
Subject: Community Member Appointments to the Diversity, Equity, and Inclusion Advisory Committee

Report to: Corporate Services Committee

Report date: Wednesday, May 12, 2021

Recommendations

1. That the recommended community member appointments for the Diversity, Equity, and Inclusion Advisory Committee, contained in Confidential Appendix 1 to Report CLK 06-2021, **BE APPROVED**.

Key Facts

- On December 17, 2020, Council endorsed the establishment of a Diversity, Equity, and Inclusion Advisory Committee.
- Subsequently on February 25, 2021 (CLK 1-2021), Council endorsed the Diversity, Equity, and Inclusion Advisory Committee Terms of Reference, which confirmed the composition of the committee to include up to 10 citizen members and one (1) Regional Councillor.
- Staff utilized a selection process that was consistent with the approved Diversity, Equity, and Inclusion Advisory Committee Terms of Reference, which also included notifying the public in a manner consistent with other committees, including websites and social media channels, and collecting applications that included a series of relevant questions for interested community members.
- This report outlines the process followed to make the recommended selections from the pool of interested candidates for appointment to the Diversity, Equity, and Inclusion Advisory Committee

Financial Considerations

There are no new financial considerations at this time.

Analysis

According to the Terms of Reference, the goal of the Diversity, Equity, and Inclusion Advisory Committee (DEIAC) 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.

The purpose of the Committee is to:

- Advise and provide recommendations on the development and review of policies and procedures to ensure they reflect Niagara Region's commitment to fostering diversity and inclusion within the organization, and within the community
- Engage and facilitate discussions with community groups to achieve a greater understanding of the strengths and needs of residents of diverse backgrounds and abilities to identify opportunities for collaboration and support between groups, recognizing that each diverse group will require unique approaches and solutions
- Collaborate with other civic agencies and local community groups and partners including the initiation and development of relevant programs, services, events, and projects identifying opportunities for education, collaboration, support, and engagement to promote equity, inclusion, and the elimination of discrimination

To conduct the selection process, an application form to solicit interested citizens was posted on the Niagara Region website and communicated through social and print media. There was a three (3) week application period which ended on April 9, 2021 at 4pm. Eighty-three (83) applications in total were received during that time from interested community members.

The applications were scored by a three person panel, made up of the Director and a Program Manager from Corporate Strategy and Innovation, and a member of the Niagara Region Diversity, Equity, and Inclusion Working Group. The panel used a predetermined scoring matrix that directly correlated with the objectives of the DEIAC. The matrix consisted of points being allotted with relevant weightings in the following categories.

- Expressed motivation to be on the Committee (20)
- Understanding of diversity, equity and inclusion (10)
- Experience making a space or place more welcoming or inclusive (15)
- Community collaboration experience (15)

- Leadership abilities (15)
- Previous board/committee experience (10)

Candidates were also requested to share demographic information including municipality, gender, and if they identify with the following groups to ensure membership recommendations modeled a breadth of diversity for the committee.

- Ethnocultural or linguistic diversity
- Racialized communities or People of Colour
- Francophone
- New Immigrants
- Indigenous
- 2SLGBTQIA+
- Individuals with physical or mental disabilities
- Seniors or Older Adults
- People experiencing low income or homelessness
- Post-Secondary or Youth
- Faith or Religious Affiliation

The panel individually scored each candidate. The top scoring candidates were reviewed collectively by the panel and through consensus, eight (8) qualified candidates were identified that represent the diverse geography and characteristics of the community and provide a diverse lens and skill set with which to deliver the Committee's objectives. The additional two (2) community members will be representatives from the Women's Advisory Committee and the Accessibility Advisory Committee.

Based on the strong results of the scoring, staff are recommending the appointment of eight (8) community members to the Committee, the list of whom can be found in Confidential Appendix I of this report.

Alternatives Reviewed

Not applicable

Relationship to Council Strategic Priorities

The creation of the DEIAC supports Regional Council's Strategic Priorities by **Supporting Business and Economic Growth**, as research indicates that culturally

diverse regions are more innovative and economically prosperous. The recommendations, advice, and information provided by this committee will strengthen the Region's ability to create a safe and inclusive community for the increasingly diverse populations living in Niagara, which promotes a **Healthy and Vibrant Community**. The DEIAC will help foster a more **Sustainable and Engaging Government** by enhancing Council's ability to provide innovative, and inclusive customer-focused services through reaching and maximizing the assets of Niagara's diverse community members.

Other Pertinent Reports

- [CAO 23-2020](#) – Diversity, Equity, and Inclusion Advisory Committee Recommendations
- [CAO 14-2019](#) - Actions & Resources to Join the Coalition of Inclusive Municipalities
- [COM 14-2019](#) - Canadian Coalition of Municipalities Against Racism and Discrimination (CCMARD)
- [CLK 1-2021](#) - Establishment of Diversity Related Advisory Committees

Prepared by:

Cassandra Ogunniyi
Diversity, Equity, and Inclusion Program
Manager
Corporate Strategy and Innovation

Recommended by:

Natalie Early
Director
Corporate Strategy and Innovation

Submitted by:

Ron Tripp, P.Eng.
Acting Chief Administrative Officer

This report was prepared in consultation with Mike Ogunlaja, Project Manager, Water Waste Water Engineering, and reviewed by Ann-Marie Norio, Regional Clerk.

Appendices

CLK 06-2021 Confidential Appendix 1: Recommended Community Member Appointments to the Diversity, Equity, and Inclusion Advisory Committee