



THE REGIONAL MUNICIPALITY OF NIAGARA
DIVERSITY EQUITY AND INCLUSION
ADVISORY COMMITTEE
AGENDA

DEIAC 5-2024

Tuesday, October 29, 2024

5:00 p.m.

Meeting will be held by electronic participation only

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.

	Pages
1. <u>CALL TO ORDER</u>	
2. <u>LAND ACKNOWLEDGEMENT STATEMENT</u>	
3. <u>DISCLOSURES OF PECUNIARY INTEREST</u>	
4. <u>PRESENTATIONS</u>	
4.1 <u>Student Housing Strategy</u>	3 - 11
Marian Bannerman, Development Industry and Housing Consultant	
5. <u>DELEGATIONS</u>	
6. <u>ITEMS FOR DISCUSSION</u>	
6.1 <u>Anti-Discrimination Statement Proposed Approach</u>	12 - 17
Cassie Ogunniyi, Manager, Diversity, Equity, Inclusion, and Indigenous Relations	
A presentation will precede the discussion of this item.	

7. ITEMS FOR INFORMATION

7.1 PDS 12-2024 18 - 32

Diversity, Equity, and Inclusion Action Plan 2023 Updates

A presentation will precede the discussion of this item.

7.2 DEIAC 1-2024 33 - 37

Diversity, Equity, and Inclusion Committee Meeting Minutes - April 16, 2024

7.3 DEIAC 2-2024 38 - 41

Diversity, Equity, and Inclusion Committee Meeting Minutes - April 30, 2024

7.4 DEIAC 4-2024 42 - 44

Diversity, Equity, and Inclusion Committee Meeting Minutes - August 27, 2024

8. OTHER BUSINESS

9. NEXT MEETING

The next meeting will be held on Tuesday, November 26, 2024, at 4:00 p.m.

10. ADJOURNMENT

If you require any accommodations for a disability in order to attend or participate in meetings or events, please contact the Accessibility Advisor at 905-980-6000 ext. 3252 (office), 289-929-8376 (cellphone) or accessibility@niagararegion.ca (email).

Student Housing Strategy

Advisory Committees Presentation
November 2024

Strategy Background

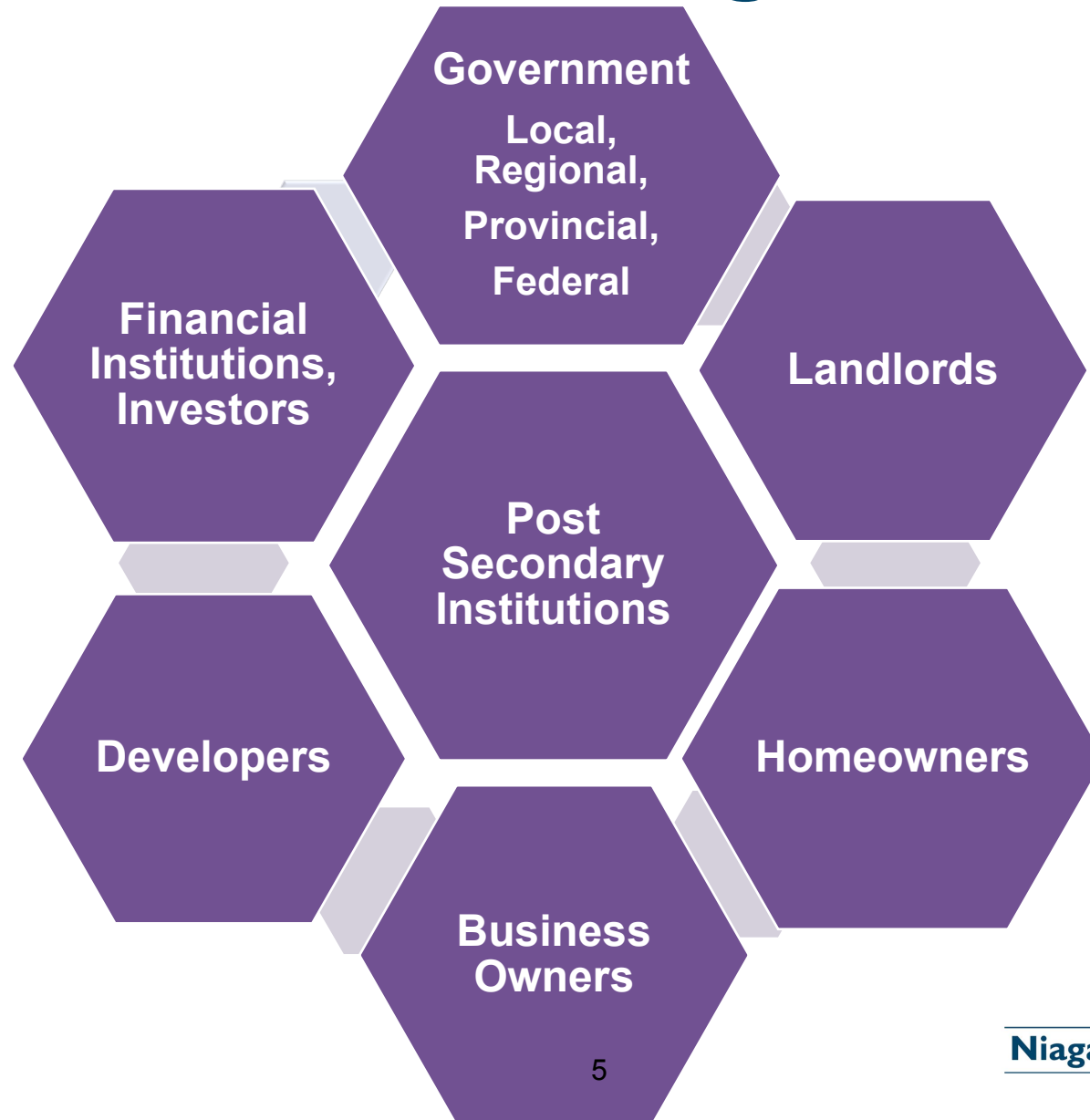
Purpose

The Student Housing Strategy (SHS) aims to better understand student housing as a distinctive component of Niagara's housing market, and identify opportunities in student housing that can optimize housing supply for all Niagarans

Scope

The SHS outlines the current context, roles and issues around post-secondary student housing, and suggests potential strategies to address challenges and build on successes in Niagara

Roles in Student Housing



Student Housing Environment

Influencing factors...

- Funding and freezes
- Diverse policy makers and continuous change affecting students, institutions and communities
- Global events

...have contributed to the current state

- 92% of students living off-campus
- Unique needs for each campus and community
- Rapid and continuous change

Niagara Context

Post-secondary institutions (PSIs)

Four major colleges and universities

Enrollment

Approximately 30,000 total (2023-24) students

Students housed off-campus

Approximately 26,000+ (2023-24)

Challenges

Inadequate rental supply; affordability; increased demand; data

Successful approaches

PBSAs, bylaws and zoning, PSI strategic plans

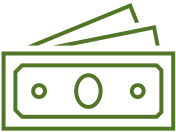
Opportunities for Impact



Data



Housing Supply On- and Off-Campus



Funding and Financing



Policies, Plans, Enforcement



Partnerships and Coordination

Mechanisms for Enabling Change

- Conversion
- Intensification
- Increasing supply
- New business models
- Promoting investment advantages
- Better data collection
- Updating and enforcing policies and processes
- Advocacy for funding and reform
- Cross-sectoral partnerships

Enacting Change

- Workshops and Forums
- New partnerships
- Data collection and coordination
- Co-location opportunities
- Bylaw and zoning updates
- Advocacy to governments, agencies

Thank you

Questions?

Anti-Discrimination Statement Proposed Approach

Diversity, Equity, and Inclusion Advisory Committee
June 18 2024

Cassandra Ogunniyi, Manager, Diversity, Equity, Inclusion, and Indigenous Relations

Anti-Discrimination Statement Proposed Approach

Cassie Ogunniyi, Manager Diversity, Equity, Inclusion,
and Indigenous Relations

Background

- Diversity, Equity, and Inclusion Action
 - Publish a formal anti-discrimination acknowledgement statement
- Components of a Statement
 - Statement of historical and current context
 - Acknowledgement of negative experiences and impacts of discrimination
 - Commitment of action

Examples

- Immigration, Refugees and Citizenship Canada
 - <https://www.canada.ca/en/immigration-refugees-citizenship/corporate/mandate/anti-racism-strategy/value.html>
- King's College Hospital
 - <https://www.kch.nhs.uk/about/equality-diversity-and-inclusion/anti-discrimination-statement/>
- Shenago Township
 - <https://www.shenangotownship.org/news-events/non-discrimination-statement/>

Process for Development

- Research options
- Community Engagement
- Draft Statement
- Consult with Staff, including CLT
- Bring Draft Statement to DEIAC
- Revise and repeat as needed
- Bring final version to PEDC and Council

Thank You!

Diversity, Equity, and Inclusion Action Plan (2023-2027)

Progress Report - 2023

Overview

2022

September – Diversity, Equity, and Inclusion Action Plan approved by Regional Council

There are six focus areas with 12 goals and 44 actions

2023

Seven of the actions are completed

15 are progressing

22 are upcoming

Plan is 25% complete

Vision and Mission

- Welcoming and inclusive
- Diversity and equity are reflected and valued
- Advance equity
- Build welcoming and inclusive communities and workplaces
- Eliminating barriers and forms of discrimination



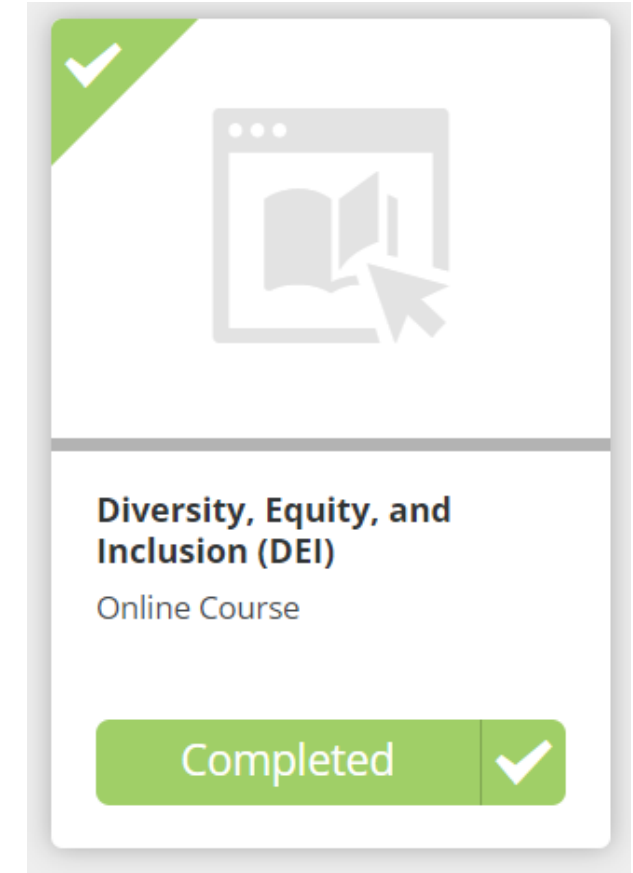
Focus Area A: Inclusive Workplace Culture, Leadership, and Accountability



- Chantelle Berry and Chelsea Robinson top award
- Eighteen additional award winners
- Diversity, Equity, and Inclusion Handbook
- Integrate DEI into daily work
- Established Community of Practice with over 100 members

Focus Area B: Increased Understanding and Humility Through Learning

- Developed learning curriculum for staff, Councillors, and volunteers
- 1,272 non-People Leaders and 61 People Leaders in Long Term Care completed Diversity, Equity, and Inclusion Fundamentals e-modules
- 44 new leaders completed the Inclusive Leaders course through the Leader's Edge program



Focus Area C: Diverse Workforce Reflective of Niagara's Community

- Supported Human Resources
- New [People Plan](#)
- Diversity, Equity, and Inclusion related interview questions document
- Employee Equity Statement
- Employee engagement survey will include staff demographics and updated feedback on the progress of diversity, equity, and inclusion



Focus Area D: Programs and Services

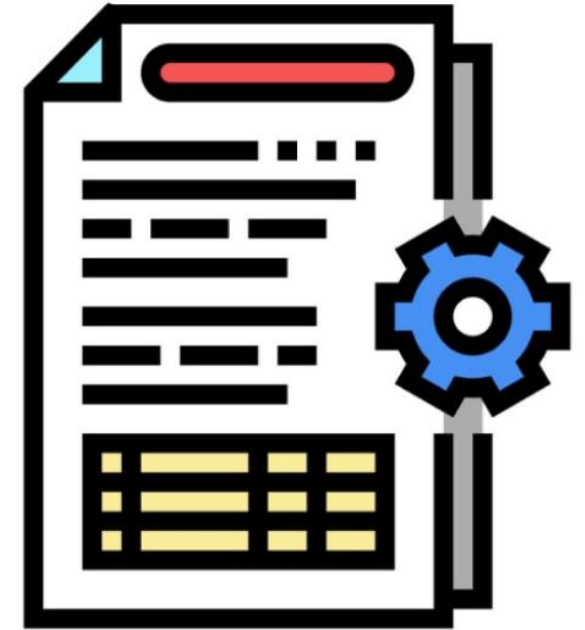
Meet the Needs of Everyone

- Will use the Diversity, Equity, and Inclusion Handbook to review Niagara Region programs
- Collaborating with the Accessibility team in 2024
- Community engagement
- Reviewing the procedure for providing accommodations for programs and services

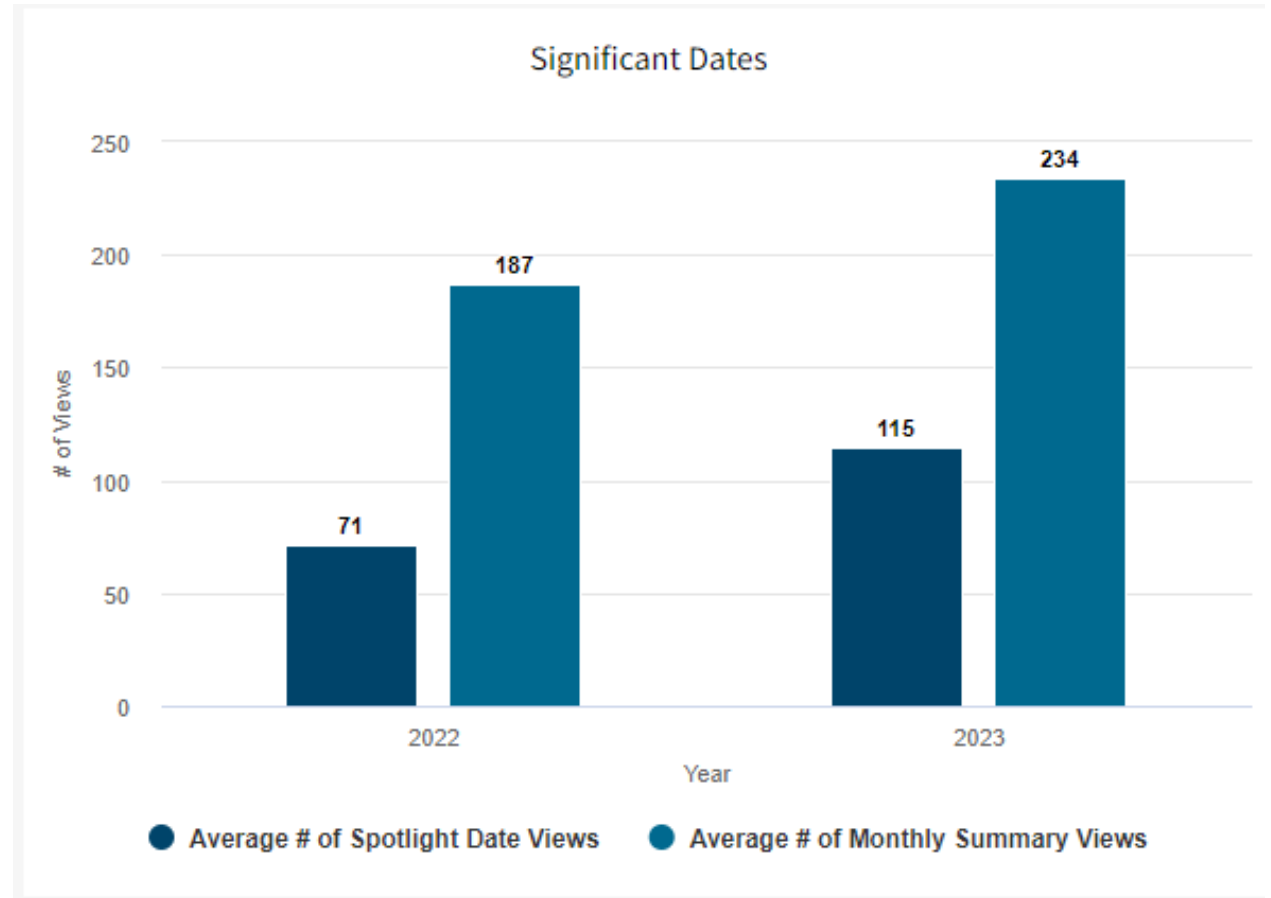


Focus Area E: Addressing Discrimination

- Incorporate Diversity, Equity, and Inclusion impacts in reports to Council and the Corporate Leadership Team
- Collaboration with the Niagara Diversity, Equity, and Inclusion Community of Practice
- Support Town Hall dialogues
- Lead to the creation of at least one Community Action Table



Focus Area F: Inclusive Communication



More Information

- Public dashboard
- Diversity, Equity, and Inclusion Vine page
- Diversity@niagararegion.ca



Subject: Diversity, Equity, and Inclusion Action Plan 2023 Progress Report

Report To: Planning and Economic Development Committee

Report date: Wednesday, April 10, 2024

Recommendations

1. That Report PDS 12-2024 **BE RECEIVED** for information; and
2. That this report **BE CIRCULATED** to the Local Area Municipalities for information.

Key Facts

- The purpose of this report is to provide an annual update on the progress of the Diversity, Equity, and Inclusion Action Plan 2023-2027, based on the commitment in report CAO 12-2022 when the Plan was approved by Regional Council.
- This plan is essential to reaching the Equitable Region Council Strategic Priority to provide opportunities for a safe and inclusive Niagara to ensure the Region is inclusive, welcoming, and free of discrimination.
- As of December 2023, the Plan has a 25 per cent completion rate. Of the 44 action items, seven are completed, 15 are progressing, and 22 are upcoming.

Financial Considerations

Costs for the deliverables that occurred in 2023 were accommodated in the Council approved budget. The planned activities described in this report are within the Council approved 2024 budget.

Analysis

Background

The Niagara Region Diversity, Equity, and Inclusion team developed the Diversity, Equity, and Inclusion Action Plan 2023-2027 in collaboration with the Diversity, Equity, and Inclusion Advisory Committee, Regional staff, and community members. The plan was approved by Regional Council in September 2022 with the commitment to provide annual progress reports. The plan aims for a Niagara region that is welcoming and inclusive, where diversity and equity is reflected and valued. The mission of the plan is that the people of Niagara advance equity; building welcoming, inclusive communities and workplaces, while eliminating barriers and forms of discrimination. There are six

focus areas identified through staff and community consultation. We are currently working on a public facing dashboard that will include up to date information about the progress of the plan.

Focus Area A: Inclusive Workplace Culture, Leadership, and Accountability

Enabling an organization where leaders are accountable and provide an environment where staff and community members feel heard and respected.

- First year of new category of Corporate Employee Recognition Program and Team (CERT) Awards recognized 20 employees who demonstrated contributions to advancing diversity, equity and inclusion of all people.
- Facilitated first Niagara Diversity, Equity, and Inclusion Community of Practice meeting with 62 community members participating and 96 indicating interest in the group. Meetings will be held quarterly in 2024.
- Completed the Niagara Seat at the Table project which worked with women and gender diverse potential municipal candidates and elected officials to address systemic barriers to running for and holding office.
- Currently developing a Diversity, Equity, and Inclusion Handbook that will help Regional staff integrate diversity, equity, and inclusion principles into their daily work. Chapters under development include Being a People Leader, Inclusive Communication, and Inclusive Workplace Culture.

Focus Area B: Increased Understanding and Humility Through Learning

Providing knowledge, skills, and learning opportunities for staff, Councillors, volunteers, and community members to increase their ability to understand and use Diversity Equity, and Inclusion principles and demonstrate cultural humility.

- In 2023, 1,272 non-People Leaders and 61 People Leaders in Long Term Care completed Diversity, Equity, and Inclusion Fundamentals e-modules and 44 new leaders completed the Inclusive Leaders course through the Leader's Edge program.
- Learning curriculum for staff, Councillors, and volunteers has been developed, with the rollout of the first set of trainings to go to all staff and Councillors in 2024.

Focus Area C: Diverse Workforce Reflective of Niagara's Community

Using evidence informed best practices to recruit, hire, retain, and promote a more diverse workforce.

-
- Supported Human Resources with the development of the new People Plan, the development of a Diversity, Equity, and Inclusion related interview questions document and an Employee Equity Statement.
 - Diversity, Equity, and Inclusion related questions were added to the new staff survey, with 65 per cent of new staff recognizing their recruitment panel had diverse representation in 2022, and 67 per cent in 2023.
 - An employee engagement survey will be administered in 2024 to gather up to date information about staff demographics and satisfaction, including updated feedback on the progress of diversity, equity, and inclusion.

Focus Area D: Programs and Services Meet the Needs of Everyone

Providing evidence-informed best practices and resources to incorporate DEI principles into Niagara Region programs and services.

- Action items in this Focus Area have not yet started, as they mainly rely on the completion of the Diversity, Equity, and Inclusion Handbook.
- Collaborating with the Accessibility team in 2024 on community engagement to inform items in the Diversity, Equity, and Inclusion Action Plan, such as improving the procedure for providing accommodations for programs and services.

Focus Area E: Addressing Discrimination

Reviewing and revising policies and processes, in partnership with diverse communities, to address and reduce discrimination experienced in Niagara.

- Consultation has begun on how to incorporate Diversity, Equity, and Inclusion impacts as part of reports to Council and Corporate Leadership Team, with the completion of this action expected in 2024.
- Collaboration is planned with the Niagara Diversity, Equity, and Inclusion Community of Practice to support Town Hall dialogues with diverse communities on discrimination issues that will lead to the creation of at least one Community Action Table to address issues raised.

Focus Area F: Inclusive Communication

Providing clear, inclusive, representative communication for staff and community members to showcase significant dates, provide key information, and recognize leaders that advance Diversity, Equity, and Inclusion.

- Promoted awareness of significant dates through the development of monthly summaries; posts for 51 spotlight dates that highlight important cultural, religious, and diverse events. In 2022, 33 posts about spotlight dates had a total of 2,341 views, while in 2023, 46 posts about spotlight dates had a total of 5,298 views. In 2022, the monthly summaries had an average of 187 views, while in 2023, the monthly summaries had an average of 234 views.
- Organized four flag ceremonies honouring Missing and Murdered Indigenous Women, Girls, and Two Spirit, Pride Month, Orange Shirt Day, and 16 Days of Activism Against Gender Based Violence.
- The 2024 Calendar of Significant Dates and 2024 Calendar of Spotlight Dates can be downloaded from the Niagara Region Diversity, Equity, and Inclusion webpage.

The Diversity, Equity, and Inclusion team will continue to work with community partners to support community events and host awareness events to recognize diversity in Niagara.

Alternatives Reviewed

No alternatives were reviewed.

Relationship to Council Strategic Priorities

The Diversity, Equity, and Inclusion Action Plan 2023-2027 supports Regional Council's Strategic Priorities through providing guidance for the strategic lens of Diversity, equity, inclusion, and Indigenous reconciliation. The Action Plan is one of the actions contributing to the priority of an Equitable Region through providing opportunities for a safe and inclusive Niagara by listening and responding to our community needs and planning for future growth, and ensuring the Region is inclusive, welcoming, and free of discrimination.

Other Pertinent Reports

- [CAO 14-2019](#) - Actions & Resources to Join the Coalition of Inclusive Municipalities
- [CAO 12-2022](#) – Diversity, Equity, and Inclusion Action Plan 2023-2027

Prepared by:

Cassandra Ogunniyi
Manager, Diversity, Equity, Inclusion,
and Indigenous Relations
Growth Strategy and Economic
Development

Recommended by:

Michelle Sergi, MCIP, RPP
Commissioner
Growth Strategy and Economic
Development

Submitted by:

Ron Tripp, P.Eng.
Chief Administrative Officer

This report was prepared in consultation with Yusuf Al-Harazi, DEI Advisor, Amrit Bhogal, Diversity, Equity, and Inclusion Intern, and reviewed by Janine Tessmer, Communications Consultant, and Susan White, Program Financial Specialist.

**THE REGIONAL MUNICIPALITY OF NIAGARA
DIVERSITY, EQUITY AND INCLUSION ADVISORY COMMITTEE
MINUTES**

**DEIAC 1-2024
Tuesday, April 16, 2024
Meeting held by electronic participation**

Committee Members Present: Councillors Huson, Ip (Committee Chair); J. Dube, C. Dutcher, L. Hay, A. Ingabire, E. Ivri, K. Kawall (Committee Vice-Chair), A. Shabbar, C. Wulff

Absent/Regrets: C. Ecker-Flagg, P. Segawa

Staff Members Present: Y. Al-Harazi, Diversity, Equity and Inclusion Advisor, A. Basic, Legislative Coordinator, E. Chemnitz, Epidemiologist, K. Lotimer, Deputy Regional Clerk, A.-M. Norio, Regional Clerk, C. Ogunniyi, Manager, Diversity, Equity, Inclusion & Indigenous Relations, M. Sergi, Commissioner, Growth Strategy & Economic Development, M. Todd, Manager, Social Assistance and Employment Opportunities, L. Watson, Director, Social Assistance and Employment Opportunities

1. CALL TO ORDER

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

2. LAND ACKNOWLEDGEMENT STATEMENT

Councillor Ip provided the Land Acknowledgement Statement.

3. DISCLOSURES OF PECUNIARY INTEREST

There were no disclosures of pecuniary interest.

4. PRESENTATIONS

4.1 Collecting Socio-demographic Data

Cassie Ogunniyi, Manager, Diversity, Equity, and Inclusion, and Indigenous Relations, and Emily Chemnitz, Epidemiologist, provided information respecting Collecting Socio-demographic Data. Topics of the presentation included:

- Purpose
- Considerations
- Race
- Time in Canada
- Disability
- Sexuality
- Gender
- Pronouns
- Housing
- Income
- Education
- Language
- Other Questions
- Summary Question

4.2 Niagara Poverty Reduction Strategy

Marc Todd, Manager, Social Assistance and Employment Opportunities, provided information respecting Niagara Poverty Reduction Strategy. Topics of the presentation included:

- Recommendations
- How to create change
- Next Steps
 - Community discussions and alignment
 - Niagara Prosperity Initiative funding

5. DELEGATIONS

5.1 Diversity, Equity, and Inclusion and the Local Palestinian Community

Gabriel Gebril, resident, City of St. Catharines, appeared before Committee to provide an overview of the strength and struggles of the local Palestinian community and how Anti-Palestinian racism impacts not only Palestinians, but Canadians of all backgrounds and beliefs. Mr. Gebril provided suggestions on how Diversity, Equity and Inclusion Committee Members can include this community in its recommendations through education, advocacy and collaboration.

Committee Information Request(s):

Circulate the recommendations contained in Mr. Gebril's delegation to Committee Members. Councillor Ip.

Circulate the report from the Arab Canadian Lawyers Association, referred to in Mr. Gebril's delegation, to Committee Members. L. Hay.

6. ITEMS FOR CONSIDERATION

6.1 DEIAC-C 1-2024

Motion – Diversity, Equity, and Inclusion Category for the Niagara Impact Awards

Moved by Councillor Huson
Seconded by J. Dube

Whereas the Niagara Impact Awards was created in 2020 to recognize community members who have made a positive impact on life in Niagara;
and

Whereas expanding the awards to include a diversity, equity and inclusion category is consistent with the objectives and guiding principles of our Diversity, Equity and Inclusion Action plan.

NOW THEREFORE BE IT RESOLVED:

That staff **BE DIRECTED** to provide information to the Committee on the development of a Diversity Equity and Inclusion category for the Niagara Impact Awards including recommendations for adjudication.

Carried

7. ITEMS FOR DISCUSSION

7.1 Diversity, Equity, and Inclusion Advisory Committee Work Plan

Cassie Ogunniyi, Manager, Diversity, Equity, and Inclusion, and Indigenous Relations, provided information respecting Diversity, Equity, and Inclusion Advisory Committee Work Plan. Topics of the presentation included:

- Overview of previous term of Diversity, Equity and Inclusion Advisory Committee
- Niagara Region Corporate Strategic Plan
- Diversity, Equity, and Inclusion Action Plan 2023-2027
- Niagara Region Departments
- Upcoming opportunities at the Region

8. ITEMS FOR INFORMATION

8.1 DEIAC 1-2023

Diversity, Equity, and Inclusion Committee Meeting Minutes - November 14, 2023

Moved by Councillor Huson
Seconded by K. Kawall

That Minutes DEIAC 1-2023, being the minutes of the Diversity, Equity and Inclusion Advisory Committee meeting held on Tuesday, November 4, 2023, **BE RECEIVED** for information.

Carried

9. OTHER BUSINESS

9.1 Additional Diversity, Equity, and Inclusion Advisory Committee Meeting

Committee members enquired about the possibility of scheduling an additional Diversity, Equity and Inclusion Committee meeting within the next few weeks to discuss the action items presented by Mr. Gebril during his delegation and how they relate to the Diversity, Equity and Inclusion Action Plan. Councillor Ip, Committee Chair, advised that staff would poll members to determine a date for this additional meeting and send out a meeting invitation once a date has been confirmed.

9.2 Terms of Reference

Ken Kawall, Committee Vice-Chair, requested that the Terms of Reference be included on the agenda for the next meeting to review the Committee's mandate to determine if changes are necessary.

10. NEXT MEETING

The next meeting date is to be determined.

11. ADJOURNMENT

There being no further business, the meeting adjourned at 5:58 p.m.

Councillor Ip
Committee Chair

Kelly Lotimer
Deputy Clerk

Ann-Marie Norio
Regional Clerk

**THE REGIONAL MUNICIPALITY OF NIAGARA
DIVERSITY, EQUITY AND INCLUSION ADVISORY COMMITTEE
MINUTES**

**DEIAC 2-2024
Tuesday, April 30, 2024
Meeting held by electronic participation**

Committee Members Present: Councillors Huson, Ip (Committee Chair); J. Dube, C. Dutcher, C. Ecker-Flagg, L. Hay, K. Kawall (Committee Vice-Chair), P. Segawa, A. Shabbar, C. Wulff

Absent/Regrets: A. Ingabire, E. Ivri

Staff Members Present: Y. Al-Harazi, Diversity, Equity and Inclusion Advisor, A. Basic, Legislative Coordinator, K. Lotimer, Deputy Regional Clerk, C. Ogunniyi, Manager, Diversity, Equity, Inclusion & Indigenous Relations, M. Sergi, Commissioner, Growth Strategy & Economic Development

1. CALL TO ORDER

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

2. LAND ACKNOWLEDGEMENT STATEMENT

Committee Chair Ip read the Land Acknowledgement Statement.

3. DISCLOSURES OF PECUNIARY INTEREST

There were no disclosures of pecuniary interest.

4. PRESENTATIONS

There were no presentations.

5. DELEGATIONS

There were no delegations.

6. **ITEMS FOR DISCUSSION**

6.1 **DEIAC Terms of Reference Review**

Committee members discussed potential amendments to the Diversity Equity and Inclusion Advisory Committee's Terms of Reference.

Moved by K. Kawall

Seconded by A. Shabbar

That this Committee **RECOMMEND** to the Planning and Economic Development Committee that the Diversity, Equity and Inclusion Advisory Committee Terms of Reference, **BE AMENDED** as follows:

3. GOAL AND PURPOSE

The goal of the Committee is to address bias and discrimination and its negative impacts on quality of life, safety, health, and inclusion for the diverse communities in Niagara providing a safe place for all people to voice their opinions in order to work together to promote and foster understanding and inclusion in Niagara.

The purpose of the Committee is to:

- Advise and provide recommendations on the development and review of Niagara Region plans, policies and procedures to ensure they reflect Niagara Region's commitment to fostering diversity and inclusion within the organization, and within the community.
- Provide advice and feedback for the municipality as an employer and service provider on the organizations' diversity and inclusion needs.
- Provide input and feedback ***as requested*** on Regional issues relating to DEI.
- Provide advice to advance the ***internal*** action items of the DEI Action Plan.

Recorded Vote:

Yes (5): C. Dutcher, C. Ecker-Flagg, K. Kawall, P. Segawa, A. Shabbar.

No (3): Councillor Huson, J. Dube, C. Wulff.

Carried

6.2 DEIAC-C 3-2024

Correspondence from Gabriel Gebril, resident, City of St. Catharines, respecting his delegation at the Diversity, Equity and Inclusion Advisory Committee meeting held on April 16, 2024

Committee members discussed the correspondence received from Mr. Gebril respecting his delegation from the Diversity, Equity and Inclusion Advisory Committee meeting held on April 16, 2024.

Moved by L. Hay
Seconded by Councillor Huson

That Correspondence Item DEIAC-C 3-2024, from Gabriel Gebril, resident, City of St. Catharines, dated April 17, 2024, **BE RECEIVED** for information; and

That staff **BE REQUESTED** to provide information respecting an anti-discrimination acknowledgement statement that includes anti-racism, as set out in the Diversity, Equity, and Inclusion Action Plan 2023-2027, and to consider including this information on the next meeting agenda.

Carried

7. **ITEMS FOR INFORMATION**

There were no items for information.

8. **OTHER BUSINESS**

8.1 Streaming/Recording of Meetings

Ken Kawall, Committee Vice-Chair, requested that staff provide information respecting the feasibility of live-streaming Diversity, Equity and Inclusion Advisory Committee meetings and the posting of the meeting videos similar to the Region's Standing Committees.

9. **NEXT MEETING**

The next meeting will be held on Tuesday, June 18, 2024, at 4:00 p.m.

10. ADJOURNMENT

There being no further business, the meeting adjourned at 5:35 p.m.

Councillor Ip
Committee Chair

Kelly Lotimer
Legislative Coordinator

Ann-Marie Norio
Regional Clerk

**THE REGIONAL MUNICIPALITY OF NIAGARA
DIVERSITY, EQUITY AND INCLUSION ADVISORY COMMITTEE
MINUTES**

DEIAC 4-2024

Tuesday, August 27, 2024

Meeting will be held by electronic participation only

Committee Members Present: Councillor Huson, C. Dutcher, L. Hay, K. Kawall, P. Segawa, A. Shabbar, C. Wulff

Absent/Regrets: Bradley (Regional Chair), Ip, J. Dube, C. Ecker-Flagg, A. Ingabire, E. Ivri

Others Present: Councillor Craitor

Staff Members Present: A. Basic, Legislative Coordinator, Y. Al-Harazi, DEI Advisor, T. Dumas, Accessibility Advisor, J. Gates, Early Years and Child Care Specialist, K. Kerridge, Early Years and Child Care Specialist, S. Klair, Director, Childrens Services, C. Ogunniyi, Manager, Diversity, Equity, Inclusion & Indigenous Relations, M. Sergi, Commissioner, Growth Strategy & Economic Development, J. Spratt, Legislative Coordinator, C. Tia, Planner

1. CALL TO ORDER

Committee Vice-Chair Kawall called the meeting to order at 4:04 p.m.

2. LAND ACKNOWLEDGEMENT STATEMENT

Committee Vice-Chair Kawall read the Land Acknowledgement Statement.

3. DISCLOSURES OF PECUNIARY INTEREST

There were no disclosures of pecuniary interest.

4. PRESENTATIONS

4.1 Niagara Region Accessibility Planning

Tammy Dumas, Accessibility Advisor, provided information respecting Niagara Region Accessibility Planning. Topics of the presentation included:

- Community Engagement
- Purpose and Process
- Focus of Engagement
- Activities and Interactions

- Accessibility Advisory Committees
- What We Heard
- Customer Service
- Information and Communications
- Public Spaces
- Employment
- Feedback

4.2 Children's Services - Service System Plan (2024-2026) Updates

Jaqueline Gates and Kaitlyn Kerridge, Early Years and Child Care Specialists provided information respecting Children's Services - Service System Plan (2024-2026) Updates. Topics of the presentation included:

- Review of Children's Services Service System Progress
- Review of Goals and Objectives with a focus on DEI Considerations
- Feedback on Additional Connections to DEI

At 5:15 p.m. Committee Vice-Chair Kawall advised that quorum had been lost and, if there were no objections, that Committee would continue with Item 4.3; however, noted no decision could be made in the absence of quorum.

4.3 Niagara Employment Inventory - Diversity, Equity, and Inclusion Data

Cynthia Tia, Planner, and Cassie Ogunniyi, Manager, Diversity, Equity, Inclusion, and Indigenous Relations provided information respecting Niagara Employment Inventory - Diversity, Equity and Inclusion Data. Topics of the presentation included:

- Background
- Demographic Data
- DEI Questions Data
- Breakdown by Sector
- Breakdown by Organization Size
- 2024 Data Collection

8. OTHER BUSINESS

8.1 Terms of Reference (ToR) Update

Michelle Sergi, Commissioner, Growth, Strategy, and Economic Development, advised the Committee that the request to amend the Committee's Terms of Reference Motion was put forward to the Planning and Economic Development Committee at its meeting held June 12, 2024; however, advised that the proposed amendments were not supported.

At 5:51 p.m., Committee Vice-Chair Kawall, advised Committee members, that as quorum was not regained after fifteen (15) minutes, the meeting would stand adjourned until the date of the next meeting.

Ken Kawall
Committee Vice-Chair

Azra Basic
Legislative Coordinator

Ann-Marie Norio
Regional Clerk