



REGIONAL MUNICIPALITY  
OF WOOD BUFFALO

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

Room 206, 2nd Floor, Jubilee Centre  
9909 Franklin Avenue, Fort McMurray, AB T9H 2K4

Wednesday, September 21, 2022  
5:30 PM

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### **Agenda**

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 - June 15, 2022
4. **New and Unfinished Business**
  - 4.1. 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, June 15, 2022, commencing at 5:30 PM.**

**Present:**

Mitchel Bowers, Vice-Chair  
Shaaf Babar  
Kg Banjoko  
Brandon Cardinal  
Nicole Spring

**Absent:**

Jason Beck, Chair  
Luay Eljamal  
Hanna Fridhed  
Chantelle Tatum  
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**

Vice-Chair Mitchel Bowers called the meeting to order at 5:59 p.m.

**2. Adoption of Agenda**

**MOTION:**

THAT the Agenda be adopted as presented.

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

### **3. Minutes of Previous Meetings**

#### **3.1. Regional Advisory Committee on Inclusion, Diversity and Equity (RACIDE) Meeting - May 18, 2022**

THAT the Minutes of the Regional Advisory Committee on Inclusion, Diversity and Equity held on May 18, 2022, be accepted as presented.

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

### **4. New and Unfinished Business**

#### **4.1. Wood Buffalo Age-Friendly Workplan 2021-2024**

Martin Byaruhanga, Acting Supervisor, and Angie Goredema, Social Planner, Community and Protective Services, provided an overview of the Wood Buffalo Age-Friendly Workplan (workplan), noting that the workplan is a living document that is being led collaboratively by the Advisory Committee on Aging, Strategic and Community Partners, and the Culture and Social Development Department. A further review of the overall vision and implementation path of the workplan was provided.

#### **4.2. 2022 Summer Recess**

Krystell O'Hara, Department Administrator, Community and Protective Services, noted that the Committee passed a resolution at their January 2022 meeting to follow Council's summer recess schedule. It was further noted that the recess period begins on July 13, 2022, and ends on September 12, 2022, therefore RACIDE would resume meeting on September 21, 2022, unless otherwise required.

The Committee agreed with consensus to follow the 2022 summer recess period as previously voted on.

#### **4.3. Administrative Update**

Krystell O'Hara, Department Administrator, Community and Protective Services, advised that the Community and Protective Services department continues to work with the Multicultural Association on Anti-Racism training that will meet the objectives and needs identified by the organization. It was further noted that the scope of work for the Workplace Inclusion Charter is being finalized, and next steps include recruiting coaches who will implement the framework.

#### **5. Roundtable**

Vice-Chair Mitchel Bowers reminded Committee Members that Pride week kicks off on Friday, June 17, 2022 and that a list of events can be found on the Pride YMM website.

#### **Adjournment**

The meeting adjourned at 6:37 p.m.

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Chair

# Administration Update

Presenter: Krystell O'Hara

Department: Community and Protective Services

Meeting Date: September 21<sup>st</sup>, 2022.



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# RACIDE Recommendations

Recommendation	Update	Status
Antiracism Training	PO issued to MCA to initiate project.	In Progress
Equity & Inclusion Policy	Working with legal to explore	In Progress
Support for Black & Indigenous led Initiatives	Capacity development, support for grant applications, etc.	Ongoing
Review & Improve Supports for Employees experiencing racism	Inclusive Leadership Training scheduled for Oct 17	In Progress
GBA+ Policy & Procedural Review	Conducted an equity lens review of the Municipal Development Plan.	In Progress

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Attachment: 4.1 Administration Update (Administrative Update)

# D&I Plan

Action	Update	Status
Accessibility Audit	Scope of work completed; several public engagements being conducted.	In Progress
Awareness Campaign	Focus Groups with Equity-deserving groups began.	In Progress
Gender- Neutral Washrooms	Updating all single-stall washrooms to gender-neutral signage. Educational resource created	In Progress (Jubilee Complete)
Workplace Inclusion Charter	Inclusion Coaches Recruitment scheduled for October. Partners meeting to be scheduled in October.	In Progress

Attachment: 4.1 Administration Update (Administrative Update)



# 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
Independent Study on racism	Employee Census complete and launch report in Fall	Complete

Attachment: 4.1 Administration Update (Administrative Update)

# RACIDE Recommendations

Recommendation	Update	Status
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



# Questions

Attachment: 4.1 Administration Update (Administrative Update)