

**Minutes of a Meeting of the Regional Advisory Committee on Inclusion, Diversity and Equality held via Electronic Communications on Wednesday, June 24, 2020, commencing at 5:30 PM.**

**Present:**

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

**Absent:**

Keith McGrath, Councillor

**Administration:**

Deanne Bergey, Director, Community Services  
Toni Elliott, Senior Manager, Community Services  
Caitlin Downie, Supervisor, Neighbourhood & Community Development  
Sonia Soutter, Manager, Senior Legislative Officer  
Donna Hrehirchuk, Legislative Coordinator

**1. Call to Order**

Chair Jason Beck called the meeting to order at 5:30 p.m.

**2. Adoption of Agenda**

**MOTION:**

THAT the Agenda be amended by adding the following:

Item #4.4 - Council's Anti-Racism and Inclusivity Motion of June 23, 2020;

THAT the Committee waive any requirement to serve notice relative to the proposed additions; and

THAT the Agenda be adopted as amended.

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

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

#### **3.1. Regional Advisory Committee on Inclusion, Diversity and Equality (RACIDE) Meeting - February 26, 2020**

##### **MOTION:**

THAT the Minutes of the Regional Advisory Committee on Inclusion, Diversity and Equality meeting held on February 26, 2020 be approved as presented.

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

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

#### **4.1. Awareness Campaigns**

Administration provided an update that the "This is not okay" campaign has been delayed, in part due to COVID-19. It was noted that with several new members on the Regional Municipality of Wood Buffalo's Senior Leadership Team, this would be an opportune time to review and update the campaign, present it to Senior Leadership and then to Council.

##### Action Item

Administration committed to updating the "This is not okay" campaign.

#### **4.2. Role of Coalitions Creating Equity Members**

Funding for Coalitions Creating Equity has ended, and the Committee would like to have the former members of the CCE continue to participate in committee meetings. Following the summer recess a formal request to increase the membership from five members to seven members to allow for more diverse voices at the table will be submitted. In the interim, the Committee will continue to invite the Coalitions Creating Equity Members to participate in meetings.

The Committee discussed using the Dimensions of Diversity in the Wood Buffalo Diversity Plan as a guide for future recommendations during the Annual Boards and Committees Recruitment Campaign. Sonia Soutter, Legislative Services, confirmed

that a skills matrix was previously developed for the Committee which incorporated the Dimensions of Diversity Plan.

Action Item

Sonia Soutter to provide copies of the skills matrix to Administration and to work with the Committee to identify any gaps in the constitution of the current Committee.

**MOTION:**

THAT the Regional Advisory Committee on Inclusion, Diversity and Equality work with Administration to bring forward an amendment to the Committees Bylaw 17/024 to increase the number of members to seven; and

THAT the request be brought forward to Council in September 2020.

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

**4.3. Strategic Plan Planning Session**

This item is deferred to a future meeting.

**4.4. Council's Anti-Racism and Inclusivity Motion of June 23, 2020**

At the June 23, 2020 Council Meeting, a resolution was passed regarding Anti-Racism and Inclusivity, which reads:

*THAT Administration be directed to:*

1. *Work with the Regional Advisory Committee on Inclusion, Diversity and Equality to bring forward recommendations and advice to Council on anti-racism and the Black Lives Matter movement by the end of September 2020;*
2. *Bring forward a report to Council on the progress of the various actions included in the 2017-2022 Diversity and Inclusion Community Plan and Workbook by the end of September including an action plan on how to complete any outstanding matters;*
3. *Build an administrative framework to support the following initiatives on anti-racism and equality within the RMWB and report back to Council on their progress of the following initiatives no later than the end of December 2020:*
  - a. *encourage staff to expand their knowledge on anti-racism and inclusivity from a policy and procedure development perspective by attending*

*training on GBA+ (gender-based analysis+) and applying the training when reviewing and drafting policies, directives and procedures;*

- b. conduct an employee census with a breakdown of demographic information of staff to better understand our current state of diversity and inclusion;*
- c. create anti-racism training for all Council members and staff to be completed by the end of 2020, such training to be required as training for all new employees within the organization within six months of their official start date; and*
- d. conduct an anonymous corporate climate survey amongst staff related to anti-racism and inclusivity.*

Following a review of the motion, the Committee decided to establish a working group consisting of one member of RACIDE and one member of Coalitions Creating Equity. The group will initiate virtual Conversation Cafe's over the summer, to engage citizens.

It was noted that several prominent Alberta Employers have Inclusivity and Diversity Departments. The Committee would like to work with Administration to explore this further at a later date. The Committee also recommended that Administration consider the benefit of Employee Engagement groups as well.

The Committee decided to forego their regular summer recess, in order to fully engage in the recommendations and advice for Council.

#### Action Items

Administration committed to working with Committee members to strike a working group to spearhead Conversation Cafe's.

Administration committed to benchmarking Inclusivity and Diversity departments and Employee Engagement groups.

## **5. Initiative Updates**

### **5.1. Roundtable**

Krystell O'Hara, gave an update on The Coordinated Community Response to Hate Incidents. She reported that although there is still work to be done, Administration has assisted with community consultation regarding language and images to be used.

Chair Jason Beck enquired about the Travelling Storytelling Art Exhibit "I See You: Sawubona" and noted that this would be an opportune time to release the videos from this exhibit. Administration indicated that the Exhibit is currently in Medicine Hat, Alberta and has been requested by Red Deer, Alberta next. Administration will work with the Communications Department to explore having the videos uploaded to social media.

Action Item

Administration committed to working with Communications Department to re-upload the "I See You: Sawubona" Art Exhibit videos to social media.

Mitchel Bower updated that Pride YMM is wrapping up their Pride Month Events, with the "Show Your Pride" contest concluding at the end of the month. Friday, June 25, 2020 is the Alberta-wide Queer Prom.

**6. Date of Next Meeting**

Through consensus of the Committee, the Regional Advisory Committee on Inclusion, Diversity and Equality established that their next meeting would take place on Tuesday, July 21, 2020 at 5:30 p.m.

**Adjournment**

The meeting adjourned at 6:50 p.m.

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Chair