

DEI Advisory Committee

2025 Work Plan

February 11, 2025

Yusuf Al-Harazi

Diversity, Equity, and Inclusion Advisor

Outline

- Overview of 2024 activities
- Review DEIAC Terms of Reference
- Diversity, Equity, and Inclusion Action Plan 2025 Opportunities
- Upcoming opportunities at the Region

Regional Initiatives Brought to DEIAC in 2024

- Niagara Poverty Reduction Strategy
- Niagara Region Multi-Year Accessibility Plan
- Children's Services – Service System Plan
- Student Housing Strategy
- Niagara Well-Being Tool

Input Requested From DEIAC

- Collecting socio-demographic data
- Delegation from Gabriel Gebril
- Niagara Employment Inventory Data
- Anti-Discrimination Statement
- 2025 Significant Dates Calendar

Goal of the DEI Advisory Committee

- The goal of the DEI Advisory Committee is to address bias and discrimination and its negative impacts on quality of life, safety, health, and inclusion for the diverse communities in Niagara providing a safe place for all people to voice their opinions in order to work together to promote and foster understanding and inclusion in Niagara.

Purpose of DEI Advisory Committee

- Advise and provide recommendations on the development and review of Niagara Region plans, policies and procedures to ensure they reflect Niagara Region's commitment to fostering diversity, equity, and inclusion within the organization, and within the community
- Provide advice and feedback for the municipality as an employer and service provider on the organizations' diversity, equity, and inclusion needs

Purpose of DEI Advisory Committee Continued

- Provide advice to advance the internal action items of the DEI Action Plan
- Provide input and feedback as requested on Regional issues relating to DEI

DEI Action Plan 2025 Alignment

- DEI Handbook
- Staff Training
- Council Training
- Spotlight Dates Posts
- Awareness Events
- Flag Raisings

Upcoming Initiatives at Niagara Region

- Housing and Homelessness Action Plan
- Climate Change Community Action Plan
- Active Transportation Master Plan
- Community Safety and Well-Being Plan
- ReconciliAction Plan
- Scent-free Policy

Awareness Events

- Accessibility Week (May 25-31)
- World Homeless Day (Oct 10) and International Day for the Eradication of Poverty (Oct 17)

Flag Ceremonies

- National Day of Awareness for MMIWG2S (May 5)
- Pride Month (June)
- Orange Shirt Day (Sept 30)
- 16 Days of Activism Against Gender Based Violence (Nov 25 – Dec 10)

Community Priorities

Relating to the work of the Region:

- What are some key issues you are hearing about in the community?
- What are upcoming or new issues you are seeing in the organizations you are connected with?
- What are your interests or priorities?
- Are there related events, trainings, or opportunities in the community that are related to gender that we should know about?

Work Plan Template

Purpose	Task or Event	Responsibility/ Roles	Timeline
Advise and provide recommendations on the development and review of Niagara Region policies and procedures	DEI Handbook	<ul style="list-style-type: none">• DEI Advisory Committee - Provide advice on content outline.• DEI Team – finalize content.	Q1 – Q3 2025

Next steps

- Finalize Work Plan
- Bring Final Work Plan to April meeting
- Set up Working Group(s) to accomplish the tasks if needed

Thank you!

Yusuf Al-Harazi

diversity@niagararegion.ca

