

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, October 28, 2020, commencing at 5:30 PM.

Present:

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

Administration:

Deanne Bergey, Director, Community Services
Sonia Soutter, Manager, Senior Legislative Officer
Toni Elliott, Senior Manager, Community Services
Caitlin Downie, Supervisor, Neighbourhood & Community Development
Tinna Ezekiel, Department Administrator
Darlene Soucy, Clerk, Legislative Services

1. Call to Order

Chair Jason Beck called the meeting to order at 5:35 p.m.

2. Adoption of Agenda

2.1. MOTION:

THAT the Agenda be adopted as presented.

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

3. Minutes of Previous Meetings

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

MOTION:

THAT the minutes of the Regional Advisory Committee on Inclusion, Diversity and Equality meeting held on September 23, 2020 be accepted as presented.

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

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

Regina Oppon, Markus Burris, Frances Awachie, Viola Zimunya and Ijeoma Uche-Ezeala, Rehoboth Alliance and Afro-Canadian Community of Wood Buffalo, provided an overview of their Anti-Black Racism report, which outlines the results of online conversation cafes that were held to discuss discrimination affecting the Black Community in the region.

Based on the points that were raised during the conversation cafes, the report contains five recommendations: 1. That independent research be conducted to assess and understand all the ramifications of anti-black racism; 3. 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; 4. Request that the Municipality of begin a conversation with the provincial government to work on African-Caribbean Canadian history being included in the school curriculum; and 5. Implement a program for and run by Blacks that is meant to help with racism in the region.

4.2. Therese Greenwood, Multicultural Association of Wood Buffalo, re: Discrimination Barriers Survey Report and Recommendations

Therese Greenwood, Executive Director, Multiculturalism Association of Wood Buffalo, provided an overview of the Discrimination Barriers Survey, which was conducted in 2020 to understand discriminatory barriers in the Wood Buffalo region and to help establish tools to fight discrimination and make the region a more welcoming place.

Based on the survey outcomes, the report contains four recommendations: 1. Expand on activities that bring local Indigenous and newcomer communities together to discuss common issues regarding diverse representation and preserving traditional knowledge; 2. Explore ways to develop and deliver accessible training programs on discrimination; 3. Seek and develop opportunities to incorporate education on human rights, discrimination and cultural awareness into multi-generation and divers events in the region; and 4. Broaden the scope of this research to get a stronger baseline on perceptions about racial injustice and discrimination.

5. New and Unfinished Business

5.1. Administrative Updates

Meeting Accessibility Plan

Sonia Soutter, Manager, Senior Legislative Officer, Legislative Services, provided an update on the Council meeting accessibility plan, and noted that Administration is continuing to explore resources and costs associated with the provision of American Sign Language interpretation for Council meetings.

Administration will send updates to the Committee as they become available.

With consensus of the Committee, the Benchmarking for Diversity Portfolio and Mandate and Membership Review Updates were combined.

Benchmarking for Diversity Portfolio and Mandate and Membership Review

Caitlin Downie, Supervisor, Neighbourhood and Community Development, provided an update on the benchmarking diversity and inclusivity research, noting that there were a range of approaches used for department structure, employee support, training, committees, accessibility plans and hiring initiatives in the municipalities that were researched.

Benchmarking was done on the size and membership of diversity and inclusivity committees in Alberta and other areas of Canada, and it was noted that the composition was dependent on the size of the municipality and whether they were established as formal committees or informal engagement groups. It was indicated that recommendations regarding the Committee's structure would be included in the report to Council in December in response to the June 23, 2020 Council motion.

I See You: Sawubona Art Exhibit Social Media Plan

Tinna Ezekiel, Department Administrator, provided an update on the consents received to date for releasing the I See You: Sawubona video stories on the Municipal website, noting that of the responses received to date, four have agreed to the release, two have agreed verbally but have yet to sign the release forms and one has refused.

With consensus of the Committee, it was agreed that early 2021 would be the target to have a social media plan in place for the release of the video stories and to have them available on the Municipal website.

5.2. Anti-Racism Working Group Update

Mitchel Bowers, Committee Member, spoke to the Anti-Racism and Discrimination Study, which outlines the results from the Conversation Cafes and the on-line survey, and it was noted that the key themes were: 1. Racism is a problem in the Regional Municipality of Wood Buffalo; 2. A lack of understanding of the depth or scope of the

problem; 3. A real, significant impact to the Region due to racism; and 4. No platform for people to share concerns or receive support.

Tinna Ezekiel, Department Administrator, provided an overview of the six recommendations within the study, which fit within the current Municipal Diversity and Inclusion Plan (2017-2022): 1. Effective communication of information to and within the region; 2. Diverse voices are identified, involved and engaged; 3. Promote a sense of community by recognizing and celebrating diversity; 4. Increase understanding through education; 5. Foster trust and collaboration between groups and individuals; and 6. Reduce barriers to resources and services. It was indicated that data analysis of the survey results is ongoing and that the results of the study would be used to help formulate the final recommendations to Council in December.

5.3. Council Presentation Planning

Chair Jason Beck suggest that a working group be established to work on the recommendations in response to the June 23, 2020 Council motion that would be brought forward to Council in December.

With consensus of the Committee, it was agreed to establish a working group consisting of two members from the Committee, two members from Rehoboth Alliance and two members from Multiculturalism Association of Wood Buffalo to work with Administration to prepare the recommendations in response to the June 23, 2020 Council motion and to report back to the Committee at the November 25, 2020 Committee meeting.

6. Initiative Updates

6.1. Roundtable

Mitchel Bowers, Committee member, reported that Pride YMM will be hosting their first Annual General Meeting virtually on November 22, 2020.

Adjournment

The meeting adjourned at 8:08 p.m.

Chair