

**Minutes of a Meeting of the Regional Advisory Committee on Inclusion, Diversity and Equity held via electronic communications in Fort McMurray, Alberta, on Wednesday, September 15, 2021, commencing at 5:30 PM.**

**Present:**

Jason Beck, Chair  
Mitchel Bowers, Vice Chair  
Tammy Jackson

**Absent:**

Chantelle Tatum  
Luay Eljamal  
Keith McGrath, Councillor

**Administration:**

Deanne Bergey, Director, Community and Protective Services  
Jade Brown, Chief Legislative Officer, Legislative Services  
Krystell O'Hara, Social Planner, Community and Protective Services  
Caitlin Downie, Department Administrator, Community and Protective Services  
Caitlin Sheaves, Clerk, Legislative Services

**1. Call to Order**

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

**2. Adoption of Agenda**

**MOTION:**

THAT the agenda be adopted as presented.

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

**3. Minutes of Previous Meetings**

**3.1. Regional Advisory Committee on Inclusion, Diversity and Equity (RACIDE) Meeting - June 16, 2021**

THAT the minutes of the Regional Advisory Committee on Inclusion, Diversity and Equity meeting held on June 16, 2021, be accepted as presented.

<b>RESULT:</b>	<b>ACCEPTED [UNANIMOUS]</b>
<b>MOVER:</b>	Tammy Jackson
<b>SECONDER:</b>	Mitchel Bowers
<b>FOR:</b>	Jackson, Bowers, Beck
<b>ABSENT:</b>	Tatum, Eljamal

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

##### **4.1. Administrative Updates**

###### **Employee Census:**

Caitlin Downie Department Administrator advised that the Employee Census which was launched in 2020 is now complete with a finalized report that will be shared publicly soon.

###### **Diversity and Inclusion Plan:**

Caitlin Downie, Department Administrator, provided an update on the Diversity and Inclusion Plan, noting that the Accessibility Audit is being planned for 2022 and the working group for this initiative will begin to meet shortly. It was further noted that the Awareness Campaign continues to be updated with an anticipated launch in the coming months. It was also reported that gender neutral washrooms and signage have been implemented in the Jubilee Building and Facilities continues to roll this out in various other municipal locations.

###### **Equity and Inclusion Office:**

Caitlin Downie, Department Administrator, provided an update on the Equity and Inclusion Office, noting that it was originally formed as an interdepartmental working group but has now transitioned into a permanent office within the Community and Protective Services Department, and will soon have a dedicated staff member to support the deliverables of the office.

###### **Anti-Racism Initiatives:**

Caitlin Downie, Department Administrator, provided an update on Anti-Racism Training noting that there have been ongoing discussions with the Multicultural Association other organizations regarding training.

#### **5. Roundtable**

Krystell O'Hara, Social Planner, Community and Protective Services, provided an updates dates on various external events and initiatives taking place in the community.

## **Adjournment**

The meeting adjourned at 6:02 p.m.

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Chair