

Diversity, Equity, and Inclusion Overview

DEI Advisory Committee | June 29, 2021

Cassandra Ogunniyi,
Diversity, Equity, and Inclusion
Program Manager
Niagara Region

Agenda

- Background
- Project Plan
- Goals with progress and next steps
- Discussion/Opportunities
 - DEIAC Focus Group
 - Community Survey presented by DEIAC

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



Ten Common Commitments

1. Increase vigilance against systematic and individual racism and discrimination
2. Monitor racism and discrimination more broadly as well as municipal actions taken to address racism and discrimination
3. Inform and support individuals who experience racism and discrimination
4. Support policing services in their efforts to be exemplary institutions in combatting racism and discrimination
5. Provide equal opportunities as a municipal employer, service provider and contractor




Ten Common Commitments

6. Support measures to promote equity in the labour market
7. Support measures to challenge racism and discrimination and promote diversity and equal opportunity in housing
8. Involve citizens by giving them a voice in anti-racism initiatives and decision-making
9. Support measures to challenge racism and discrimination and promote diversity and equal opportunity in the education sector and in other forms of learning
10. Promote respect, understanding and appreciation of cultural diversity and the inclusion of Aboriginal and racialized communities into the cultural fabric of the municipality



Definitions

- **Diversity:** The presence of differences in the lived experiences and perspectives of people
 - **Equity:** The fair treatment, access, opportunity, and advancement for all people
 - **Inclusion:** An active, intentional process to address inequities in power and privilege, and build a respectful and diverse community that ensures welcoming spaces and opportunities for all to fully participate and flourish
- 
- Decorative geometric shapes in the bottom right corner, consisting of overlapping triangles in dark blue, light blue, and green.

Project Plan

- **Purpose:**

This plan outlines the work from 2020 to 2022 that will develop a DEI Action Plan to guide the work in the Region for the next five years, and the initial steps being taken to advance DEI in Niagara

- **Draft Vision:**

Niagara Region is an organization that has diversity in leadership and staff, involves people with lived experience in decision making, removes barriers to provide opportunities for all people to access services and resources, and has safe and inclusive spaces for all community members

Importance of DEI Work

- **Diverse Talent:** Better represents the public we serve in all positions, including senior management
- **Inclusive Leaders:** Equipped to respond to a changing workforce and community
- **Diversity of Thought & Experience:** Thrive in an inclusive workplace, improving productivity, innovation, and quality of outcomes
- **Greater Collaboration:** Enables creativity and innovation in the way we work
- **Responsive Public Service:** Creates equitable policies, programs, and services


Supporting Groups

- Niagara Region DEI Working Group (NR DEI WG)
 - Niagara Region DEI Interest Group (NR DEI IG)
 - Niagara Region Senior Services Diversity Group (NR SS DG)
 - Local Area Municipalities – Coordination Team (LAM CT)
 - Council Advisory Committees (CACs)
 - Corporate Leadership Team (CLT)
- 

Council Advisory Committees (CACs)

- Accessibility Advisory Committee (existing)
- Women's Advisory Committee (started in 2020)
- Diversity, Equity, and Inclusion Advisory Committee (new)
- Anti-Racism Advisory Committee (upcoming)
- 2SLGBTQQIA+ Advisory Committee (upcoming)

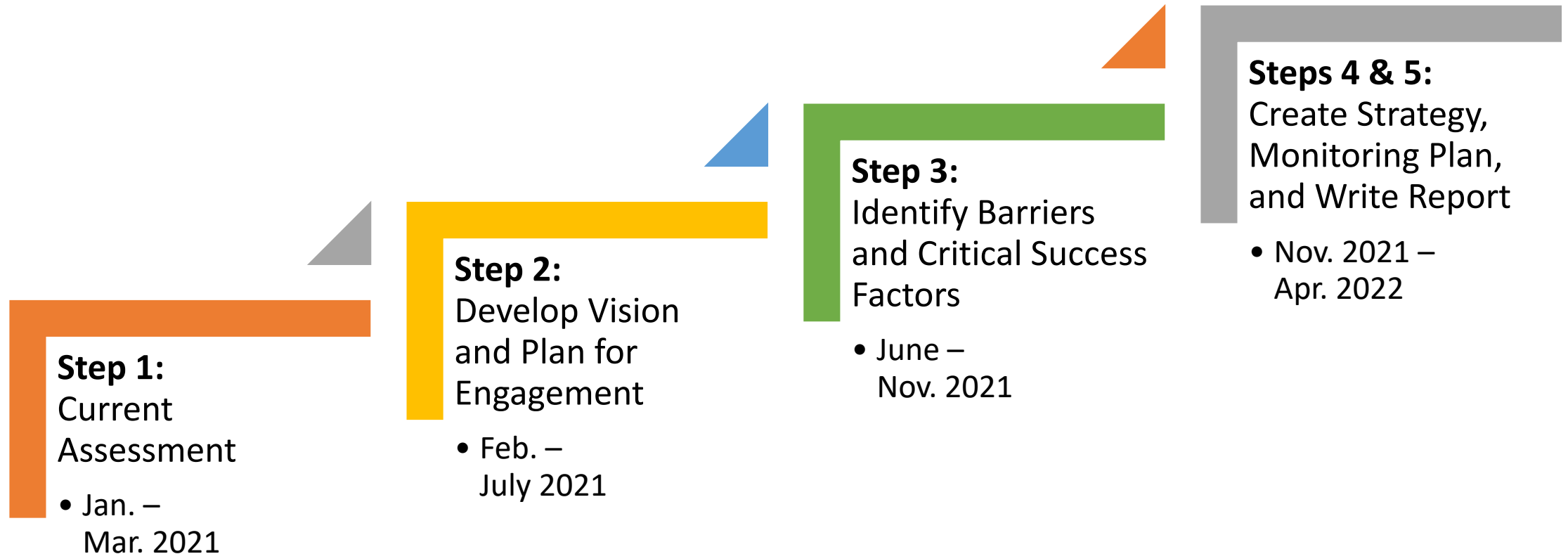
Key Diversity-related Groups in Niagara

- 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 homelessness
 - Post-secondary students/youth
 - Faith-based diversity
- 

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




Accomplishments

- Established Diversity, Equity, and Inclusion Advisory Committee (DEIAC)
- How to Increase Diversity and Inclusion in Recruitment, Hiring, and Promotion: A Best Practices Guidebook
- Trainings: Diversity training for Regional Council, Leader's Edge, Indigenous Speaker Series
- Indigenous specific Pop-Up COVID Immunization Clinics
- Pulse Survey – 6 Demographic questions asked to staff, 42% response rate

Next Steps

- Finalize update of Land Acknowledgement – to be shared with LAMs and community partners
- Establish 2SLGBTQQIA+ Advisory Committee and Anti-Racism Advisory Committee
- Calendar of significant events
- Training options menu
- Corporate Learning Calendar
- Regional staff focus groups and survey
- Community focus groups and survey


Staff and Community Engagement

- Aim of engagement – to hear from diverse voices of Niagara
 - Focus groups and surveys – Regional staff and community
 - Experiences and perceptions of DEI in the Region
 - What barriers exist for recruitment, community engagement, and in delivery of service
 - How can Niagara be more welcoming, diverse, inclusive, and equitable
 - Key areas of focus
- 
- Decorative geometric shapes in the bottom right corner, consisting of overlapping triangles in dark blue, light blue, and green.


Staff Focus Groups

- Experiences and perceptions of DEI at the Region
- How can Niagara be more welcoming, diverse, inclusive, and equitable
 - Racial or ethnic groups
 - People with disabilities
 - 2SLGBTQ+ community
 - Born outside of Canada
 - Different religious or spiritual affiliations
 - Diverse genders
 - All departments, some divisions

Community Focus Groups

- 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, selected 8-12 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
- 

Community Survey

- Sept-Oct 2021
 - Aim for between 600 and 1000 responses
 - Electronic Survey
 - 8 demographic questions
 - Approximately 25 quantitative (Yes/No, Likert scale, multiple choice) and 5 open ended qualitative questions
 - Marketing campaign
- 
- Decorative geometric shapes in the bottom right corner, consisting of overlapping triangles in dark blue, light green, and medium blue.

Discussion/Opportunities

- DEIAC Focus Group
- Community Survey

Thank you!

Questions can be sent to:

cassandra.ogunniyi@niagararegion.ca

Ext. 3226

Diversity, Equity, and Inclusion Program Manager
Corporate Strategy and Innovation Division
Office of the CAO