

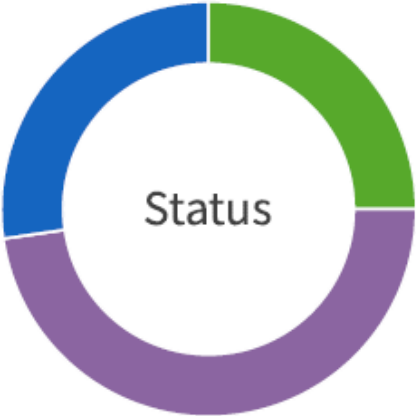
Diversity, Equity, and Inclusion Action Plan (2023-2027)

Progress Report - 2024

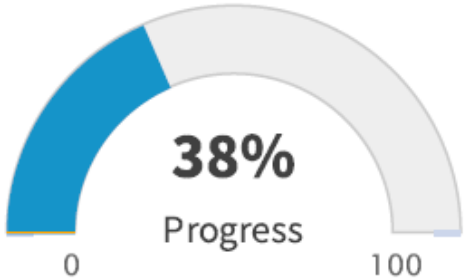
Overview

6 Focus Area	12 Goal	44 Action
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Overall Summary



On Track	25.0
Upcoming	47.7
Completed	27.3



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

- 31 staff nominated for DEI CERT Award
- Development of the DEI Handbook continues
- Hosted three Niagara DEI Community of Practice meetings

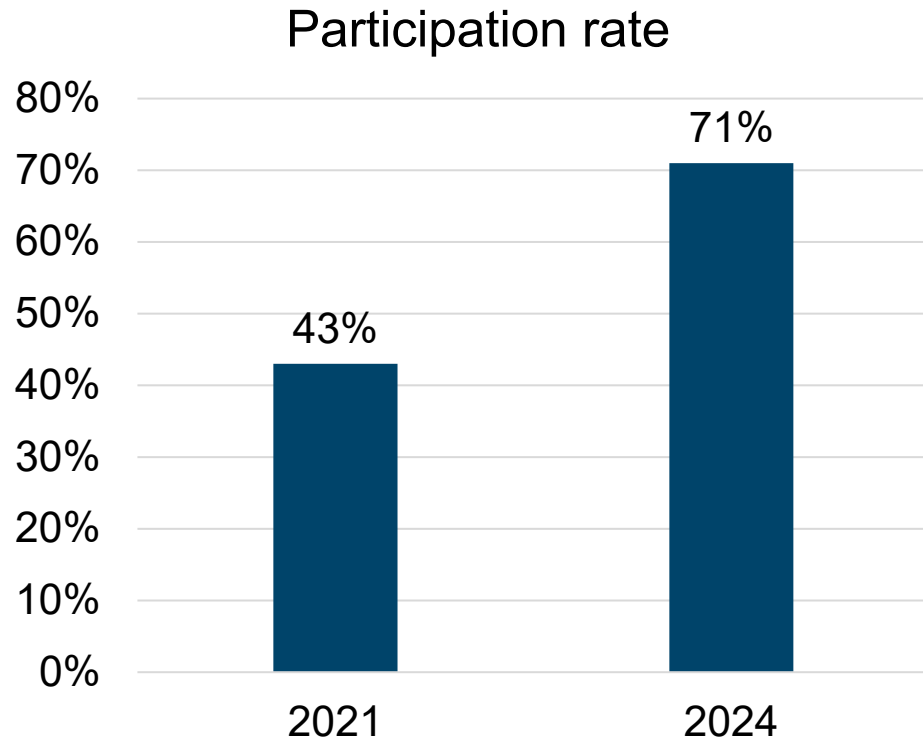


Focus Area B: Increased Understanding and Humility Through Learning

- DEI Fundamentals E-modules – 80% completion rate
- Inclusive Leadership training – 96% completion rate
- Inclusive Leaders through Leader's Edge program – 45 new leaders



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



- Employee Engagement Survey in 2024 had 71 per cent response rate
- Updated Employee Equity Statement
- Training on best practices in recruitment and hiring was included in Leader's Edge

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

- Collaborated with the Accessibility team to support the development of the Multi-year Accessibility Plan
- Will work towards improving the complaints process in partnership with the Multi-year Accessibility Plan



Multi-Year Accessibility Plan
2024-2029

Niagara  Region

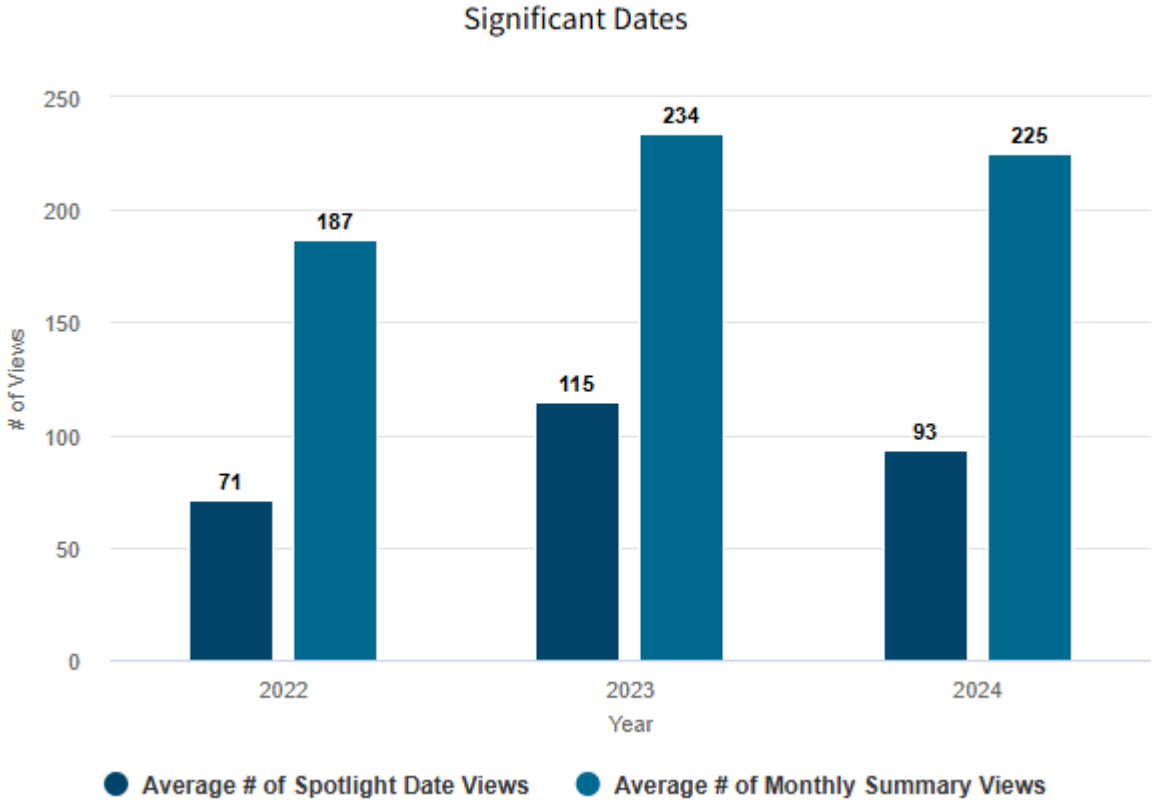
 Growing Better Together

Focus Area E: Addressing Discrimination

- Working on Anti-discrimination statement
- Staff training included creating inclusive workplaces, inclusive language, and addressing personal bias, and reporting harassment
- Creation of training for 2025 that will focus on identifying and addressing discrimination, microaggressions



Focus Area F: Inclusive Communication



More Information

- Public dashboard
- Diversity, Equity, and Inclusion page on Niagara Region website
- Diversity@niagararegion.ca

