



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

DEIAC 1-2025

Tuesday, February 11, 2025

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>SELECTION OF COMMITTEE CHAIR</u>	
4.1 <u>Call for Nominations for Committee Chair</u>	
In accordance with the Committee's Terms of Reference, the Committee Chair must be a Regional Councillor.	
4.2 <u>Motion to Close Nominations for Committee Chair</u>	
4.3 <u>Voting for the Position of Committee Chair</u>	
5. <u>PRESENTATIONS</u>	
5.1 <u>Diversity, Equity, and Inclusion Action Plan 2024 Progress Report</u>	3 - 13
Cassie Ogguniyi, Manager, Diversity, Equity, Inclusion, and Indigenous Relations	
5.2 <u>Diversity, Equity, and Inclusion Handbook</u>	14 - 23
Yusuf Al-Harazi, Diversity, Equity, and Inclusion Advisor	

6. DELEGATIONS

7. ITEMS FOR DISCUSSION

7.1 Diversity, Equity, and Inclusion Advisory Committee Work Plan 2025 24 - 39

A presentation will proceed the discussion of this item.

8. ITEMS FOR INFORMATION

8.1 DEIAC 6-2024 40 - 42

Diversity, Equity, and Inclusion Advisory Committee Meeting Minutes -
November 26, 2024

9. OTHER BUSINESS

10. NEXT MEETING

The next meeting will be held on Tuesday, April 15, 2025, at 5:00 p.m.

11. 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).

Diversity, Equity, and Inclusion Action Plan 2024 Progress Report

Diversity, Equity, and Inclusion Advisory Committee
February 11, 2025

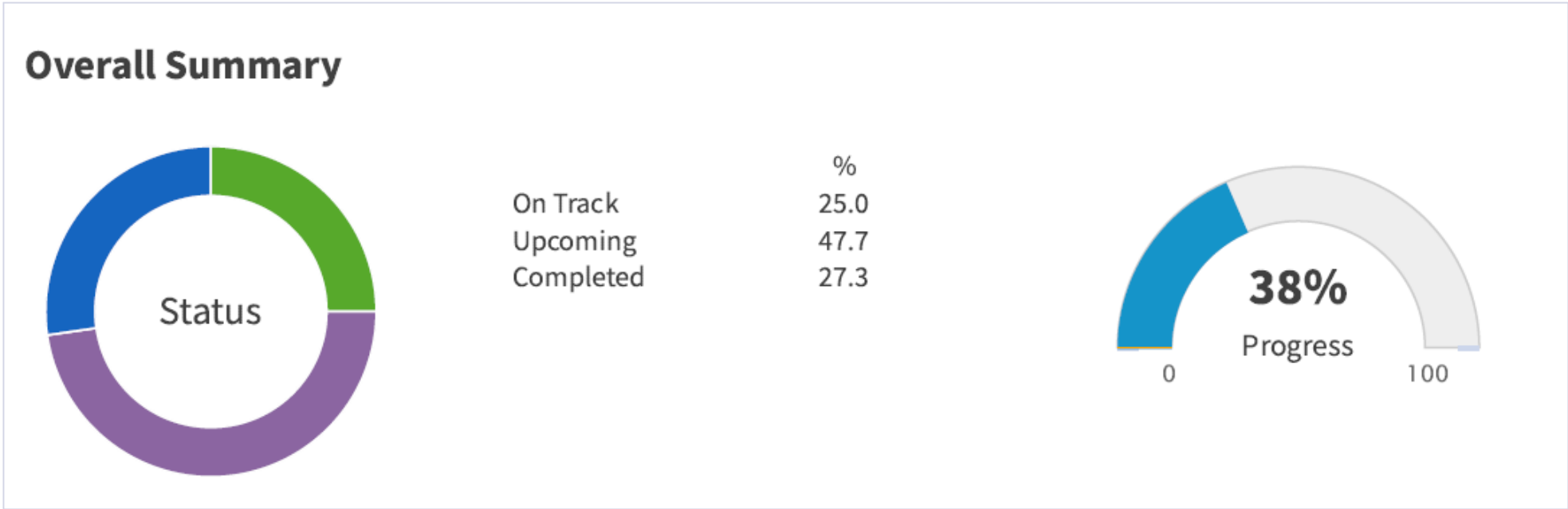
Cassie Ogunniyi, Manager, Diversity, Equity, Inclusion, and Indigenous Relations

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

Progress Report - 2024

Overview

6 Focus Area	12 Goal	44 Action
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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

- 31 staff nominated for DEI CERT Award
- Development of the DEI Handbook continues
- Hosted three Niagara DEI Community of Practice meetings

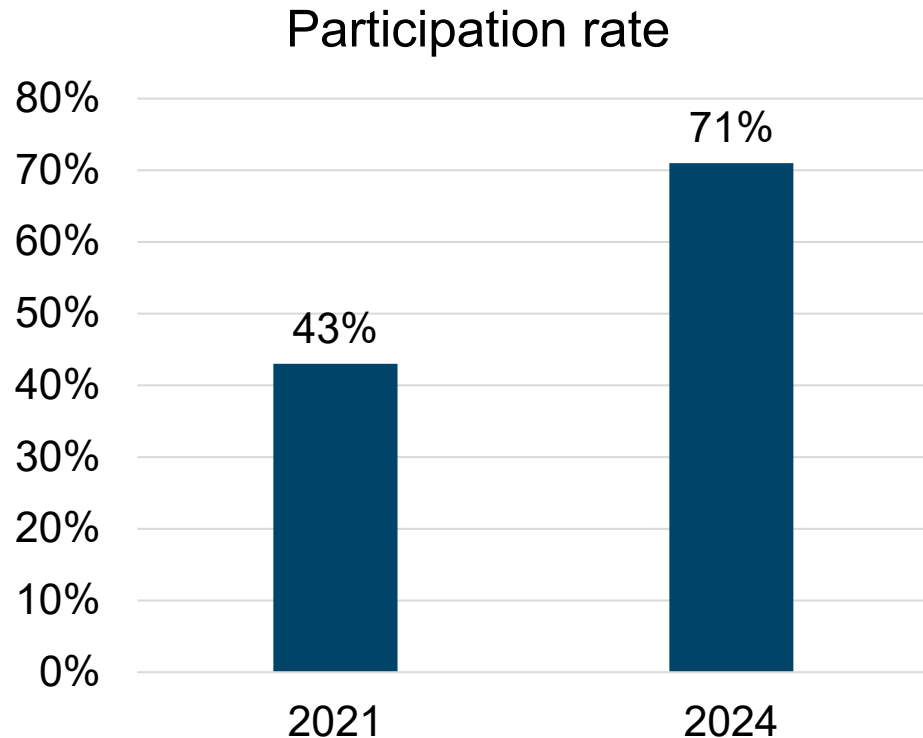


Focus Area B: Increased Understanding and Humility Through Learning

- DEI Fundamentals E-modules – 80% completion rate
- Inclusive Leadership training – 96% completion rate
- Inclusive Leaders through Leader's Edge program – 45 new leaders



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



- Employee Engagement Survey in 2024 had 71 per cent response rate
- Updated Employee Equity Statement
- Training on best practices in recruitment and hiring was included in Leader's Edge

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

- Collaborated with the Accessibility team to support the development of the Multi-year Accessibility Plan
- Will work towards improving the complaints process in partnership with the Multi-year Accessibility Plan



Multi-Year Accessibility Plan
2024-2029

Niagara Region

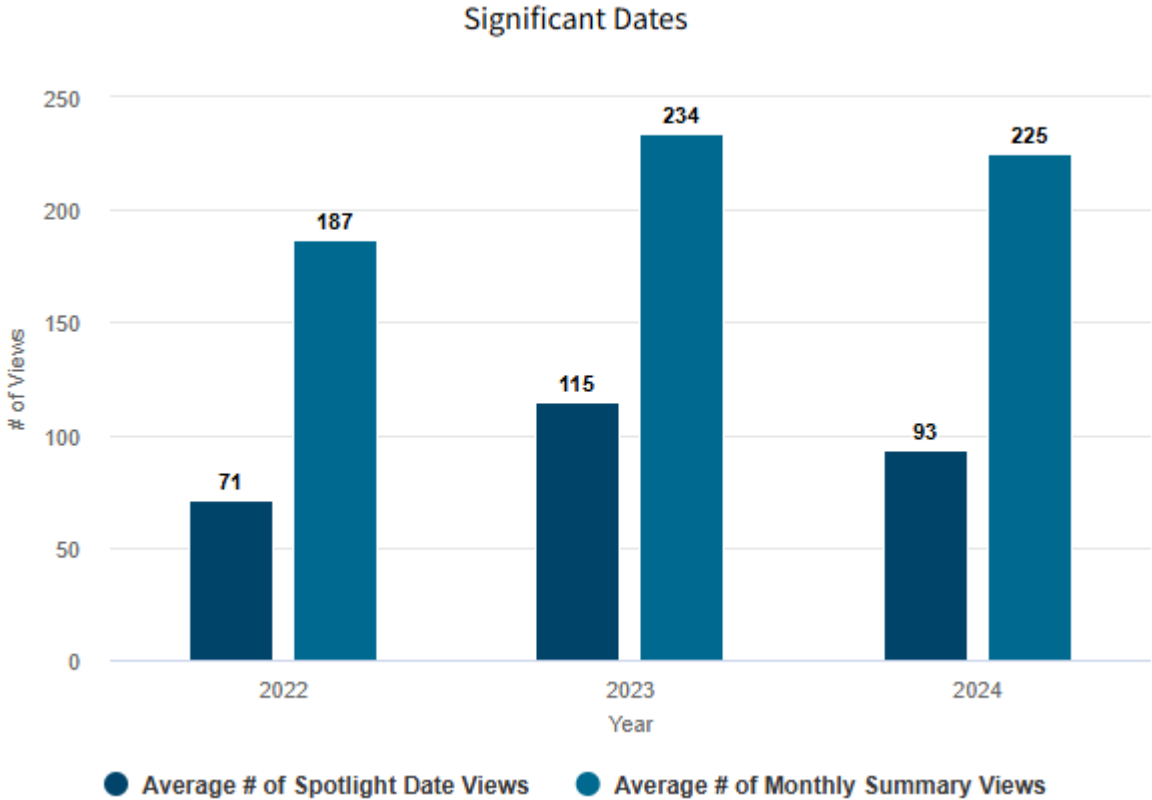
✉ Growing Better Together

Focus Area E: Addressing Discrimination

- Working on Anti-discrimination statement
- Staff training included creating inclusive workplaces, inclusive language, and addressing personal bias, and reporting harassment
- Creation of training for 2025 that will focus on identifying and addressing discrimination, microaggressions



Focus Area F: Inclusive Communication



More Information

- Public dashboard
- Diversity, Equity, and Inclusion page on Niagara Region website
- Diversity@niagararegion.ca



Diversity, Equity, and Inclusion Handbook

Diversity, Equity, and Inclusion Advisory Committee
February 11, 2025

Yusuf Al-Harazi, Diversity, Equity, and Inclusion Advisor

Diversity, Equity, and Inclusion Handbook

Yusuf Al-Harazi

Diversity, Equity, and Inclusion Advisor

Outline

- Background on the DEI Handbook
- Table of Contents
- Community Engagement Chapter
- Policy Development and Review Chapter
- Next steps

Background

- Development of DEI Handbook
 - One of the action items in DEI Action Plan (2023-2027)
 - Aim to complete handbook by end of 2025
- Purpose
 - Practical resource to support Regional Staff to embed DEI in Regional practices and programs
 - Ten chapters
- Main audience is internal staff

Chapter Structure

- Overview
- Niagara Region Context
- Incorporating DEI in the topic area
- Chapter Summary
 - Check lists
 - Scenarios

Table of Contents

- Introduction
- Diversity, Equity, and Inclusion Fundamentals
- Inclusive Workplace Culture
- Being a People Leader
- Recruitment and Hiring

Table of Contents Continued

- Inclusive Communication
- Data Collection and Management
- Planning and Evaluation
- Community Engagement
- Policy Development and Review

Community Engagement

- Guiding Principles – Accountability, Inclusiveness, Community-informed, Efficiency
- Consider intersectionality
- Think about accessibility, inclusive language, who to include
- Provide resources, support, trauma-informed approach
- Learn from the sessions and provide feedback

Policy Development and Review

- Identify the issue and consider who is affected
- Reflect on personal biases and involve those affected
- Write considering AODA, plain language, inclusive language
- Identify potential barriers and how to address them
- Inclusive communication for effective policy implementation
- Connect with people affected to evaluate the policy

Next Steps

- Finalize these two chapters
- Bring Planning and Evaluation chapter to DEIAC in April
- Internal staff finalize
- Handbook is made available to staff

DEI Advisory Committee 2025 Work plan

Diversity, Equity, and Inclusion Advisory Committee
February 11, 2025

Yusuf Al-Harazi, Diversity, Equity, and Inclusion Advisor

DEI Advisory Committee

2025 Work Plan

February 11, 2025

Yusuf Al-Harazi

Diversity, Equity, and Inclusion Advisor

Outline

- Overview of 2024 activities
- Review DEIAC Terms of Reference
- Diversity, Equity, and Inclusion Action Plan 2025 Opportunities
- Upcoming opportunities at the Region

Regional Initiatives Brought to DEIAC in 2024

- Niagara Poverty Reduction Strategy
- Niagara Region Multi-Year Accessibility Plan
- Children's Services – Service System Plan
- Student Housing Strategy
- Niagara Well-Being Tool

Input Requested From DEIAC

- Collecting socio-demographic data
- Delegation from Gabriel Gebril
- Niagara Employment Inventory Data
- Anti-Discrimination Statement
- 2025 Significant Dates Calendar

Goal of the DEI Advisory Committee

- The goal of the DEI Advisory 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.

Purpose of DEI Advisory Committee

- 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, equity, 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, equity, and inclusion needs

Purpose of DEI Advisory Committee Continued

- Provide advice to advance the internal action items of the DEI Action Plan
- Provide input and feedback as requested on Regional issues relating to DEI

DEI Action Plan 2025 Alignment

- DEI Handbook
- Staff Training
- Council Training
- Spotlight Dates Posts
- Awareness Events
- Flag Raisings

Upcoming Initiatives at Niagara Region

- Housing and Homelessness Action Plan
- Climate Change Community Action Plan
- Active Transportation Master Plan
- Community Safety and Well-Being Plan
- ReconciliAction Plan
- Scent-free Policy

Awareness Events

- Accessibility Week (May 25-31)
- World Homeless Day (Oct 10) and International Day for the Eradication of Poverty (Oct 17)

Flag Ceremonies

- National Day of Awareness for MMIWG2S (May 5)
- Pride Month (June)
- Orange Shirt Day (Sept 30)
- 16 Days of Activism Against Gender Based Violence (Nov 25 – Dec 10)

Community Priorities

Relating to the work of the Region:

- What are some key issues you are hearing about in the community?
- What are upcoming or new issues you are seeing in the organizations you are connected with?
- What are your interests or priorities?
- Are there related events, trainings, or opportunities in the community that are related to gender that we should know about?

Work Plan Template

Purpose	Task or Event	Responsibility/ Roles	Timeline
Advise and provide recommendations on the development and review of Niagara Region policies and procedures	DEI Handbook	<ul style="list-style-type: none">• DEI Advisory Committee - Provide advice on content outline.• DEI Team – finalize content.	Q1 – Q3 2025

Next steps

- Finalize Work Plan
- Bring Final Work Plan to April meeting
- Set up Working Group(s) to accomplish the tasks if needed

Thank you!

Yusuf Al-Harazi

diversity@niagararegion.ca

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

DEIAC 6-2024

Tuesday, November 26, 2024

Meeting will be held by electronic participation only

Committee Members Present: Councillor Ip; C. Dutcher, L. Hay, E. Ivri, K. Kawall, C. Wulff

Absent/Regrets: Bradley (Regional Chair), Councillor Huson; A. Ingabire, A. Shabbar

Staff Members Present: Y. Al-Harazi, Advisor, Diversity, Equity, and Inclusion, A. Basic c, Legislative Coordinator, S. Dupuis, Associate Director, Community Strategic Priorities, M. Henry, Data Analyst, Community Safety and Well-Being, K. Lotimer, Deputy Regional Clerk, S. Madder, Manager, Corporate Strategy, C. Ogunniyi, Manager, Diversity, Equity, Inclusion & Indigenous Relations, M. Sergi, Deputy Chief Administrative Officer

1. CALL TO ORDER

Committee Chair Ip called the meeting to order at 5:03 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

4.1 Niagara Well-Being Tool

Megan Henry, Data Analyst, Community Safety and Well-Being, provided information respecting the Niagara Well-Being Tool. Topics of the presentation included:

- About the Niagara Well-Being Tool
- Project Plan
- Next Steps

4.2 2025 Diversity, Equity and Inclusion Significant Dates Calendar

Yusuf Al-Harazi, Advisor, Diversity, Equity, and Inclusion, provided information respecting the 2025 Diversity, Equity, and Inclusion Significant Dates Calendar. Topics of the presentation included:

- 2024 Significant Dates
- 2025 Significant Dates
- Significant Dates Criteria
- 2025 Spotlight Dates
- Faith Based Dates
- Link to Niagara Work

5. DELEGATIONS

There were no delegations.

6. ITEMS FOR CONSIDERATION

6.1 DEIAC-C 5-2024

2025 Diversity, Equity, and Inclusion Advisory Committee Meeting Dates

Moved by K. Kawall
Seconded by L. Hay

That Correspondence Item DEIAC-C 5-2024, dated November 26, 2024, respecting 2025 Diversity, Equity, and Inclusion Advisory Committee Meeting Dates, **BE RECEIVED**; and

That the Diversity, Equity, and Inclusion Advisory Committee meetings **BE HELD** on Tuesdays at 5:00 p.m. on the following dates in 2025:

February 11, April 15, June 17, August 26, October 14, and November 25.

Carried

7. ITEMS FOR INFORMATION

7.1 DEIAC 5-2024

Diversity, Equity, and Inclusion Committee Meeting Minutes - October 29, 2024

Moved by L. Hay
Seconded by C. Dutcher

That Minutes DEIAC 5-2024, being the minutes of the Diversity, Equity, and Inclusion Advisory Committee meeting held on October 29, 2024, **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 Tuesday, February 11, 2025, at 5:00 p.m.

10. ADJOURNMENT

There being no further business, the meeting adjourned at 5:55 p.m.

Councillor Ip
Committee Chair

Azra Basic
Legislative Coordinator

Ann-Marie Norio
Regional Clerk