

# DEI Advisory Committee Work Plan

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# Outline

- Overview of previous term of DEI Advisory Committee
- Niagara Region Corporate Strategic Plan
- Diversity, Equity, and Inclusion Action Plan 2023-2027
- Niagara Region Departments
- Upcoming opportunities at the Region

# Previous DEI Advisory Committee

- First meeting on June 29, 2021
- Held 8 meetings from June 2021 to August 2022
- Main work was supporting the creation of the DEI Action Plan
- Provided input on community engagement, survey questions
- Participated in planning sessions for the Plan
- Reviewed survey results, environmental scan
- Reviewed Draft Plan

# Previous DEI Advisory Committee Continued

- Reviewed Human Resources Best Practices Guidebook: How to Increase Diversity and Inclusion in Recruitment, Hiring, and Promotion
- Three external presentations
- Poverty Reduction Strategy presentation
- Provided content for staff newsletter about significant events

# Niagara Region Council Strategic Priorities 2023-2026

- Strategic Lenses
  - Diversity, equity, inclusion and Indigenous reconciliation
  - Fiscal responsibility
  - Innovation
  - Sustainability and climate change
- Partnerships with government and community
- Transparency and accountability

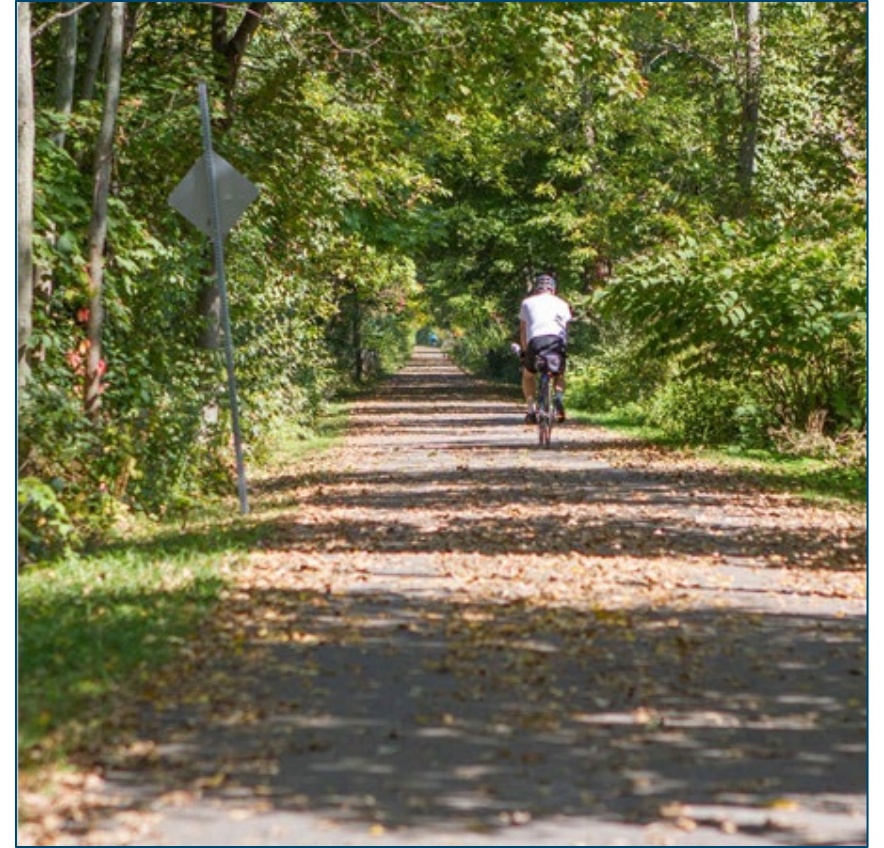
# Strategic Priorities: Effective Region



Remain an employer of choice by transforming service delivery in a way that is innovative, collaborative and fiscally-responsible.

# Strategic Priorities: Green and Resilient Region

Reduce our collective carbon footprint and prepare to adapt to climate change impacts by ensuring current and future infrastructure is resilient.



# Strategic Priorities: Equitable Region



Provide opportunities for a safe and inclusive Niagara by listening and responding to our community needs and planning for future growth.



# Strategic Priorities: Prosperous Region

Advocate with senior governments for future growth. Improve Niagara's transportation network to help new and existing businesses thrive and grow locally, nationally and internationally.



# Coalition of Inclusive Municipalities



- Niagara Region and the 12 local area municipalities signed a declaration to join the Coalition on September 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
- After signing the declaration, we have committed to develop a DEI Action Plan



# Diversity, Equity, and Inclusion

Action Plan 2023–2027  
June 2022



Niagara  Region



# Diversité, équité, et inclusion (DEI)

Plan d'action 2023–2027  
Sommaire exécutif



Niagara  Region

# DEI Action Plan 2023-2027

- **Vision:** Niagara region is welcoming and inclusive, where diversity and equity are reflected and valued
- **Mission:** The people of Niagara advance equity; build welcoming and inclusive communities and workplaces, while eliminating barriers and forms of discrimination



# Six Areas of Focus



A. Inclusive workplace culture, leadership, and accountability



B. Increased understanding and humility through learning



C. Diverse workforce reflective of Niagara's community

# Six Areas of Focus (Continued)



D. Programs and services meet the needs of everyone



E. Addressing discrimination



F. Inclusive Communication

# 2023 Progress on the Diversity, Equity, and Inclusion Action Plan

- Create program to recognize staff who advance DEI – new category for Corporate Employee Recognition Awards
- DEI Community of Practice in Niagara
- DEI E-Modules / Inclusive Leadership Development
- DEI Interview Guide for People Leaders that incorporates diversity, equity, and inclusion considerations
- Equity Statement
- Increase awareness for Significant Cultural Dates

# 2024 Plans

- Employee Engagement Survey
- DEI Handbook with practical diversity, equity, and inclusion best practices, considerations, and recommendations for Niagara Region staff
- Quarterly Niagara DEI Community of Practice meetings
- Staff and Council trainings
- Accessibility Survey
- Incorporate DEI Impacts in Council Reports



# Niagara Region Departments

- Community Services
- Corporate Administration
- Corporate Services
- Growth, Strategy, and Economic Development
- Public Health
- Public Works

# Upcoming Strategies at Niagara Region

- Accessibility Plan
- Housing and Homelessness Action Plan
- Poverty Reduction Strategy
- Climate Change Community Action Plan
- Transportation Master Plan
- Attainable Housing
- Community Safety and Well-Being Plan

# Goal of the DEI Advisory Committee

- The goal of the DEI Advisory Committee 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.

# Purpose of DEI Advisory Committee

- Advise and provide recommendations on the development and review of Niagara Region plans, policies and procedures to ensure they reflect Niagara Region's commitment to fostering diversity, equity, and inclusion within the organization, and within the community
- Provide advice and feedback for the municipality as an employer and service provider on the organizations' diversity, equity, and inclusion needs

# Purpose of DEI Advisory Committee Continued

- Provide advice to advance the internal action items of the DEI Action Plan
- Provide input and feedback as requested on Regional issues relating to DEI

# 2024 Workplan

- What upcoming opportunities do you find interesting?
- Are there any upcoming opportunities you would like to learn more about?
- Are there any other opportunities you are aware of that have not yet been mentioned?

# Thank you!

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