



## Municipality of North Grenville

To: Council

Meeting Date: April 8, 2025

Subject: Equity, Diversity, and Inclusion Fund Updates

Report No: CS-2025-003

Prepared by: Ashley Cuthbert, Acting Strategic Initiatives Coordinator

### Recommendation(s)

THAT Council approve the changes to the EDI Fund Policy that strengthen conflict-of-interest provisions and refine the decision-making process.

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### Executive Summary

#### Purpose

- To seek Council approval for changes to the EDI Fund Policy.

#### Key Findings

- The approved Policy required Committee members to recuse themselves from the entire decision-making process if they had a declaration of interest with regards to an application. This resulted in very few members of the Committee being able to review the applications.
- Key policy changes include:
  - Members must only recuse themselves from reviewing their application if they are an applicant for funding or a member of an organization which is an applicant for funding in accordance with the Municipal Conflict of Interest Act.
  - Members must recuse themselves from reviewing all applications if the total request amount exceeds the funding available.

## **Financial Implications**

- There are no financial implications associated with these policy changes.

## **Background/Analysis**

The EDI Fund, launched in 2024, was established to support initiatives that promote equity, diversity, and inclusion within the community. After its first year of implementation, the Equity, Diversity, and Inclusion Advisory Committee (EDIAC) conducted a policy review to evaluate the process.

The original Policy required Committee members to recuse themselves from the entire decision-making process if they had a pecuniary interest with regards to an application. The proposed amendments require members to recuse themselves from reviewing any application they have an interest in, but do not require members to recuse themselves from the entire evaluation process.

Upon legal review it is recommended members must recuse themselves from reviewing all applications in the event the cumulative requested amount of all applications exceeds the funding available.

These changes specifically update Section 6.4 of the EDI Fund Policy and introduce a new Section 6.5 as follows:

### **Policy Amendments**

Current Policy (Section 6.4):

"If a member of the Equity, Diversity, and Inclusion Advisory Committee is an applicant for funding of this Fund or has a pecuniary interest, they must recuse themselves from all decision-making process related to any application."

Proposed Amendment (Section 6.4):

"If a member of the Equity, Diversity, and Inclusion Advisory Committee is an applicant for funding of this Fund or has a pecuniary interest, they must recuse themselves from the decision-making process related to that application."

New Policy Addition (Section 6.5):

"In circumstances where the cumulative total of funding requests exceeds the funds allocated to the program by Council, if a member of the Equity, Diversity, and Inclusion Advisory Committee is an applicant for funding or has a pecuniary interest, they must recuse themselves from all decision-making process related to any application."

These changes reinforce the principles of equity, fairness, and impartiality in the funding review process while ensuring that all applications are evaluated without bias.

## Relevance to Strategic Priorities

<b>Strategic Pillar</b>	Pillar #5 - A Caring Community
<b>Goal</b>	Goal #5.3 - Continue to Improve Equity, Diversity, and Inclusion, and Reconciliation
<b>Key Action</b>	Action #5.3.3 - Increase engagement with equity deserving groups including but not limited to, people with disabilities, francophones, Indigenous people, newcomers, older adults, racialized community members, rural residents, 2SLGBTQIA+, those facing socio

## Options and Discussion

1. Approve the recommendation (recommended)
2. Do not approve the recommendation and maintain the existing Policy

## Financial Impact

This item has been identified in the current budget: Yes ☐ No ☐ **N/A**

This item is within the budgeted amount: Yes ☐ No ☐ **N/A**

There are no additional staffing or financial implications, as implementation will be managed within existing administrative structures.

## Internal/External Consultation

- **Internal Consultation:** The EDIAC reviewed the policy and recommended these changes to ensure fairness in the evaluation process.
- **External Consultation:** The Municipal Solicitor was consulted to ensure policy aligns with the requirements of the Municipal Conflict of interest Act

## Communications

No immediate communication is necessary. Updates will be shared when the next funding release occurs.

## Attachments

- EDI Fund Policy (Revised)