

Diversity, Equity, and Inclusion Update

Women's Advisory Committee

May 26, 2021

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Diversity, Equity and
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Coalition of Inclusive Municipalities



- Niagara Region and the 12 Local Area Municipalities (LAMs) signed the declaration to join the Coalition on Sept 18 2020
- Objectives of the Coalition:
 - Improve municipal practices to promote social inclusion
 - Establish policies to eradicate all forms of racism and discrimination
 - Promote human rights and diversity
- Creating a Diversity, Equity, and Inclusion Action Plan as part of joining the CIM

DEI Goals 2021-2022

- **Goal 1:** To develop a 5 year DEI Action Plan by April 2022
- **Goal 2:** To increase the diversity of job applicants and new staff hired
- **Goal 3:** To provide staff with the knowledge, skills, and resources to reduce racism and discrimination and improve inclusion and diversity
- **Goal 4:** To provide opportunities for community members to be heard and participate in decision making processes
- **Goal 5:** To improve collaboration with diverse community members and organizations in Niagara

Goal 1: To Develop a 5 year DEI Action Plan by April 2022

Step 1: Current Assessment

- Jan – Mar 2021
 - Environmental Scan
 - Pulse Survey analysis

Step 2: Develop Vision and Plan for Engagement

- Feb – July 2021
 - Draft Vision
 - Engagement plan
 - DEIAC Selection
 - Data collection questions and tools

Step 3: Identify Barriers and Critical Success Factors

- June – Nov 2021
 - Conduct staff and community focus groups
 - Conduct staff and community survey
 - Data analysis and summary

Steps 4 &5: Create Strategy, Monitoring Plan, and Write Report

- Nov 2021 – April 2022
 - Strategy sessions
 - Write report
 - Finalize report
 - Action Plan and Report to Council

Advisory Committees

- Received 83 applications
- Had 3 people on the selection committee, reviewed the applications and selected 8 community members to represent diverse geography, gender, and other demographic characteristics
- Passed at Council on May 20 2021
- Council members are Councillor George Dart and Councillor Laura Ip
- Aim for Committee to start end of June 2021




Staff and Community Engagement


- Aim of engagement – to hear from diverse voices of Niagara
 - Their experiences of racism or discrimination
 - Barriers they experience to inclusion and equity
 - Potential solutions/actions
 - Key areas of focus
 - Housing
 - Police
 - Labour force
 - Education
 - Municipal employer



Community engagement

- 12 Diversity related groups:
 - Ethnocultural and linguistic diversity
 - Racialized or People of Colour
 - Francophone
 - New immigrants
 - Indigenous communities
 - LGBTQ2S+ individuals
 - Individuals with disabilities
 - Seniors/older adults
 - Individuals living with low income
 - Individuals experiencing homeless
 - Post-secondary students/youth
 - Faith-based diversity
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Organization selection

- Started with the list of over 500 organizations and networks, categorized them according to the top two diversity categories that they work with
 - If more than 11 organizations in a category, will select 8-10 based on various criteria:
 - Geography – urban/rural, different municipalities
 - Range of clients (considering intersectionality, age, gender, etc.)
 - Large and small organizations (budget, reach)
 - Range of services offered
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- Decorative geometric shapes in the bottom right corner, consisting of overlapping triangles in shades of blue and green.

Focus Group with WAC members

- If you are interested in participating in a focus group for the DEI work, please let me know, we will schedule a 90 minute session

Thank you!

- Questions can be sent to:
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