



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

Conducted via MS Teams

Wednesday, October 28, 2020

5:30 PM

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### Agenda

#### Public Participation for Regional Advisory Committee on Inclusion, Diversity and Equality, October 28, 2020 Meeting

Regional Advisory Committee on Inclusion, Diversity and Equality (Committee) will be conducting the October 28, 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 October 28, 2020 Committee Meeting Agenda must pre-register by 12 noon, October 28, 2020.
  - To register to speak via teleconference, please email [boardsandcommittees@rmwb.ca](mailto: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](mailto: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**.

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**1. Call to Order**

**2. Adoption of Agenda**

**3. Minutes of Previous Meetings**

- 3.1. Regional Advisory Committee on Inclusion, Diversity and Equality Meeting  
- September 23, 2020

**4. Presentations**

- 4.1. Regina Oppon, Markus Burris, Frances Awachie, Viola Zimunya and Ijeoma Uche-Ezeala, Rehoboth Alliance and the Afro-Canadian Community, re: Anti-Black Racism Recommendations Report
- 4.2. Therese Greenwood, Multicultural Association of Wood Buffalo, re: Discrimination Barriers Survey Report and Recommendations

**5. New and Unfinished Business**

- 5.1. Administrative Updates
- Meeting Accessibility Plan
  - Benchmarking for Diversity Portfolio
  - Mandate and Membership Review
  - I See You: Sawubona Art Exhibit Social Media Plan
- 5.2. Anti-Racism Working Group Update
- 5.3. Council Presentation Planning

**6. Initiative Updates**

- 6.1. Roundtable

**Adjournment**

**Minutes of a Meeting of the Council of the Regional Advisory Committee on Inclusion, Diversity and Equality held via Electronic Communications in Fort McMurray, Alberta, on Wednesday, September 23, 2020, commencing at 5:30 PM.**

**Present:**

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

**Administration:**

Deanne Bergey, Director, Community Services  
 Jade Brown, Chief Legislative Officer  
 Caitlin Downie, Supervisor, Neighbourhood & Community Development  
 Toni Elliott, Senior Manager, Community Services  
 Anita Hawkins, Clerk, Legislative Services

**1. Call to Order**

Chair Jason Beck called the meeting to order at 5:38 p.m.

**2. Adoption of Agenda**

**MOTION:**

THAT the Agenda be amended by adding a new Item 4.3.1 - Accessibility of Council Meetings; and

THAT the Agenda be approved as amended.

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

**3. Minutes of Previous Meetings**

**3.1. Regional Advisory Committee on Inclusion, Diversity and Equality (RACIDE) Meeting - August 25, 2020**

**MOTION:**

THAT the minutes of the Regional Advisory Committee on Inclusion, Diversity and Equality meeting held on August 25, 2020 be accepted as presented.

<b>RESULT:</b>	<b>CARRIED [UNANIMOUS]</b>
<b>MOVER:</b>	Glenda Little-Kulai
<b>SECONDER:</b>	Chantelle Tatum
<b>FOR:</b>	Beck, Little-Kulai, McGrath, Tatum, Jackson, Bowers

**4. New and Unfinished Business**

**4.1. Administrative Updates**

**Benchmarking for Diversity Portfolio**

Caitlin Downie, Supervisor, Neighbourhood and Community Development, spoke to the results of the benchmarking conducted regarding Diversity Portfolio.

It was noted that Administration would distribute the final document to the Committee Members for their review.

**Mandate and Membership Review**

Toni Elliott, Senior Manager, Community Services, indicated Community Services is conducting some benchmarking in this regard based on the Committee's resolution of July 21, 2020.

It was confirmed that subsequent to the resolution passed at the last Committee meeting, a representative of the Regional Inclusive Committee (RIC) can participate in RACIDE meetings as an ad hoc member (non-voting).

Community Services to formally send the request to the Regional Inclusive Committee.

**I See You: Sawubona Art Exhibit Social Media Plan**

Caitlin Downie, Supervisor, Neighbourhood and Community Development, indicated that Tinna Ezekiel, Department Administrator, is working on the Media Plan with Legal Services and Communications.

It was noted that as Tinna Ezekiel, Department Administrator is currently out of the office, any questions of the Committee members can be directed to Diversity.Woodbuffalo@rmwb.ca.

## **4.2. Anti-Racism Working Group Update**

Mitchel Bowers, Committee member, spoke to the Conversation Café events which are now completed. It is anticipated that the final report will be available for the next Committee meeting. The cut off for the RACIDE Anti-Racism and Discrimination Survey is October 20.

Deanne Bergey, Director, Community Services, confirmed that a Briefing Note was sent in support of the letter from the Chair to Council requesting an extension of time to present their findings to Council.

## **4.3. Council Presentation Planning**

Chair Jason Beck noted this item will be addressed at the next Committee meeting.

### **4.3.1 Accessibility of Council Meetings**

Mitchel Bowers, Committee member, recognized September 23, 2020 as the International Day of Sign Languages and spoke to concerns raised by the deaf and hard of hearing community relative to accessibility to Council Meetings as well as to the urgency of addressing these concerns.

Jade Brown, Chief Legislative Officer, spoke to Administration's ongoing efforts to address this issue and committed to provide an update to the Committee once information is available.

Discussion occurred relative to the process by which agenda items are placed on the agenda by going through the Chair in order to allow Administration the opportunity to gather information on the specific topic rather than adding items at the adoption of the agenda.

### Exit

Councillor K. McGrath exited the meeting at 6:25 p.m.

It was suggested that community support advocacy groups encourage their clients to utilize the RACIDE group as a resource to address this type of concerns.

Consensus was reached that this topic is of importance for the Committee and, Chair Jason Beck noted this can be placed on the Agenda for the next meeting as an Administrative Update.

## **5. Initiative Updates**

### **5.1. Roundtable**

Mitchel Bowers, Committee member, spoke to the various Awareness Days being celebrated during the month of October.

Glenda Little-Kulai, Committee member, spoke to the language courses, both online and in person, being offered through Keyano College.

Luana Bussieres, Coalitions Creating Equity (CCE) member, spoke to the Day of Older Persons in Alberta (October 1) and the activities scheduled for that date.

Caitlin Downie, Supervisor, Neighbourhood and Community Development, spoke to the various municipal initiatives taking place during the month of October.

### **Adjournment**

The meeting adjourned at 6:34 p.m.

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Chair

# RECOMMENDATION REPORT

*On*

## Anti-Black Racism - RMWB

*By*

## REHOBOTH ALLIANCE

*and the*

## AFRO-CANADIAN COMMUNITY

*of the*

## Regional Municipality of Wood Buffalo (RMWB)

## Preamble:

An email was received June 30, 2020 from Caitlin Downie stating that; “the Regional Advisory Committee on Inclusion, Diversity and Equality (RACIDE) is looking to support conversation cafés to gather input for their recommendations to council on anti-racism. I was hoping you might be interested in facilitating one of the cafés”. This invitation was well received initially by 36 participants from the Black community and up to 56 participant by the end of the 5<sup>th</sup> week.

## Project Background and Description from RACIDE:

This project came about as a response to the global response to George Floyd’s murder at the hands of a police officer. International attention was given to the long-lasting reach and impacts of anti-black racism as it is both a product of and support by the legacy of colonialism, white supremacy, and slavery. As North American and Canadian institutions were developed, they continued to oppress and in both overt and indirect ways contribute to a normalized racism, with a specific focus on anti-black racism which has devastated black communities.

Fort McMurray held a march to protest anti-black racism and to unite the public in focusing attention, and demanding change at all levels in the goal to recognize, amend and eradicate the systemic racism that contributes to an unfair reality for black people everywhere.

While not a direct action it is important to note that Wood Buffalo and Fort McMurray are extremely diverse in terms of population. Canada also has as devastating legacy of colonialism and attempted genocide against Indigenous peoples across the land (see The Indian Act, Residential Schools etc.).

Councillor Krista Balsom put forward a notice of motion, directly addressing anti-Black racism and the need to address system discrimination. The motion was subsequently passed by Council and it sets out a number of directions for RACIDE & RMWB to move this work forward. Amongst these directions was a request for RACIDE to provide recommendations on addressing racism and increasing diversity and inclusion efforts in the region.

During the July 2020 RACIDE meeting the committee created a working group led by M. Bowers and community members. This working group, with the guidance of RACIDE and the support of RMWB administration will use conversation cafes as part of a larger plan of gathering information to inform on the state of affairs. This will then be collated and reported back to both community and given to RACIDE to support their work on recommendations to Council in September of 2020.



## PRESENTERS:

Based on the above-mentioned project background and description given, Rehoboth and the Afro Canadian Community hosted 5 conversation online cafes to discuss discrimination affecting the Black Community in the RMWB. The first meeting was on Saturday, July 11, 2020 with a representative from the RMWB (Caitlin Downie) in attendance. At this meeting we had two presenters who spoke about racial experiences as stated below:

### 1<sup>st</sup> Presenter:

- Being a Black youth
- Kids wouldn't play with me because I am Black
- Referring to Black girls as gorillas
- People told her she was loud and ghetto, so she changes it to be quiet and introspective
- Self esteem issue because of the comments
- Needing to fit herself into a norm
- Reaffirmed that Black people are everything that we were told we couldn't be, need to embrace ourselves and love ourselves

### 2<sup>nd</sup> Presenter:

- Born in Canada from parents of Caribbean descent
- "Where are you from?" "Where are you really from?"
- Didn't understand what she was trying to say asking these questions but understand now that being born in Canada is a privilege.
- First time I was called the N-word. Didn't understand it but it was something powerful and degrading. A feeling he didn't like.
- Growing up made to feel not good enough. Not only from White people but from Black people as well.
- Self-esteem issues, made to feel less than
- Jokes made about his skin colour
- White women attempting to weaponize the police against him
- Workplaces racist jokes, need to nod and laugh it off because of the risk of being ostracized, trying your best to fit in in a White dominated place. Need to fly under the radar and maintain status quo in order to provide for your family. Being overlooked for the raise or promotion or acknowledgement that you see other people getting that aren't Black.
- Need to educate youth that they should be proud about their race, worst thing is allowing our next generation to go through the same thing. How do you deal with racism emotionally? Need to shape the minds of our next generation.

## SELECTED QUESTIONS & RESPONSES:

We selected 3 Questions that was suggested by RACIDE to ask participants:

- What is it like living in the RMWB?
- What could we do right now to end racism in the RMWB?
- What could Council do to address racism in the RMWB?

### Responses:

#### Question 1 – What is it like living in the RMWB?

- Son experienced racism at 3 years old. Black people are marginalized compared to other races. More concerted effort to specifically address Anti-Black racism. RACIDE isn't the mechanism to enact change it has to be Council. There's no Black representation on Council despite the well-educated Black people in the region. Council needs to lead by example and have representation in leadership positions in the RMWB and more Black issues brought forward. Maybe need to have our own body and own network to bring forward issues. Wanting to see real change not just talk. Need to have a stronger voice in the Municipality. More equal access to opportunities. Need more diversity in leadership.
- Racism and bullying interlinked. Needs to start with the school system. As adults we can deal with it, but the school system needs to do more to stop such practices. Curriculum needs to include racism and equity materials.
- More Black History included in school curriculum.
- Need to see healthy examples of yourself in school materials (books, toys, etc.). Need Black people speaking on the Black experience. One of the active ways that we can help support Black youth is to show them representations of themselves in all areas and fields, so they aren't put into specific roles that society thinks is where they belong. When the protests were happening the school, boards had all stayed silent. Even though schools support pride (LGBTQ). Schools responded that BLM is a political movement. This cannot be considered political it is a human rights issue. Need to ensure that youth are going out from home to an environment that is open and inclusive. Need active workshops that don't just celebrate Black History Month but addresses issues facing the black community.
- Racism within the workplace a major issue that results in low morale and productivity. Qualified and experienced blacks put to end works that which attracts no promotion or in-service training. Unequal hiring and promotion at workplaces. Need to prevent racism within the employment system.
- A lot happens at the workplace. Some intentional and some not. Municipality needs to encourage companies to address unconscious bias and hire more people of color. There are some actions that unconsciously goes to prop up racism. Need all companies to have some education about racism and unconscious bias.

- People see the colour of your skin and not the capability that you have to do the job. Education is important and from a young age need to know and appreciate Black people. Strongly supports the idea of parents' workshops.
- Thanks to the Municipality for their support for Black History Month and for putting this café together. And to the school board for being supportive. Our kids think we are complicit and tolerant, but they aren't. They can change their profession overnight; we stick with it, but it hasn't worked. It needs to be dealt with.
- We are faced with two pandemics: the Covid-19 and racism. The municipality can't downplay this; racism exist in the RMWB; it's real and ugly.
- People tend not to talk about racism because they are scared. Our kids they don't care, they can't slow down, they want to talk about it. What was accepted is not going to be accepted anymore. We need to stop pretending its not there. You see and feel it. It's good to have structures like RACIDE but the structure should come to us.
- We know our community and so it should come from us. And we are so different, from different countries with different cultures and values. We can tell our stories better. Let us tell you what is happening to us.
- More opportunities for black entrepreneurs and investors to invest in businesses. Need economic empowerment.
- A funded black cultural center needed in the RMWB.

### Question 2 – What could we do right now to end racism in the RMWB?

- Would like to see changes in the representation of Black cultural associations at civic events such as volunteer opportunities, and to see Black people in more prominent roles.
- A medium to communicate to the decision makers. Regular ongoing discussions are needed for real change.
- Can't just have a few people always representing. That is not representing. Need a fuller participation and input.
- The Multicultural Association is not effective in advocating for and disseminating issues affecting the black community. Thus, the need for a local Black made and led front, not Black Lives Matters.
- On Black Lives Matter, it was eventually agreed that we find out more about the movement, in order to know its mandate, constitution and by-laws to see if it's something we want to be involved with. For now, we focus on our local issues.

### Question 3 – What could Council do to address racism in the RMWB?

- Move beyond Black history Month; create a yearly event promoting black arts and culture funded and supported by the RMWB.

- Opportunities for small Black businesses access to financial credit.
- Apart from RACIDE and the Multicultural Association, the recognition of a united black group (name to be chosen later) is very essential in addressing this issue.
- A research study needs to be undertaken to fully understand the underlining reasons and causes and for a coordinated solution. Homelessness was prevented and instituted in research outlining the specific nature of homelessness that came up with recommendations. If we are going to understand racism and the issues that we deal with in RMWB then we need to push for an independent study that lays out recommendations and implementation. Municipality gives buildings to groups. Need to look at infrastructure that can give or budget. Need to look at this not as Need to address with a % of the budget. a topical thing
- Black voices magazine to be recognized by the municipality so we can have a platform for connecting the community.
- Mandatory Inclusivity training for all directors and senior executives of the various departments of the RMWB.

### 3 INSTITUTIONS SELECTED

With the responses to the above-mentioned questions, we narrowed our focus on addressing racism in three (3) areas namely:

1. The Workplace
2. The Schools
3. The Community

With emphasis on:

- D&I training, unconscious bias training
- More representation on municipal boards (RACIDE/CCE)
- Adaptation of Black History in school curriculum
- Economic Empowerment
- Greater opportunities in upper management
- Independent research study

### RECOMMENDATIONS:

During our subsequent meetings the discussions seem to revolve around these 3 institutions and we realized that the issue is more complex and will take much time if we are to truly address racism against the black community as stated in the objectives of the RMWB. We have set up a coalition which comprises of people from the various black community and based on the points that were raised and looking at the complexity of the matter, we came up with five (5) recommendations stated below:

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Recommendation – Anti-Black Racism  
August 2020

1. That an independent research be conducted to assess and understand all the ramifications of anti-black racism.
2. That a space be made available for our community to socialize, meet, and hold events to commemorate blackness.
3. For RACIDE to be more diverse and inclusive of all minority groups. Currently there is no representation for the Black community.
4. While the municipality cannot make changes to the school curriculum, it is requested that the municipality begins a conversation with the provincial government to work on African -Caribbean Canadian History to be included the school curriculum.
5. Program implemented for Blacks need to be “Run by Us for Us”. We need to be given the right and empowerment to run programs that are meant to help with racism in the RMWB.

## CLOSING STATEMENT:

We looked at two major programs that research was conducted for to enhance a structured program namely:

1. The Community Plan on Homelessness Program (CPH)
2. The First Nations Truth and Reconciliation Program

We concluded that if the same research approach used for the above stated programs is taken toward addressing racism against the Black population in the RMWB, we will be able to come up with a structured program that will solve the problem of racism in the RMWB.

We request a 'SAFE SPACE' hosted by the municipality where anti-black racism incidents can be confidently reported to be independently and objectively investigated, without jeopardising the person's job and progress within that company, community, and schools.

We would like to thank the Regional Advisory Committee on Inclusion, Diversity and Equality (RACIDE) for reaching out to us on this important matter. We look forward to working with you as our contribution to enhance improved standard of living for everyone in this our beautiful community.

# Discrimination Barriers Survey Report and Recommendations

Presented by



**MULTICULTURAL ASSOCIATION**  
OF WOOD BUFFALO

# Goals and Method

- MCA conducted the survey in 2020 in collaboration with Wood Buffalo Local Immigration Partnership and the Immigrant Advisory Table.
- The survey was made possible with a grant from the Alberta Human Rights Commission's Human Rights Education and Multiculturalism Fund.
- Survey goals: Understand discriminatory barriers in the Wood Buffalo region and help inform the establishment of tools that could fight discrimination and make the community a more welcoming place.

# Highlights

- Completed by 440 people, 95 per cent currently lived in Fort McMurray.
- Respondents from 58 countries other than Canada
- Nearly 40 per cent, or 160 people have felt discriminated against or treated unfairly in the last year.
- 45 per cent indicated that they witnessed discrimination at the workplace. Of these, over 80 per cent of respondents noted either feeling angry or sad about it.
- This high percentage suggests real or perceived acts of discrimination have a negative impact not only on the people who experience it, but also those who witness it.



# What This Means

- Survey confirms that discrimination is happening against people in the Wood Buffalo region.
- Community feedback will help inform how to create greater awareness about it and how we can collectively take action to prevent it.
- RMWB is one of the largest regional municipalities in Canada and the number of different ethnic groups also makes it one of Canada's most diverse populations, understanding the current perceptions of discrimination and racial justice is critical to the community's future. Results of this Survey should be considered in the context of the current global justice movement.
- Based on the Survey outcomes and in context of the current social and political landscape the following slides are recommendations for next steps.

# Recommendation 1

- Establish Diverse Voices as an annual event in conjunction with MCA's Human Rights Day and expand on activities that bring local Indigenous and Newcomer communities together to discuss common issues regarding diverse representation and preserving traditional knowledge.

# Recommendation 2

- Explore ways to develop and deliver accessible training programs on discrimination.

For example, MCA creates more custom courses committed to providing support for transformative education and training initiatives in the pursuit of eradicating all forms of racial discrimination in the Wood Buffalo region.

# Recommendation 3

- Seek and develop opportunities to weave education on human rights, discrimination and cultural awareness into multi-generational and diverse events throughout the RMWB.

For example, collaborating with educational institutions, the health care sector, tourism and the oil and gas industry on existing opportunities. This could be achieved through a combination of committee and program development by the MCA.

# Recommendation 4

- Broaden the scope of this research to get a stronger baseline on perceptions about racial injustice and discrimination.

For example, by designing and circulating another survey that focuses on obtaining a higher rate response from RMWB communities that are not Fort McMurray. Lessons learned from the first survey could help inform a design and delivery method that increases the number of responses from these communities.

# Questions?

# INCLUSIVITY AND DIVERSITY PORTFOLIO BENCHMARKING REPORT

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## INTRODUCTION

### Background

At the June 23, 2020 Council Meeting, a resolution was passed regarding Anti-Racism and Inclusivity. Among the clauses of the motion, section one (1) of the motion stated: *THAT Administration be directed to work with the Regional Advisory Committee on Inclusion, Diversity and Equality (RACIDE) to bring forward recommendations and advice to Council on anti-racism and the Black Lives Matter movement.*

Following a review of the motion, the RACIDE established a working group to initiate virtual Conversation Cafe's, and to engage citizens. It was noted that several prominent Alberta Employers have inclusivity and diversity departments. The Committee and administration committed to explore and benchmark inclusivity and diversity (D&I) department structures and the benefit of employee engagement groups in Alberta and other Canadian communities.

### Benchmarking Results

According to the 2006 Conference Board of Canada Report<sup>1</sup>, there is a growing awareness of the importance of diversity and inclusion (D&I) strategies, this commitment requires leadership buy-in, that is supported by sound practices and policies which include active D&I communications and measurable objectives. Deloitte's 2012<sup>2</sup> and 2013<sup>3</sup> reports examined D&I in relation to leadership and organization performance also indicated that Senior Leaders and Managers can affect the D&I climate within an organization by influencing attitudes, values, communications, plans and policies.

### Diversity and Inclusion work structure

15 Municipalities and cities were consulted, and a number of 2019 top 100 Canada's Best Diversity Employers were studied. The top 100 Canada's Best Diversity Employers' competition recognizes successful diversity initiatives in a variety of areas, including programs for employees from five groups: (a) women; (b) members of visible minorities; (c) persons with disabilities; (d) Indigenous peoples; and (e) LGBTQ+ peoples<sup>4</sup>. The municipalities consulted included: Medicine Hat, Lloydminster, Calgary, Edmonton, Grand Prairie, Red Deer, Brooks, Cochrane, Victoria, Halifax, Winnipeg, Vancouver, Surrey, Saskatoon, Ottawa and other employers including the University of Calgary, and the Royal Bank of Canada.

Among the top 100 Canada's Best Diversity employers studied were: Alberta Health Services, Air Canada, Canada Mortgage and Housing Corporation/CMHC, Employment and social development Canada, Regional Municipality of York, Manitoba Government, Canadian Imperial Bank of Commerce and National Bank of Canada.

Benchmark study results indicates some common goals of diversity and work being undertaken including to: drive their strategies, attract and retain people; align and connect; and listen to and serve society. This

<sup>1</sup> Sandra Parris, Allison P. Cowan and Nancy Huggett, "Conference Board of Canada Report on Priorities, Practices and Performance in Canadian Organizations." November 2006.

<sup>2</sup> "Inclusive leadership. Will a hug do?" Human Capital, Deloitte Australia Point of View. March 2012.

<sup>3</sup> Giam Swiegers and Karen Toohey, "Waiter, is that inclusion in my soup? A new recipe to improve business performance." Deloitte. May 2013.

<sup>4</sup>Canada's Best Diversity Employer's (2020); <https://www.canadastop100.com/diversity/>

is backed by the 14 actions needed for the world-class diversity and Inclusion work<sup>5</sup>. The Global Diversity and Inclusion Benchmarks model is centred on the foundation of bridging internal and external sectors.



#### Diversity and Inclusion reporting structure

Benchmarking results indicate a variety of reporting structures used across the board. A significant relationship was observed with the role senior leadership plays in the development and implementation of a diverse and inclusive culture such as by influencing attitudes, values, communications, plans and policies in their organizations<sup>6</sup>. Studies confirm that firms with human resources departments, diversity and Inclusion staff are more likely to adopt equal opportunity measures (Dobbin and Kelly 2007)<sup>7</sup>.

- 61% of Diversity and Inclusion personnel report to the Director/Chief of Human Resources or the office of the Chief Administration Officer; For example: the City of Edmonton, City of Calgary, City of Red Deer, City of Lethbridge, City of Brooks, City of Lloydminster, Halifax Regional Municipality and City of Winnipeg, City of Saskatoon, City of Surrey, City of Ottawa, and the Royal Bank of Canada.
- The number of diversity and inclusion personnel varies with the size of the organization, 94% of consulted cities and municipalities have Diversity and Inclusion positions and some have departments such as: City of Edmonton, Halifax Regional Municipality with 10 staff within the D&I unit; City of Winnipeg with 4 personal and in smaller communities such as Brooks, Cochrane, and Lloydminster they have an average of 1-2 or a shared position.

<sup>5</sup> <https://centreforglobalinclusion.org/wp-content/uploads/2020/02/GDIB-14-Actions-090617.pdf>

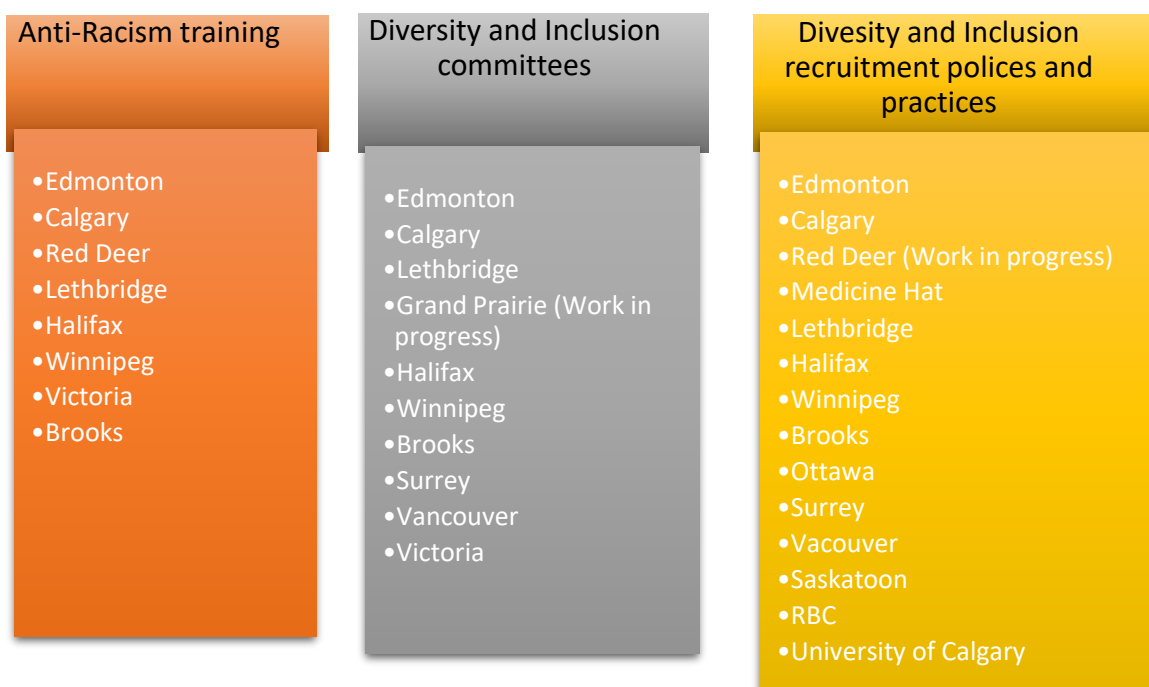
<sup>6</sup> National Diversity and Inclusion Benchmarking Study: <https://ccdi.ca/media/1864/20190222-research-national-diversity-and-inclusion-benchmarking-study.pdf>

<sup>7</sup> Dobbin, Frank and Alexandra Kalev. 2007. "The Architecture of Inclusion: Evidence from Corporate Diversity Program

- 100% of the 2020 Best Canada's Diversity Employers have Senior executive who oversees diversity initiatives such AHS's diversity and inclusion council, diversity and inclusion Centre of Expertise (team of three full-time staff); the Vice President of People, or Legal and privacy departments.<sup>8</sup>

There are a number of Diversity and Inclusion practices that were highlighted during the study:

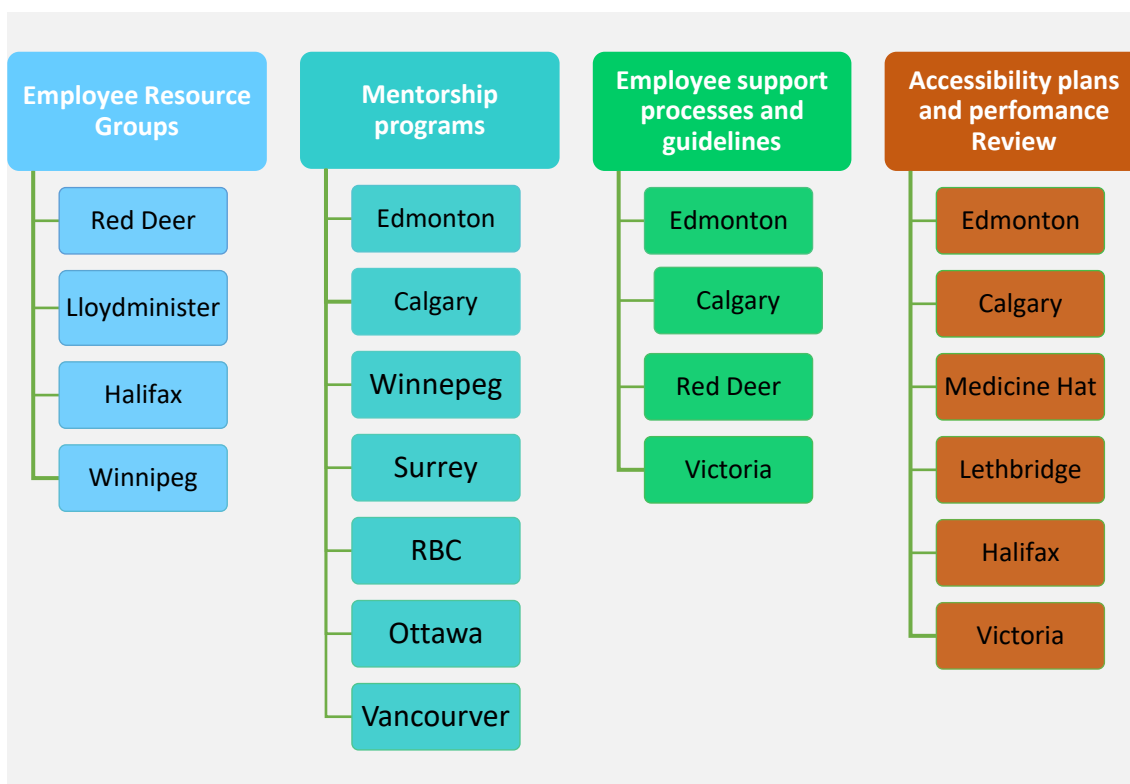
- 72% have Anti-Racism Training
- 17% of those with anti-racism training make this mandatory for staff, Leadership and Council
- 56% have D&I committees
- 66% have Inclusive Hiring/Recruitment/Promotion Initiatives




<sup>8</sup> AHS Canada's Best Diversity Employer(2020)., <https://reviews.canadastop100.com/top-employer-alberta-health-services>

Other Diversity and inclusion initiatives were identified such as:

- D&I policies and implemented organizations' frameworks.
- 44% of organizations consulted have Employee Resource groups
- 44% have employee mentorship programs.
- 28% have Trans employee support processes and guidelines/trainings.
- 33% have community accessibility plans.



  
*We believe part of our strength comes from leveraging our differences. We want to make Suncor a great place to work for all – where, no matter your background, attributes and perspectives, you feel valued and respected.*

*"Inclusion and Diversity- Suncor Energy"*



There are a number of common characteristics across the 2019 top 100 Canada's Best Diversity and Inclusivity Employers these include: formal reporting structure, D&I personnel, commitment to the work of diversity, Human resource recruitment policy reviews, Employee resource groups, training and awareness programs, D&I committees, other diversity-focused partnerships in their communities and throughout Canada.

## Conclusion

Finally, many Canadian communities have signed on and joined UNESCO and are members of the Coalition of Inclusive Municipalities of which the Regional Municipality of Wood Buffalo is also a signatory. Their work is bringing together municipalities that want to improve their policies against racism, discrimination, exclusion and intolerance. Its strength lies in the shared experiences of its members. Together, the municipalities undertake initiatives to eliminate all forms of discrimination with a view to building open and inclusive societies<sup>9</sup>.

The benchmarking results above shows the common elements of D&I units and programs. Traditionally, D&I units work closely with the CAO and Human Resources, however some organizations have shifted from this traditional structure to D&I units as a separate office where it can be effectively work with other departments and maintain their reporting structure to a high level including reporting directly to the Director Human Resources and or Chief Administrative Officers' office. This is important in reducing red tape and for policy functioning in organizations. There are a lot of studies that support the D&I benchmarking including the Global Diversity & Inclusion Benchmarks (2017), the National Diversity and Inclusion Benchmarking: *Study Senior Leaders and Diversity Personnel*, University of Dalhousie in partnership with CCDI (2019).

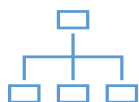
<sup>9</sup> Coalition of Inclusive Municipalities: <https://en.ccunesco.ca/networks/coalition-of-inclusive-municipalities>

## Diversity & Inclusion: Benchmarking Summary

### Description

- Following the June 2020 Council motion on anti-racism, administration committed to explore and benchmark Inclusivity and Diversity department structures in addition to other initiatives such as committees, employee resources groups in Alberta and other Canadian communities.
- This benchmarking report is based on
  - 15 municipalities
  - 2019 Top 100 Canada's Best Diversity Employers

### Key Findings



#### Structure

- 61% report to CAO or Director of HR
- 94% have designated D&I staff
- Number of positions varies greatly from a department of 4-10 people to smaller communities with 1 staff



#### Employee Support

- 44% have Employee Resource Groups
- 44% have mentorship programs
- 28% have Trans employee support guidelines



#### Training

- 72% have anti-racism training
- 17% of those with anti-racism training make this mandatory



#### Committees

- 56% have D&I committees



#### Accessibility

- 33% have accessibility plans



#### Hiring

- 66% have inclusive hiring/recruitment/promotion initiatives

### Considerations

- Important factors in the success of a D&I strategy were identified based on CCUNESCO's Coalition of Inclusive Municipalities toolkit<sup>1</sup> outlining best practices in addition to the 2006 Conference Board of Canada Report<sup>2</sup>, Deloitte's 2012<sup>3</sup> and 2013<sup>4</sup>, a review of 5 municipal D&I frameworks<sup>5</sup>, and interviews with Suncor and AHS D&I practitioners. These include:
  - Senior leadership commitment is strong and lead by example
  - D&I officers report to senior leadership and have sufficient authority to undertake initiatives
  - Strategy includes measurable objectives including in relation to leadership and organization performance
  - Communication about D&I commitment and progress

<sup>1</sup> <https://en.ccunesco.ca/-/media/Files/Unesco/Resources/2020/04/ToolkitCoalitionInclusiveMunicipalities.pdf>

<sup>2</sup> Sandra Parris, Allison P. Cowan and Nancy Huggett, "Conference Board of Canada Report on Priorities, Practices and Performance in Canadian Organizations." November 2006.

<sup>3</sup> "Inclusive leadership. Will a hug do?" Human Capital, Deloitte Australia Point of View. March 2012.

<sup>4</sup> Giam Swiegers and Karen Toohey, "Waiter, is that inclusion in my soup? A new recipe to improve business performance." Deloitte.

<sup>5</sup> Municipal D&I Frameworks reviewed included: Calgary, Edmonton, Halifax, Oshawa, and Stratford.

# THE ANTI-RACISM AND DISCRIMINATION STUDY

REGIONAL ADVISORY COMMITTEE ON INCLUSION, DIVERSITY AND EQUALITY  
(RACIDE)

A response to Council's Anti Racism and Inclusivity Notice of Motion

RACIDE 2020

## BACKGROUND

At the June 23, 2020 Regional Municipality of Wood Buffalo (RMWB) Council Meeting, a resolution was passed regarding Anti-Racism and Inclusivity. The motion *directed Administration to work with the Regional Advisory Committee on Inclusion, Diversity and Equality (RACIDE), a Council appointed Committee, to bring forward recommendations and advice to Council on anti-racism and the Black Lives Matter movement.*

Following a review of the motion, the RACIDE established a working group consisting of one member of RACIDE and one member of Coalitions Creating Equity to work with administration to engage citizens and to conduct the anti-racism and discrimination study in the region.

Two Study methodologies were established and deployed;

1. Virtual conversation café
2. Online Anti-Racism and discrimination survey

## DUTIES

### RACIDE Working group

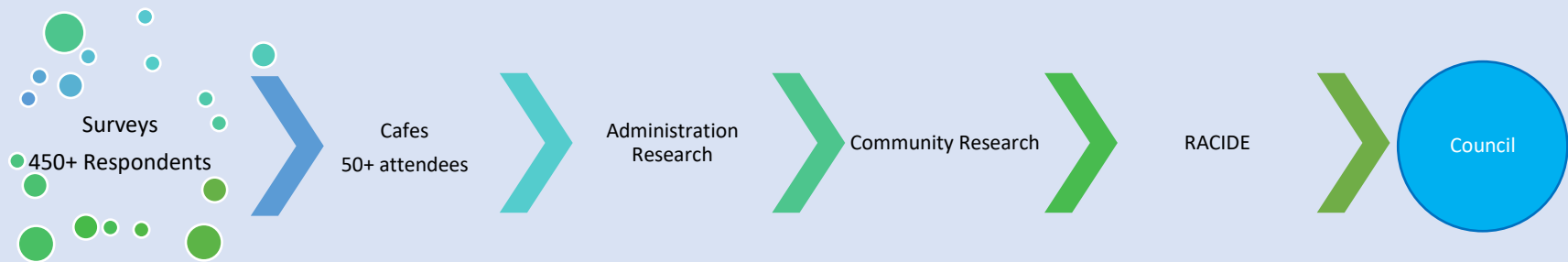
- Developed conversation café
- Designed the conversation café guide document
- Facilitated the convection cafés and.
- Compiled feedback summary
- Developed Anti-Racism Survey

### RMWB Staff

- Supported the registration platforms (Eventbrite, and Zoom)
- Conversation café guide quantification
- Advertised and promoted the café
- Designed and uploaded the survey online
- Data clean-up and data analysis
- Report integration



PROCESS



VIRTUAL CONVERSTION CAFÉS

The conversation cafés gathered information from over 50 people who attended remote conversations and responded to guided questions. The cafés dove deep into discussions around lived experience, current state within the region of RMWB and recommendations on anti-racism and increasing wellbeing for all Wood Buffalo residents.

ONLINE RACIDE ANTI-RACISM AND DISCRIMINATION SURVEY

The RACIDE Anti-Racism and Discrimination survey garnered over 450 responses resulting in a statistically relevant sample for our population. The survey included both quantitative and qualitative questions to inform a snapshot and to understand more about racism, discrimination, and the opinions of residents

## THEMES

Racism is a problem in the region of the RMWB

Lack of understanding of depth or scope of the problem

Real, significant impact to region due to racism

No platform for people to share concerns or receive support

Next steps are needed

## SUMMARY

In July the RACIDE decided on conversation cafes as a method to gather feedback from citizens. RACIDE then created a working group of a RACIDE member and community volunteers. This working group worked with administration to offer conversation cafes.

Administration provided the framework, support for group to develop questions, advertising via Municipality social media channels, at community meetings and through email lists. Administration supported the working group in development of opening statements, protection of citizen information, process for note taking, summary and reporting writing on findings.

The working group reported back monthly to RACIDE on progress and in August RACIDE decided to expand scope to also include a survey. Rationale for this decision was based on the importance of properly understanding the community and accessibility for citizens who could not attend cafes or would not feel comfortable speaking on the issues in public. The survey allowed the information gathering to extend and offered complete anonymity.

Ten conversation cafes were offered from July 11, 2020 to Sept 19, 2020. Four were successfully held, one café suffered technical difficulties and the rest had no registration and no attendance. The working group opened each café even when there was low or no registration and in the case of technical difficult was able to connect with citizens and enable them to join another café. Community groups were offered the opportunity to host their own café with support from the working group as facilitators and note takers.

## KEY THEMES EXPANDED

## Racism is a problem in the RMWB

Racism was noted in local government, within the Municipality at the RMWB, RCMP, Health, Education and general geographic region of the RMWB Community

## Lack of understanding of depth or scope of the problem

- Lack of understanding can be related to a lack of collecting information regarding this, as well as a lack of reporting around race/ ethnicity
- Those in charge of many of the processes in community do not represent minorities, as such decisions do not reflect the all of the citizens of the region

## Real, significant impact to region due to racism

- People cited impact to all aspects of health, mental, physical, spiritual, financial cost, lack of opportunity
- There is a cost to our community in terms of well-being of residents, lack of connection

## No platform for people to share concerns or receive support

- There has been a recent sharing of surveys and discussions, but there is no recognized platform to discuss, report or respond to racism and discrimination specific to our region
- Even when people report through official channels they are reporting to people who do not understand racism, may not be trained in how to respond and most likely have little to no lived experience

## RECOMMENDATIONS MADE THAT FIT WITHIN CURRENT RMWB DIVERSITY &amp; INCLUSION PLAN (2017-2022)

Diversity Goals	Café	Survey	Community	Suggestions
<b>1.Effective Communication of Information to and within Community</b>		Start with effective information. There needs to be further work on this and it needs to be financially supported	Independent research be conducted to assess and understand all ramifications of anti-black racism	*Education offered through Learn, specific to appropriate community consultation – designed to include community developed, asset based and strength approach *Implement evaluation by community on community evaluation. Evaluation should be a standard process of every project *Communication outward to community assessed for “plain language” & readability *Offer accommodations for such as transcription, Closed, Captioning, read out loud services for the blind *Offer options for translation when a safety issue (such as state of emergency)

Diversity Goals	Café	Survey	Community	Suggestions
<b>2.Diverse voices are identified, involved &amp; engaged</b>	1. More access to municipal committees, need transparency on selection process. Should be blind process evaluating qualifications only 2.Subcommittee of RACIDE to address racism (or could stand alone as a black caucus) 3. Creation of black Caucus – internal to RMWB workers and external for black community members 4. Need a platform to express issues	1) People with lived experiences should be involved in making decisions about policies, processes, bylaws, plans that impact their lives 2) Representation on Council appointed committees by BIPOC, Indigenous the disabled, LGBTQ2s+ 3) RACIDE specifically needs broader representation from community groups. Explicitly mentioned were: a) Black people b) Indigenous people c) Disabled people D) Transgender people	1) Council appointed committee, especially RACIDE be more diverse and inclusive of all minority groups. 2) RACIDE to have representation that includes those from the Black community 3) Programs implemented for Blacks need to be “Run by Us for Us” 4) Programs that deal with anti-black racism in the RMWB need t be led by Black people.	1) RACIDE portal through “bang the table” and participate WB

Diversity Goals	Café	Survey	Community	Suggestions
<b>3.Promote a Sense of Community by recognizing and celebrating Diversity</b>	<p>1.Review the names of streets/parks/buildings to remove the names of colonizers/racists from community and replace with indigenous names</p> <p>2.Ensure that future developments/parks/etc. are named in a way that reflect the diversity of our community</p> <p>3.More diverse public art, it was noted that we do a great job of displaying indigenous art but would like to see even more minorities represented.</p> <p>4. More support for black history month and other festivals celebrating diversity. These events need to be more than a photo op for mayor and council.</p>	<p>1)Visible Advocacy work such as marches,</p> <p>2) Host events that celebrate diversity and difference – led by those people</p> <p>3)People in positions of power training and representing D &amp; I behavior &amp; standards</p>	<p>1)Hold events to commemorate Blackness</p>	<p>* RMWB share and advertise events or used shared platform (MAC Calendar)</p> <p>*RMWB connect agencies and community groups to funding, above and beyond CIP funding streams</p> <p>*Invest in funding database programs and engage community to build ability to garner funds for events, services, programs etc</p> <p>*Focus on a community approach with the RMWB as an equal partner, not as a lead.</p> <p>*Stop downloading project that are created and designed by RMWB and when they are complete make them community responsibility.</p>

Diversity Goals	Café	Survey	Community	• Suggestions
<b>4.Increase Understanding through Education</b>	<p>1.Education, in the form of mandatory training at the RMWB, for all (Mayor &amp; Council, All employees, consultants and contractor) in one or all of the following:</p> <ul style="list-style-type: none"> <li>- Diversity and Inclusion Training</li> <li>- Anti-racism</li> <li>- Unconscious bias</li> </ul> <p>2.Educational reform/change in school curriculum</p> <p>3.Create a course about unity and diversity in Fort McMurray that is available for everyone. Newcomers and youth especially.</p> <p>4.Education of social profits, healthcare, other levels of government, business etc.</p> <p>5. Indigenous history and culture will be integrated into curriculum not an elective or separate class</p>	Specifically Anti-racism education, unconscious bias training, Privilege training, Mandatory anti-racism & unconscious bias training in all workplaces, Early Childhood anti-bias education framework	RMWB advocate with Alberta government on inclusion of African-Caribbean Canadian History to be part of school curriculum	<p>Advocate for curriculum changes that includes:</p> <ul style="list-style-type: none"> <li>a) History of colonialism and genocide in Canada for FNMI people</li> <li>b) History of colonization and practice of slave trade and current day effects</li> <li>c) History of disabled people and understanding of why ablism is so prevalent</li> <li>d) History of LGBTQ+2S</li> <li>e) History and celebration of Transgender peoples</li> </ul>



Diversity Goals	Café	Survey	Community	Suggestions
<b>5.Foster Trust &amp; Collaboration between groups and individuals</b>	<p>1.Advocate for indigenous communities.</p> <p>2. Needs to address racism within RMWB, has seen racism from council, staff, and HR (statement to acknowledge wrong-doing and a plan to move forward)</p> <p>3.Have a third party review the reports of municipal employees being fired after reporting discrimination in the workplace.</p>	<p>1)Create opportunities that allow for diverse &amp; different groups to mingle &amp; connect. Host cultural events to create awareness</p> <p>2) Create education that focuses on “it starts at home” or/and “ it starts with you” that gives people history, understanding and skills to be able to educate, and appropriately call out racism and discrimination</p>		<p>*Create campaign that educates and calls on people to take specific action in their own lives – provides the learning, a score card and check ins to see how people are doing. ENSURE it is safe, models respectful conflict and is aimed at growth &amp; inclusion, not shame</p>

Diversity Goals	Café	Survey	Community	Suggestions
6.Reduce Barriers to Resources & Services	Financial support to address Racism and Discrimination 1.Self-governance for indigenous communities including police, education, health 2.Self sufficient indigenous communities, groceries, gas, daycare etc. build their infrastructure to be able support themselves 3.Need high school for Anzac, Janvier, Conklin, Chip, etc. Would see a decrease in suicide, Mental health would improve 4.Invest in the indigenous communities, to improve quality of life.	accommodations are provided to support those that need them, specific mentions: 1) Closed captioning for all RMWB related broadcasts. 2) Financial Support to address Racism & Discrimination	Financial Support to Address Racism & Discrimination	

- Suggestion that D & I plan be updated and specific note be given to suggestions above, it should also be an all departmental plan

## RECOMMENDATIONS OUTSIDE RMWB D &amp; I PLAN

	Cafe	Survey	Community	Suggestions
<b>Accountability</b>		Diversity & Inclusion policies for all employers Reporting and investigating processes for reporting racism & discrimination safely	Model a program to tackle anti-black racism after the work done on CPH and IRR TRC	
<b>Enforcement</b>		Enforcement of D & I policies	We request a "SAFE SPACE" hosted by RMWB where anti-black racism incidents can be confidentially reported to be independently & objectively investigated, without jeopardy to person, or progress in company, community, school	Outline clearly what will happen when policies are broken. Are there steps?  What is a deal breaker and removes someone from a position?  In what ways do we offer to educate?
<b>Safe places to Report</b>		Safe and protective spaces where people can report racism and discrimination ( in community in general and specific to workplaces, healthcare, education, justice etc.)		RMWB Communications dept needs to note and code online hate  RMWB employee receiving hate should be inputting into online tracker (stophateab.ca)  For workplaces, govt, health etc. – there should be a reporting system for when hate is filed against the org OR within the org and there should be mandatory reporting. There should be a govt job that investigate the number, incidents, and an annual review tracking types of hate etc.
<b>Spaces to grow</b>		Create spaces where people can connect. Spaces where people can learn about and discuss racism and discrimination Spaces where there can be organic connect and focus on creativity	A space be made available for our community to socialize, meet and hold events to commemorate blackness	

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#### RECOMMENDATIONS SPECIFIC TO INSTITUTIONS

Government

Education

Health

Justice

Social Sector

1. D & I policies – based on evidence, feedback from groups with lived experience and Human Rights. Policy should include remediation steps and be clear (education, time off, fired etc.)
2. Mandatory Education programs for all staff/volunteers/leadership etc.(unconscious bias, anti-racism.)
3. Method to track hate incidents and hate acts. Both to the organisation ( in case of hate on social media) and internal ( employees towards each other).Reporting should be mandatory, public and annual
4. Agencies should be doing routine (annual at a min) evaluation and be asking the people they provide services to – how are we doing.
5. Accommodation through various methods, must ensure confidentiality and be able to provide options like cc, interpretation, translation, scribing etc. if requested.

## CAFÉ RECOMMENDATIONS

1. Review the names of streets/parks/buildings to remove the names of colonizers/racists from community and replace with indigenous names
2. Ensure that future developments/parks/etc. are named in a way that reflect the diversity of our community
3. More diverse public art, it was noted that we do a great job of displaying indigenous art but would like to see even more minorities represented.
4. More support for black history month and other festivals celebrating diversity. These events need to be more than a photo op for mayor and council.
5. Education, in the form of mandatory training at the RMWB, for all (Mayor & Council, All employees, consultants and contractor) in one or all of the following:
  - Diversity and Inclusion Training
  - Anti-racism
  - Unconscious bias
6. Educational reform/change in school curriculum
7. Create a course about unity and diversity in Fort McMurray that is available for everyone. Newcomers and youth especially.
8. Education of social profits, healthcare, other levels of government, business etc.
9. Indigenous history and culture will be integrated into curriculum not an elective or separate class
10. Advocate for indigenous communities.
11. Needs to address racism within RMWB, has seen racism from council, staff, and HR (statement to acknowledge wrong doing and a plan to move forward)
12. Have a third party review the reports of municipal employees being fired after reporting discrimination in the workplace.
13. Financial support to address Racism and Discrimination
14. Self-governance for indigenous communities including police, education, health
15. Self sufficient indigenous communities, groceries, gas, daycare etc. build their infrastructure to be able support themselves
16. Need high school for Anzac, Janvier, Conklin, Chip, etc. Would see a decrease in suicide, Mental health would improve
17. Invest in the indigenous communities, to improve quality of life.

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#### RECOMMENDATIONS FROM COMMUNITY GROUP

1. Independent research be conducted to assess and understand all ramifications of anti-black racism
2. Council appointed committee, especially RACIDE be more diverse and inclusive of all minority groups.
3. RACIDE to have representation that includes those from the Black community
4. Programs implemented for Blacks need to be “Run by Us for Us”
5. Programs that deal with anti-black racism in the RMWB need to be led by Black people.
6. Financial Support to Address Racism & Discrimination
7. RMWB advocate with Alberta government on inclusion of African-Caribbean Canadian History to be part of school curriculum
8. Model a program to tackle anti-black racism after the work done on CPH and IRR TRC
9. We request a “SAFE SPACE” hosted by RMWB where anti-black racism incidents can be confidentially reported to be independently & objectively investigated, without jeopardy to person, or progress in company, community, school
10. A space be made available for our community to socialize, meet and hold events to commemorate blackness

## RECOMENDATIONS SPECIFIC TO THE REGIONAL MUNICIPALITY OF WOOD BUFFALO

RMWB has a key leadership role to take on addressing these issues in the region. Documents such as the strategic plan and MDP should have diversity and inclusion as key themes during planning sessions. Responsibilities for the RMWB are both internal, as an employer and external as a municipal body.

In order to be effective and trusted as a leader - RMWB has to ensure it models the way by having effective processes and policies that ensure hiring, promotion and retention are based on merit and skill set. The goal should be creating a culture of inclusion and community for all staff. Things like succession planning, employee assessments, etc. need to be influenced with the sphere of Equity and Inclusion. Perhaps refining the wording on the D&I policy to reference a robust policy and integration within all facets of the organization and other departments should not only follow the D&I plan, but have input on it.

Recommendations:

- 1) Have an overarching D and I Policy for the organisation
- 2) Reviewing and addressing or creating policies over protected human grounds.
 

a. Race	e. Physical disability	j. Marital status
b. Religious beliefs	f. Mental disability	k. Source of income
c. Colour	g. Age	l. Family status
d. Gender , Gender identity ,Gender expression	h. Ancestry	m. Sexual orientation
	i. Place of origin	
- 3) Start/continue/explain unbiased/impartial hiring practices which include industry standards such as: 360 reviews (staff provide reviews upwards not just top down), at the same level as staff evaluations or employee reviews. Staff should also be given the opportunity to provide feedback to their MOR (Manager Once Removed – i.e. their leaders, manager) to provide feedback on things their leader is doing. Leadership should be held to same evaluation standard and should be reviewed not by peers or those with a vested interest in protection, but by impartial people. Immediately investigate, and if appropriate take steps to review and correct any biased, discriminatory behavior.
- 4) Publicly report on employee census – state clearly next steps and when those will happen and when the annual review of program will happen. State clearly who is involved. Key findings and next steps. Allow for employee input on recommendations.
- 5) Publicly report on HR survey. Acknowledge strengths, but also weaknesses, make clear what steps will be taken, by when, by whom and what employees can expect
- 6) Implement anti- racism training, unconscious bias training, mediation/conflict resolution.
- 7) Investigate program for people who break D& I policy
- 8) enforce policies when there is clear disruption.
- 9) Create D & I department
- 10) Survey employees about the current workplace atmosphere. Have they experienced discrimination? Have they witnessed discrimination? Do they feel they can report it? Etc.

- 11) Get continual feedback from employees about their satisfaction/experience as an employee. These can be trust surveys, satisfaction surveys, etc.
- 12) Open up the possibility of employee stand-up committees, senior leadership needs to sponsor and support employees to self organize.
- 13) Ensure exit interviews are done in an unbiased manner so that departing staff can openly discuss their experiences.
- 14) Review the severance “release” documents to identify the negative impacts that are caused by silencing departing employees in exchange for financial stability. The power dynamic in this situation is exploitive.
- 15) Public acknowledgement of racism, institutionalized racism and complicities therein, there is lack of trust for the organization and they need to acknowledge their mistakes to rebuild trust.
- 16) Review and update D and I plan annually and publicly
- 17) All depts involved in inputting into D & I- include score card to allow for improvement
- 18) Include in plan recommendations from community members.
- 19) Remove those goals that are not aligned with community goals/feedback
- 20) engaging diverse voices - all depts need to be trained on how to do this
- 21) Gather information ongoing about workforce such as;



## APPENDICES

## QUOTES FROM CAFÉ SUMMARY

*The community of RMWB is very welcoming, and this was a pleasant surprise for many*

*Workplaces were the highest noted as places where members experienced racism and discrimination and microaggressions*

*The RMWB (Municipality) workplace was highlighted as one of the worst offenders with multiple people sharing stories of discrimination, microaggressions and racism*

*There is no safe way to report it (discrimination and racism), comment directed to any workplaces, with specific note going to RMWB Municipality ( it is unclear how many people can see whistle blower complaints)*

*People who take reports(HR, Supervisors, Management etc.) of discrimination are generally biased, not trained in unconscious bias training, unskilled or uneducated in anti-racism education and are not effective when taking a report of racism even if there is a way to report it.*

*If an event is reported, there is usually no supportive measures, little to no repercussions for the person who is being discriminatory*

*The reporter often suffers punitive measures*

*Reports of employees losing their job due to reporting discrimination*

*The impact of racism is heavy for those affected. It affects mental, emotional, physical, and financial health*

*People suffer in silence due to their fear and community/situational bias*

*Other work is supported well in community, but anti-racism is not specifically addressed*

*Nepotism in hiring at Oil & Gas, (most major employers in the region ) must have family that works there. This is damaging to newcomers, and immigrants*

*Has seen less experienced, white employees make \$2-5 more per hour*

*Told by coworkers “blacks smell bad”*

*Told need to work on their English (is trilingual)*

*Same acts of police violence happen in Alberta as US*

*Have been denied service by local businesses.*

*Many people are victimized by racism in the community, the attacks can be individual, emotional, physical, financial etc.*

*Many people do not feel safe or supported in community*

*Indigenous peoples face significant racism in the community*

*People will often continue to work in a discriminatory environment, because it easier to sit and suffer than face the unknowns that are present in the job market.*

*Experienced racism in health care. They are a health care worker. Had patients refuse their help because of their race. Was told she’s stealing their jobs*

*Reported the issue and didn’t receive support because she was the only POC (person of color) at company*

*Feels in danger when working alone.*

*Often hears comments about the colour of skin*

*Works with newcomers and experiences indirect racism*

*13 at local high school, told to go back to his country, would be sent pictures of monkeys. Went to principal and was told that he invited things on himself*

*Recently a local student committed suicide because of bullying/racism*

*In schools racism and bullying highly connected.*

*Fear is a part of everyday life, whenever they leave the house.*

*Hard to share with us because Racism is inherent within RMWB*

*Has been subject to direct attacks. Has had a person explicitly go out of their way to black list and block employment.*

*Lack of trust towards municipality*

*Hard to build their business as a woman of colour*

*Experienced discrimination of religion*

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#### QUOTES FROM SURVEYS

*"We see white being afraid of equality because they feel POC getting treated better means they are going to be treated worse. "*

*"RMWB have to start with their own staff and leaders first. Discrimination and racism has to be addressed and educational programs included in orientations and lunch and learns. People have to be educated to become leaders."*

*"Holding community dialogues, raising awareness about residents' rights and responsibilities toward racism, and communicating the consequences of discrimination on the community and its members is an effective way for municipalities to educate the public. When municipalities raise awareness about racism and discrimination, they support their residents to better know what racism and discrimination can look like and help to prevent it."*

*"Tired of being tired."*

*"Deaf People requesting CC is equivalent to hearing people requesting audio . Imagine being denied access to audio every time everywhere and everyday"*

*"It was recently reported that racial discrimination has cost the US economy \$16 trillion... Imagine how much the RMWB as well as its private companies would thrive if they would just take advantage of the talent in their midst. Even in these hard and difficult times, the right thing is still beneficial for all."*

## D &amp; I PLAN GOALS



1

<sup>1</sup> <https://www.rmwb.ca/en/mayor-council-and-administration/diversity-and-inclusion-community-plan.aspx>