



THE REGIONAL MUNICIPALITY OF NIAGARA
WOMEN'S ADVISORY COMMITTEE
AGENDA

WAC 4-2025

Tuesday, July 15, 2025

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 Regional Police Service Domestic Violence Unit</u> Detective Sergeant Matthew Catherwood, Niagara Region Police Service	
4.2 <u>Equal Voice Niagara</u> Diana Huson, Co-Chair, Equal Voice Niagara, Board of Directors	3 - 10
5. <u>ITEMS FOR INFORMATION</u>	
5.1 <u>WAC 3-2025</u> Women's Advisory Committee Meeting Minutes - May 13, 2025	11 - 14
5.2 <u>Women's Advisory Committee 2025-2026 Work Plan</u>	15 - 16
6. <u>OTHER BUSINESS</u>	
7. <u>NEXT MEETING</u>	
The next meeting will be held on Tuesday, September 16, 2025, at 4:00 p.m.	

8. ADJOURNMENT

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Equal Voice Niagara

Diana Huson, Founder and Co-Chair

Who is Equal Voice?

- ✓ Equal Voice is a registered charity that works to improve gender representation in Canadian politics.
- ✓ We provide education and leadership training to support women and gender-diverse people in getting involved at all levels of government.
- ✓ Through our programs and initiatives, we help them build the skills and tools they need to successfully run for office.

Where is Equal Voice? Chapter Locations

British Columbia	Alberta North	Calgary	Northwest Territories	Saskatchewan	Manitoba
Toronto	Ottawa/ National Capital	Quebec	Nova Scotia	Newfoundland & Labrador	Niagara

Why is it important? Current Landscape

Breaking the glass ballot

2025 Data & Statistics



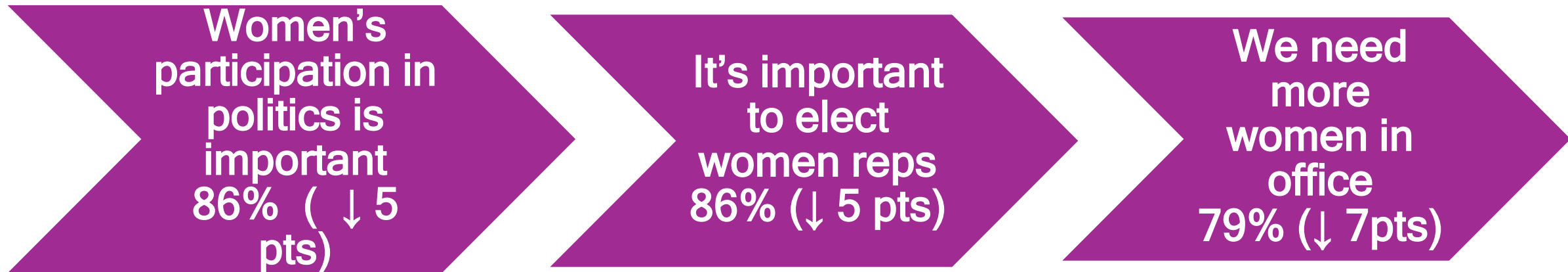
<https://www.youtube.com/watch?v=rnPbRI5Xz9A&t=1298s>

Why is it important? Changing Perception

Breaking the glass ballot

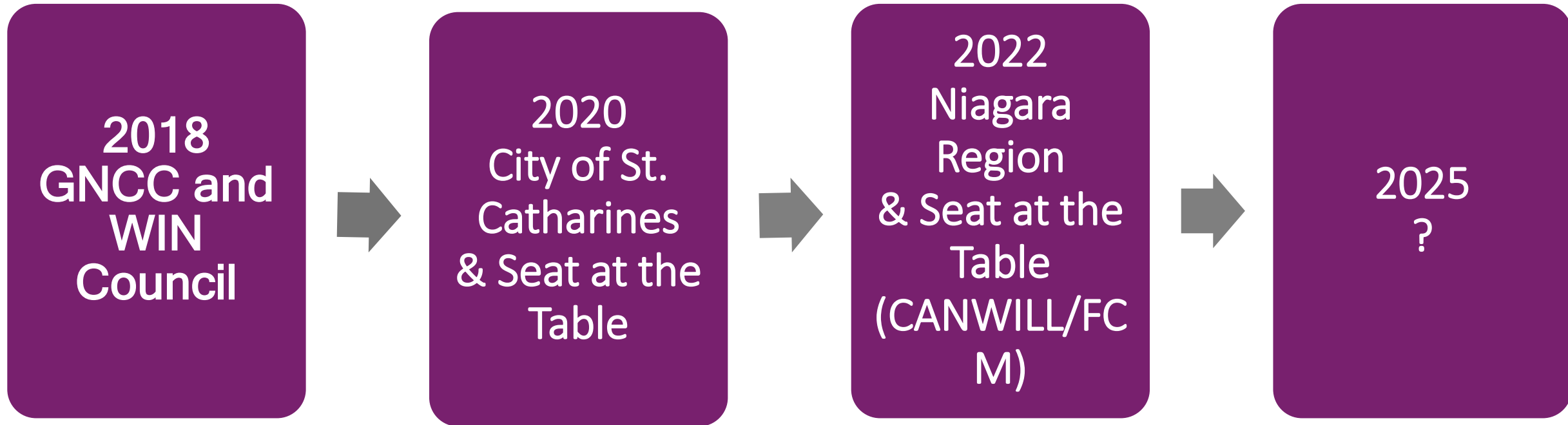
2025 Data & Statistics

Perception of importance is declining



<https://www.youtube.com/watch?v=rnPbRI5Xz9A&t=1298s>

Why Niagara?



Our programming

- **Webinars**

- Dealing with Harassment in Politics
- Seat at the Table - Connecting women with information they need to inform a run or support someone interested in running

- **July - Harassment in Politics**

- **September - Panel of Mayors**

- **Networking event**
(annually)

- **Youth Engagement -**
SheGoverns

- **Other Events - Women's**
Day March

Thank you!

Niagara@equalvoice.ca

www.equalvoiceniagara.ca

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

**WAC 3-2025
Tuesday, May 13, 2025
Meeting held by electronic participation**

Committee: Councillor Morocco; V. Brown, S. Corcoran, M. Holm, D. Katsmar, Z. Lachance, S. Stemplowski, R. Unrau, E. Zimmermann

Absent/Regrets: Councillor Ganann, L. Littleton

Staff: Y. Al-Harazi, Diversity, Equity, and Inclusion Specialist, K. Lotimer, Deputy Clerk, S. Madder, Associate Director, Strategic Initiatives, C. Ogunniyi, Manager, Diversity, Equity, Inclusion and Indigenous Relations

1. CALL TO ORDER

Kelly Lotimer, Deputy Clerk, called the meeting to order at 4:00 p.m.

2. LAND ACKNOWLEDGEMENT STATEMENT

Cassie Ogunniyi, Manager, Diversity, Equity, Inclusion and Indigenous Relations, read the Land Acknowledgement Statement.

3. DISCLOSURES OF PECUNIARY INTEREST

There were no disclosures of pecuniary interest.

4. SELECTION OF THE COMMITTEE CHAIR

Kelly Lotimer, Deputy Clerk, advised Committee members that with former Councillor Huson's resignation from Regional Council, the position of Chair of the Women's Advisory Committee was now vacant. As the terms of reference for the Women's Advisory Committee states that the Chair shall be a Regional Councillor, Ms. Lotimer advised that staff reached out to the remaining Councillors who are members of the Women's Advisory Committee to survey interest in chairing the committee for the remainder of this term of Council. As Councillor Morocco expressed interest in chairing this committee for the remainder of the term, the Deputy Clerk asked for a mover and seconder to appoint Councillor Morocco as the committee chair.

Moved by S. Concoran
Seconded by R. Unrah

That Councillor Morocco **BE APPOINTED** as Chair of the Women's Advisory Committee for the remainder of this term of Council (2025-2026).

Carried

At this point in the meeting, Councillor Morocco assumed the chair.

5. PRESENTATIONS

5.1 Diversity, Equity, and Inclusion Handbook

Yusuf Al-Harazi, Diversity, Equity, and Inclusion Advisor, provided information respecting Niagara Region's Diversity, Equity, and Inclusion Internal Handbook. Topics of the presentation included:

- Background on the Diversity, Equity, and Inclusion Handbook
- Chapter Structure
- Table of Contents
- Gender Based Analysis Plus
- Next Steps

6. DELEGATIONS

There were no delegations.

7. ITEMS FOR CONSIDERATION

7.1 WAC-C 1-2025

Women's Advisory Committee 2025 Work Plan

Committee members discussed the Draft 2025 Work Plan and recommended the following additions:

Assisting Equal Voice with their Seat at the Table project and creating a working group if necessary to provide this assistance.

Providing a presentation to Regional Council to stress the importance of ensuring that the committee is able to fulfill its mandate through consultation in the early planning stage of projects to ensure there is a focus on gender-based analysis.

Moved by D. Katsmar
Seconded by S. Concoran

That Memorandum WAC-C 1-2025, dated March 18, 2025, respecting Women's Advisory Committee 2025 Work Plan **BE RECEIVED**; and

That the Niagara Region Women's Advisory 2025 Work Plan, as outlined in Appendix 1 of Memorandum WAC-C 1-2025, **BE APPROVED**.

Carried

8. ITEMS FOR INFORMATION

- 8.1 WAC 1-2025
Women's Advisory Committee Meeting Minutes - January 14, 2025

Moved by R. Unrah
Seconded by D. Katsmar

That Minutes WAC 1-2025, being the minutes of the Women's Advisory Committee meeting held on January 14, 2025, **BE RECEIVED** for information.

Carried

9. OTHER BUSINESS

There were no items of other business.

10. NEXT MEETING

The next meeting will be held on Tuesday, July 15, 2025, at 4:00 p.m.

11. ADJOURNMENT

There being no further business, the meeting adjourned at 5:06 p.m.

Councillor Morocco
Committee Chair

Kelly Lotimer
Deputy Clerk

Ann-Marie Norio
Regional Clerk

Niagara Region Women's Advisory Committee 2025-2026 Work Plan

Mandate: Make recommendations with a gender lens to policy development and implementation using evidence based decision making in relation to Council policies, priorities and decisions.

Goals:

1. Advocate for gender-based issue resolutions and opportunities related to Regional policies, priorities and decisions
2. Promote leadership development that empowers women in Niagara to fully participate in civic life
3. Research and provide information and resources about women's gender-based issues to Niagara

Goal	Task or Event	Responsibility/Roles	Timeline
Advocate for gender-based issue resolutions	Provide input on Niagara Region plans or policies, such as the Active Transportation Master Plan, Climate Change Community Action Plan	<ul style="list-style-type: none">• Niagara Region staff: Bring plans to the Women's Advisory Committee (WAC) early in the process• WAC: Review plans and provide feedback	All year
Advocate for gender-based issue resolutions	Provide input on Diversity, Equity, and Inclusion Handbook	<ul style="list-style-type: none">• Niagara Region staff: Bring plans to the WAC early in the process• WAC: Review plans and provide feedback	May 2025
Advocate for gender-based issue resolutions	Provide input on the Diversity, Equity, and Inclusion Action Plan Review	<ul style="list-style-type: none">• Niagara Region staff: Bring summary of staff focus groups and community survey• WAC: Review data and provide feedback	Nov 2025
Advocate for gender-based issue resolutions	Support the flag ceremony and post for staff about the 16 Days of Activism Against Gender Based Violence.	<ul style="list-style-type: none">• WAC: Provide post content, support planning of event, promote event, attend event• Niagara Region staff: Finalize post content, facilitate event planning	May – Nov 2025

Goal	Task or Event	Responsibility/Roles	Timeline
Advocate for gender-based issue resolutions	Provide presentation to Regional Council advocating for the use of Gender Based Analysis Plus in all plans, programs, projects, and policies	<ul style="list-style-type: none"> • WAC: Support development of presentation, present to Council • Niagara Region staff: Support development of presentation and logistics 	Sept – Nov 2025
Research and provide information and resources	Support Days of Significance relating to women and gender	<ul style="list-style-type: none"> • Niagara Region staff: Bring list of significant dates, post event details • WAC: Attend events, promote on social media 	May 2025/2026 (MMIWG2S) June 2025/2026 (Pride) March 2026 (IWD)
Promote leadership development	Support initiatives that develop leadership and civic engagement such as Councillor Training, campaign information sessions, increasing participation in Advisory Committees	<ul style="list-style-type: none"> • WAC: Working group to support local events, send details of event to networks. Work with Equal Voice Niagara. • Niagara Region staff: Help promote events, support with technology or building space if needed 	March 2025 to June 2026
Research and provide information and resources	Human Trafficking, Code of Conduct, Niagara Region Police Service	<ul style="list-style-type: none"> • WAC: Receiving information from community organizations working in Human Trafficking and supporting community initiatives • Niagara Region staff: Facilitate discussions and organization presentations from community organizations or coalitions 	March 2025 to August 2026