

# Diversity, Equity and Inclusion Orientation

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# Agenda

- Brave Space
- Key terms
- Ontario Human Rights Code
- Cultural Humility
- Inclusive Language



# Brave Space

- Welcome and respect multiple viewpoints
- Take risks and lean into discomfort
- Practice active listening
- Take time to reflect
- Accept mistakes and differences
- Challenge with care and compassion

# 12 Dimensions of Diversity



Francophone



Indigenous



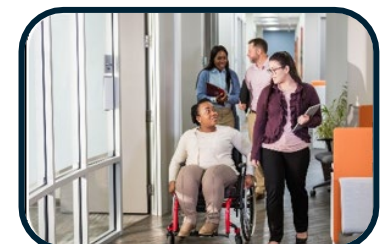
Ethnocultural



New Immigrants



2SLGBTQQIA+



People with Disabilities



Older Adults



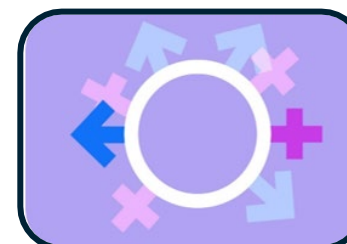
People with Low Income



People Experiencing Homelessness



Youth



Gender



Faith

# Equality vs. Equity



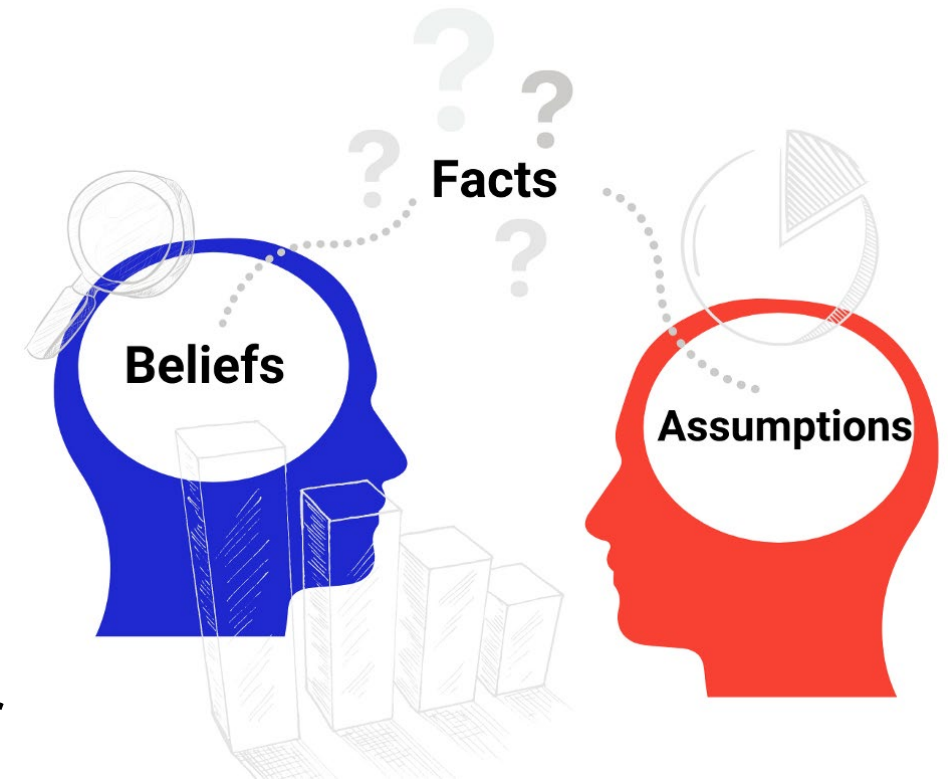
Robert Wood Foundation (2017)

# Inclusion



# Bias to Discrimination

- **Bias** – disproportionate weight in favour of or against an idea, thing, or person.
- **Stereotype** – an over-generalized belief about a group of people.
- **Prejudice** – a judgement or opinion formed before all facts are known.
- **Discrimination** – negative behaviours or actions towards members of a group based on stereotypes and prejudice



# The Ontario Human Rights Code

- The *Code* prohibits actions that discriminate against people based on a protected *ground* in a protected *social area*.
- Protected grounds:
  - Age
  - Ancestry, colour, race
  - Citizenship
  - Ethnic origin
  - Place of origin
  - Creed
  - Disability
  - Family status
  - Marital status (including single status)
  - Gender identity, gender expression
  - Receipt of public assistance (in housing only)
  - Record of offences (in employment only)
  - Sex (including pregnancy and breastfeeding)
  - Sexual orientation



# 4 Key Principles to Cultural Humility

1. Life long **learning and critical self-reflection**
2. Recognize and **challenge power imbalances**
3. Develop **mutually beneficial partnerships**
4. Advocate for and maintain **institutional consistency and accountability**

# Inclusive Language

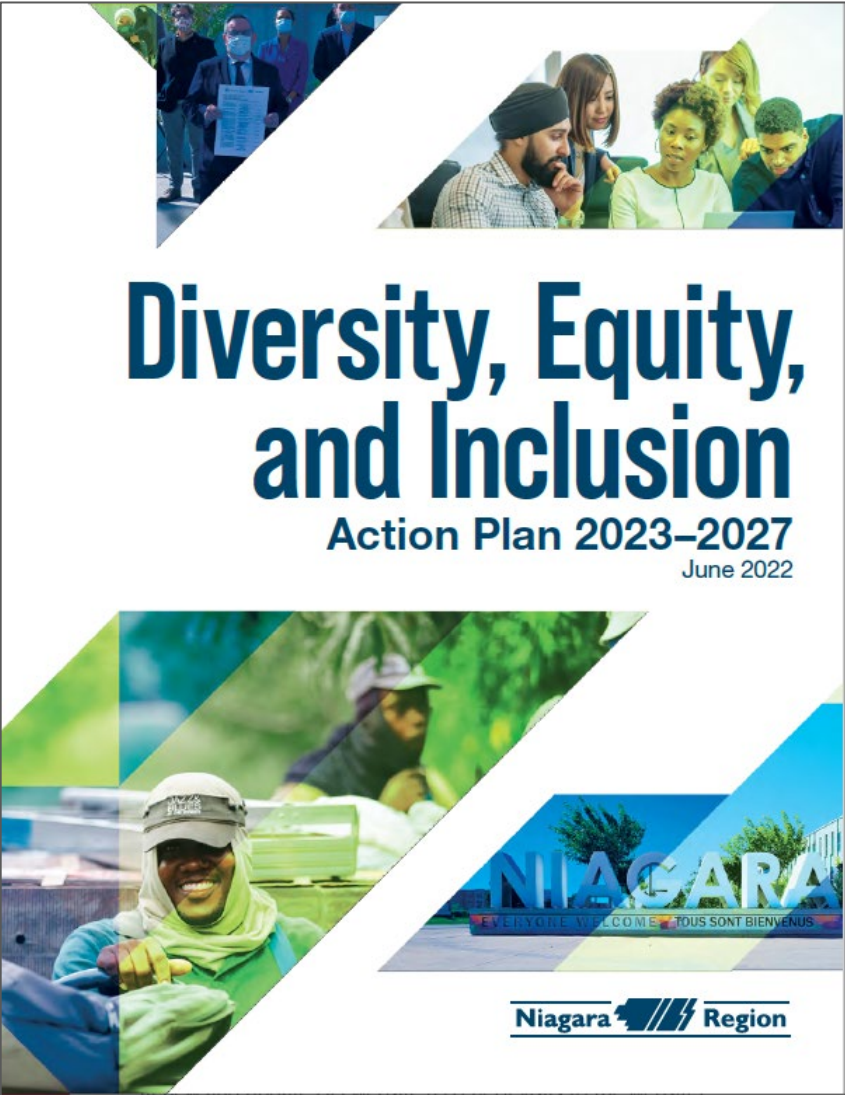
## Avoid

- Ladies, gentlemen, ma'am, sir, girls, guys, etc,

## Consider instead

- "Thanks friends, Have a great night."
- "Good morning folks"
- "Hi everyone"
- "And for you?"
- "What would they like?"

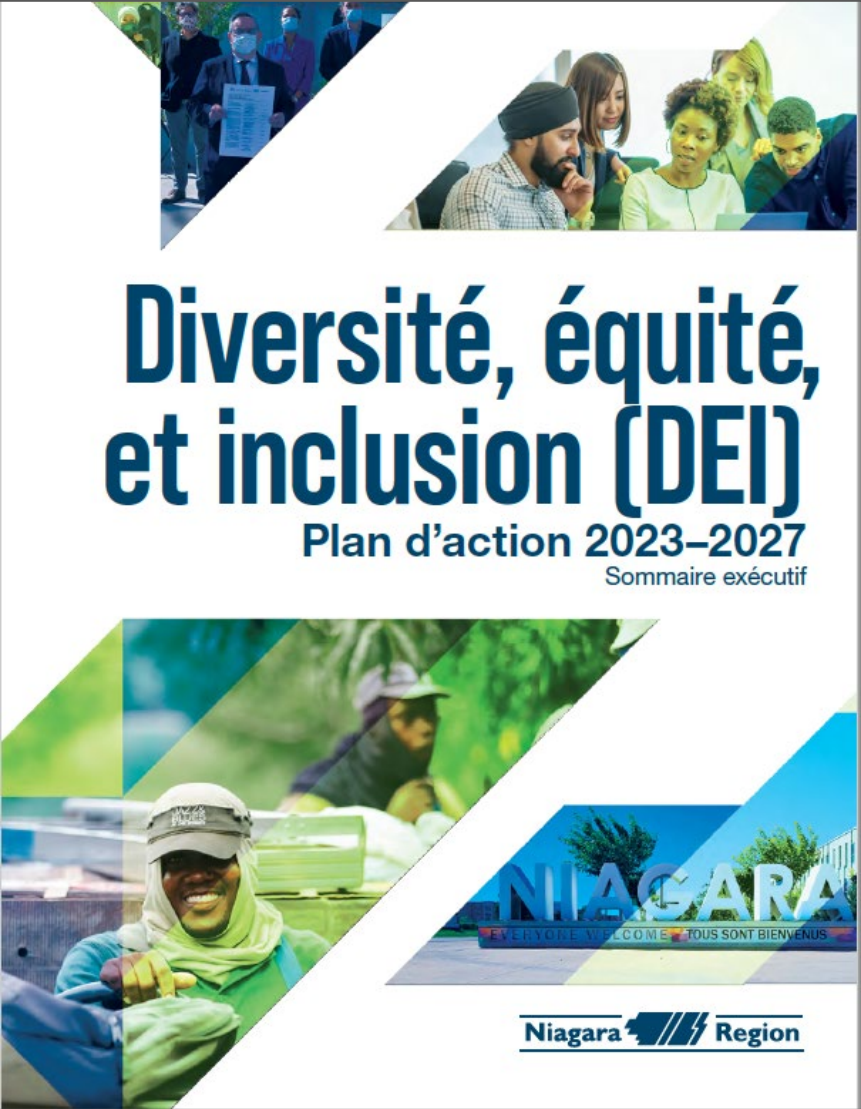
# Diversity, Equity, and Inclusion Action Plan



**Diversity, Equity,  
and Inclusion**  
Action Plan 2023–2027  
June 2022

**NIAGARA**  
EVERYONE WELCOME • TOUS SONT BIENVENUS

Niagara Region



**Diversité, équité,  
et inclusion (DEI)**  
Plan d'action 2023–2027  
Sommaire exécutif

**NIAGARA**  
EVERYONE WELCOME • TOUS SONT BIENVENUS

Niagara Region



# Strategic Priorities: Equitable Region

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

# Thank You!

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