



## Regional Advisory Committee on Inclusion, Diversity and Equality (RACIDE)

7th Floor Boardroom, Jubilee Centre  
9909 Franklin Avenue, Fort McMurray, AB T9H 2K4

Wednesday, February 26, 2020  
5:30 PM

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### Agenda

1. **Call to Order**
  2. **Adoption of Agenda**
  3. **Minutes of Previous Meetings**
    - 3.1. Committee Meeting January 29, 2020
  4. **New and Unfinished Business**
    - 4.1. Awareness Campaigns
    - 4.2. Feedback from RACIDE and Coalitions Creating Equity (CCE) Survey
    - 4.3. Strategic Plan Planning Session
  5. **Initiative Updates**
    - 5.1. Coalitions Creating Equity (CCE) Updates
  6. **Next Meeting Date**
- Adjournment**

**Minutes of a Meeting of the Regional Advisory Committee on Inclusion, Diversity and Equality held in the 7<sup>th</sup> floor boardroom at the Municipal Offices in Fort McMurray, Alberta, 9909 Franklin Avenue, on Wednesday, January 29, 2020, commencing at 5:00 PM.**

**Present:**

Jason Beck  
 Mitchel Bowers  
 Tammy Jackson  
 Keith McGrath, Councillor

**Absent:**

Glenda Little-Kulai  
 Chantelle Tatum

**Administration:**

Deanne Bergey, Director, Community Services  
 Toni Elliott, Senior Manager, Community Services  
 Caitlin Downie, Supervisor, Neighbourhood and Community Development  
 Tinna Ezekiel, Social Planner  
 Sonia Soutter, Senior Legislative Officer  
 Donna Hrehirchuk, Legislative Officer

**1. Call to Order**

Donna Hrehirchuk, Legislative Officer, called the meeting to order at 5:19 p.m.

**2. Introductions**

Committee Members and Administration provided self-introductions.

Sonia Soutter, Senior Legislative Officer, provided an overview of the Committee's Bylaw No.17/024 and the Procedure Bylaw No.18/020.

**3. Adoption of Agenda**

**MOTION:**

THAT the Agenda be adopted as presented.

**RESULT:** CARRIED [UNANIMOUS]  
**MOVER:** Mitchel Bowers  
**SECONDER:** Jason Beck  
**FOR:** Beck, Jackson, Bowers  
**ABSENT:** Little-Kulai, Tatum

**4. Minutes of Previous Meetings**

**4.1. Regional Advisory Committee on Inclusion, Diversity and Equality Meeting  
November 27, 2019**

**MOTION:**

THAT the Minutes of the Regional Advisory Committee on Inclusion, Diversity and Equality Meeting held on November 27, 2019 be approved as presented.

**RESULT:** CARRIED [UNANIMOUS]  
**MOVER:** Jason Beck  
**SECONDER:** Tammy Jackson  
**FOR:** Beck, Jackson, Bowers  
**ABSENT:** Little-Kulai, Tatum

**5. New and Unfinished Business**

**5.1. Appointment of Chair**

Donna Hrehirchuk, Legislative Officer, called for nominations for the position of Chair. Jason Beck put his name forward and as there were no further nominations, Jason Beck was declared Chair by Acclamation.

**MOTION:**

THAT Jason Beck be appointed Chair of the Regional Advisory Committee on Inclusion, Diversity and Equality.

**RESULT:** CARRIED [UNANIMOUS]  
**MOVER:** Mitchel Bowers  
**SECONDER:** Tammy Jackson  
**FOR:** Beck, Jackson, Bowers  
**ABSENT:** Little-Kulai, Tatum

Assuming the Chair

Jason Beck assumed the Chair at 5:39 p.m.

## 5.2. Appointment of the Vice Chair

The Chair called for nominations for the position of Vice Chair. Jason Beck nominated Glenda Little-Kulai, who accepted via text message with Administration. Glenda Little-Kulai was declared Vice Chair by Acclamation.

### MOTION:

THAT Glenda Little-Kulai be appointed Vice Chair of the Regional Advisory Committee on Inclusion, Diversity and Equality.

<b>RESULT:</b>	<b>CARRIED [UNANIMOUS]</b>
<b>MOVER:</b>	Tammy Jackson
<b>SECONDER:</b>	Mitchel Bowers
<b>FOR:</b>	Beck, Jackson, Bowers
<b>ABSENT:</b>	Little-Kulai, Tatum

## 5.3. Committee Meeting Schedule

The Regional Advisory Committee on Inclusion, Diversity and Equality established their regular meeting schedule as the fourth Wednesday of every month, beginning at 5:30 p.m.

## 5.4. Review of Bylaw

Administration provided an overview of the Committee Bylaw No. 17/024. Through questioning by the Committee, Sonia Soutter, Senior Legislative Officer, explained the process involved to make amendments to the Bylaw.

## 5.5. End of Year Report

Administration committed to working with Committee Members on the Year End Report and bringing it forward at the March Committee meeting.

## 5.6. Recommendations to RMWB

### Land Recognition

Committee Members held a discussion regarding the Land Recognition Phrase and its possible inclusion on Regional Municipality of Wood Buffalo documents and employee signature lines. Administration committed to investigating brand standards and options.

## **Pronouns**

Committee Members discussed the use of pronouns for Regional Municipality of Wood Buffalo employees. Administration advised that it is an elective practice and is not regulated by the Municipality. Administration committed to investigating brand standards and options.

## **RACIDE Name**

This item was deferred until a review of the Committee's Bylaw No. 17/024 takes place.

## **Awareness Campaigns**

Jason Beck requested a meeting between the Committee and Regional Municipality of Wood Buffalo Senior Leadership Team, regarding awareness campaigns. Administration committed to investigating.

## **Gender Neutral Washrooms**

Administration advised that new Regional Municipality of Wood Buffalo municipal buildings will include gender neutral signage for single stall washrooms, and existing municipal buildings will have updated signage on single stall washrooms.

Committee Members discussed the possible creation of a study of accessible, inclusive and barrier free facilities within the Regional Municipality of Wood Buffalo. Administration committed to meeting with the Planning and Development, Engineering and Community Services departments for information and possible next steps.

### Exit and Return

Councillor Keith McGrath exited the meeting at 5:55 p.m. and returned at 5:58 p.m.

## **6. Initiative Updates**

### **6.1. Coalitions Creating Equity (CCE) Update**

Coalitions Creating Equity members provided updates on Unconscious Bias training, Hate Hurts Workshop, Hate Crimes Workshop and the Community Response Model for hate incidents. Members noted that there is not a community response for hate slogans and discussed hate speech and graffiti on religious property. Administration committed to gathering information on Criminal Codes.

Deanne Bergey, Director, Community Services discussed the Walk Away, Ignore, Talk it Out (WITS) Program.

### Exit and Return

Councillor Keith McGrath exited the meeting at 6:31 p.m. and returned at 6:35 p.m.

## 6.2. Workplace Inclusion Charter Update

Administration provided an overview of the Wood Buffalo Workplace Inclusion Charter. The Committee Members and Administration noted that measures are needed for inclusivity certification. Administration committed to benchmarking and investigating the possible creation of an inclusion advisory group.

## 6.3. Year of Indigenous Languages (YOIL) Update

Administration reported a delay in the roll out of literature. Administration committed to moving forward on the Year of Indigenous Languages (YOIL) postcards with the following changes – remove the year and update the language with a message to Preserve, Promote and Revitalize Indigenous languages.

## 7. Next Meeting Date

February 26, 2020

## Adjournment

The meeting adjourned at 6:57 p.m.

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Chair