



# **Dominion Command EQUITY, DIVERSITY AND INCLUSION (EDI) Committee**

*Our Mission is to serve  
Veterans, which includes  
serving military and RCMP  
members and their families,  
to promote Remembrance  
and to serve our  
communities and our  
country.*

## **Meeting Minutes 8 JANUARY 2025**



**Legion** 

**DOMINION COMMAND  
EQUITY, DIVERSITY AND INCLUSION (EDI) COMMITTEE  
MEETING MINUTES- ZOOM MEETING  
8 January 2025**

**File: 32**

**IN ATTENDANCE:**

**Valerie MacGregor – Chair  
Marg Emery-- Vice Chair- Excused  
Bill Chafe - Member  
Larry Murray – Member  
Gary Pond- Member- Excused  
Marion Fryday-Cook - Member  
Andrea Siew - Member**

**Eric Poissant - Committee Coordinator  
Martin Ouellette- Committee Assistant Coordinator**

**1. OPENING REMARKS**

**EDI COMMITTEE CHAIR REMARKS**

The chair welcomed the members of the EQUITY, DIVERSITY, AND INCLUSION (EDI) COMMITTEE.

The Chair, **Comrade Valerie MacGregor** welcomed all committee members for the first EDI Committee meeting of the year, and she hopes everyone had a great Holiday.

- A. Land Acknowledgement & Opening Ritual- Dominion Location Ottawa Region Land Acknowledgement version.
- B. The Chair began with the agenda.

**2. ADMINISTRATION POINTS**

- A. The Committee Chair reviewed the previous minutes of the committee meeting of 30 October 2024.
  - 1. The Chair asked the Committee members if they had any comments on the previous Meeting Minutes
  - 2. **Comrade Marion Friday-Cook**, Proposed approval of the Previous EDI Minutes as presented.
  - 3. **Comrade Andrea Siew** , seconded, and **All are in favor.**
  - 4. The Chair confirmed **the motion is carried.**

### 3. AGENDA ITEMS:

#### A. Presentation & Discussion On proposal Draft Request for Provision EDI Training (RfP EDI Trg), Presented by Comrade Andrea Siew.

##### 1. Document RfP presentation

- a. The draft RfP EDI Trg, was presented for discussion.
- b. It was noted the Action Plan, did not provide details of what training was for, who and why.
- c. The main part of the RfP is divided into 6 parts: Background of RCL; Legion's strategy; EDI Education and Training Program; Project timeline and RfP response.

##### 2. Discussion & Question:

- a. Chair, thanked everyone for the great work and suggested opening for questions.
- b. Many comments and suggestions were made by the committee members, nothing major, just minor grammar or syntax and small changes.
- c. It was suggested to have more written specifically In the EDI education and training program to include elements of EDI related to age, ethnicity, race, nationality, disability, economic status, gender identity, sex and sexual orientation.
- d. Additionally, a new proposition was made on the proposal implementation Timeline, in order to be more realistic and obtainable.
- e. All the corrections will be completed and resubmitted to the Committee for their approval.

##### 3. Action - Next step will be a recommendation to DEC.

- a. RfP will be included in the EDI Committee report for DEC.
- b. Need to develop an implementation Plan for training and communication Plan.
- c. Chair would like to share the document with EDI Provincial Reps, for review when the document is confirmed by the Committee.

#### B. Presentation & Discussion Draft Land Acknowledgement, Version Virtual meeting- Presented by Chair Comrade Valerie MacGregor

1. Introduction- Land Acknowledgement was discussed during last meeting, to confirm how it should make the Land Acknowledgement in the Virtual meeting.  
The Ritual, Awards and Protocol Manual art. 304, - does not have any Generic Land Acknowledgement. Guidelines need to be personalized to the location.
2. The EDI Committee has received a proposal from The Ritual, Awards & Protocol Committee Chair, for Generic Land Acknowledgement, for a

virtual meeting. The proposal came from Ontario Command. RAP Committee would like feedback and agreement on the Draft.

**3. Discussion & Question:**

a. The Committee members discussed the proposition. The Committee agreed with the proposal of Land Acknowledgement, and the wording was appropriate for a Virtual meeting when the participants are across the country. The EDI Committee has no intention to make a recommendation, they will let RAP Committee to finalize the proposition with DEC.

4. Action- The EDI Committee Coord, will advise the RAP Committee of the EDI Committee agree with the proposition.

**C. Update on new Provincial Command EDI Point of Contact List- Presented Coordinator**

1. As requested on the last EDI meeting by the Chair, to get a Point of Contact list in order to share and be in contact with all Provincial Commands EDI Point of Contact.

2. The Final product of Provincial Command EDI Point of Contact List was presented.

**3. Discussion & Question:**

a. The Committee agreed with the need of the list and with the Draft Product. Supported

4. Action: Coordinator will share the final version with the Committee and will include in the Legion Portal file.

a. Chair would like to invite the EDI Committee Command REPs to participate in upcoming EDI Committee meeting. An invitation will be sent to the Commands by the EDI Coordinator, TBC.

**D. Update on Creation of the EDI Link on the RCL Portal. Presented Coordinator**

1. It was confirmed that the Dominion Communication Team, will create a new EDI File on the Legion Portal. The link will be in the Command & Branches Resources. The file will contain: EDI Statement English /French version, EDI Writing Tool and EDI Provincial Committee contact list.

**2. Discussion & Question:**

a. All the Committee members agreed with the Portal EDI File. They were disappointed, that the EDI File will only be on the Portal, they would like to have it on the Public web site as well.

b. The chair explained that for now, they will begin with the Portal and when we achieve some progress and development, we will have more opportunity.

c. The Committee members recommended to look for the opportunity to have the NED to attend the EDI Meeting in the future.

3. Action Chair: Coordinator, to go forward with the creation of the Portal as presented.

**E. Further discussion on Terminology of The Silver Cross Mother.**

Presented, Coordinator

1. Action was requested on a previous meeting, requesting the Committee Coordinator, look into a possible option to have a more neutral name for the **Silver Cross Mother**. The suggestions from the last meeting, that generated a lot of discussion with a different perspective.
2. Discussion & Question:
  - a. Once again, this subject is very sensitive and we need to undertake a more in-depth analysis, not just out an opinion, since this has an impact on the entire organization, this is a very traditional and historic title.
  - b. Committee members agree that there needs to be more thought at the senior level of the RCL organization.
3. Action- this subject is very sensitive and important; it will be discussed more deeply at The Legion Senior Level.

4. **UPCOMING EVENTS.**

Chair – **Comrade Valerie MacGregor.**

- EDI Training Committee meeting- 29 January 25- New EDI Consultant Presentation.
- **Spring DEC, after Easter, End of April 2025**

5. **ROUND TABLE: Committee Members.**

- a. Comrade Bill reminds the Committee, that the EDI Committee is a pioneer for The Legion, we have no Document foundation all need to be developed and implemented by this committee. It is very positive and exacted.
- b. Comrade Andrea recommended the Committee review the Action Plan in the next meeting.
- c. Comrade Larry commented saying the EDI will be more important for the Legion and all the hard work from the EDI Committee will be even more important in the future with all that is going on in the world. He is looking forward to participate.

## Meeting Closure

**Chair Comrade Valerie MacGregor.** Thanks everybody for the great work. Ask for a motion to adjourn the meeting.

1. **Comrade**, Bill Chafe Proposer to close the Committee session.
2. **Comrade Marion Friday-Cook**, seconder, and **All in favor**.

The Chair confirmed ~~the motion is carried~~

6. **Next Meeting** – Date to be confirmed.



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**Valerie MacGregor**  
**Committee Chair**



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**Eric Poissant**  
**Committee Coordinator**

Dated this day on 17 January 2025

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