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

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Chapter Structure

- Overview

- Niagara Region Context

- Incorporating DEI in the topic area

- Chapter Summary
  - Check lists
  - Scenarios

Table of Contents

1. Introduction
2. Diversity, Equity, and Inclusion Fundamentals
3. Inclusive Workplace Culture
4. Being a People Leader
5. Recruitment and Hiring

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Table of Contents Continued

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8. Planning and Evaluation

- Gender Based Analysis Plus Process
- Identify the issue
- Challenge assumptions
- Gather the facts
- Develop options and make recommendations
- Monitor and evaluate
- Communicate and document throughout the process

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9. 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

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10. Policy Development and Review

- Identify the issue and consider who is affected (GBA+)
- Reflect on personal biases and systemic barriers
- 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

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Next Steps

- DEI team finalize the handbook
- Internal staff review and finalize
- Ensure AODA compliant
- Handbook is made available to staff

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