



Equity, Diversity and Inclusion Advisory Committee Minutes

**July 23, 2025, at 6:00pm
Silver Threads Senior Centre**

Present:

Councillor Lisa Coutu, Chair
Natalie Chaumont, Vice-Chair
Becky Conroy
Joshua Vardy
Patrick Aird

Regrets:

Deputy Mayor, Theresa Sabourin
Ellen Wong
Maryse Ahow

Also Present:

Natasha Collins, Staff Resource

1. Call to Order

Lisa Coutu, Chair for the Equity, Diversity and Inclusion Advisory Committee, called the meeting to order at 6:04 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 Natalie Chaumont, that the agenda be approved as presented. Motion carried.

4. Disclosure of Pecuniary Interest

There were no disclosures of pecuniary interest.

5. Adoption of Minutes

Deferred to the next meeting.

6. Introductions/Presentations/Correspondence

No items to report.

7. Board Member Check-In

Board members provided verbal updates.

8. Financial Report

(a) Detailed Budget Trial Balance to July 7, 2025

Moved by Becky Conroy and seconded by Joshua Vardy that the detailed trial balance to July 7, 2025, which was provided by the Acting Town Treasurer, be received as information. Motion carried.

9. New Business

(a) Men's Healing Circle Update

The Men's Healing Circle has been temporarily relocated to the Waka-ehi Lodge. This relocation has allowed the Circle to extend its reach and welcome more participants.

The Circle is doing well overall. Summer has brought a drop in attendance, but gatherings will continue as usual.

The committee discussed preparing an advertisement to promote the Men's Healing Circle, with a focus on "everyone welcome", which will be published in the *Petawawa Post* and *Pembroke Observer*.

Moved by Patrick Aird and seconded by Natalie Chaumont, that the EDI Committee approves the spending of up to \$300.00 towards the advertisement. Motion carried.

(b) Pride Review

i. Feedback

The walk was well-received and had a strong start; however, there was no music, which may have impacted the overall atmosphere.

The event could benefit from more scheduled activities throughout to maintain engagement.

The donuts were a popular addition, though smaller portions are recommended for next time; the frosting also hardened quickly.

The photo booth was a big hit, but it experienced technical issues, and attendees were unable to download their photos. Increased support and

involvement from the photo booth company would be appreciated for future events.

EDI member Becky Conroy's speech for Pride Day was featured in the June 19th edition of the *Petawawa Post*.

ii. Plans for next year

Consider creating a "Pride Passport" that can be stamped at each booth or event throughout the evening to encourage greater attendee engagement.

Schedule activities throughout the event to avoid downtime; suggestions include a pet red carpet fashion show, lawn games and a grand finale. Include a program schedule and list of activities on a poster at the Kin Hut for attendee reference.

Enhance the photo booth/red carpet area with a tent and balloon arch for a more festive atmosphere.

Explore the possibility of covering fees for attendees who wish to participate in mini putt activities.

Discuss forming a sub-committee to assist with event organization and set up.

Formalize volunteer process to ensure additional support beyond the core committee.

Extend an invitation to Big Brothers Big Sisters to participate in the event.

Complete and submit the application for potential TD funding, due December 2025.

(c) Municipal Inclusion Charter and Welcome Package Project

LIP has a grant opportunity available and will connect with the committee; Natalie Chaumont to serve as the point of contact.

(d) Commitment to Inclusion Program Updates and Next Steps

Two businesses have registered so far.

Elder Pat's wife has volunteered to cold call local businesses to invite participation. A script and a list of businesses will need to be prepared. Joshua Vardy will assist in writing the script, including tips for handling difficult conversations.

(e) Blanket Exercise

The library received a \$1,000 gift for reconciliation efforts. A collaboration between the library and the EDI Committee on a blanket exercise was approved by the previous Library CEO, and it is hoped the new CEO will also support it, as the funds have been earmarked for this purpose.

Potential facilitators for the project include Circle of Turtle Lodge and KAIROS, with a preference for local, indoor venue – possibly in November.

User agreements will need to be completed between involved parties such as schools; this includes requesting availability, obtaining quotes, and finalizing logistics.

The Town of Renfrew has an Indigenous restaurant, which is being considered for catering.

Becky Conroy to serve as point of contact for this project.

(f) Legacy of Hope Exhibit

Funding for the exhibit remains available, provided the Petawawa Museum is still willing to host.

The museum would be responsible for selecting exhibit pieces while the EDI committee handles advertising and covering all exhibit-related costs.

The exhibit is tentatively planned for a fall opening, which would make it a great option for school trips.

Lisa Coutu to follow up with Ainsley Christensen to confirm museums participation.

(g) Updating Terms of Reference for Remote Attendance

The committee is exploring the option of adding Zoom or MS Teams access for those unable to attend meetings in person. This will help ensure quorum can still be achieved when in-person attendance is limited.

(h) Creating Memorandum of Understanding between Library and Algonquins of Pikwakanagan

Joshua Vardy will serve as point of contact and attend the October library meeting to present the idea of creating a Memorandum of Understanding between the library and the Algonquins of Pikwakanagan, building on the existing land acknowledgement. This memorandum would hope to cover the out-of-town costs associated with library membership.

Access to the online resources would be a valuable support for families.

Algonquin College provides this service to international students.

10. Board Member Check-out

Board members provided verbal follow-ups.

11. Date of Next Meeting

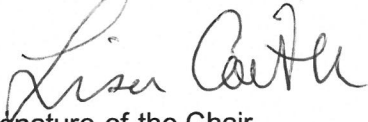
August 27, 2025

The date of the next meeting was confirmed by the EDI Committee as noted above.

12. Adjournment

Moved by Joshua Vardy and seconded by Becky Conroy, that the meeting adjourns at 7:10 p.m. Motion carried.

Minutes recorded and respectfully completed for presentation by Natasha Collins.

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

Signature of the Chair

August 27, 2025

Date Minutes Approved

