG Times to request an update.

J. Other Business

1. Items for Next Meeting

1. Calendar Update
2. Policy Review and Matrix
3. EDI Strategy/Work Plan Update

K. Public Questions

None.

L. Adjournment

#EDI-2025- 9

Moved By Manpreet Shahi

Seconded By Philip Seymour

Be it resolved that:

The meeting be adjourned at 7:36p.m.

CARRIED