



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

Conducted Electronically Via MS Teams

Wednesday, March 17, 2021

5:30 PM

Agenda

Public Participation for March 17, 2021 RACIDE Committee Meeting

The RACIDE (Committee) will be conducting the March 17, 2021 Committee 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 March 17, 2021 RACIDE Committee Meeting Agenda must pre-register by 12 noon, March 17, 2021.
 - 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 complete the online form found at www.rmwb.ca/writtendelegations or email boardsandcommittees@rmwb.ca.
 - Please note that written 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 included in the Committee Meeting Agenda Package as part of public record.

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 (RACIDE) Meeting - February 17, 2021

4. **New and Unfinished Business**

- 4.1. Diversity and Inclusion Community Plan Progress Report

- 4.2. Working Group Updates

- Anti-Racism Working Group
- Accessibility Working Group

5. **Round Table**

Adjournment

Minutes of a Meeting of the Regional Advisory Committee on Inclusion, Diversity and Equality held via Electronic Communications in Fort McMurray, Alberta, on Wednesday, February 17, 2021, commencing at 5:30 PM.

Present:

Jason Beck, Chair
 Mitchel Bowers, Vice Chair
 Tammy Jackson
 Chantelle Tatum
 Luay Eljamal
 Keith McGrath, Councillor

Administration:

Jade Brown, Chief Legislative Officer, Legislative Services
 Toni Elliott, Senior Manager, Community and Protective Services
 Caitlin Downie, Department Administrator, Neighbourhood & Community Development
 Caitlin Sheaves, Clerk, Legislative Services

1. Call to Order

Chair, Jason Beck, called the meeting to order at 5:33 p.m.

2. Adoption of Agenda

MOTION:

THAT the Agenda be adopted as presented.

RESULT:	CARRIED [UNANIMOUS]
MOVER:	Tammy Jackson
SECONDER:	Luay Eljamal
FOR:	Jackson, Bowers, Beck, Eljamal
ABSENT:	Tatum

3. Minutes of Previous Meetings

3.1. Regional Advisory Committee on Inclusion, Diversity and Equality (RACIDE) Meeting – January 27, 2021

MOTION:

THAT the minutes of the Regional Advisory Committee on Inclusion, Diversity and Equality meeting held on January 27, 2021 be accepted as presented.

RESULT:	CARRIED [UNANIMOUS]
MOVER:	Luay Eljamal
SECONDER:	Mitchel Bowers
FOR:	Jackson, Bowers, Beck, Eljamal
ABSENT:	Tatum

4. Presentation

4.1. Such Chandhiok, Planning and Development, re: Municipal Development Plan Phase II Engagement

Such Chandhiok, Planning and Development, and Nicholas Kuhl, O2 Planning and Design Inc., provided an update on the Municipal Development Plan (MDP) and sought feedback from the Committee on the draft Vision, Goals and Overreaching Big Moves.

Additionally, the Committee provided feedback on how a broader scope of diversity and inclusion can be incorporated into various aspects of the MDP.

Entrance:

Councillor K. McGrath joined the meeting at 5:56 p.m.

5. New and Unfinished Business

5.1. Working Group Updates

Strategic Plan Alignment:

Caitlin Downie, Department Administrator, advised that the current Strategic Plan will expire at the end of 2021 and a new Plan will be implemented in 2022, post-election. It was noted that under the current Plan there is priority 1F which addresses fostering inclusion and equity, and the Diversity and Inclusion Community Plan, which RACIDE has been involved with.

The Committee requested that the outstanding items from the Diversity and Inclusion Plan be shared with the Committee to help identify the work that will need to be completed in 2021. It was indicated that the information presented to Council in December will be shared with the members prior to the next meeting so that it can be reviewed in advance.

Entrance:

Committee Member Chantelle Tatum joined the meeting at 6:37 p.m.

Anti-Racism Working Group:

Caitlin Downie, Department Administrator, provided an update from the Anti-Racism Working Group and presented the progress to date based on the Committee's recommendations to Council. It was noted that successes include a written letter to the Minister of Education, completion of the Employee Census and the creation of an Interdepartmental Taskforce.

The Committee further discussed inviting member(s) from the community to join the Anti-Racism Working Group (specifically individuals who brought forward concerns of racism to the Committee). It was noted that Administration would follow up with Rehoboth Alliance on interest in coming to meetings and participating in the working group. Other Committee Members involved in these discussions were also asked to reach out to their individual contacts to garner interest.

Accessibility Working Group:

Jade Brown, Chief Legislative Officer, provided an update from the Accessibility Working Group. It was noted that the Request for Presentation and Request to Speak forms for Council and Committee meetings have been updated to include a request for specialized equipment or accommodation. It was also indicated that the IT Department is continuing to research various software to improve closed captioning, as well as the addition of assisted listening devices in the new Council Chamber.

5.2. Roundtable

No discussion occurred during this item.

Adjournment

The meeting adjourned at 7:12 p.m.

Chair

Administration Update

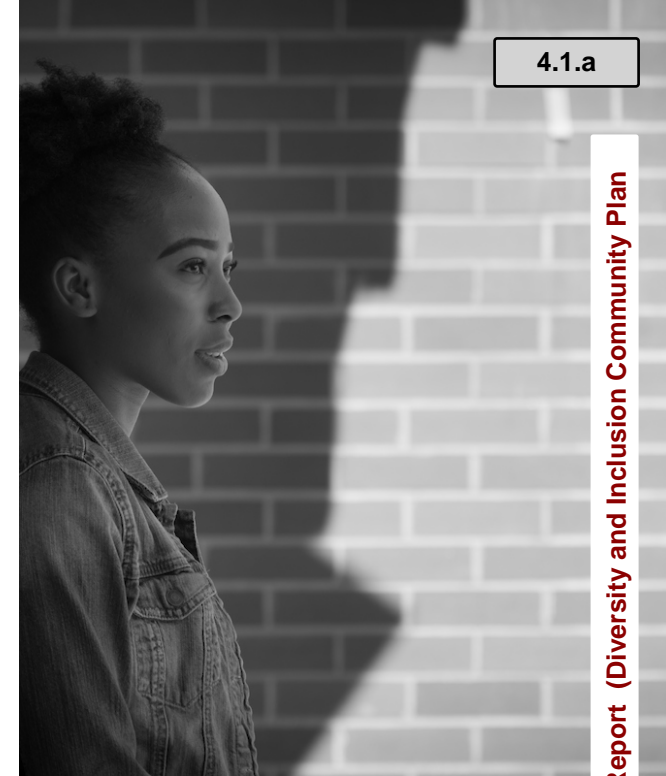
Presenter: Caitlin Downie

Department: Community and Protective Services

Meeting Date: Mar 10, 2021

Background

- UNESCO Coalition of Inclusive Municipalities
- Diversity & Inclusion Community Plan 2017-2022
- Strategic Plan 2018-2021

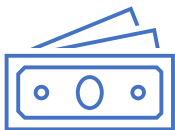


D&I Community Plan – Progress To Date



Accessibility of Spaces

- Seniors Parking
- Pride Crosswalk
- Quiet Rooms
- Bus Pass Program Expanded
- New Website



Financial Support

- CIP grant funding support for low to no cost social programs including Black History Month, MCA EXPO, Human Rights day



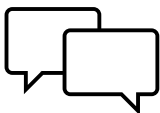
Training & Education

- Active Witnessing & Hate Hurts, Unconscious Bias, LGBTQ2S+, Cultural Awareness, Seniors & Accessibility
- Indigenous Learning Series, Blanket Exercise



Public Awareness

- I See You: Sawubona exhibit
- “I am Different Because... Campaign
- New Perspectives Film Series
- Poverty & Homelessness Awareness Week



Engagement of Diverse Voices

- Conversation Cafés
- Reconciliation Advisory Circle formed

D&I Community Plan – Next Steps

Effective Communication

- Communications on progress pertaining to equity and inclusion
- Improve accessibility of information including plain language, translation, and ASL or CC

Diverse Voices Involved and Engaged

- Review of the Public Engagement Policy
- Examine opportunities to improve plain language and inclusive marketing

Recognize and Celebrate Diversity

- Documents appropriately reflect diversity
- Continue to support events celebrating diversity

D&I Community Plan – Next Steps

Increase Awareness & Understanding

- Awareness campaign
- Ongoing training opportunities

Foster Trust & Collaboration

- Continue to collaborate closely with community partners to support equity & inclusion
 - Diversity calls
 - NIN, CRI, Pride YMM, SRC, EYC, etc.

Reduce Barriers

- Review opportunities for increased physical accessibility, affordability, and inclusion of all residents
 - Accessibility checks
 - Gender-neutral washrooms
 - Transit bus tracking

RACIDE Recommendations

Recommendation	Update	Status
Committee Bylaw Update	Legal reviewing and updating	In Progress
Black Community – Working Group	Ad hoc member invitations Continuance of working group? – RACIDE direction	Outstanding
Committee Recruitment & Selection Review	Awaiting bylaw update	Outstanding
Equity & Inclusion Office	Interdepartmental taskforce transitioned to Office	Complete
Support for Black & Indigenous led Initiatives	Capacity development, support for grant applications, etc.	In Progress
Independent Study on racism	Anticipated employee census	In Progress

RACIDE Recommendations

Recommendation	Update	Status
Antiracism Training	Discussion with MCA for community-based development	In Progress
Equity & Inclusion Policy	Working with legal to develop	In Progress
Letter to Minister of Education	Letter sent on January 11 th	Complete
Acknowledgement Statement	Development with communications	In Progress
Review & Improve Supports for Employees experiencing racism	No update	Outstanding
GBA+ Policy & Procedural Review	No update	Outstanding



Questions