



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

Conducted Electronically Via MS Teams

Tuesday, August 25, 2020
5:30 PM

Agenda

Public Participation for August 25, 2020 RACIDE Meeting

RACIDE (Committee) will be conducting the August 25, 2020 meeting through electronic communications in accordance with the Meeting Procedures (COVID-19 Suppression) Regulation, Order in Council 99/2020.

- Anyone wishing to participate in the meeting is encouraged to do so by registering to speak as a delegate by way of teleconference or by submitting their delegation comments by email.
- To participate by teleconference:
 - Anyone wishing to speak by teleconference to an item on the August 25, 2020 RACIDE Meeting Agenda must pre-register by 12:00pm, August 25, 2020.
 - To register to speak via teleconference, please email boardsandcommittees@rmwb.ca or call 780-743-7001 with your name, the phone number that you will be dialing in from and an email address that you can be reached at prior to and during the meeting.
 - You must provide the name of the agenda item that you wish to speak to.
 - All registrants will be emailed the details on how to participate prior to the start of the meeting.
 - Each registrant will be given a maximum of **5 minutes** to address the Committee.
- To make written submissions as a delegation before or during the live meeting:
 - Please email boardsandcommittees@rmwb.ca You must include your name for the record.
 - You must provide the name of the agenda item that you wish to speak to in the subject line.
 - Please note that email comments for an agenda item must be received prior to the start of that item during the meeting. *Emails that are received after the agenda item has been introduced or are not relevant to an agenda item, will not become part of the record of this meeting.*
 - All written submissions are **public** and will be shared with the Committee verbally on the record during the course of the meeting.
 - Each submission will be shared verbally with the Committee for a maximum of **5 minutes**.

The personal information on this form is collected under the authority of Section 33 (a) & (c) of the Alberta Freedom of Information and Protection of Privacy Act. The personal information will be used as contact information. If you have any questions about the collection or use of this information contact the Chief Legislative Officer, Legislative Services, 7th Floor Jubilee Building, 9909 Franklin Ave. T9H 2K4, or call (780) 743-7001.

1. **Call to Order**

2. **Adoption of Agenda**

3. **Minutes of Previous Meetings**

- 3.1. Regional Advisory Committee on Inclusion, Diversity and Equality Meeting
- July 21, 2020

4. **New and Unfinished Business**

4.1. Administrative Updates

- Benchmarking for Diversity Portfolio
- Mandate and Membership Review
- I See You: Sawubona Art Exhibit Social Media Plan

4.2. Strategic Plan Session

4.3. Anti-Racism Working Group Update

4.4. Council Presentation Planning

5. **Initiative Updates**

5.1. Round Table

Adjournment

Minutes of a Meeting of the Regional Advisory Committee on Inclusion, Diversity and Equality held via Electronic Communications on Wednesday, July 21, 2020, commencing at 5:30 PM.

Present:

Jason Beck, Chair
Glenda Little-Kulai, Vice Chair
Mitchel Bowers
Tammy Jackson
Chantelle Tatum

Absent:

Keith McGrath, Councillor

Administration:

Jamie Doyle, Chief Administrative Officer
Kari Westhaver, Director, Human Resources
Jade Brown, Chief Legislative Officer
Deanne Bergey, Director, Community Services
Toni Elliott, Senior Manager, Community Services
Tinna Ezekiel, Social Planner, Neighborhood and Community Development
Donna Hrehirchuk, Legislative Coordinator

1. Call to Order

Chair Jason Beck called the meeting to order at 5:31 p.m.

2. Adoption of Agenda

MOTION:

THAT the Agenda be adopted as presented.

RESULT:	CARRIED [UNANIMOUS]
MOVER:	Chantelle Tatum
SECONDER:	Glenda Little-Kulai
FOR:	Beck, Little-Kulai, Tatum, Jackson, Bowers

3. Minutes of Previous Meetings

3.1. Regional Advisory Committee on Inclusion, Diversity and Equality Meeting - June 24, 2020

Minutes Acceptance: Minutes of Jul 21, 2020 5:30 PM (Minutes of Previous Meetings)

MOTION:

THAT the minutes of the Regional Advisory Committee on Inclusion, Diversity and Equality meeting held on June 24, 2020 be approved as presented.

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

4. Presentations

4.1. Nicole Spring, Regional Inclusive Committee re: Collaboration with the Regional Advisory Committee

Christopher Whelan provided a presentation on behalf of the Regional Inclusive Committee (RIC), regarding current RIC initiatives and requested that the RIC and the Regional Advisory Committee on Inclusion, Diversity and Equality (RACIDE) collaborate on matters of accessibility. A discussion occurred about the possibility to add a member of RIC to the RACIDE Committee in the future.

Administration committed to conducting a review of RACIDE’s mandate and membership in conjunction with the mandates of other Committees and Community Coalitions, such as RIC and the Advisory Committee on Aging, and report back to RACIDE in September with a holistic Committee vision.

MOTION:

THAT Administration be requested to review the mandate and membership of the Regional Advisory Committee on Inclusion, Diversity and Equality (RACIDE) taking into consideration mandates and memberships of other Committees within the community, such as the Regional Inclusion Committee (RIC) and the Advisory Committee on Aging (ACOA) and bring forward an information briefing and potential recommendations to the Committee.

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

5. New and Unfinished Business

5.1. Administrative Update - Human Resources

Minutes Acceptance: Minutes of Jul 21, 2020 5:30 PM (Minutes of Previous Meetings)

Kari Westhaver, Director, Human Resources provided an overview of the Regional Municipality of Wood Buffalo's administrative directives, policies, onboarding practices and collective agreements that speak to discrimination and racism in the workplace. She indicated that harassment and discrimination complaints are taken very seriously.

Through consensus of the Committee, it was determined that agenda item 5.5 – *Anti Racism Group Update*, would follow item 5.1 – *Administrative Update – Human Resources*.

5.5. Anti-Racism Working Group Update

Committee Member, Mitchel Bowers, provided an update on the Anti-Racism Working Group, noting that there were two Conversation Cafes held in July, with several more planned in the upcoming weeks.

It was indicated that feedback from the Conversation Cafes, suggest that the Regional Municipality of Wood Buffalo (RMWB) is a welcoming community; however, racism and discrimination in the workplace is prevalent even within the Municipality as an organization.

Administration provided clarity on the processes and procedures used by the Municipality to address racism and discrimination in the workplace and urged current and former employees of the Municipality to report any discriminatory incidents through established processes, including the Whistleblower Administrative Directive. It was also indicated by Administration that anonymous employee surveys and diversity census' are in the process of being developed to be released to RMWB employees. CAO Jamie Doyle indicated that he has an open-door policy and welcomes discussion with employees on these issues.

Exit and Return

Mitchel Bowers disconnected from the electronic meeting at 6:50 p.m. and reconnected at 6:52 p.m.

5.2. Awareness Campaigns

Administration spoke to the need to develop logo, branding, etc. for RACIDE in preparation for upcoming awareness campaigns. It was noted that at the next RACIDE Committee meeting, further discussion will occur surrounding this matter.

5.3. Strategic Plan Planning Session

Discussions on this item did not occur due to time constraints.

5.4. I See You: Sawubona Art Exhibit Social Media Plan

Chair, Jason Beck, indicated that the *I See You: Sawubona Art Exhibit* is currently on tour and suggested that it would be a great time to share the collection of video stories

that are included in the exhibit, with the public via social media. Administration indicated that they will contact each contributor to the video stories in to obtain additional consent to release their narratives on the website.

5.6. Benchmarking Update

Administration indicated that benchmarking research is ongoing, and discussions have taken place with other municipalities regarding their inclusivity and diversity departments. In addition, Chair, Jason Beck and Deanne Bergey, Director of Community Services, met with Alberta Health Services for a discussion on their diversity office.

6. Initiative Updates

6.1. Roundtable

Administration indicated that the “Coordinated Community Response to Hate Incidents” booklet has been finalized.

7. Next Meeting

Tuesday, August 25 at 5:30 p.m.

Adjournment

The meeting adjourned at 7:25 p.m.

Chair