



THE REGIONAL MUNICIPALITY OF NIAGARA
WOMEN'S ADVISORY COMMITTEE
AGENDA

WAC 6-2024

Tuesday, November 12, 2024

4:00 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>Niagara Region's New Parents</u>	3 - 18
Holly Currie, Organizational Development and Learning Specialist	
4.2 <u>Niagara Well-Being Tool</u>	19 - 22
Megan Henry, Data Analyst, Community Safety and Well-Being	
5. <u>DELEGATIONS</u>	
6. <u>ITEMS FOR CONSIDERATION</u>	
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2025 Women's Advisory Committee Meeting Dates	
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Women's Advisory Committee Meeting Minutes - September 17, 2024	

8. **OTHER BUSINESS**

9. **NEXT MEETING**

The next meeting date is to be determined.

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).



Niagara Region's New Parents

Continuum of Support Through the People Plan

Women's Advisory Committee

Nov. 12, 2024

Agenda

Request from the Women's Advisory Committee: Provide information regarding Niagara Region's policies and procedures supporting new parents.

Insight into Niagara Region's People Plan:

- Flexible Workplaces
- Healthy and Well Employees and Workplaces



Continuum of Support for New Parents

Healthy and Well Employees and Workplaces

Niagara Region creates and supports psychologically healthy and safe workplaces, and overall positive health and well-being for employees.

2027 Target: 80%

2024 Score: 68%

What we heard:

- Supportive organization and leaders
- Benefits that extend to family
- Proactive and responsive options
- Increased access to mental health supports
- Time and flexibility

Plan focus and supports:

- Benefits
- Supportive leadership
- Access to mental health resources
- Education
- Tools and resources



Continuum of Support for New Parents

Flexible Workplaces

Work-life balance where employees can establish and maintain a reasonable balance between the demands of their working and personal lives.

2027 Target: 75%

2024 Score: 64%

What we heard:

- Flexibility day-to-day (childcare, appointments)
- Work location
- Ability to disconnect

Plan focus and supports:

- Flexible work
- Work-life balance
- Time-off for appointments, holidays and observances
- Policy and procedure



Benefits and Resources to Support Healthy and Well Employees and Workplaces

Maternity and Parental Leave Top-up

- 100 Maternity leaves per year (average)
- Additional 30 Parental leaves per year (average)
- All non-union and union employees have access to our Maternity Top-up benefit programs
- Some union employee groups have access to Maternity and Parental Leave Top-up benefit programs

Family Building

- Helps to fill the gaps tied to services not covered by provincial or territorial government health plans
- Introduced to Niagara Region's Non-Union benefit program in 2024:
 - Fertility services
 - Surrogacy
 - Adoption



Benefits and Employee and Family Assistance Program



- Drug coverage
- Extended health and dental coverage
 - Paramedical services
 - Mental health services

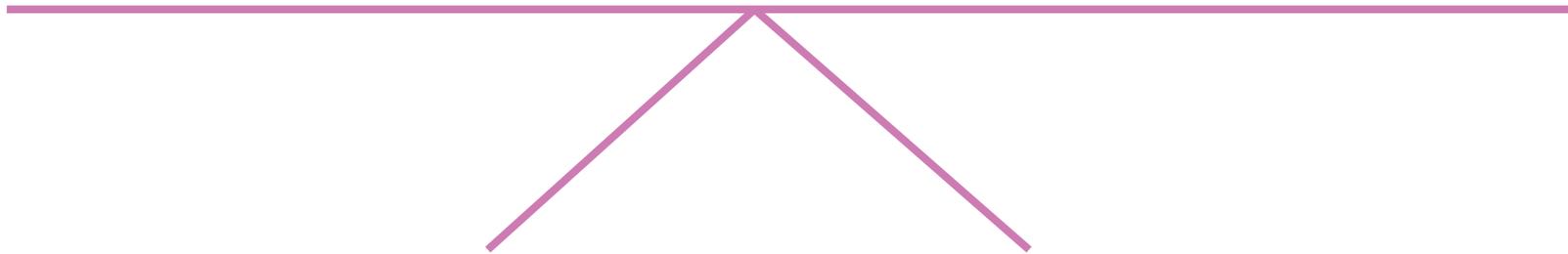


- 7 days a week, 365 days a year
- Multi-modal supports:
 - Short-term counselling
 - Family support services
 - Health coaching and nutritional services
 - Financial and legal resources

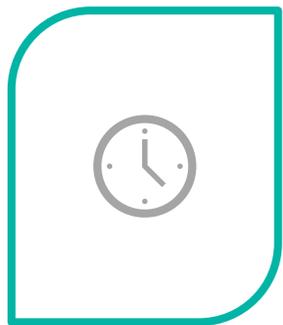
Policies and Procedures to Support Flexible Workplaces

Community Focused Organization

Flexible work options and arrangements need to consider our ability to maintain the needs of our community, partners, mandated service requirements and collective agreements.



Flexible Time



Short and
long-term
Altered Hours
of Work



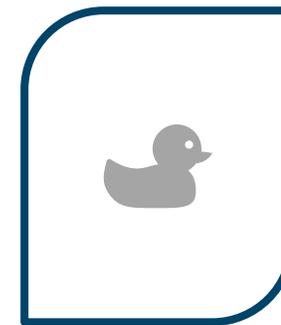
Vacation
Time



Compressed
Work Week



Extra
Professional
Services
(Lieu Time)



Float Day

Work Arrangements

Hybrid Work

An employee may be eligible, role pending, to work up to 50 per cent of their time at their regular work location, and 50 per cent of their time from their home.

Job Share

Employees who are interested in sharing their job with another employee, where the position, work and/or collective agreement is supportive of the arrangement.

Supportive Workspaces

Reflection Spaces

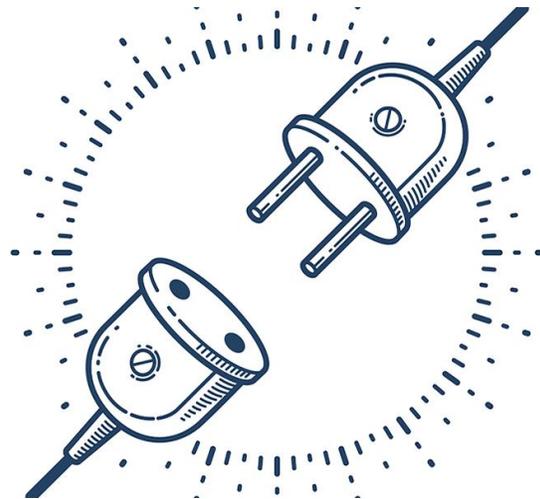
- Introduced through the Diversity, Equity and Inclusion Action Plan
- Calming spaces for employees of all backgrounds to find solace, meditate, or pray

Breastfeeding Workplace Policy

- Niagara Region promotes and supports breastfeeding and expressing breast milk on its premises

Disconnecting from Work

Recognizes the importance of being free from work-related responsibilities outside of regular/scheduled working hours e.g. not engaging in work-related communications.



Committed to a Continuum of Supports for New Parents



TOP TALENT

- Attract
- Hire
- Grow
- Internal movement
- Retain

STRONG LEADERS

- Develop and grow leadership skills
- Recognize
- Cultivate and promote
- Link work to plan
- Everything in all three other pillars

FLEXIBLE WORKPLACES

- Hybrid work
- Work-life balance
- Time off for appointments, holidays and observances
- Policy and procedure

HEALTHY AND WELL EMPLOYEES AND WORKPLACES

- Benefits
- Supportive leadership
- Access to mental health resources
- Education
- Tools and resources



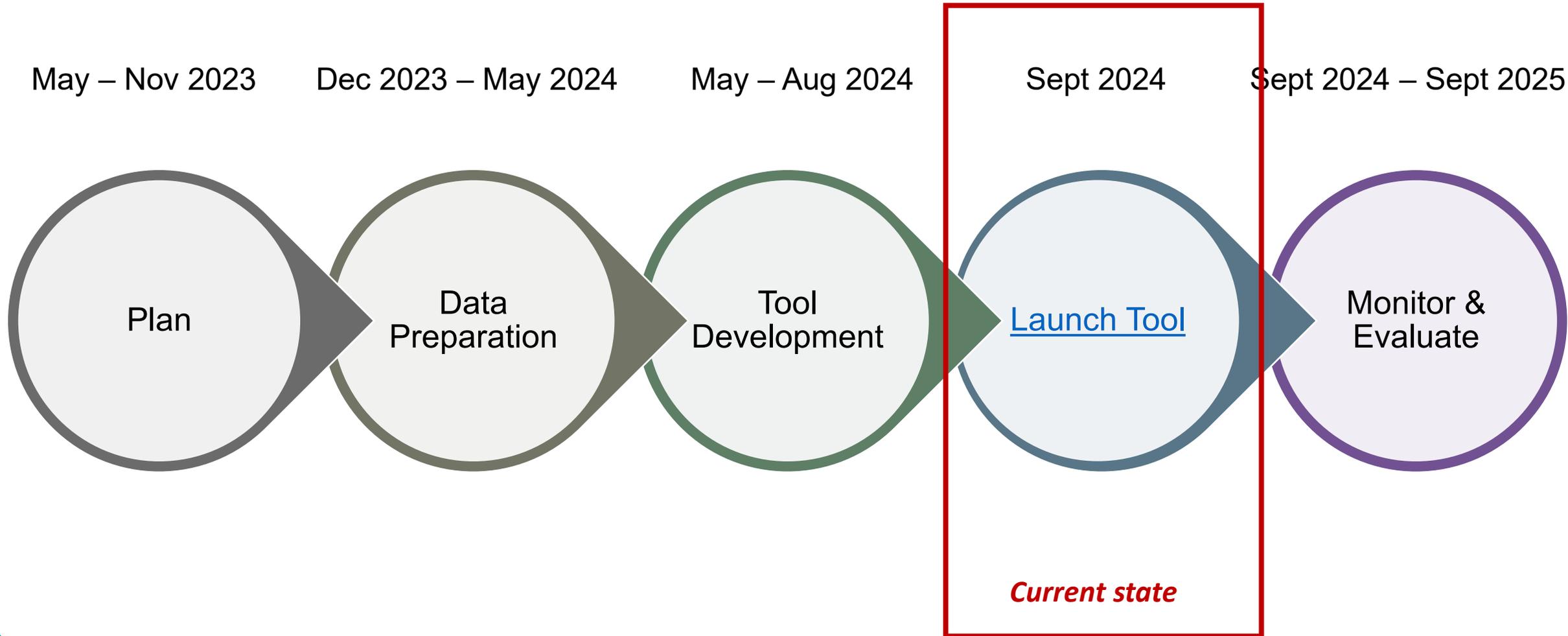
Questions?

Niagara Well-Being Tool

About the Niagara Well-Being Tool

- Publicly available, interactive tool
- Niagara's 12 municipalities & 44 neighbourhoods
- 2016 to 2021 Census data collected by Statistics Canada
- 32 indicators presented in four categories:
 - Demographics
 - Education & Employment
 - Housing
 - Income

Niagara Well-Being Tool Project Plan



Next Steps

- Support agencies in utilizing the tool
- Monitor and evaluate
- Explore additional data sources

Memorandum

WAC-C 2-2024

Subject: 2025 Women’s Advisory Committee Meeting Dates

Date: November 12, 2024

To: Women’s Advisory Committee

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

The following is a list of proposed dates in 2025 that have been identified to hold meetings of the Women’s Advisory Committee:

January 14, 2025

March 18, 2025

May 13, 2025

July 15, 2025

September 16, 2025

November 11, 2025

A resolution of Committee is required to approve the meeting dates. Suggested wording is as follows:

That the Women’s Advisory Committee meetings **BE HELD** on Tuesdays at 4:00 p.m. on the following dates in 2025:

January 14, March 18, May 13, July 15, September 16, and November 11.

Respectfully submitted and signed by

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

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

WAC 5-2024

Tuesday, September 17, 2024

Meeting will be held by electronic participation only

- Committee: Huson (Committee Chair), M. Holm, D. Katsmar, L. Littleton, S. Stemplowski, R. Unrau, E. Zimmermann
- Absent/Regrets: Councillor Ganann, Councillor Morocco, R. Barrs, V. Brown, S. Corcoran, Z. Lachance
- Staff: R. Ball-Condron, Government Relations Specialist, A. Basic, Legislative Coordinator, J. Butera, Manager, Childrens Services Community Strategy, J. Gates, Early Years and Child Care Specialist, K. Kerridge, Early Years and Child Care Specialist, S. Klair, Director, Childrens Services, K. Lotimer, Deputy Clerk, C. Ogunniyi, Manager, Diversity, Equity, Inclusion and Indigenous Relations, M. Sergi, Commissioner, Growth Strategy & Economic Development
- Others Present: Councillor Bateman, Councillor Craitor

1. CALL TO ORDER

Councillor Huson called the meeting to order at 4:05 p.m.

2. LAND ACKNOWLEDGEMENT STATEMENT

Councillor Huson read the Land Acknowledgement Statement.

3. DISCLOSURES OF PECUNIARY INTEREST

There were no disclosures of pecuniary interest.

4. PRESENTATIONS

4.1 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 Niagara Region (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

5. **DELEGATIONS**

There were no delegations.

6. **ITEMS FOR DISCUSSION**

There were no items for discussion.

7. **ITEMS FOR INFORMATION**

7.1 **CSD 35-2024**

Graphic Images in the Public Right of Way

Moved by M. Holm

Seconded by R. Unrau

That Report CSD 35-2024, respecting Graphic Images in the Public Right of Way, **BE RECEIVED** for information.

Carried

7.2 **WAC 4-2024**

Women's Advisory Committee Meeting Minutes - July 16, 2024

Moved by E. Zimmermann

Seconded by L. Littleton

That Minutes WAC 4-2024, being the minutes of the Women's Advisory Committee meeting held on July 16, 2024, **BE RECEIVED** for information.

Carried

8. **OTHER BUSINESS**

8.1 **Committee Progress**

Committee members enquired about their role with respect to providing feedback on corporate initiatives and policies, as to date the Committee has mostly been receiving information.

9. **NEXT MEETING**

The next meeting will be held on Tuesday, November 12, 2024 at 4:00 p.m.

10. ADJOURNMENT

There being no further business, the meeting adjourned at 5:12 p.m.

Councillor Huson
Committee Chair

Azra Basic
Legislative Coordinator

Ann-Marie Norio
Regional Clerk