



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

Conducted Electronically Via MS Teams

Wednesday, February 16, 2022  
5:30 PM

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### Agenda

#### Public Participation for February 16, 2022 RACIDE Committee Meeting

The RACIDE (Committee) will be conducting the February 16, 2022 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 February 16, 2022 RACIDE Committee Meeting Agenda must pre-register by 12 noon, February 16, 2022.
  - 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 complete the online form found at [www.rmwb.ca/writtendelegations](http://www.rmwb.ca/writtendelegations) or email [boardsandcommittees@rmwb.ca](mailto: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.

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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, 7<sup>th</sup> 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 Equity (RACIDE) Meeting - January 19, 2022
4. **New and Unfinished Business**
  - 4.1. Municipal Development Plan Engagement
  - 4.2. Pink Shirt Day 2022
  - 4.3. Administrative Update
5. **Roundtable**  
**Adjournment**

**Minutes of a Meeting of the Regional Advisory Committee on Inclusion, Diversity and Equity held via electronic communications in Fort McMurray, Alberta, on Wednesday, January 19, 2022, commencing at 5:30 PM.**

**Present:**

Jason Beck  
Luay Eljamal  
Mitchel Bowers  
Shaaf Babar  
Brandon Cardinal  
Kg Banjoko  
Nicole Spring

**Absent:**

Chantelle Tatum  
Hanna Fridhed  
Funky Banjoko, Councillor

**Administration:**

Deanne Bergey, Director, Community and Protective Services  
Jade Brown, Chief Legislative Officer, Legislative Services  
Isela Contreras-Dogbe, Supervisor, Community and Protective Services  
Krystell O'Hara, Department Administrator, Community and Protective Services  
Caitlin Sheaves, Clerk, Legislative Services

**1. Call to Order**

Legislative Services Clerk, Caitlin Sheaves, called the meeting to order at 5:35 p.m.

**2. Adoption of Agenda**

**MOTION:**

THAT the Agenda be adopted as presented.

**RESULT:** CARRIED [UNANIMOUS]  
**MOVER:** Jason Beck  
**SECONDER:** Mitchel Bowers  
**FOR:** Babar, K. Banjoko, Beck, Bowers, Eljamal, Cardinal, Spring  
**ABSENT:** Tatum, F. Banjoko, Fridhed

### 3. Minutes of Previous Meetings

#### 3.1. Regional Advisory Committee on Inclusion, Diversity and Equity (RACIDE) Meeting - November 17, 2021

THAT the minutes of the Regional Advisory Committee on Inclusion Diversity and Equity held on November 17,2021 be accepted as presented.

**RESULT:** ACCEPTED [UNANIMOUS]  
**MOVER:** Jason Beck  
**SECONDER:** Luay Eljamal  
**FOR:** Babar, K. Banjoko, Beck, Bowers, Eljamal, Cardinal, Spring  
**ABSENT:** Tatum, F. Banjoko, Fridhed

### 4. New and Unfinished Business

#### 4.1. Appointment of Committee Chair and Vice-Chair

Jason Beck self-nominated for the position of Chair, as no further nominations were made, Committee Member Jason Beck was acclaimed Chair for 2022.

#### **MOTION:**

THAT Jason Beck be appointed to the position of Chair.

**RESULT:** CARRIED [UNANIMOUS]  
**MOVER:** Mitchel Bowers  
**SECONDER:** Luay Eljamal  
**FOR:** Babar, K. Banjoko, Beck, Bowers, Eljamal, Cardinal, Spring  
**ABSENT:** Tatum, F. Banjoko, Fridhed



Committee Members Mitchel Bowers and Kg Banjoko self-nominated for the position of Vice-Chair. A unanimous vote determined that Mitchel Bowers would be appointed Vice-Chair of the Committee.

**MOTION:**

THAT Mitchel Bowers be appointed to the position of Vice-Chair.

<b>RESULT:</b>	<b>CARRIED [UNANIMOUS]</b>
<b>MOVER:</b>	Kg Banjoko
<b>SECONDER:</b>	Nicole Spring
<b>FOR:</b>	Babar, K. Banjoko, Beck, Bowers, Eljamal, Cardinal, Spring
<b>ABSENT:</b>	Tatum, F. Banjoko, Fridhed

**4.2. Review of 2022 Committee Meeting Schedule**

**MOTION:**

THAT the regular meetings of the Regional Advisory Committee on Inclusion Diversity and Equity be held at 5:30 p.m. on the third Wednesday of each month, with the exception of any statutory holidays and scheduled recess periods.

<b>RESULT:</b>	<b>CARRIED [UNANIMOUS]</b>
<b>MOVER:</b>	Mitchel Bowers
<b>SECONDER:</b>	Brandon Cardinal
<b>FOR:</b>	Babar, K. Banjoko, Beck, Bowers, Eljamal, Cardinal, Spring
<b>ABSENT:</b>	Tatum, F. Banjoko, Fridhed

**4.3. Accessibility Audit**

Isela Contreras-Dogbe, Supervisor, Community and Protective Services, provided an overview of the Accessibility Audit including an update on progress and next steps. It was also noted that this initiative is being worked on collaboratively across various groups and Committees including RACIDE, the Advisory Committee on Aging and the Regional Inclusion Committee.

Action Item:

Administration will provide the Committee the Rick Hansen Foundation Accessibility Certification Standards for review.

#### **4.4. Accessibility Audit Working Group - Member Selection**

Isela Contreras-Dogbe, Supervisor, Community and Protective Services, advised that the Accessibility Audit Working Group is seeking a member of Regional Advisory Committee on Inclusion, Diversity and Equity (RACIDE) to sit on the working group.

Committee Member Nicole Spring expressed interest in participating, and with consensus of the Committee, it was agreed that Nicole Spring would represent RACIDE on the Accessibility Audit Working Group.

#### **4.5. RACIDE Participation on the Regional Inclusive Committee**

Isela Contreras-Dogbe, Supervisor, Community and Protective Services advised that the Regional Inclusion Committee (RIC) has recently seen a decrease in membership and has extended an invitation for members of RACIDE to attend their Committee Meetings.

##### Action Item:

Administration will share RIC meeting invitation with the Committee.

#### **4.6. Administrative Updates**

Krystell O'Hara, Department Administrator, Community and Protective Services, provided an overview of the Diversity and Inclusion Plan and the RACIDE recommendations, it was noted that work continues on various initiatives, and it is anticipated that the action plan to implement the equity and inclusion commitments for 2022 established by the E&I Office, and the /GBA+ Lens Guidelines for Policy and Procedural review will come forward for review in February 2022.

#### **4.7. Round Table**

Committee Member Luay Eljamal advised that the Arts Council and Symmetry Theatre are working on a collaborative project and is seeking indigenous individuals within the Wood Buffalo and Treaty 8 boundaries to portray stories of their connection to the land on film. It was further noted that anyone interested can reach out to the Arts Council or Symmetry Theatre.

#### **5. In-Camera Session**

##### **MOTION:**

THAT the Regional Advisory Committee on Inclusion, Diversity and Equity close item 5.1 to the public pursuant to sections (24)(1)(a) and (b) of the *Freedom on Information and Protection of Privacy Act*.

**RESULT:** CARRIED [UNANIMOUS]  
**MOVER:** Luay Eljamal  
**SECONDER:** Mitchel Bowers  
**FOR:** Babar, K. Banjoko, Beck, Bowers, Eljamal, Cardinal, Spring  
**ABSENT:** Tatum, F. Banjoko, Fridhed

**5.1. Shoaib Syed, Strategist, Communications and Engagement re: Wood Buffalo For All - Awareness Campaign**

Name	Reason for Attending
Shoaib Syed	Presenter
Deanne Bergey	Director, Community and Protective Services
Jade Brown	Chief Legislative Officer
Isela Contreras-Dogbe	Supervisor, Community and Protective Services
Krystell O'Hara	Department Administrator, Community and Protective Services
Caitlin Sheaves	Clerk, Legislative Services

**MOTION:**

THAT the meeting reconvene in public.

**RESULT:** CARRIED [UNANIMOUS]  
**MOVER:** Mitchel Bowers  
**SECONDER:** Kg Banjoko  
**FOR:** Babar, K. Banjoko, Beck, Bowers, Eljamal, Cardinal, Spring  
**ABSENT:** Tatum, F. Banjoko, Fridhed

**Adjournment**

The meeting adjourned at 7:00 p.m.

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Chair

Minutes Acceptance: Minutes of Jan 19, 2022 5:30 PM (Minutes of Previous Meetings)





# shape our region

## **Municipal Development Plan Phase 3 Engagement**

Regional Advisory Committee  
on Inclusion, Diversity and Equity  
February 16, 2022



# Meeting Agenda

- › Project Review
- › What We Heard
- › The Plan
- › Implementation
- › Next Steps





# Project Review



# Purpose

The Municipality is preparing a new **Municipal Development Plan (MDP)** to reflect changes in the social, cultural, and economic conditions of the region.

The draft MDP has been created with input from residents throughout Wood Buffalo to ensure it reflects local values, opportunities, and challenges, and sets a clear vision for the Municipality's future.





# What is the MDP?

The MDP sets out the **vision** and **blueprint** for future growth and development in the Municipality.

## The MDP will:

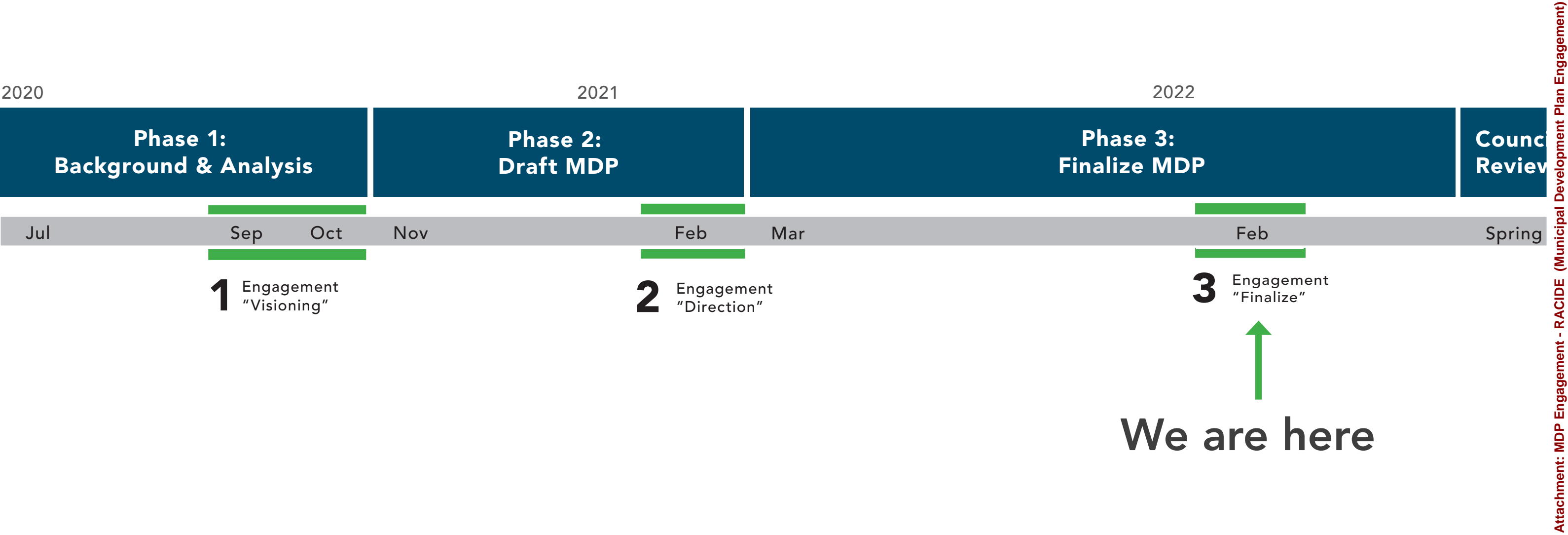
- » Define future land uses in the Municipality
- » Provide strategies for managing growth
- » Guide short- and long-term decision-making
- » Shape the development and future of our communities





# Where are we?

## Phase 3 Engagement



# Who have we heard from?

## Phase 1 & 2 Engagement Stats

### General Public



### Indigenous Partners & Stakeholders



4

Virtual Open  
Houses



77

Workshops, In-Person,  
& Virtual Meetings



2

Online  
Surveys



Interactive  
Mapping



Idea Sharing  
Platforms



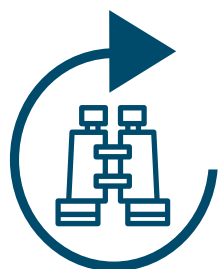
Online  
Discussion  
Forums

# What have we heard?

## Engagement Thus Far



Including Reconciliation with Indigenous Partners as a 6th MDP Goal



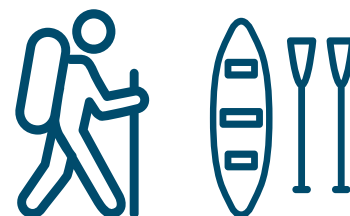
Revisiting the Vision to better reflect its intention



Committing to improved communication and collaboration with rural and Indigenous Partners



Ensuring the goals are not repetitious, and have clear direction



Emphasizing the Blue & Green Networks in the MDP as a priority



Aligning with existing economic development initiatives, including the Place Brand Strategy

# The Plan

# MDP Components



Describes the desired future of the Municipality.

Provide tangible outcomes for the plan to achieve.

Detail how to achieve the goals and translate them from ideas into actions.

Statutory statements that set the blueprint for future development.

How to measure successful implementation of the plan.

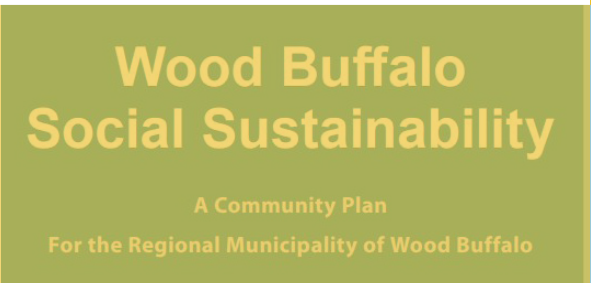




Develop and Implement  
Region-wide Design Guidelines



Review and revise the Land Use  
Bylaw to encourage and facilitate  
mixed-use development



Commit sustained funding for  
implementation of the Social  
Sustainability Plan



Develop and implement an Active  
Transportation Master Plan



Develop an Equity, Diversity, and  
Inclusion policy for the Municipality

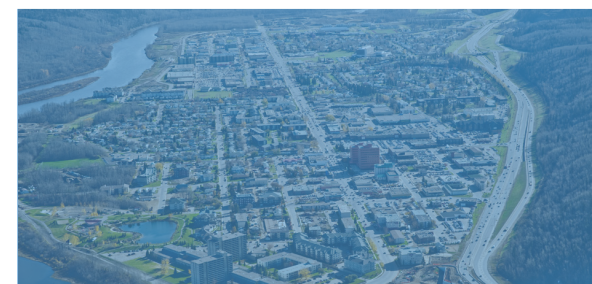
Attachment: MDP Engagement - RACIDE (Municipal Development Plan Engagement)



# ECONOMIC GROWTH & INNOVATION



Prepare and implement an  
Ease of Doing Business Plan

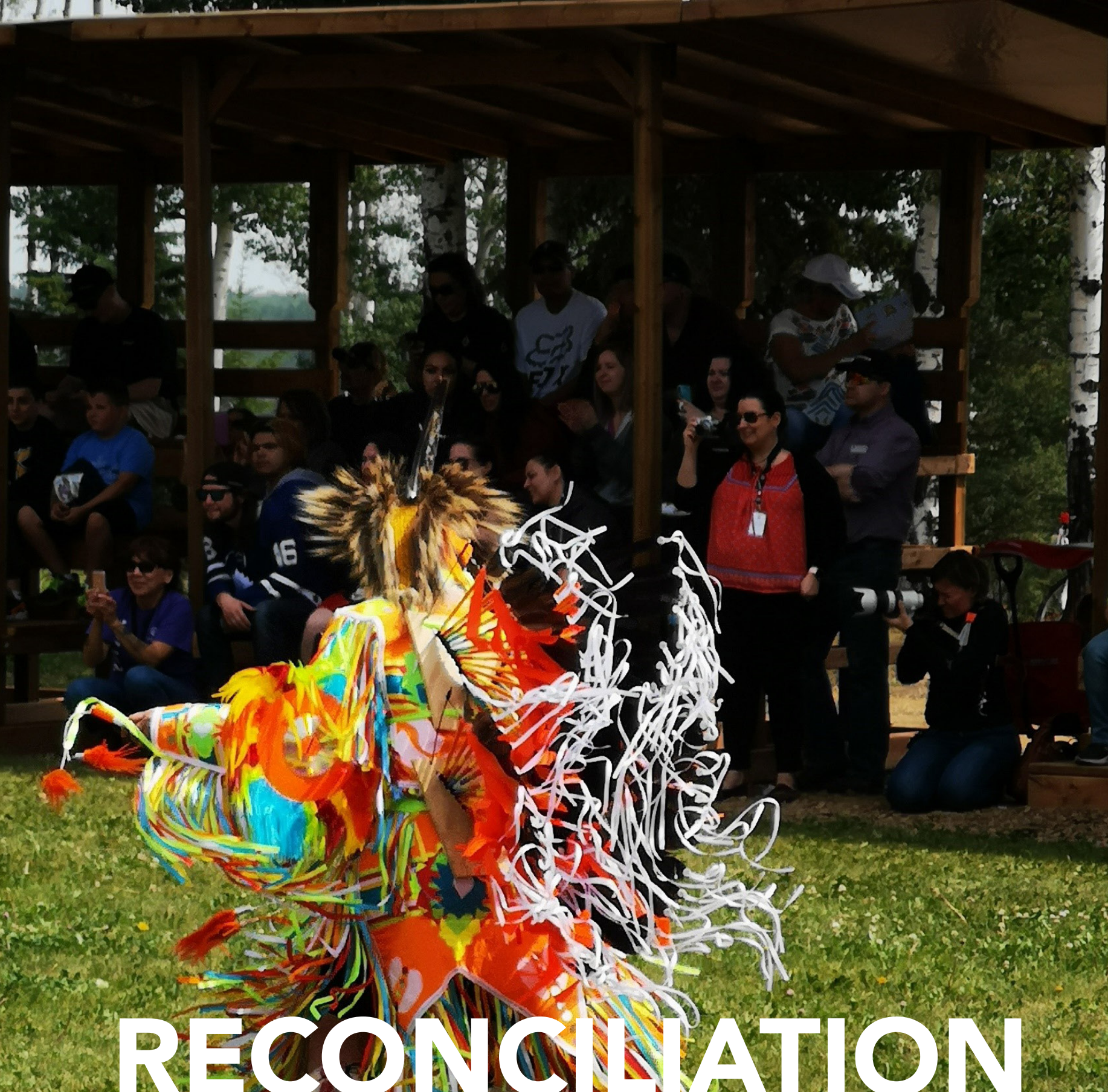


Expedite Development Approvals  
for Downtown Plan-aligned New  
or Expanding Businesses



Investigate creating  
a business incubator





Continue the Reconciliation  
Advisory Circle



Undertake an assessment of  
implementing United Nations  
Declaration on the Rights of  
Indigenous People as the  
framework for the Municipality's  
response to Truth & Reconciliation



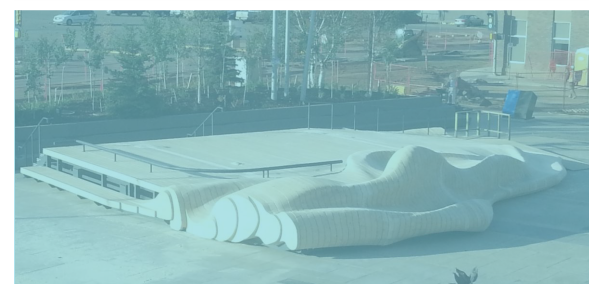
Coordinate a Traditional Land Use/  
Place Name Study



# CELEBRATING COMMUNITY & CULTURE



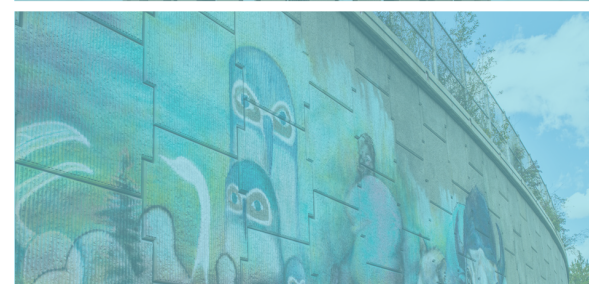
Investigate designating Heritage Character Areas



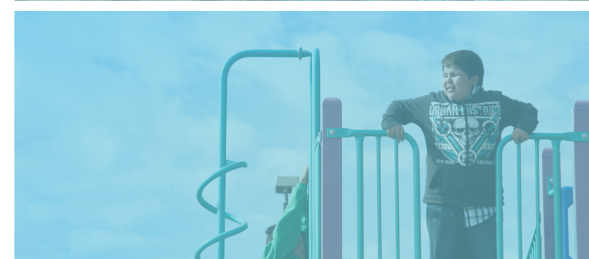
Prioritize Jubilee Plaza as a place to celebrate Wood Buffalo's multiculturalism and diversity



Investigate the creation of a Temporary Art Program throughout Wood Buffalo



Develop a community activation microgrant program



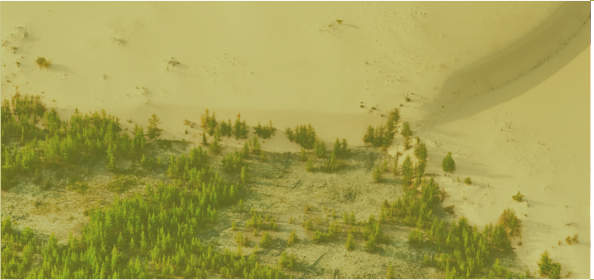
Increase youth representation in government



# CONNECTING TO NATURE



Prepare the Green & Blue Network Plans



Identify and Protect Valued Ecosystems



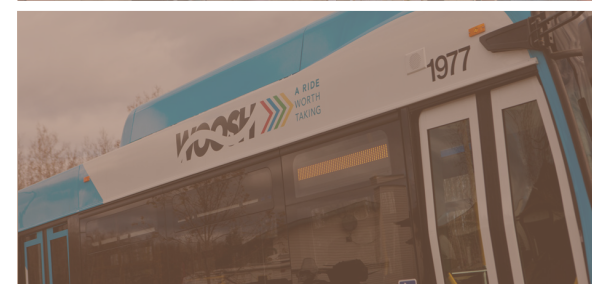
Prepare and implement a Wilderness Development Plan



# RESPONSIBLE DEVELOPMENT



Emphasize Downtown  
Revitalization as  
a Municipal priority



Commit to optimizing  
Regional Transit



Institute Disaster Risk  
Management in Municipal  
decision-making



# Implementation

# Making it Happen

## KEY INITIATIVES

- › Provided for each goal in the plan
- › Translate the intent of the plan from ideas to implementable actions and tangible projects

## PERFORMANCE METRICS

- › Provide a way to measure the successful implementation of the MDP

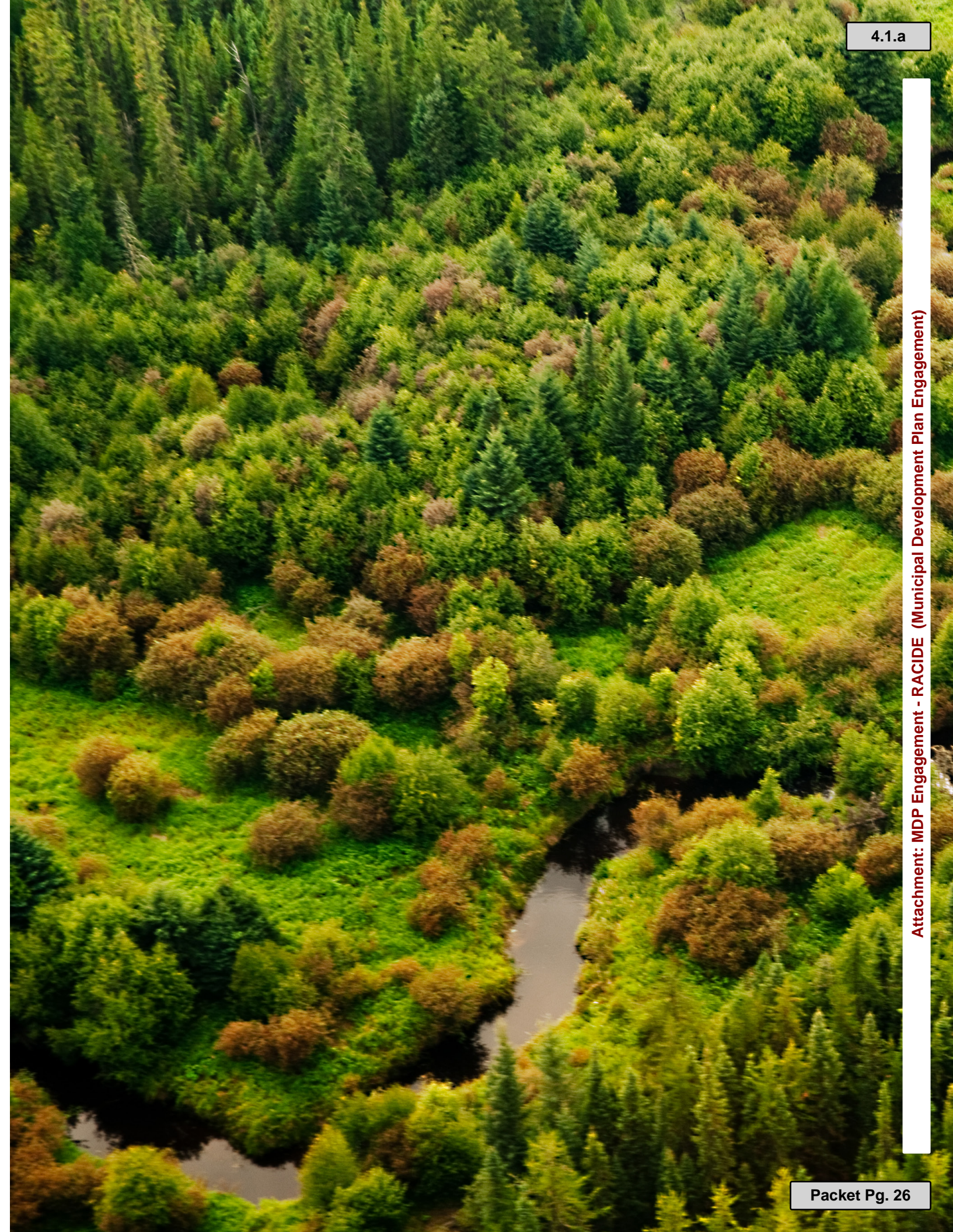


# Prioritization

As part of this phase of engagement final prioritization of Key Initiatives is being discussed with Council.

## The MDP will:

- » Identify priority key initiatives.
- » Create a high-level timeline for when and how each key initiative should be implemented.
- » Identify roles and responsibilities for ensuring the Municipality successfully implements each key initiative.





# Performance Metrics

To ensure the MDP is achieving its goals a suite of performance metrics have been developed.

## The performance metrics will:

- » Identify targets and triggers for when Municipal review or action is required.
- » Aid the Municipality in reporting to Council on MDP effectiveness.
- » Create consistency in reporting on MDP effectiveness over time.





## FIGURE 3: PERFORMANCE INDICATORS

Performance indicator targets and metrics will be finalized following final review of the draft MDP with residents, Council, and administration.

### ECONOMIC GROWTH

- Population / jobs ratio
- Building vacancy rate by use
- Number of distinct businesses
- Number of businesses by sector
- Changes in job classification
- Oil and gas industry growth
- Commercial development permits issued
- Number of post-secondary students
- New jobs
- Number of out-of-region shopping trips residents take per year

### CELEBRATING CULTURE

- New area of arts and cultural space (institutions, performance studios, etc.)
- Number of cultural events held annually
- Number of festivals held annually
- New programs supporting arts and culture
- Multicultural groups operating in the Municipality
- Residential Diversity Index
- Number of residents attending festivals and events
- Percent of regional publications offered in additional languages

### CONNECTING TO NATURE

- Total kms of multi-use pathway
- Total kms of Blue & Green Network developed
- Number of tourists using the Blue & Green Network
- Number of accessible lakes
- Number of residents using parks and trails
- Hectares of protected natural areas
- Number of development permits issued for cabins

### RESPONSIBLE GROWTH

- People per hectare (Urban Service Area)
- Population of Neighbourhood Cores, Community Cores, and the Downtown
- Land Use Diversity in Neighbourhood Cores, Community Cores, and the Downtown
- Housing inventory by typology and affordability
- Available developable land
- Vacant lots
- Amount of reclaimed industrial lands
- New build starts
- Overall transit ridership
- Overall transit ridership per operating hours
- New businesses in the Downtown
- Number of projects with confirmed risk reduction strategies

### HOME & BELONGING

- Number of crimes per 1,000 residents by type of crime
- Resident's rating of overall feeling of belonging
- Amount of newcomer services offered
- Demographics of settled residents
- In-migration data
- Percent of equity-seeking individuals who identify feeling welcome in Wood Buffalo

### RECONCILIATION

- Number of Calls to Action actively being implemented
- Number of annual meetings with Municipal administration
- Percent of Regional road signs in Indigenous languages
- Number of residents that speak an Indigenous language
- Actions taken towards developing an urban reserve

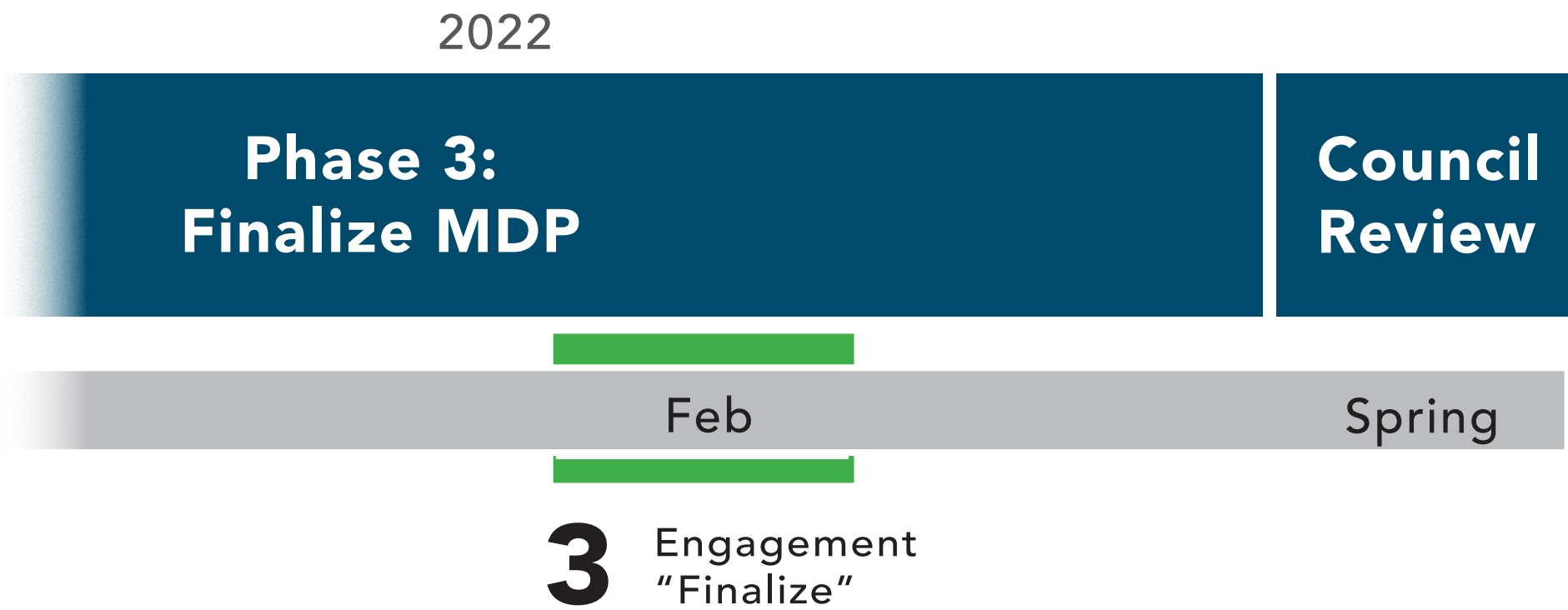


# Next Steps

# Next Steps

## Project Team

- ›Finalize the MDP
- ›Bring finalized MDP to Council in Spring 2022



# Next Steps

## Public

- › This is the final phase of engagement. Visit **rmwb.ca/mdp** to learn more. You can get involved in the following ways:
  - › Online Survey
  - › Phone Survey via PULSE (780.743.7000)
  - › Urban Virtual Open House - Tuesday, February 15 at 6pm
  - › Rural Virtual Open House - Wednesday, February 23 at 6pm
- › This phase of engagement ends on March 13, 2022
- › Public hearing process in Spring 2022

# Questions?



# Administration Update

Presenter: Krystell O'Hara

Department: Community and Protective Services

Meeting Date: February, 16 2021

# D&I Plan

Action	Update	Status
Accessibility Audit	Budgeted for 2022. Background research and scope of work proposed	In Progress
Awareness Campaign	Expected to be launched in Q1 of 2022, Communication Plan developed; presented to SLT	In Progress
Gender- Neutral Washrooms	Updating all single-stall washrooms to gender-neutral signage. Educational resource created	In Progress (Jubilee Complete)
Workplace Inclusion Charter	Re-starting the implementation phase of the WIC	In Progress

# RACIDE Recommendations

Recommendation	Update	Status
Committee Bylaw Update	Review and update done	Complete
Black Community – Working Group	Formed and met as needed, members now invited to RACIDE meetings	Complete
Committee Recruitment & Selection Review	Review and updated processes, to launch in Fall	Complete
Equity & Inclusion Office	Interdepartmental taskforce transitioned to Office; FTE position created	Complete
Support for Black & Indigenous led Initiatives	Capacity development, support for grant applications, etc.	Ongoing
Independent Study on racism	Employee Census complete and launch report in Fall	Complete

Attachment: Administrative Update (Administrative Update)

# RACIDE Recommendations

Recommendation	Update	Status
Antiracism Training	Budget for project approved. Discussion with MCA for community-based development	In Progress
Equity & Inclusion Policy	Working with legal to explore	In Progress
Letter to Minister of Education	Letter sent on January 11 <sup>th</sup>	Complete
Acknowledgement Statement	Include in all staff email and public news release in Fall	Complete
Review & Improve Supports for Employees experiencing racism	Action Plan in development for 2022 E&I Commitments	In Progress
GBA+ Policy & Procedural Review	Equity lens guidelines to review documentation developed.	In Progress





# *Questions*

Attachment: Administrative Update (Administrative Update)