



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

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

MEMBERS PRESENT Samantha Lavitt
Anne Leach
Christina Meagher-Charbel
Diane Dewing
Lynne Tyler
Co-Chair Mayor Nancy Peckford
Councillor Doreen O'Sullivan
Councillor Kristin Strackerjan
Scott Godwin

MEMBERS ABSENT Manpreet Shahi
Philip Seymour

STAFF PRESENT Hillary Geneau, Director of Corporate Services
Senterre McKenna, Committee Clerk

OTHERS PRESENT Stephanie Phillips, Kemptville District Hospital

A. Open Meeting

Co-Chair Samantha Lavitt called the meeting to order at 6:07 p.m.

B. Land Acknowledgement

The land acknowledgement was read by Doreen O'Sullivan.

C. Human Rights Statement

The human rights statement was read by Samantha Lavitt.

D. Approval of the Agenda

Samantha Lavitt noted that today is JTU BiShvat, the Jewish new year for trees.

#EDI-2025- 4

Moved By Doreen O'Sullivan
Seconded By Diane Dewing

Be it resolved that:

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

CARRIED

E. Disclosure of Interest

None.

F. Approve Minutes of Previous Meeting

#EDI-2025- 5

Moved By Samantha Lavitt
Seconded By Diane Dewing

Be it resolved that:

The following meeting minutes be approved as circulated:

1. January 16, 2025

CARRIED

G. Delegations

None.

1. Kemptville District Hospital Crystal Clear Code of Conduct Policy

Stephanie Phillips, Manager of Human Resources from Kemptville District Hospital shared the Terms of Reference and the Code of Conduct Policy. This will be going forward to their board for approval. Training at the hospital is underway and they are looking for feedback from the EDI members to ensure that they are meeting all the criteria.

Samantha Lavitt noted section 4.6.8 timeline of the code of conduct, there was an error, Stephanie Phillips noted that she will make the correction.

H. Decision Items

None.

I. Correspondence/Information Items/Reports

1. EDI Fund Review

Hillary Geneau noted that is this going to council for approval. There was some feedback about the evaluation matrix. Removing personal information identified on scorecard, which application there may be a conflict with.

Diane Dewing noted that she had to recuse herself and some other members as well from entire process last year. She felt that this was not correct, and as there wasn't a conflict with all the applications just one.

Samantha Lavitt confirmed that this process could impact the funding amount total to be distributed.

Scott Godwin asked why business can apply for this funding. He is concerned that this in itself is a conflict. Hillary Geneau confirmed that for a community event and positive impact on the community, the application will be considered. Discussion regarding removing businesses from the application process ensued.

Diane Dewing would like to allow education groups and schools to apply for funding. Christina Meager-Charbel agreed. Anne asked if student groups are permitted to apply, Hillary Geneau confirmed that individuals can apply that are members of local groups.

2. Policy Review and Matrix

Hillary Geneau reviewed city matrixes from other communities and asked the Members what questions this matrix should include. She noted the feedback from the Members, and will bring forward to a future meeting.

Samantha Lavitt suggested starting with a short policy, and she will review it with the matrix.

The Members decision to review the following policies:

- Naming of Corporate Assets Policy
- Purchasing and Procurement Policy

3. New Resident Package Review

Doreen O'Sullivan noted that the Kemptville Live map can be removed for this year, as Kemptville Live has been cancelled for 2025.

Purchasing Dog tags needs to be added to the package. Samantha Lavitt commented she liked the Kemptville Live map, as it has a list of local businesses on the back. Suggestion to add a local map, if the Kemptville Live map is removed. The online North Grenville Resources

list was missing some addresses. Hillary Geneau will review the missing information. Doreen O'Sullivan suggested to reach out to the different religious groups to include their information. General discussion ensued.

4. Calendar Update

Hillary Geneau shared and discussed the updates on the calendar. Anne Jesseau asked what the full year will look like, she noted that its done for the next few months but not beyond that date. Hillary Geneau will confirm with the Communications team if they can produce the full 202 calendar.

5. EDI Strategy/Work Plan Update

Hillary Geneau reviewed the strategy and made notes of changes from today's meeting. She did reach out to the Provincial ministry representative to confirm local Physiotherapy options. She was unsuccessful in hearing back from them, she was told that she will not hear back from anyone until after the Provincial election.

6. NG Times Article

Moved to next meeting.

J. Other Business

1. Items for Next Meeting - Thursday, March 13, 2025

Policy review and matrix

NG Times Article

Standing item- EDI Strategy/Work Plan Update

K. Public Questions

None.

L. Adjournment

The meeting adjourned the meeting at 7:50 p.m.

#EDI-2025- 6

Moved By Diane Dewing

Seconded By Christina Meagher-Charbel

Be it resolved that:

The meeting be adjourned at 7:50 p.m.

CARRIED