

# Diversity, Equity, and Inclusion Handbook

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# Outline

- Background on the DEI Handbook
- Table of Contents
- Community Engagement Chapter
- Policy Development and Review Chapter
- Next steps

# Background

- Development of DEI Handbook
  - One of the action items in DEI Action Plan (2023-2027)
  - Aim to complete handbook by end of 2025
- Purpose
  - Practical resource to support Regional Staff to embed DEI in Regional practices and programs
  - Ten chapters
- Main audience is internal staff

# Chapter Structure

- Overview
- Niagara Region Context
- Incorporating DEI in the topic area
- Chapter Summary
  - Check lists
  - Scenarios

# Table of Contents

- Introduction
- Diversity, Equity, and Inclusion Fundamentals
- Inclusive Workplace Culture
- Being a People Leader
- Recruitment and Hiring

# Table of Contents Continued

- Inclusive Communication
- Data Collection and Management
- Planning and Evaluation
- Community Engagement
- Policy Development and Review

# Community Engagement

- Guiding Principles – Accountability, Inclusiveness, Community-informed, Efficiency
- Consider intersectionality
- Think about accessibility, inclusive language, who to include
- Provide resources, support, trauma-informed approach
- Learn from the sessions and provide feedback

# Policy Development and Review

- Identify the issue and consider who is affected
- Reflect on personal biases and involve those affected
- Write considering AODA, plain language, inclusive language
- Identify potential barriers and how to address them
- Inclusive communication for effective policy implementation
- Connect with people affected to evaluate the policy



# Next Steps

- Finalize these two chapters
- Bring Planning and Evaluation chapter to DEIAC in April
- Internal staff finalize
- Handbook is made available to staff