

# Diversity, Equity, and Inclusion Handbook

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# Outline

- Background on the DEI Handbook
- Review and feedback from two chapters:
  - Inclusive Workplace Culture
  - Recruitment and Hiring

# 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
  - Two parts with eleven chapters
- Main audience is internal staff

# 1. Inclusive Workplace Culture

- **Niagara Region Context:** DEI as a top priority for Niagara Region staff
- Shared spaces
- Meetings and events
- Inclusive team environment

# Shared Spaces

- Facilities
- Reflection Spaces
- Decorations and Celebrations



# Meetings and Events

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# Inclusive Team Environment

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Psychologically Safe Spaces



## 2. Recruitment and Hiring

- **Niagara Region Context:** Growing diverse community
- Recruitment
- Candidate Selection





# Hiring and Onboarding

- Interview Questions
- Cultural “Fit”
- Onboarding
- Process Review



# Questions or Comments

- Are these chapters missing important considerations from a disability or accessibility perspective?
- Is there any content missing?
- Any other comments or feedback on the Handbook?

# Next Steps

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



# Thank You!

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