



THE REGIONAL MUNICIPALITY OF NIAGARA
WOMEN'S ADVISORY COMMITTEE
AGENDA

WAC 3-2021

Wednesday, May 26, 2021

4:00 p.m.

Meeting will be held by electronic participation only

Due to efforts to contain the spread of COVID-19 and to protect all individuals, there is no public access to Niagara Region Headquarters. If you are interested in viewing this meeting or would like to speak to an item listed on the agenda please contact the Office of the Regional Clerk at clerk@niagararegion.ca at least 24 hours in advance of the meeting.

	Pages
1. <u>CALL TO ORDER</u>	
2. <u>LAND ACKNOWLEDGMENT STATEMENT</u>	
3. <u>DISCLOSURES OF PECUNIARY INTEREST</u>	
4. <u>PRESENTATIONS</u>	
4.1. <u>Economic Recovery Planning</u>	3 - 8
Valerie Kuhns, Associate Director, Economic Development	
5. <u>DELEGATIONS</u>	
6. <u>ITEMS FOR DISCUSSION</u>	
6.1. <u>16 Days of Activism against Gender-Based Violence</u>	
Jean Tonogai, Canadian Federation of University Women	
6.2. <u>Child Care Update</u>	
6.3. <u>Diversity, Equity and Inclusion Update</u>	9 - 18
Cassie Ogunniyi, Diversity, Equity and Inclusion Program Manager	

7. CONSENT ITEMS FOR INFORMATION

7.1. WAC 2-2021

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Women's Advisory Committee Minutes - March 31, 2021

8. OTHER BUSINESS

9. NEXT MEETING

The next meeting will be held on Wednesday, July 28, 2021 at 4:00 p.m.

10. ADJOURNMENT

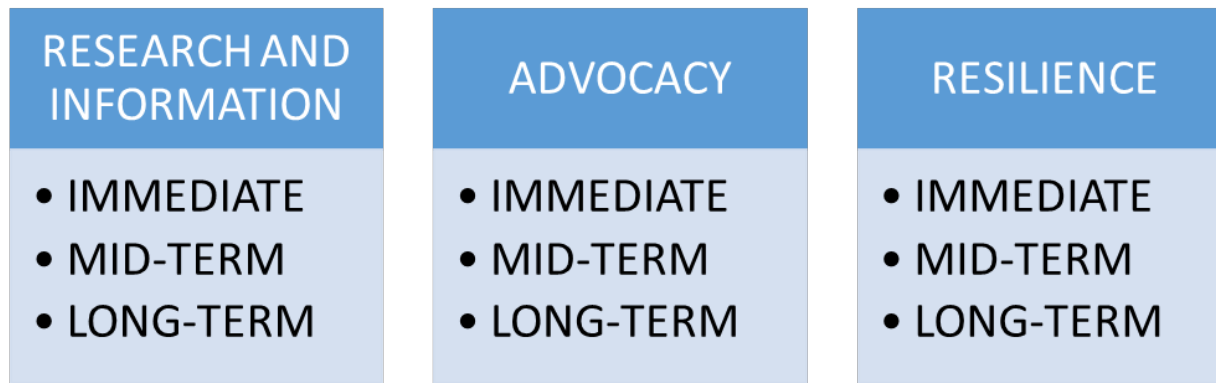
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ECONOMIC RECOVERY PLANNING

Presentation to Niagara Region Women's
Advisory Committee

Wednesday May 26, 2021

ECONOMIC RECOVERY PLAN



RECOVERY TO RESILIENCE

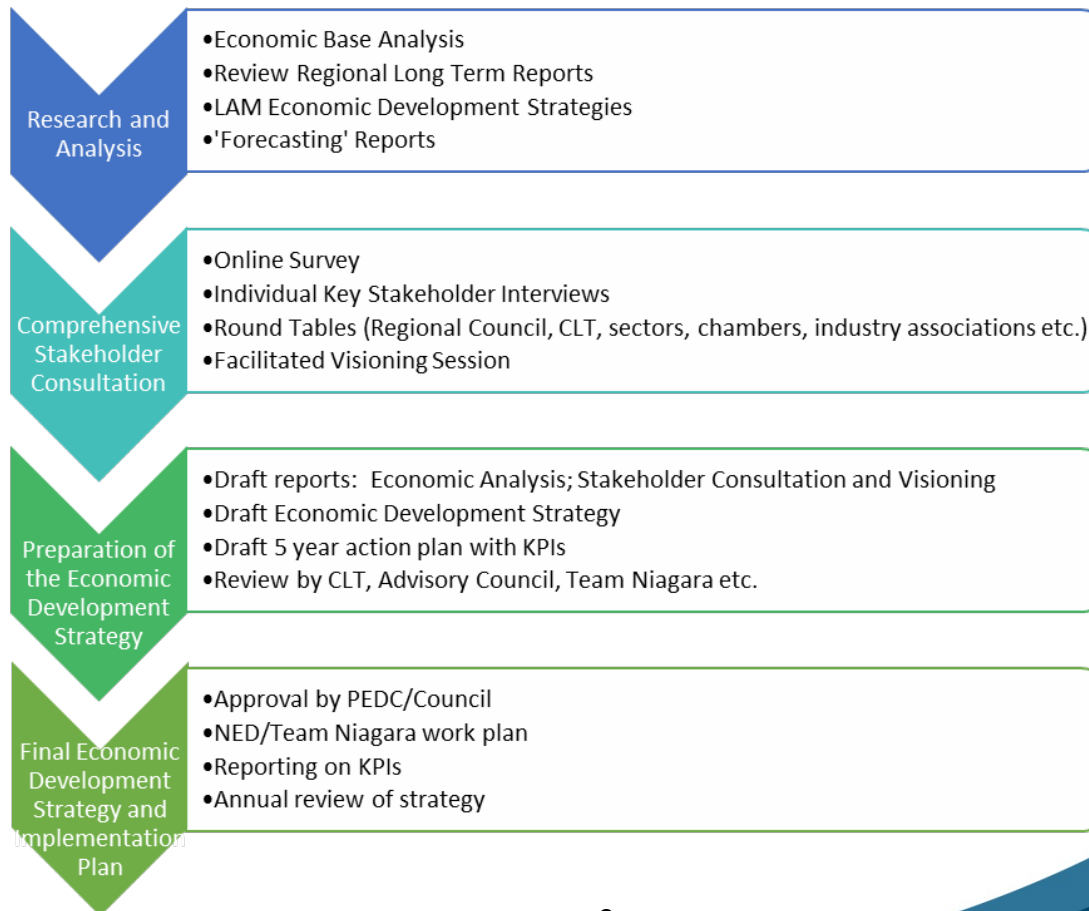


May 2020 – December 2021

May 2021 – Spring 2022

Spring 2022 – 2032

10 YEAR ECONOMIC DEVELOPMENT STRATEGY



10 YEAR ECONOMIC DEVELOPMENT STRATEGY

Business Impact Survey

Pandemic has exacerbated many existing workforce issues

- Womens' participation in the workforce
- Affordable childcare
- Women and youth disproportionately affected
- Sectors most affected employ higher rates of women
- Lack of programs aimed at increasing equity and inclusion among employees

10 YEAR ECONOMIC DEVELOPMENT STRATEGY

NEXT STEPS?

Diversity, Equity, and Inclusion Update

Women's Advisory Committee

May 26, 2021

Cassandra Ogunniyi,
Diversity, Equity and
Inclusion Program Manager

Coalition of Inclusive Municipalities



- Niagara Region and the 12 Local Area Municipalities (LAMs) signed the declaration to join the Coalition on Sept 18 2020
- Objectives of the Coalition:
 - Improve municipal practices to promote social inclusion
 - Establish policies to eradicate all forms of racism and discrimination
 - Promote human rights and diversity
- Creating a Diversity, Equity, and Inclusion Action Plan as part of joining the CIM

DEI Goals 2021-2022

- **Goal 1:** To develop a 5 year DEI Action Plan by April 2022
- **Goal 2:** To increase the diversity of job applicants and new staff hired
- **Goal 3:** To provide staff with the knowledge, skills, and resources to reduce racism and discrimination and improve inclusion and diversity
- **Goal 4:** To provide opportunities for community members to be heard and participate in decision making processes
- **Goal 5:** To improve collaboration with diverse community members and organizations in Niagara

Goal 1: To Develop a 5 year DEI Action Plan by April 2022

Step 1: Current Assessment

- Jan – Mar 2021
 - Environmental Scan
 - Pulse Survey analysis

Step 2: Develop Vision and Plan for Engagement

- Feb – July 2021
 - Draft Vision
 - Engagement plan
 - DEIAC Selection
 - Data collection questions and tools

Step 3: Identify Barriers and Critical Success Factors

- June – Nov 2021
 - Conduct staff and community focus groups
 - Conduct staff and community survey
 - Data analysis and summary

Steps 4 &5: Create Strategy, Monitoring Plan, and Write Report

- Nov 2021 – April 2022
 - Strategy sessions
 - Write report
 - Finalize report
 - Action Plan and Report to Council

Advisory Committees

- Received 83 applications
- Had 3 people on the selection committee, reviewed the applications and selected 8 community members to represent diverse geography, gender, and other demographic characteristics
- Passed at Council on May 20 2021
- Council members are Councillor George Darte and Councillor Laura Ip
- Aim for Committee to start end of June 2021

Staff and Community Engagement

- Aim of engagement – to hear from diverse voices of Niagara
 - Their experiences of racism or discrimination
 - Barriers they experience to inclusion and equity
 - Potential solutions/actions
 - Key areas of focus
 - Housing
 - Police
 - Labour force
 - Education
 - Municipal employer

Community engagement

- 12 Diversity related groups:
 - Ethnocultural and linguistic diversity
 - Racialized or People of Colour
 - Francophone
 - New immigrants
 - Indigenous communities
 - LGBTQ2S+ individuals
 - Individuals with disabilities
 - Seniors/older adults
 - Individuals living with low income
 - Individuals experiencing homeless
 - Post-secondary students/youth
 - Faith-based diversity

Organization selection

- Started with the list of over 500 organizations and networks, categorized them according to the top two diversity categories that they work with
- If more than 11 organizations in a category, will select 8-10 based on various criteria:
 - Geography – urban/rural, different municipalities
 - Range of clients (considering intersectionality, age, gender, etc.)
 - Large and small organizations (budget, reach)
 - Range of services offered

Focus Group with WAC members

- If you are interested in participating in a focus group for the DEI work, please let me know, we will schedule a 90 minute session

Thank you!

- Questions can be sent to:
- Cassandra.Ogunniyi@niagararegion.ca
- Ext. 3226

**THE REGIONAL MUNICIPALITY OF NIAGARA
WOMEN'S ADVISORY COMMITTEE
MINUTES**

**WAC 2-2021
Wednesday, March 31, 2021
Meeting held by Video Conference**

Committee: Councillors Butters, Huson (Committee Chair); I. Camillo, S. Hill, R. Ivri, N. Kalb, E. Kovacs, L. Lane, C. McGrath, N. Qureshi, H. Shaikh, R. Unrau (Committee Vice Chair), E. Zimmermann

Absent/Regrets: Councillor Villella

Staff: D. Edgar, Director, Children's Services, L. Gigliotti, Associate Director, Employee Services, A. Jugley, Commissioner, Community Services, A.-M. Norio, Regional Clerk, C. Ogunniyi, Diversity, Equity & Inclusion Program Manager, J. Smith, Human Resources Consultant

1. CALL TO ORDER

Committee Chair Huson called the meeting to order at 4:00 p.m.

2. LAND ACKNOWLEDGMENT STATEMENT

Committee Chair Huson read out the following Land Acknowledgment Statement:

We begin this meeting by acknowledging that the land on which we gather is the traditional territory of the Haudenosaunee and the Anishinaabe peoples many of whom continue to live and work here today.

This territory is covered by the Upper Canada Treaties, is within the lands protected by the "Dish with One Spoon" Wampum Agreement.

Today, this gathering place is home to many First Nations, Metis, and Inuit Peoples and acknowledging reminds us that our great standard of living in Niagara is directly related to the resources and friendship of the Indigenous people.

2.1 Transgender Day of Visibility Acknowledgement

Sabrina Hill, Committee member, provided the following information to the Committee:

I would like to acknowledge that today, March 31st is the Transgender Day of Visibility.

Every March 31st, the trans community and allies observe Trans Day Of Visibility (TDOV).

The day was founded by US transgender activist Rachel Crandall of Michigan in 2009. This day's creation was a reaction to the lack of recognition of transgender people, citing the frustration that the only well-known transgender-centred day was the Transgender Day of Remembrance, which mourned the murders of transgender people but did not acknowledge and celebrate living members of the transgender community.

Today is about celebrating trans individuals, their achievements, and the hard-earned progress made towards true equity for the trans community. TDOV is also about renewing our commitment to educate ourselves on trans issues and to raise our voices against transphobia in all its forms.

3. **DISCLOSURES OF PECUNIARY INTEREST**

There were no disclosures of pecuniary interest.

4. **PRESENTATIONS**

4.1 Niagara Region's Children's Services - Providing Systems Planning and Management

Darlene Edgar, Director, Children's Services, provided information respecting Niagara Region's Children's Services - Providing Systems Planning and Management. Topics of the presentation included:

- Responsibilities
- System of Child Care
- Affordability
- Accessibility
- Quality
- Responsiveness
- System Issues
- Considerations going forward

5. **DELEGATIONS**

There were no delegations.

6. **ITEMS FOR DISCUSSION**

6.1 **Gender Based Analysis Plus (GBA+) Training**

Committee members shared their thoughts on the Gender Based Analysis Plus (GBA+) Training.

Moved by R. Unrau

Seconded by N. Qureshi

WHEREAS Gender-based Analysis Plus (GBA+) is a free web-based training offered through the Government of Canada to examine the various ways that intersecting identity factors may impact the effectiveness of government initiatives based on the examination of disaggregated data and research;

WHEREAS utilizing the GBA+ approach can lead to more responsive government policies, programs and initiatives;

NOW THEREFORE BE IT RESOLVED:

That the Women's Advisory Committee **RECOMMEND** the GBA+ training to the Niagara Region's Human Resources Department for the consideration of future training of staff and Councillors and also potential inclusion in future onboarding opportunities.

The following friendly amendment was accepted by the Committee Chair and the mover and seconder of the motion:

That the Women's Advisory Committee **RECOMMEND** the GBA+ training to the Niagara Region's Human Resources Department for the consideration of future training of staff, ***Committee members*** and Councillors and also potential inclusion in future onboarding opportunities.

The Committee Chair called the vote on the motion as amended, as follows:

That the Women's Advisory Committee **RECOMMEND** the GBA+ training to the Niagara Region's Human Resources Department for the consideration of future training of staff, Committee members and Councillors and also potential inclusion in future onboarding opportunities.

Carried

Committee Information Request(s):

Consider making Gender Based Analysis Plus (GBA+) Training applicable to suppliers and vendors. E. Kovacs.

6.2 Diversity, Equity and Inclusion Updates

Cassie Ogunniyi, Diversity, Equity and Inclusion Program Manager, provided an update on the work being undertaken with respect to Diversity, Equity and Inclusion. She advised that applications for membership on the Diversity, Equity and Inclusion Advisory Committee (DEIAC) would close on April 9, 2021. She noted that the Committee membership includes a member of the Women's Advisory Committee.

At this point in the meeting, Committee Chair Huson requested Committee members to indicate if they were interested in serving on the DEIAC as the representative for the Women's Advisory Committee.

Sabrina Hill and Naheed Qureshi put forward their names for consideration. The nominees provided brief remarks as to why they wanted to serve on the DEIAC. Voting by a show of hands resulted in the following:

Sabrina Hill: 6

Naheed Qureshi: 2

Based on the results of the vote, Committee Chair Huson announced that Sabrina Hill would be the Women's Advisory Committee representative on the Diversity, Equity and Inclusion Advisory Committee.

Committee Information Request(s):

Circulate the Diversity, Equity and Inclusion Advisory Committee Terms of Reference. S. Hill.

7. **CONSENT ITEMS FOR INFORMATION**

7.1 WAC 1-2021

Women's Advisory Committee Minutes - January 27, 2021

Moved by R. Unrau

Seconded by R. Ivri

That Minutes WAC 1-2021, being the minutes of the Women's Advisory Committee meeting held on January 27, 2021, **BE RECEIVED** for information.

Carried

8. OTHER BUSINESS

There were no items of other business.

9. NEXT MEETING

The next meeting will be held on Wednesday, May 26, 2021 at 4:00 p.m.

10. ADJOURNMENT

There being no further business, the meeting adjourned at 5:57 p.m.

Councillor Huson
Committee Chair

Ann-Marie Norio
Regional Clerk