



Equity, Diversity and Inclusion Advisory Committee Minutes

**May 28, 2025 at 6:00pm
Town of Petawawa Municipal Office
Council Chambers**

Present:

Councillor Lisa Coutu, Chair
Deputy Mayor, Theresa Sabourin
Maryse Ahow
Patrick Aird
Joshua Vardy – Joined at 6:52 pm

Regrets:

Natalie Chaumont, Vice-Chair
Ellen Wong
Becky Conroy

1. Call to Order

Lisa Coutu, Chair for the Equity, Diversity and Inclusion Advisory Committee, called the meeting to order at 6:06 p.m.

2. Land Acknowledgment

The land acknowledgement including a Truth and Reconciliation Commission Call to Action was read.

3. Adoption of Agenda (additions/deletions)

Moved by Joshua Vardy and seconded by Pat Aird, that the agenda be approved as amended. Motion carried.

4. Disclosure of Pecuniary Interest

There were no disclosures of pecuniary interest.

5. Adoption of Minutes

(a) March 26, 2025

Moved by Joshua Vardy and seconded by Theresa Sabourin, that the minutes previously circulated be adopted. Motion carried.

(b) April 23, 2025

Moved by Theresa Sabourin and seconded by Joshua Vardy, that the minutes previously circulated be adopted. Motion carried.

6. Board Member check-in

Board members provided verbal updates.

7. Introductions/Presentations/Correspondence

No items to report

8. Financial Report

Deferred to the next meeting

9. New Business

(a) Men's Healing Circle Review

There were 3 attendees on May 8th, 4 attendees on May 15th and 3 attendees on May 22nd. The circle went well however, the location is preventing some attendees from feeling comfortable to attend.

Patrick Aird said we need to be more patient and try to get the word out again about it. We know people are interested in it but just haven't made the commitment yet.

Lisa Coutu to look into sending out another post on the Town's social media as well as an article in the Petawawa Post.

Some potential alternate locations discussed were:

- The Fundraising Lounge at the Civic Centre on Fridays 6:00pm– 8:00pm, elevator is sometimes down which can affect accessibility,
- Rotary Room with the library on Mondays 6:30pm – 8:00pm,
- South Side community centre / Dundonald Hall / Garrison
- Our Lady of Sorrows Administration Building
- Silver Threads Building

Patrick Aird might be away for part of summer and fall but has made arrangements with an associate who has similar knowledge and experience to run the Men's Healing Circle in his absence.

(b) Showcase Review

It was a very busy weekend. Most who visited the booth had positive and uplifting comments. Many expressed how important it was that we have more of this in our community. There were a few who expressed that they have experienced discrimination and harassment in our community and are happy to see that this committee is making meaningful efforts to make the area more inclusive. The pronoun pins were very popular. The booth was attended by Theresa Sabourin, Lisa Coutu, Becky Conroy and Joshua Vardy for various shifts over the course of the event.

(c) Indigenous People's Day (June 21, 2025)

The EDI committee was invited to have a table at the National Indigenous People's Day 2025 celebration at the Pembroke Waterfront Amphitheatre. Lisa Coutu will be present from 10:00am – 1:00pm on that day. If another committee member can attend the booth from 1:00pm – 3:00pm then the booth will remain open otherwise it will be closed at 1:00pm. Most of the materials used for showcase can be re-used at this event.

(d) Pride Plan Updates

(i) New donations

The Elementary Teachers Federation of Ontario will be sending us a large donation to cover our food related expenses (pizza, water, donut decorating kits from Mcguire's, Dairy Queen dilly bar coupons etc.)

TD bank will be donating a total of \$2000.00 for DJ services and other expenses.

CNL will be sending in a donation that will cover radio advertising costs for the event.

(ii) Approve new expenses

The following expenses were approved:

- Speed Pro Signs (thanking sponsors) - \$150.00
- Additional Dairy Queen coupons - \$150.00
- Additional Decorations - \$200.00
- Door Prizes (to be purchased at local businesses) - \$500.00
- Contribution to Aerialist Amber with Lyft Acro - \$200.00
- Giveaway items for events (e.g. tie-dye kits, Petawawa Pride t-shirts, pronoun pins, flags etc.) - \$1000.00

Moved by Maryse Ahow and seconded by Joshua Vardy that the Board approves additional Pride Expenditures of up to \$2200.00 for the above listed expenses for the event in 2025. Motion carried.

(iii) Pride Parade

Local business, Prarie and Luna will be organizing and hosting a pride walk that will start at their location at 3067 Petawawa Blvd. on June 13, 2025 from 4:30pm and will end at the container market. We have arranged for the OPP to be present at this event, both in uniform as well as plain clothes.

(iv) Review Pride Event Plan

Jill Holroyd with pflag to be added to list of event speakers. Pflag was also interested in running a raffle with prizes they would supply to raise money to support LGBTQIA+ initiatives. Lisa Coutu to consult the Town to see if any special permits might be required as this is a Town sponsored event.

Kitchissippi Productions has quoted us \$399.00 + HST to bring the photo booth for our event pending them finding a trained operator for the equipment. This is in alignment with the previously approved amount for

this expense. Consideration would be given if a photo-op for sponsors can also be possible to highlight their contribution.

Theresa Sabourin to liaise with members from the community pride group to assess the feasibility of having a tie-dye station at this year's celebration.

(e) Municipal Charter Project – Next steps

Gabriella Salera from LIP made a presentation to Town Council and it was agreed that LIP will work with the EDI committee and community partners to create a welcome package and charter for subsequent presentation to council. The next stage involves forming a Reference group consisting of volunteer community and EDI committee members who will work with LIP to create these documents.

(f) Commitment to Inclusion Project – Next steps

Letter to canvas businesses has been sent out and a few local businesses have already reached out to be part of the project. More canvassing needed and a google doc will be created to help facilitate this.

Having a package at the Pride event to discuss with potential business partners there was discussed. As well as having a promotional ad for businesses who have already signed up for the program.

(g) Responding to hate (Anti-racism and anti-discrimination workshops for the committee/town staff/community

Deferred to next meeting.

10. Board Member check-out

Board members provided verbal follow-ups.

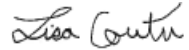
11. Date of Next Meeting

June 25, 2025

12. Adjournment

Moved by Theresa Sabourin and seconded by Joshua Vardy that the meeting adjourns at 7:44 p.m. Motion carried.

Minutes recorded and respectfully completed for presentation by Maryse Ahow.

A handwritten signature in cursive script, appearing to read "Lisa Coutin".

Signature of the Chair

August 27, 2025

Date Minutes Approved