

Appendix 3: Diversity, Equity and Inclusion Committees in other Municipalities

The Coalition of Inclusive Municipalities: A Guide for New and Established Members¹ advises that committees supporting this work represent the diversity of the community, with priority given to the experiences and knowledge of marginalized groups with lived experience. The Guide advises to consider other municipalities with similar characteristics (e.g. population size, demographics, resources) when making decisions. Table 1 reviews some municipalities similar to Niagara, their DEI related committees, reporting structures, and the staff resources they have to support the committees.

Table 1: DEI Committees and Resources in Similar Municipalities

Municipality	Committee(s)	Reporting Structure	Staff Resources
Region of Peel	Diversity, Equity, and Anti-Racism Committee Seven members	Reports directly to Council	Office of Culture and Inclusion – seven staff
City of Hamilton	Hamilton Committee Against Racism Nine members LGBTQ+ Advisory Committee 12 members Hamilton Aboriginal Advisory Committee 11 members Advisory Committee for Immigrants and Refugees Maximum 20 members Hamilton Status of Women Committee 12 members	Reports to Council through the Audit, Finance and administration committee	Human Rights, Diversity and Inclusion Office – eight staff

¹ CCUNESCO (2020). The Coalition for Inclusive Municipalities: A Guide for New and Established Members Retrieved from: <https://en.ccunesco.ca/-/media/Files/Unesco/Resources/2020/04/ToolkitCoalitionInclusiveMunicipalities.pdf> Accessed on 2020-09-15.

Municipality	Committee(s)	Reporting Structure	Staff Resources
City of London	Diversity, Inclusion and Anti-Oppression Advisory Committee 10 members Accessibility Advisory Committee Maximum 13 members	Reports to Council through the Community and Protective Services Committee	One staff member (Coordinator, Government & External Relations)
City of Windsor	Diversity Committee 9 members	Reports to Council through the Community Services and Parks Committee	One staff (Diversity & Accessibility Advisor) – Clerks Office
City of Guelph	Accessibility Advisory Committee Maximum of 15 members Diversity Related Committee (Forthcoming)	Reports directly to Council	13 staff members form the diversity and inclusion project team
Region of Waterloo	Grand River Accessibility Advisory Committee (GRAAC) 12 members	Reports directly to Council	One staff member

Table 2 reflects some of the activities and resources of municipalities within Niagara based on both environmental scans and speaking to municipality representatives.

Table 2: DEI Related Committees and Resources in Niagara Municipalities

Municipality	Committee(s)	Reporting Structure	Staff Resources
St. Catharines	Accessibility Advisory Committee Maximum 12 members Advisory Committee on Older Adults Maximum 10 members Anti-Racism Advisory Committee Maximum 10 members Equity and Inclusion Advisory Committee Maximum 12 members LGBTQ+2 Advisory Committee Maximum 10 members	Reports to Council through the Social Sustainability Committee	5 staff members (each committee has a staff member that serves as a liaison)
Niagara Falls	Accessibility Advisory Committee 10-14 members Diversity and Inclusion Committee (Forthcoming) Anti-racism committee (Forthcoming)	Reports directly to Council	One staff member directly. 13 other staff members provide technical support as needed
Niagara-on-the-Lake	Inclusivity Committee 9 members	Reports to Council directly	One staff member - some work may be assisted by staff of the Clerk's department as required

Municipality	Committee(s)	Reporting Structure	Staff Resources
Fort Erie	Accessibility Advisory Committee 9 members Mayors Youth Advisory Committee 20 members Senior Citizen Advisory Committee 18 members	Reports to Council directly	Three staff members
Lincoln	Age-Friendly Advisory Committee 8 members	Reports to Council directly	Two staff representatives
Welland	Accessibility Advisory Committee 8 members Senior Citizens Advisory Committee 8 members	Report to Council directly	One staff liaison
Thorold, Pelham, Niagara-on-the-Lake, Lincoln, West Lincoln, Grimsby	Joint Accessibility Advisory Committee	N/A	N/A
Town of Pelham	Mayor's Youth Advisory Committee 23 members Seniors Advisory Committee 9 members	Reports to Council directly	One staff representative

Municipality	Committee(s)	Reporting Structure	Staff Resources
Port Colborne	Accessibility Advisory Committee 8 members Seniors Advisory Committee 10 members Social Determinants of Health Advisory Committee 12 members	Reports to Council directly	Three staff representatives
Wainfleet	Age-friendly Advisory Committee 8 members	Reports to Council directly	N/A
Niagara Region (Currently)	Accessibility Advisory Committee 14 members Women's Advisory Committee 15 members	Reports to Council through the Corporate Services Committee	One staff member, two student supports. These 3 individuals and 12 other staff members form the Diversity, Equity and Inclusion Working Group (15 total members)