

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

**WAC 2-2020
Wednesday, November 25, 2020
Meeting held by electronic participation only**

Committee: Councillor Huson (Committee Chair); S. Hill, R. Ivri, N. Kalb, E. Kovacs, L. Lane, C. McGrath, N. Qureshi, H. Shaikh, R. Unrau (Committee Vice Chair), E. Zimmermann

Absent/Regrets: Councillors Butters, Ip, Villella; I. Camillo

Staff: L. Gigliotti, Associate Director, Employee Services, A.-M. Norio, Regional Clerk, C. Ogunniyi, Diversity, Equity & Inclusion Program Manager, J. Smith, Human Resources Consultant

1. CALL TO ORDER

Committee Chair Huson called the meeting to order at 4:04 p.m.

2. DISCLOSURES OF PECUNIARY INTEREST

There were no disclosures of pecuniary interest.

3. PRESENTATIONS

There were no presentations.

4. DELEGATIONS

There were no delegations.

5. ITEMS FOR CONSIDERATION

5.1 WAC-C 2-2020

2021 Women's Advisory Committee Meeting Dates

Moved by C. McGrath
Seconded by N. Qureshi

That the Women's Advisory Committee meetings **BE HELD** on
Wednesdays at 4:00 p.m. on the following dates in 2021:

January 27, March 31, May 26, July 28, September 29 and November 24.

Carried

6. **CONSENT ITEMS FOR INFORMATION**

6.1 **WAC 1-2020**

Women's Advisory Committee Minutes - September 30, 2020

Moved by R. Ivri

Seconded by L. Lane

That Minutes WAC 1-2020, being the minutes of the Women's Advisory Committee meeting held on September 30, 2020, **BE RECEIVED** for information.

Carried

7. **OTHER BUSINESS**

7.1 **Working Group Updates**

7.1.1 Advocacy Working Group

The advocacy working group provided an update on their work to date including the need for an intersectional gender lens. The "Living in Niagara" report was noted as a useful resource.

7.1.2 Leadership Working Group

The leadership working group provided an update on the work they have undertaken with respect to promotion of leadership.

7.1.3 Research and Resources Working Group

The research and resources working group provided an update with respect to work they have been undertaking in regards to involvement in public policy, gender based assessment processes and templates.

7.2 **Update on Diversity, Equity and Inclusion Work**

Cassie Ogunniyi, Diversity, Equity and Inclusion Program Manager, provided an update with respect to the creation of a Diversity, Equity and Inclusion Committee. She noted that an internal committee had already been created with cross-departmental staff and interest groups. She advised that consultation is being undertaken with the local area municipalities to coordinate on diversity, equity and inclusion work.

Committee was also made aware that a recent Niagara Region staff survey included questions regarding racial/ethnic identity, disability, religious/spiritual affiliation, sexual orientation and gender and gender

identity. She also advised that Regional Council would be participating in session two of diversity, equity and inclusion training on December 10.

It was noted that diversity, equity and inclusion is a corporate priority and that Council approved incorporating health equity impact assessments for all projects that the Region undertakes.

7.3 Next Steps

Committee Chair Huson noted that in coordination with the Diversity, Equity, and Inclusion Program Manager, the data put together by the working groups would be reconciled in order to build out key themes.

Members discussed Gender Based Analysis Plus (GBA+) Training. This training is offered by the Government of Canada and is an analytical process used to assess how diverse groups of women, men, and gender diverse people may experience policies, programs and initiatives. The training is free and more information can be found at the following link:
<https://cfc-swc.gc.ca/gba-acsc/course-cours-en.html>

8. NEXT MEETING

The next meeting will be held on Wednesday, January 27, 2021 at 4:00 p.m.

9. ADJOURNMENT

There being no further business, the meeting adjourned at 5:59 p.m.

Councillor Huson
Committee Chair

Ann-Marie Norio
Regional Clerk