



Municipality of North Grenville

To: **Council**

Meeting Date: June 3, 2025

Subject: EDI Update to Naming Policy Report No: CS-2025-005

Prepared by: Hillary Geneau, Director of Corporate Services

Recommendation(s)

THAT Council:

1. repeal By-law 72-12;
2. adopt by-law 51-25 A By-Law to Establish a Naming of Corporate Assets Policy.

Executive Summary

Purpose

- To update the naming policy to reflect equity, diversity, inclusion (EDI) and reconciliation values.

Key Findings

- The Naming of Corporate Assets Policy did not incorporate EDI and reconciliation values.
- Other communities have incorporated such values in their policies.

Financial Implications

- There are no financial implications associated with this report.

Background/Analysis

Council adopted the EDI Strategy in 2023. The Strategy included the following:

- Priority: Embedding EDI in policy

- Plan: Review of current policies, including human resources, procurement, and facility management by a subject matter expert on EDI.
- Plan: Provide a timeline for the completion of the review and table the recommendations to the EDI Advisory Committee.
- Plan: Create a matrix to apply when developing new policies (consider the needs of equity seeking groups and key EDI issues).

The EDI Advisory Committee (EDIAC) has reviewed several policies and created a draft matrix that staff are testing by applying to new and revised policies.

One of the policies the Committee reviewed was the Naming of Corporate Assets Policy. The Committee provided suggested revisions. The revisions were also shared with the Indigenous Advisory Circle for review and comment.

The Naming of Corporate Assets Policy focusses on municipal assets but does not speak to the naming of roads created during development. Working with Planning staff, options will be reviewed for creating a name bank developers can use that reflect EDI and reconciliation values.

Relevance to Strategic Priorities

Strategic Pillar	Pillar #5 - A Caring Community
Goal	Goal #5.3 - Continue to Improve Equity, Diversity, and Inclusion, and Reconciliation
Key Action	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 to update the Naming of Corporate Assets Policy.
2. Do not approve the recommendation and provide direction to staff.(as directed by Council)

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**

Staffing implications, as they relate to implementing Council's decision on this matter, are limited to the existing staff complement and applicable administrative policies as approved by Council.

Internal/External Consultation

The policy was reviewed by the EDIAC, the Indigenous Advisory Circle, and the Senior Leadership Team.

Communications

The updated Naming Policy will be shared with community members as requested.

Attachments

- Updated Naming of Corporate Assets Policy
- Naming of Corporate Assets Policy By-Law
- Naming of Corporate Assets Policy Suggested Changes