

# Diversity, Equity, and Inclusion Action Plan (2023-2027)

Progress Report - 2023

# Overview

2022

September – Diversity, Equity, and Inclusion Action Plan approved by Regional Council

There are six focus areas with 12 goals and 44 actions

2023

Seven of the actions are completed

15 are progressing

22 are upcoming

**Plan is 25% complete**

# Vision and Mission

- Welcoming and inclusive
- Diversity and equity are reflected and valued
- Advance equity
- Build welcoming and inclusive communities and workplaces
- Eliminating barriers and forms of discrimination



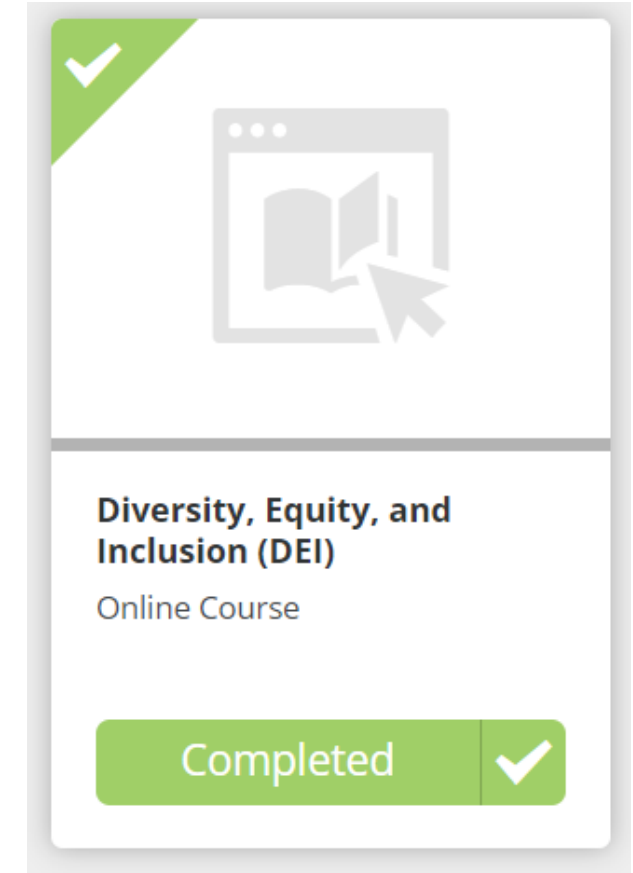
# Focus Area A: Inclusive Workplace Culture, Leadership, and Accountability



- Chantelle Berry and Chelsea Robinson top award
- Eighteen additional award winners
- Diversity, Equity, and Inclusion Handbook
- Integrate DEI into daily work
- Established Community of Practice with over 100 members

# Focus Area B: Increased Understanding and Humility Through Learning

- Developed learning curriculum for staff, Councillors, and volunteers
- 1,272 non-People Leaders and 61 People Leaders in Long Term Care completed Diversity, Equity, and Inclusion Fundamentals e-modules
- 44 new leaders completed the Inclusive Leaders course through the Leader's Edge program



# Focus Area C: Diverse Workforce Reflective of Niagara's Community

- Supported Human Resources
- New [People Plan](#)
- Diversity, Equity, and Inclusion related interview questions document
- Employee Equity Statement
- Employee engagement survey will include staff demographics and updated feedback on the progress of diversity, equity, and inclusion



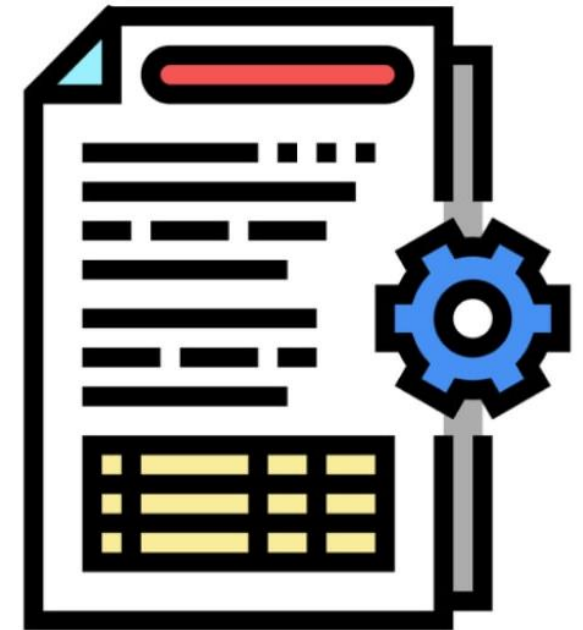
# Focus Area D: Programs and Services Meet the Needs of Everyone

- Will use the Diversity, Equity, and Inclusion Handbook to review Niagara Region programs
- Collaborating with the Accessibility team in 2024
- Community engagement
- Reviewing the procedure for providing accommodations for programs and services



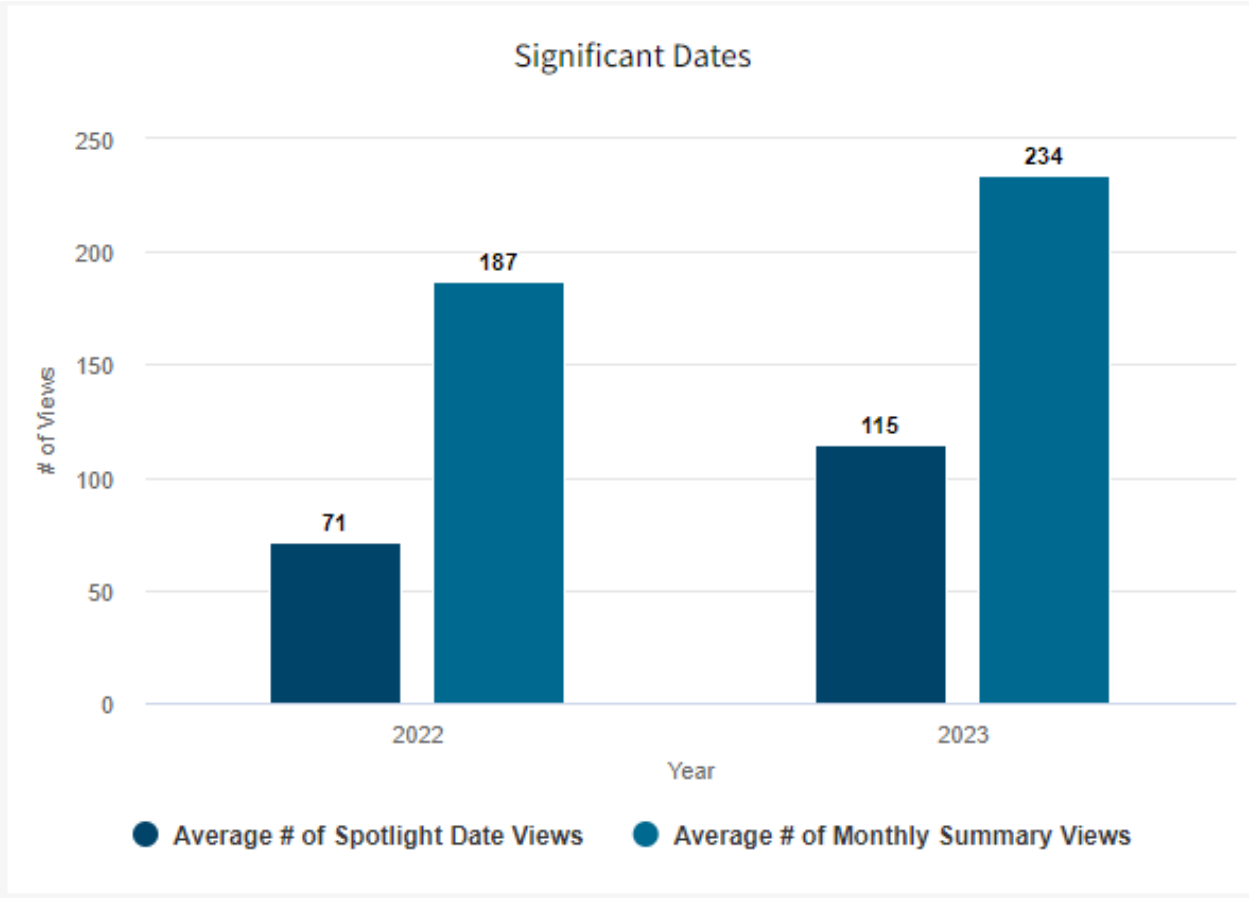
# Focus Area E: Addressing Discrimination

- Incorporate Diversity, Equity, and Inclusion impacts in reports to Council and the Corporate Leadership Team
- Collaboration with the Niagara Diversity, Equity, and Inclusion Community of Practice
- Support Town Hall dialogues
- Lead to the creation of at least one Community Action Table





# Focus Area F: Inclusive Communication



# More Information

- Public dashboard
- Diversity, Equity, and Inclusion Vine page
- [Diversity@niagararegion.ca](mailto:Diversity@niagararegion.ca)

