

Diversity and Inclusion Ideas

May 17, 2019

City of Niagara Falls

Diversity and Inclusion Committee Meeting

Erden

What is the current status?

- Developing metrics and measuring the current status
 - Passive methods; collecting the existing data
 - Active methods; surveys, focus groups, meeting with the existing agencies

Other Diversity and Inclusion Related Agencies

- The Police have one, DSBN is starting, others in the region?
- Being aware of other Div.Inc. related agencies in the region acting in a harmony
 - Niagara's community engagement framework
 - Inform, Consult, Involve, Collaborate, Empower
 - Sharing the calendar with other agencies
 - Promoting each other's activities
 - Working with sibling committees (Anti-racism, youth, accessibility ...)

Inclusion of existing groups

- Segregated
- Assimilated
- Marginalized
- Stigmatized

Inclusion of newcomers

- Welcome package including useful information
- Welcoming party
- Promoting sense of belonging to the city (Also for existing groups)
 - Matching with a host family
 - BBQ picnics
 - Tickets to attractions (Working with local businesses)
 - Encouraging to be an active member of the society
 - Being a part of decision making process (Let's talk Niagara)
 - Volunteering
 - Guiding participation in NGOs and other interest groups

Promoting the diversity and inclusion

- Getting to know each other
 - Creating natural interactions (SP, Page 57)
 - Sports (YMCA is closed :()
 - Intramural sports leagues
 - Art and craft (Niagara Cultural Hub)
 - Festivals (Food, music etc)
- Creating awareness on exclusion and racism
 - Workshops
 - Public lectures
 - Posts on social media
 - Information about misbeliefs
 - Success stories
 - Curriculum development

My personal interests

- Newcomers
 - Immigrants and refugees
- Marginalized and stigmatized groups
- Homelessness
- Addiction
- Mental disorders
- Poverty
- Youth
- ...