

DEI ACTION PLAN FRAMEWORK

Focus Areas	A: Inclusive workplace culture, leadership, and accountability	B: Increased understanding and humility through learning	C: Diverse workforce reflective of Niagara's community	D: Programs and services meet the needs of everyone	E: Addressing discrimination	F: Inclusive communication
Internal Goals	Goal: Increase per cent of Niagara Region staff who report that they feel heard, respected, and valued by their managers by five per cent	Goal: Increase the knowledge, skills, and competencies of staff, Councillors, and volunteers to be equipped to support the diverse population of Niagara by 10 per cent	Goal: Use a variety of inclusive strategies to hire, retain, and promote the workforce of Niagara Region to reflect the region's diverse population based on the Canadian Census	Goal: One hundred per cent of Niagara Region Divisions have incorporated diversity, equity, and inclusion principles into their work	Goal: Increase the DEI score for Niagara Region employees by 5 per cent	Goal: Ninety per cent of Niagara Region staff feel represented and included in DEI-related communications and initiatives
Internal Actions	<p>A11. Measure and report baseline results of workplace culture</p> <p>A12. Create program that recognizes staff who advance DEI</p> <p>A13. Develop and distribute a DEI handbook</p> <p>A14. Develop a diversity mentoring program</p>	<p>B11. Develop DEI learning curriculum with learning paths for staff, Councillors, and volunteers</p> <p>B12. Deliver DEI learning for all staff, Councillors, and volunteers</p> <p>B13. Implement inclusive leadership development</p>	<p>C11. Increase capacity and resources committed to DEI-related staff at the Region</p> <p>C12. Implement best practices to eliminate barriers in recruitment, hiring, and promotion processes</p> <p>C13. Create outreach strategy to expand diverse candidate pool</p> <p>C14. Monitor, report, and celebrate the diversity of workplace composition</p>	<p>D11. Improve the process for complaints within Niagara Region programs and services relating to bias or discrimination</p> <p>D12. Review and revise Niagara Region programs using the DEI handbook</p> <p>D13. Improve procedure for providing accommodations (accessible, religious, gender) for programs and services</p>	<p>E11. Publish a formal anti-discrimination acknowledgement statement</p> <p>E12. Review staff complaint process for incidents of bias, discrimination, or harassment</p> <p>E13. Incorporate DEI impacts as part of reports to Council and Corporate Leadership Team</p> <p>E14. Review Niagara Region policies and procedures using the DEI handbook</p>	<p>F11. Review and update internal DEI website (VINE) to provide relevant information and resources for staff</p> <p>F12. Publish a community calendar of significant dates</p> <p>F13. Work with diverse staff to recognize and showcase significant events</p> <p>F14. Ensure diverse staff are recognized</p>
External Goals	Goal: Increase per cent of community members that feel they are reflected and heard by locally elected officials by 20 per cent	Goal: Increase the knowledge, skills, and competencies of training participants in the community to achieve cultural humility by 10 per cent	Goal: Increase percentage of people that believe employers in Niagara do a good job of attracting, retaining, and promoting people of diverse backgrounds to leadership positions by 20 per cent	Goal: At least 70 per cent of program participants believe that the Niagara Region programs and services are meeting their needs	Goal: Decrease the percentage of people that experience discrimination in Niagara by 20 per cent	Goal: Eighty per cent of Niagara Region's communication platforms are inclusive and accessible for all community members
External Actions	<p>AE1. Create and promote a DEI Inclusion Charter</p> <p>AE2. Establish and lead DEI Community of Practice</p> <p>AE3. Increase engagement opportunities between Councillors and diverse community groups</p> <p>AE4. Increase opportunities for diverse people to participate and be included in Council meetings</p> <p>AE5. Create program that recognizes community members who advance DEI</p>	<p>BE1. Develop a resource about human rights, addressing hate crimes, and interacting with police</p> <p>BE2. Partner with community organizations to develop and deliver DEI learning curriculum for community members</p> <p>BE3. Support community events with advisory committees on DEI topics</p>	<p>CE1. Promote the HR Guidebook: How to Increase Diversity and Inclusion in Recruitment, Hiring, and Promotion</p> <p>CE2. Promote the business case for DEI</p> <p>CE3. Provide learning opportunities for community organizations regarding DEI recruitment, hiring, and promotion best practices</p> <p>CE4. Partner with community organizations to expand intern and co-op opportunities</p>	<p>DE1. Report on periodic community DEI surveys that include evaluating the impact of Niagara Region programs and services</p> <p>DE2. Expand opportunities to work with communities on program and service planning and evaluation, incorporating people with lived experience</p>	<p>EE1. Facilitate Town Hall dialogues with diverse communities on discrimination issues</p> <p>EE2. Partner with community organizations to host anti-discrimination community engagement sessions and provide anti-discrimination public education</p> <p>EE3. Ensure Niagara Region programs and facilities are safe spaces for all people regardless of identity/diversity</p>	<p>FE1. Support events with community partners to recognize special days and events showcasing diversity</p> <p>FE2. Ensure all Niagara Region communication platforms are inclusive and accessible</p> <p>FE3. Ensure all materials are presented in plain language, are culturally appropriate, and depict the diversity of Niagara</p> <p>FE4. Ensure signage in Niagara Region facilities is accessible</p>