

**THE REGIONAL MUNICIPALITY OF NIAGARA  
DIVERSITY, EQUITY AND INCLUSION ADVISORY COMMITTEE  
MINUTES**

**DEIAC 1-2024  
Tuesday, April 16, 2024  
Meeting held by electronic participation**

Committee Members Present: Councillors Huson, Ip (Committee Chair); J. Dube, C. Dutcher, L. Hay, A. Ingabire, E. Ivri, K. Kawall (Committee Vice-Chair), A. Shabbar, C. Wulff

Absent/Regrets: C. Ecker-Flagg, P. Segawa

Staff Members Present: Y. Al-Harazi, Diversity, Equity and Inclusion Advisor, A. Basic, Legislative Coordinator, E. Chemnitz, Epidemiologist, K. Lotimer, Deputy Regional Clerk, A.-M. Norio, Regional Clerk, C. Ogunniyi, Manager, Diversity, Equity, Inclusion & Indigenous Relations, M. Sergi, Commissioner, Growth Strategy & Economic Development, M. Todd, Manager, Social Assistance and Employment Opportunities, L. Watson, Director, Social Assistance and Employment Opportunities

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**1. CALL TO ORDER**

Committee Chair Ip called the meeting to order at 4:00 p.m.

**2. LAND ACKNOWLEDGEMENT STATEMENT**

Councillor Ip provided the Land Acknowledgement Statement.

**3. DISCLOSURES OF PECUNIARY INTEREST**

There were no disclosures of pecuniary interest.

#### **4. PRESENTATIONS**

##### **4.1 Collecting Socio-demographic Data**

Cassie Ogunniyi, Manager, Diversity, Equity, and Inclusion, and Indigenous Relations, and Emily Chemnitz, Epidemiologist, provided information respecting Collecting Socio-demographic Data. Topics of the presentation included:

- Purpose
- Considerations
- Race
- Time in Canada
- Disability
- Sexuality
- Gender
- Pronouns
- Housing
- Income
- Education
- Language
- Other Questions
- Summary Question

##### **4.2 Niagara Poverty Reduction Strategy**

Marc Todd, Manager, Social Assistance and Employment Opportunities, provided information respecting Niagara Poverty Reduction Strategy. Topics of the presentation included:

- Recommendations
- How to create change
- Next Steps
  - Community discussions and alignment
  - Niagara Prosperity Initiative funding

#### **5. DELEGATIONS**

##### **5.1 Diversity, Equity, and Inclusion and the Local Palestinian Community**

Gabriel Gebril, resident, City of St. Catharines, appeared before Committee to provide an overview of the strength and struggles of the local Palestinian community and how Anti-Palestinian racism impacts not only Palestinians, but Canadians of all backgrounds and beliefs. Mr. Gebril provided suggestions on how Diversity, Equity and Inclusion Committee Members can include this community in its recommendations through education, advocacy and collaboration.

**Committee Information Request(s):**

Circulate the recommendations contained in Mr. Gebril's delegation to Committee Members. Councillor Ip.

Circulate the report from the Arab Canadian Lawyers Association, referred to in Mr. Gebril's delegation, to Committee Members. L. Hay.

**6. ITEMS FOR CONSIDERATION**

6.1 DEIAC-C 1-2024

Motion – Diversity, Equity, and Inclusion Category for the Niagara Impact Awards

Moved by Councillor Huson  
Seconded by J. Dube

Whereas the Niagara Impact Awards was created in 2020 to recognize community members who have made a positive impact on life in Niagara; and

Whereas expanding the awards to include a diversity, equity and inclusion category is consistent with the objectives and guiding principles of our Diversity, Equity and Inclusion Action plan.

NOW THEREFORE BE IT RESOLVED:

That staff **BE DIRECTED** to provide information to the Committee on the development of a Diversity Equity and Inclusion category for the Niagara Impact Awards including recommendations for adjudication.

**Carried**

**7. ITEMS FOR DISCUSSION**

7.1 Diversity, Equity, and Inclusion Advisory Committee Work Plan

Cassie Ogunniyi, Manager, Diversity, Equity, and Inclusion, and Indigenous Relations, provided information respecting Diversity, Equity, and Inclusion Advisory Committee Work Plan. Topics of the presentation included:

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

**8. ITEMS FOR INFORMATION**

8.1 DEIAC 1-2023

Diversity, Equity, and Inclusion Committee Meeting Minutes - November 14, 2023

Moved by Councillor Huson  
Seconded by K. Kawall

That Minutes DEIAC 1-2023, being the minutes of the Diversity, Equity and Inclusion Advisory Committee meeting held on Tuesday, November 4, 2023, **BE RECEIVED** for information.

**Carried**

**9. OTHER BUSINESS**

9.1 Additional Diversity, Equity, and Inclusion Advisory Committee Meeting

Committee members enquired about the possibility of scheduling an additional Diversity, Equity and Inclusion Committee meeting within the next few weeks to discuss the action items presented by Mr. Gebril during his delegation and how they relate to the Diversity, Equity and Inclusion Action Plan. Councillor Ip, Committee Chair, advised that staff would poll members to determine a date for this additional meeting and send out a meeting invitation once a date has been confirmed.

9.2 Terms of Reference

Ken Kawall, Committee Vice-Chair, requested that the Terms of Reference be included on the agenda for the next meeting to review the Committee's mandate to determine if changes are necessary.

**10. NEXT MEETING**

The next meeting date is to be determined.

**11. ADJOURNMENT**

There being no further business, the meeting adjourned at 5:58 p.m.

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Councillor Ip  
Committee Chair

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Kelly Lotimer  
Deputy Clerk

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Ann-Marie Norio  
Regional Clerk