

Diversity, Equity, and Inclusion Action Plan

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Outline

- Diversity, Equity, and Inclusion Action Plan Updates
- Accessibility Week 2025
- Diversity, Equity, and Inclusion Handbook

Diversity, Equity, and Inclusion Action Plan 2024 Updates

- Plan has 38 per cent completion rate
- 31 employees recognized through CERT Award
- 3 Niagara DEI Community of Practice meetings
- 80 per cent of staff completed DEI Fundamentals Training
- 96 per cent of People Leaders completed Inclusive Leadership
- Calendar of Significant Dates
 - 247 dates in monthly summaries
 - 45 spotlight dates

Diversity, Equity, and Inclusion Action Plan 2025

- Diversity, Equity, and Inclusion Handbook
- Diversity, equity, and inclusion learning for all staff
- Implement best practices to eliminate barriers in recruitment and hiring processes.
- Work with Region staff to recognize and showcase significant dates.
- Review DEI Action Plan

Spotlight – Accessibility Week

- Two Awareness Events each year
- Accessibility Week – May 25 to 30
- Niagara host Ontario ParaSport Games – May 30 to June 1
- Alzheimer's Society – interactive education
- Multi-Year Accessibility Plan
- AAC member presentation

Diversity, Equity, and Inclusion Handbook

- 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
 - Two parts with eleven 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 – Part One Creating an Inclusive Workplace

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

Table of Contents – Part Two Inclusive Programs, Plans, and Policies

1. Gender Based Analysis Plus
2. Inclusive Communication
3. Community Engagement
4. Data Collection and Management
5. Policy Development and Review
6. Creating Plans, Programs, or Projects

Gender Based Analysis Plus

Five Steps

1. Identify the issue and understand the context
2. Gather the facts
3. Develop options and make recommendations
4. Communicate
5. Monitor and evaluate

Next Steps

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

Thank You!

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