

PDS 21-2024

Diversity, Equity, and Inclusion Advisory Committee Terms of Reference

Planning and Economic Development Committee
June 12, 2024

Ken Kawall

Seeking Your Support for Motion to Update DEIAC's Terms of Reference

Motion approved at April 30th, 2024 DEIAC meeting.

To update the Diversity, Equity, and Inclusion Advisory Committee Terms of Reference as follows:

Goal

- Address bias and discrimination and its negative impacts on quality of life, safety, health and inclusion for the diverse communities in Niagara.
- Provide 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

- 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.
- Provide advice and feedback for the municipality as an employer and service provider on the organizations' diversity and inclusion needs.
- Provide input and feedback **as requested** on Regional issues relating to diversity, equity and inclusion.
- Provide advice to advance the **internal** action items of the Diversity, Equity and Inclusion Action Plan.

DEI Advisory Committee Members

“DEIAC members represent the diversity of the Region and a broad cross section of residents. An intersectional approach was taken to ensure representation by community members with lived experience or service in agencies related to the eleven dimensions of diversity. The most capable and qualified applicants have been appointed to the Committee” – Region’s website

We are 12 members who have volunteered to support the Region’s strategic goals and DEI plans and who can supplement the work of 1.5 regional staff on the DEI file

This is a great resource to contribute to the important work of making Niagara a safe and inclusive community

Coalition of Inclusive Municipalities (CIM)



PDS-C 13-2024



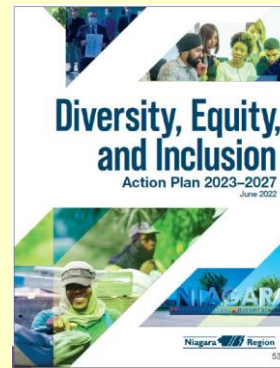
- Niagara Region and the 12 local area municipalities signed a declaration to join the Coalition on September 18, 2020
- Objectives of the Coalition:
 - Improve municipal practices to promote social inclusion
 - Establish policies to eradicate all forms of racism and discrimination
 - Promote human rights and diversity
- After signing the declaration, we have committed to develop a DEI Action Plan

Differing Perspectives

Region
We've done our job



Sept 2020



Sept 2022

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.

Jul 2023

Diversity, Equity,
and Inclusion
Advisory Committee

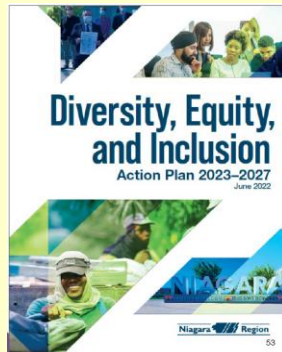
Community
Way behind other municipalities

Good Start – but not seeing any follow up action

Regional DEI Actions



Sept 2020



Sept 2022

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.

Jul 2023

Diversity, Equity,
and Inclusion
Advisory Committee

Community Not safe and inclusive

- 98% witnessed discrimination based on race, ethnicity or identifying as indigenous *
- Jan 25th Council Mtg – 18 citizens denied participation in democratic process
- Reluctance to change DEIAC Terms of Reference
- May 23th Council Mtg – Councillor – “We are all indigenous”
- Top type of discrimination experienced by community - ethnicity or race (68 %) *
- May 28th ‘Real and organized threat of hate’ looms over Niagara’s Pride in the Park event

Niagara Advisory Committees – No Restrictions

Women’s Advisory Committee - Goals

- Advocate for gender-based issue resolutions and opportunities related to Regional policies, priorities and decisions
- Promote leadership development that empowers women in Niagara to fully participate in civic life
- Research and provide information and resources about women's gender-based issues to Niagara

Accessibility Advisory Committee - Goals

- A report on the steps the municipality has taken to identify, remove and prevent barriers to people with disabilities
- How the municipality assess its proposals for by-laws, policies, programs, practices and services
- A list of by-laws, policies, programs, practices and services the municipality will review in the coming year to identify barriers
- How the municipality intends to identify, remove and prevent barriers in the coming year

Other Municipalities – No Restrictions

Peel Region Diversity, Equity and Anti-Racism Committee (CIM)

The purpose of the Committee is to advise Regional Council about systemic barriers and diversity issues in the community, external and internal, that may impact Regional policies, programs and services. Areas of focus will be:

- Anti-racism; Anti-Black racism; Equity; Inclusion; and Approaches to training and accountability.

Durham Region Anti-Racism Taskforce (CIM)

Providing advice, feedback and guidance to Regional staff and Council on implementation of Durham Region's Anti-Racism Framework and initiatives designed to advance equity.

Waterloo Region Anti-Racism Advisory Working Group

- Review input received from the community as well as pre-existing community research and consultation information that explains where the Region should focus its efforts.
- Advise the Region on the development and review of policies and practices that support greater inclusion and diversity in the workplace and service delivery.

Other Municipalities – No Restrictions

(Cont.)

St. Catharines Anti-Racism Advisory Committee (CIM)

Provide insight and advice to staff and City Council on eliminating barriers to address racism experienced by members of under-represented and/or marginalized communities through contributions to policies, programs and plans developed by staff, or other decisions as requested by Council.

Burlington Inclusivity Advisory Committee

Providing input and proactively identifying issues to / Responding to requests for comment for advice from Council and City staff.

Hamilton Committee Against Racism (CIM)

Make recommendations and give advice to the City of Hamilton's staff and Council on issues relating to racism, equity, diversity and inclusion as well as issues relating to anti-racism.

Provide input and feedback ~~as requested~~

2024 DEI Action Plan

- 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 meeting
- Staff and Council trainings
- Accessibility Survey
- Incorporate DEI Impacts in Council Reports

2024 DEIAC Workplan

(April 16, 2024)

- 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?

What Could be Addressed

(if change made to Terms of Reference)

- Anti-racism Town Hall
- 2SLGBTQQIA+ Issues
- Anti-harassment By-Law
- Procedural Bylaw to make it easier for citizens to engage
- Anti-hate sign By-Law
- Review of Jan 25th policies and procedures through DEI lens
- Anti-Racism Resource Center
- Best Practices of other municipalities

Provide advice to advance the **internal** action items

Focus Areas	A: Inclusive workplace culture, leadership, and accountability	B: Increased understanding and humility through learning	C: Diverse workforce reflective of Niagara's community	D: Programs and services meet the needs of everyone	E: Addressing discrimination	F: Inclusive communication
Internal Goals	Goal: Increase per cent of Niagara Region staff who report that they feel heard, respected, and valued by their managers by five per cent	Goal: Increase the knowledge, skills, and competencies of staff, Councillors, and volunteers to be equipped to support the diverse population of Niagara by 10 per cent	Goal: Use a variety of inclusive strategies to hire, retain, and promote the workforce of Niagara Region to reflect the region's diverse population based on the Canadian Census	Goal: One hundred per cent of Niagara Region Divisions have incorporated diversity, equity, and inclusion principles into their work	Goal: Increase the DEI score for Niagara Region employees by 5 per cent	Goal: Ninety per cent of Niagara Region staff feel represented and included in DEI-related communications and initiatives
Internal Actions	<p>AI1. Measure and report baseline results of workplace culture</p> <p>AI2. Create program that recognizes staff who advance DEI</p> <p>AI3. Develop and distribute a DEI handbook</p> <p>AI4. Develop a diversity mentoring program</p>	<p>BI1. Develop DEI learning curriculum with learning paths for staff, Councillors, and volunteers</p> <p>BI2. Deliver DEI learning for all staff, Councillors, and volunteers</p> <p>BI3. Implement inclusive leadership development</p>	<p>CI1. Increase capacity and resources committed to DEI-related staff at the Region</p> <p>CI2. Implement best practices to eliminate barriers in recruitment, hiring, and promotion processes</p> <p>CI3. Create outreach strategy to expand diverse candidate pool</p> <p>CI4. Monitor, report, and celebrate the diversity of workplace composition</p>	<p>DI1. Improve the process for complaints within Niagara Region programs and services relating to bias or discrimination</p> <p>DI2. Review and revise Niagara Region programs using the DEI handbook</p> <p>DI3. Improve procedure for providing accommodations (accessible, religious, gender) for programs and services</p>	<p>EI1. Publish a formal anti-discrimination acknowledgement statement</p> <p>EI2. Review staff complaint process for incidents of bias, discrimination, or harassment</p> <p>EI3. Incorporate DEI impacts as part of reports to Council and Corporate Leadership Team</p> <p>EI4. Review Niagara Region policies and procedures using the DEI handbook</p>	<p>FI1. Review and update internal DEI website (VINE) to provide relevant information and resources for staff</p> <p>FI2. Publish a community calendar of significant dates</p> <p>FI3. Work with diverse staff to recognize and showcase significant events</p> <p>FI4. Ensure diverse staff are recognized</p>
External Goals	Goal: Increase per cent of community members that feel they are reflected and heard by locally elected officials by 20 per cent	Goal: Increase the knowledge, skills, and competencies of training participants in the community to achieve cultural humility by 10 per cent	Goal: Increase percentage of people that believe employers in Niagara do a good job of attracting, retaining, and promoting people of diverse backgrounds to leadership positions by 20 per cent	Goal: At least 70 per cent of program participants believe that the Niagara Region programs and services are meeting their needs	Goal: Decrease the percentage of people that experience discrimination in Niagara by 20 per cent	Goal: Eighty per cent of Niagara Region's communication platforms are inclusive and accessible for all community members
External Actions	<p>AE1. Create and promote a DEI Inclusion Charter</p> <p>AE2. Establish and lead DEI Community of Practice</p> <p>AE3. Increase engagement opportunities between Councillors and diverse community groups</p> <p>AE4. Increase opportunities for diverse people to participate and be included in Council meetings</p> <p>AE5. Create program that recognizes community members who advance DEI</p>	<p>BE1. Develop a resource about human rights, addressing hate crimes, and interacting with police</p> <p>BE2. Partner with community organizations to develop and deliver DEI learning curriculum for community members</p> <p>BE3. Support community events with advisory committees on DEI topics</p>	<p>CE1. Promote the HR Guidebook: How to Increase Diversity and Inclusion in Recruitment, Hiring, and Promotion</p> <p>CE2. Promote the business case for DEI</p> <p>CE3. Provide learning opportunities for community organizations regarding DEI recruitment, hiring, and promotion best practices</p> <p>CE4. Partner with community organizations to expand intern and co-op opportunities</p>	<p>DE1. Report on periodic community DEI surveys that include evaluating the impact of Niagara Region programs and services</p> <p>DE2. Expand opportunities to work with communities on program and service planning and evaluation, incorporating people with lived experience</p>	<p>EE1. Facilitate Town Hall dialogues with diverse communities on discrimination issues</p> <p>EE2. Partner with community organizations to host anti-discrimination community engagement sessions and provide anti-discrimination public education</p> <p>EE3. Ensure Niagara Region programs and facilities are safe spaces for all people regardless of identity/diversity</p>	<p>FE1. Support events with community partners to recognize special days and events showcasing diversity</p> <p>FE2. Ensure all Niagara Region communication platforms are inclusive and accessible</p> <p>FE3. Ensure all materials are presented in plain language, are culturally appropriate, and depict the diversity of Niagara</p> <p>FE4. Ensure signage in Niagara Region facilities is accessible</p>

Process for Raising Regional DEI Issues

DEIAC Committee members identify Regional DEI issues on which advice could be provided to Council

- assumption is that Committee members are better connected to certain parts of the community than Regional staff or Council

Member would submit the issue to the DEIAC Chair for consideration to being added to an upcoming meeting agenda

Chair would discuss with Staff and Vice-Chair as to whether the issue was within the mandate of the Region and whether the issue was a matter for consideration by the DEI Advisory Committee

Chair would make a decision to include/exclude the request based on input on the above noted discussions.

Some members are frustrated that we are not able to advise Council on regional DEI issues and opportunities to create a more inclusive society in our Region

If you don't intend to leverage our collective experience and skills, then disband the DEI Advisory Committee.

My Ask of PEDC

**Approve the change to the DEI Advisory
Committee Terms of Reference**