

Diversity, Equity, and Inclusion Update

Women's Advisory Committee | July 28, 2021

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Overview

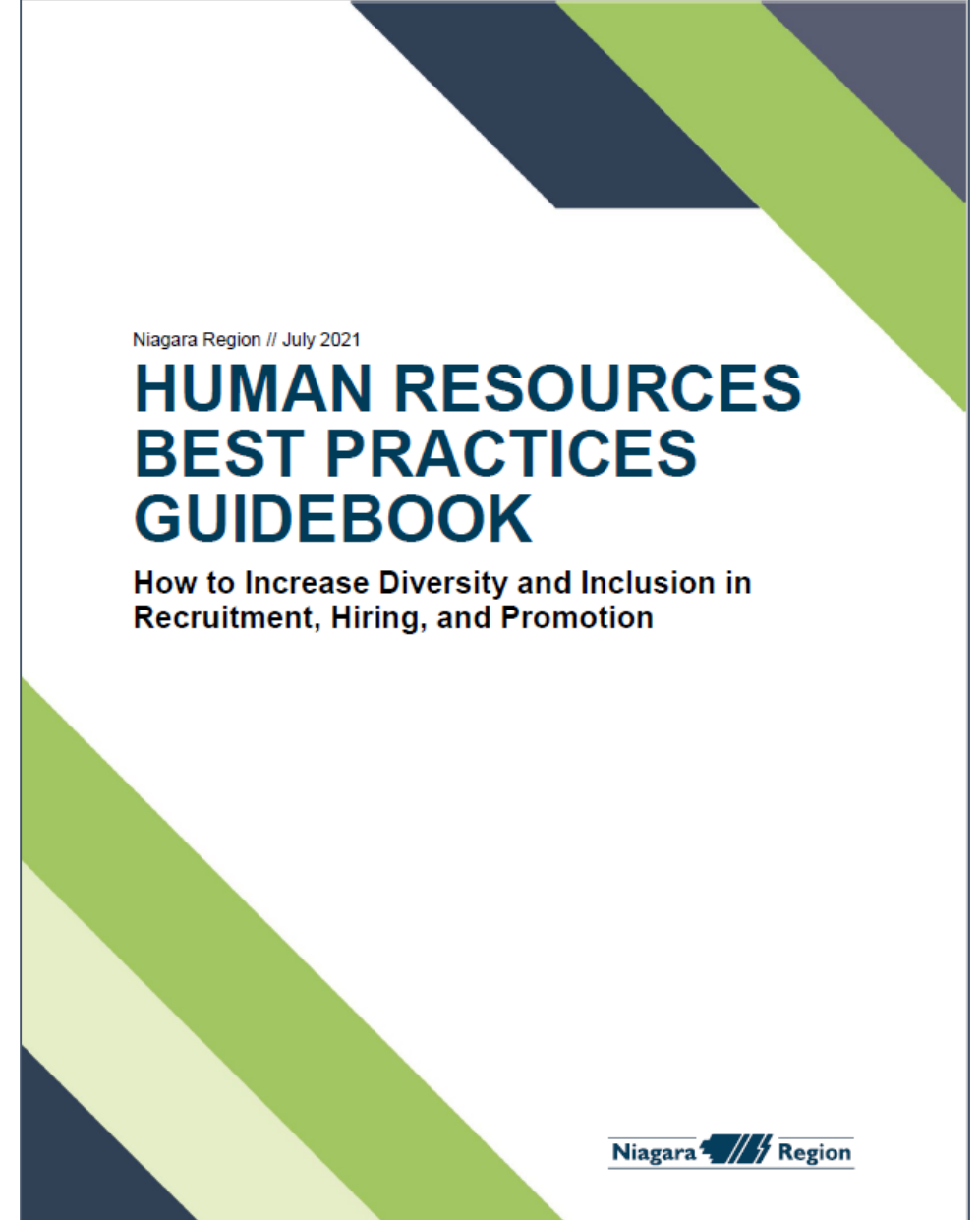
- DEI Best Practices
- Progress on data collection for DEI Action Plan
- Community Survey Questions
- Focus Group Progress
- Preliminary Results

DEI Best Practices

- Inclusive Hiring and Promotion
- Creating an inclusive workplace with accountability
- Providing a range of training opportunities for staff
- Creation and review of policy
- Communication and access to services
- Data collection for planning and monitoring
- Collaborating and engaging with community members

DEI Best Practices - HR

- Recruitment
 - Review job descriptions
 - Collaborate with local organizations
- Hiring
 - Selecting and shortlisting candidates
 - Interview process
 - Onboarding
- Promotion
 - Open communication
 - Mentorship and development



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

Community Survey

- Diversity, Equity, and Inclusion Advisory Committee
 - Aim of engagement – to hear from diverse voices of Niagara
 - Sense of belonging (i.e. I feel accepted in Niagara, My school is free from discrimination)
 - Experiences of discrimination (Have you experienced discrimination? If yes, I have experienced discrimination on the basis of: race, gender, age, and more)
 - Potential solutions/actions
 - Key areas of focus
 - Demographics (municipality, age, race/ethnicity, gender)
 - Launch end of September
 - Aiming for 600-1000 responses
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Staff and Community Engagement

- Focus groups

Category	Number	In progress	Booked	Completed
Staff	17	0	3	14
Community organizations	10	6	0	4
Community members	6	2	3	1

- Observations

Preliminary Results – Focus Groups - Barriers

- Discrimination towards males in a female dominated work place
- “Old Boy’s Club” in male dominated work places
- Lack of representation/diversity in leadership and staff
- Challenges in navigating systems and accessing services
- Lack of data
- Lack of gender lens in policy and programs
- Accessing child care
- Poverty

Preliminary Results – Opportunities

- Training supported by conversation and action
- Gender neutral options on forms (particularly medical related forms)
- Providing resources for employees
- Reporting and seeing action, accountability
- Gendered bathrooms
- Mentorship opportunities
- Public Engagement
- Policy Review
- Improve Regional website

Thank you!

- Questions can be sent to:
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