



Regional Advisory Committee on Inclusion, Diversity and Equality (RACIDE)

Conducted Electronically Via MS Teams

Wednesday, November 25, 2020
5:30 PM

Agenda

Public Participation for Regional Advisory Committee on Inclusion, Diversity and Equality, November 25, 2020 Meeting

Regional Advisory Committee on Inclusion, Diversity and Equality (Committee) will be conducting the November 25, 2020 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 November 25, 2020 Committee Meeting Agenda must pre-register by 12 noon, November 25, 2020.
 - To register to speak via teleconference, please email 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 email boardsandcommittees@rmwb.ca You must include your name for the record.
 - You must provide the name of the agenda item that you wish to speak to in the subject line.
 - Please note that email 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 shared with the Committee verbally on the record during the course of the meeting.
 - Each submission will be shared verbally with the Committee for a maximum of **5 minutes**.

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, 7th 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 Equality (RACIDE) Meeting - October 28, 2020

4. **Presentation**

- 4.1. Shailesh Makwana and Such Chandhiok, Planning and Development re: Municipal Development Plan

5. **New and Unfinished Business**

- 5.1. Administration Update
- Accessibility of Council
- 5.2. Anti-Racism Working Group Recommendations
- 5.3. Council Presentation Planning

6. **Initiative Updates**

- 6.1. Roundtable

7. **Date of Next Meeting**

- 7.1. December Meeting

Adjournment

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



shape our region

Municipal Development Plan

Regional Advisory Committee on Inclusion, Diversity and Equality
Wednesday, November 25, 2020



Outline

4.1.a

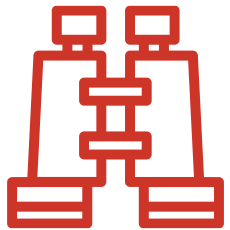
- Introduction
- MDP 2011
- Project Purpose
- Discussion Questions
- Project Progress
 - *Project Timeline*
 - *Engagement*
- Next Steps

Expectations



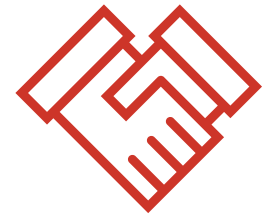
**Raising awareness
about the project**

**Identifying opportunities,
challenges, and new ideas**



**Get feedback to
develop a vision for
the MDP**

**Building connections with
businesses and organizations**

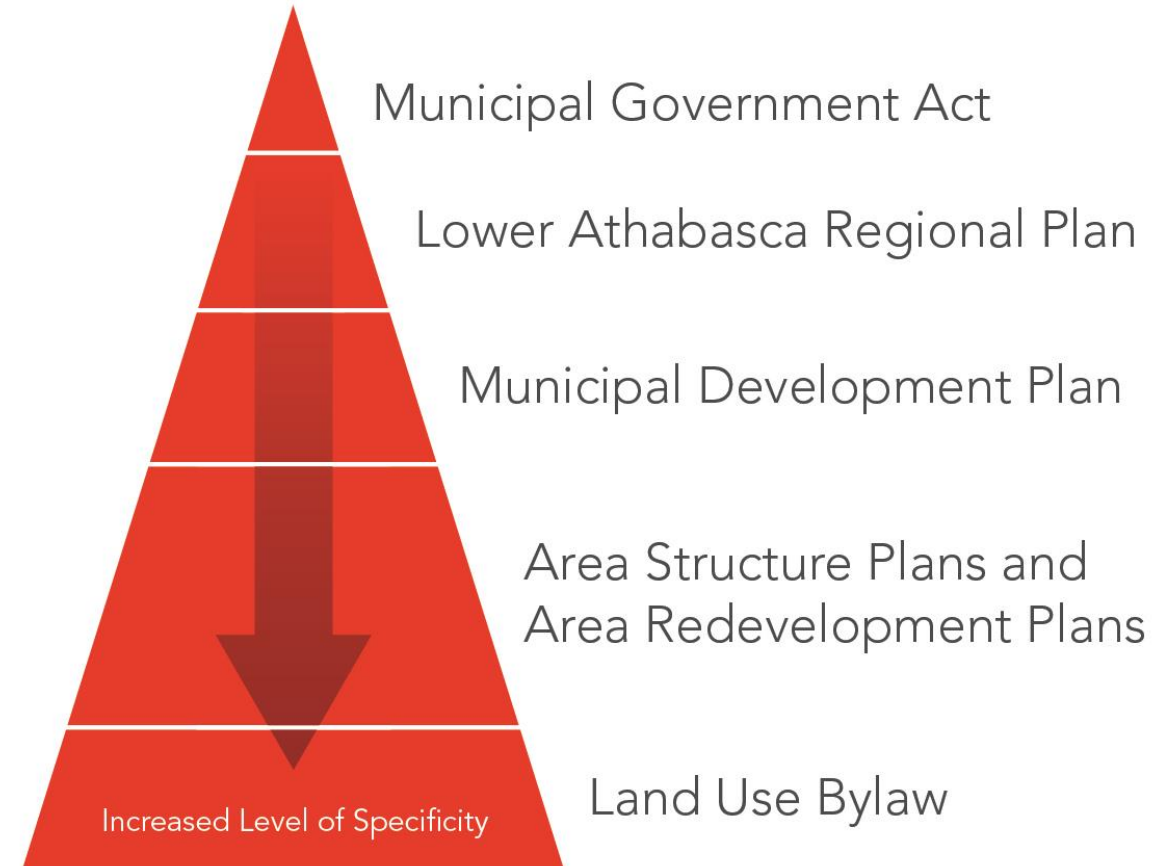




What is an MDP?

4.1.a

The Municipal Development Plan (MDP) sets out the high-level vision for how growth and development will happen in Wood Buffalo.



Planning Hierarchy

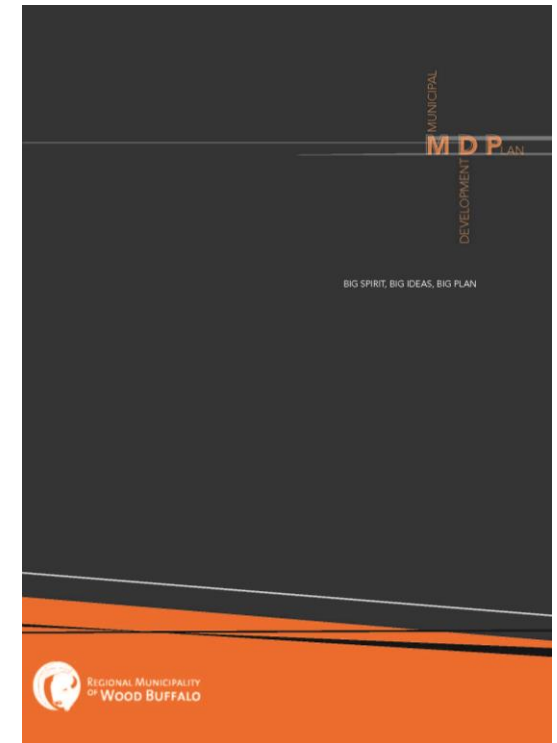
What is an MDP?

Set out the vision and blueprint for how growth and development will happen in Wood Buffalo over the next 20 years.



MDP 2011

- Approved in 2011.
- Focuses on exponential growth achieving 230,000 residents by 2031
- Core themes covered by the current MDP include:
 - Responsible Development
 - Environmental Stewardship
 - Economic Resilience
 - Home & Belonging
 - Vibrant Culture
 - Working Together
- Rural Community Growth Management- limited information



MDP 2011 Review

2	FOREWORD	96	GOAL #2: ENVIRONMENTAL STEWARDSHIP
18	OUR STORY		2.1 Healthy Ecosystems that Support Biodiversity
28	OUR VISION		2.2 Taking Action on Climate Change
32	MANAGING GROWTH SUSTAINABLY		2.3 Access to Clean Air and Water
34	GROWTH ANALYSIS		2.4 Responsible Waste Management
46	REGIONAL GROWTH MANAGEMENT	108	GOAL #3: ECONOMIC RESILIENCE
	R.1 Strategic Regional Population Distribution		3.1 Diversified Regional Economy
	R.2 Integrated Multi-modal Transportation Networks		3.2 Integrated Regional Economic Development
	R.3 Region-wide Conservation and Recreation		3.3 Responsible Natural Resource Development
56	URBAN GROWTH MANAGEMENT	118	GOAL #4: HOME AND BELONGING
	U.1 Strategic Urban Development		4.1 Complete, Livable Communities
	U.2 Supportive Urban Mobility Systems		4.2 Diverse and Attainable Housing Choices
	U.3 Integrated Urban Green Space		4.3 Safe and Secure Region
68	RURAL COMMUNITY GROWTH MANAGEMENT	130	GOAL #5: VIBRANT CULTURE
	C.1 Transformative Growth in Anzac		5.1 Thriving Heritage, Culture, and Diversity
	C.2 Balanced Growth in Rural Communities		5.2 Vibrant Arts and Culture
	C.3 Protected Character of Residential Communities		5.3 Culture of the Outdoors
82	BUILDING SUSTAINABLE COMMUNITIES	142	GOAL #6: WORKING TOGETHER
84	GOAL #1: RESPONSIBLE DEVELOPMENT		6.1 Good Governance
	1.1 Sufficient Land for Urban and Rural Development		6.2 Valued Services
	1.2 Comprehensive Development Practices		6.3 Engaged Citizens
	1.3 Responsible Investment in Municipal Infrastructure	154	A COMMITMENT TO IMPLEMENTATION
	1.4 Reduced Risk to Environmental Hazards	160	GLOSSARY OF TERMS

- Plan Structure and Vision
- What this Plan Achieves and Horizon
- Facts – Data
- Infrastructure Requirements
- Growth Management
- Project Accommodations and FIFO
- Rapid Transit Systems
- City Centre
- Minimal policies for Rural Areas
- RMWB's Commitments
- Diversification of Economy



2011 MDP Review

The existing MDP focuses on a growth model that no longer exists.





2011 MDP Review

There are policies and directions that are still relevant but must be reframed to reflect Wood Buffalo's new economic reality.



MDP 2021 – New Themes

- Truth and Reconciliation
- Natural Disasters– Incidents, Impacts and Analysis (Floods 2013 & Wildfire 2016)
- Environmental and Ecological Management
- Pipeline Impact- Global Market Access
- Education, Research and Innovation
- Downtown Area Redevelopment Plan
- Updated Population Projection
- Tourism
- Emergency Management Preparedness
- Climate Change
- Economic Resilience
- Heritage and Culture
- Winter City
- Food Security



Project Purpose

Respond to Wood Buffalo's
changing social, cultural,
and economic conditions.



Project Purpose

Provide a comprehensive land use policy framework that outlines a strategic path to manage growth across the region within the context of current reality.



MDP 2021

4.1.a

A new place-based approach is being considered that focuses on leveraging Wood Buffalo's existing assets.

*This reflects the extensive regional branding work done by the Wood Buffalo Economic Development Corporation.

Packet Pg. 19



Discussion Questions

4.1.a



The new MDP may focus on improving communities and the things that make them great places to live instead of prioritizing the accommodation of new growth.

- **We would like to know your thoughts on this new approach.**



2011 MDP Review

4.1.a



What has been working well in our region in the past 10 years?



Discussion Questions



What hasn't been working in the community?



Discussion Questions

4.1.a



What else should the MDP focus on in our community?



MDP 2021 – New Themes

- Truth and Reconciliation
- Natural Disasters– Incidents, Impacts and Analysis (Floods 2013 & Wildfire 2016)
- Environmental and Ecological Management
- Pipeline Impact- Global Market Access
- Education, Research and Innovation
- Downtown Area Redevelopment Plan
- Updated Population Projection
- Tourism
- Emergency Management Preparedness
- Climate Change
- Economic Resilience
- Heritage and Culture
- Winter City
- Food Security



Discussion Questions

4.1.a



What should the new vision for Wood Buffalo include?



Project Progress

- 2 Phases of public engagement
 - 6 distinct project phases:
 - **Pre-Project:** Initiation & Award
(Jan. 2020)
 - **Phase 1:** Project Planning & Start-Up
(July 2020)
 - **Phase 2:** Background Research & Public Engagement **(Phase 1)**
(July – Oct. 2020)
 - **Phase 3:** Creation of Strategic Directions & Policy
(Nov. – Dec. 2020)
 - **Phase 4:** Stakeholder Engagement
(Jan. – Feb. 2021)
 - **Phase 5:** Preparation of Draft MDP
(Feb. – Apr. 2021)
 - **Phase 6:** Preparation of Final MDP to Council
(Apr. – May 2021)
 - Anticipated completion date of May 2021
- ← We are here



Project Consultants

4.1.a

02

A multidisciplinary firm of landscape architects, urban and regional planners, urban designers, landscape ecologists, environmental planners, public engagement specialists, and GIS specialists.



Engagement

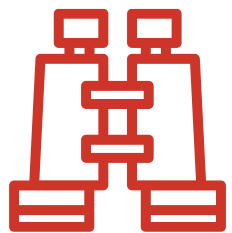
4.1.a

The first round of engagement is focused on:



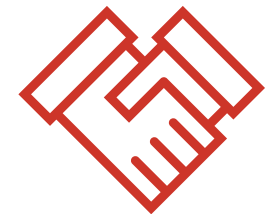
**Raising awareness
about the project**

**Identifying opportunities,
challenges, and new ideas**



**Developing a vision
for the MDP**

**Building connections with
businesses and organizations**





Engagement

4.1.a

Phase 1 : Engagement:

- 2 Open Houses (Oct. 7 & 15);
- Online activities
(open until end of the month):
 - *Online survey;*
 - *Online mapping exercise; and*
 - *Online forums.*
- Indigenous rightsholder meetings
- Meetings with Rural Communities
- Stakeholder workshops with:
 - *Development industry;*
 - *Oil and gas industry;*
 - *Local businesses; and*
 - *Community organizations.*
- Radio and video ads
- Newsletters
- Social Media
- Meeting with Council Committees
- Meeting with Council members
- Follow up with Secondary stakeholders



Next Steps – Project Team

- Preparing an engagement summary report
- Drafting a Background Research Report
- Developing the MDP's structure and draft policy directions
- Updating the Steering Committee, Stakeholders, the Council to receive feedback
- Second phase of engagement in January 2021, with details of draft policy directions and structure of the plan.



shape our region

Municipal Development Plan

Regional Advisory Committee on Inclusion, Diversity and Equality
Wednesday, November 25, 2020

Discrimination Barriers Survey Report & Recommendations

October 26, 2020

Produced by:



MULTICULTURAL ASSOCIATION
OF WOOD BUFFALO

In collaboration with

the Wood Buffalo Local Immigration Partnership (LIP) and the Immigrant Advisory Table

Funded by

the Alberta Human Rights Commission's Human Rights Education and Multiculturalism Fund



Table of Contents

EXECUTIVE SUMMARY3

BACKGROUND.....6

METHOD.....7

TERMINOLOGY8

LOCAL CONTEXT.....10

SURVEY HIGHLIGHTS12

Executive Summary

In 2020 the Multicultural Association of Wood Buffalo (MCA) conducted an online survey titled Discriminatory Barriers Survey (the Survey) in collaboration with the Wood Buffalo Local Immigration Partnership (LIP) and the Immigrant Advisory Table. The survey was made possible with a grant from the Alberta Human Rights Commission's Human Rights Education and Multiculturalism Fund.

The goal of the Survey was to understand discriminatory barriers in the Wood Buffalo region and to help inform the establishment of tools that could fight discrimination and make the community a more welcoming place. It was noted that only people who have lived in the Regional Municipality of Wood Buffalo (RMWB) should participate. The RMWB consists of Anzac, Conklin, Draper, Fort Chipewyan, Fort Fitzgerald, Fort McKay, Fort McMurray, Gregoire Lake Estates, Janvier and Saprae Creek Estates.¹ Discrimination is happening against people in the Wood Buffalo region as the results of this survey confirm and will help inform how to create greater awareness about it and how we can collectively take action to prevent it.

Highlights from the Survey are as follows:

- Completed by 440 people, of whom 95 per cent noted they currently lived in Fort McMurray.
- Respondents noted originating from at 58 countries other than Canada; 37 per cent indicated that they were white or Caucasian with the second highest number noting they were Black or African (65 people representing 16 per cent of the total respondents).

¹ Regional Municipality of Wood Buffalo: <https://www.rmwb.ca/living/Communities.htm>

- 60 per cent indicated that did not feel they have experienced discrimination or been treated unfairly by others in the last 12 months. While this is encouraging it still means nearly 40 per cent, or 160 people have felt discriminated against or treated unfairly in the last year.
- Of note is that 45 per cent of the respondents indicated that they witnessed discrimination at the workplace and over 30 per cent at shops or restaurants. Of these, over 80 per cent of respondents noted either feeling angry or sad about it. This high percentage suggests real or perceived acts of discrimination have a negative impact not only on the people who experience it, but also those who witness it.

Based on the Survey outcomes and in context of the current social and political landscape on racial justice, the following recommendations are offered for consideration as next steps:

1. Establish *Diverse Voices* as an annual event in conjunction with the MCA's Human Rights Day and 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 for MCA to develop and deliver accessible training programs on discrimination. For example, create custom courses committed to providing support for transformative education and training initiatives in the pursuit of eradicating all forms of racial discrimination in the Wood Buffalo region.
3. Seek and develop opportunities to weave education on human rights, discrimination, and cultural awareness into multi-generational and diverse events throughout the RMWB. For example, by MCA collaborating with educational institutions, the health

care sector, tourism and the oil and gas industry on existing opportunities. This could be achieved through a combination of committee and program development by the MCA.

4. Broaden the scope of this research to get a stronger baseline on perceptions about racial injustice² and discrimination. For example, by designing and circulating another survey that focuses on obtaining a higher rate response from RMWB communities that are not Fort McMurray. Lessons learned from the first survey could help inform a design and delivery method that increases the number of responses from these communities.

² Racial justice is the term commonly used to describe the “systematic fair treatment of people of all races that results in equitable opportunities and outcomes for everyone.” For more information on this term and others see: <https://www.aecf.org/blog/racial-justice-definitions/>.

Background

The Discriminatory Barriers Survey (the Survey) created by the Multicultural Association of Wood Buffalo (MCA) was delivered in early 2020. The goal of the Survey was to understand discriminatory barriers in the Wood Buffalo region and to help inform the establishment of tools that could fight discrimination and make the community a more welcoming place. It was noted that only people who have lived in the Region of Wood Buffalo (RMWB) should participate. The RMWB consists of Anzac, Conklin, Draper, Fort Chipewyan, Fort Fitzgerald, Fort McKay, Fort McMurray, Gregoire Lake Estates, Janvier and Saprae Creek Estates.³

Of the people who opened the survey, the completed response rate was 73 per cent. There were 440 people who completed the survey and, of these, over 95 per cent of the respondents noted they were currently from Fort McMurray. Given this high rate, exploring opportunities to increase the response rate from the additional nine communities would be a worthwhile exercise.

The Survey outcomes will inform next steps that could strengthen the RMWB's priorities as noted in the 2020 Strategic Plan. Specifically:

- 1F - To foster equality, diversity, and inclusion in the region by raising awareness of diversity and inclusion initiatives.
- 4A – Truth and Reconciliation commission calls to action specifically Action #93 to inform Newcomers to Canada about the Treaties and the history of residential schools⁴.
- Culture Plan Priority 5 – improve awareness of the value of culture.

³ Regional Municipality of Wood Buffalo: <https://www.rmwb.ca/living/Communities.htm>

⁴ Truth and Reconciliation Commission of Canada, 2012.

- Social Sustainability Program Priority 5 – support diversity in the region.
- Implement the calls to action that the Municipality has the jurisdiction to influence related to growing the understanding of discrimination and human rights and fostering Newcomer's understanding of Indigenous Peoples history.
- Foster a healthy environment for culture arts and heritage by developing events that celebrate and education people on multiculturalism and diversity.

Method

Community members were invited to participate in what was framed as a research project to understand discriminatory barriers in the Wood Buffalo region. They were told that the research results would help establish tools to fight discrimination and make the community a more welcoming place. It was noted that only people who have lived in the Wood Buffalo region could participate in this survey. All survey participants had the option of being entered into a draw for a chance to win one of three (3) \$50 gift cards. The Survey consisted of 14 questions over 11 pages with an estimated seven-minute completion time.

The Survey was disseminated in the following ways:

- Social media platform, Facebook on multiple pages including the MCA's Welcome Centre page and the pages of about 20+ cultural, ethnic and interest groups.
- Made it available in-person by the Immigrant Advisory Table at events including MCA's Expo and the Black History Month Cultural Extravaganza.
- By email through the distribution lists of LIP's Newcomers Interagency Network - a network of about 35 service providers that work with newcomers; Sandy

Grandison email loop for Community distribution; Fort McMurray Public School Division; and Fort McMurray Catholic School Division.

- An in-person session at the YMCA Support for Wellness for Seniors.

Terminology

The Canadian Human Rights Commission defines discrimination as: “an action or a decision that treats a person or a group badly for reasons such as their race, age or disability.”⁵ All of these are protected under the Alberta Human Rights Act as well, specifically, discrimination against the following:

- race
- national or ethnic origin
- colour
- religion
- age
- sex
- sexual orientation
- gender identity or expression
- marital status
- family status
- disability
- genetic characteristics
- a conviction for which a pardon has been granted or a record suspended

⁵ Canadian Human Rights Commission: <https://www.chrc-ccdp.gc.ca/eng/content/what-discrimination>

Amnesty International further defines different forms of discrimination:⁶

- **Direct discrimination** is when an explicit distinction is made between groups of people that results in individuals from some groups being less able than others to exercise their rights. For example, a law that requires women, and not men, to provide proof of a certain level of education as a prerequisite for voting would constitute direct discrimination on the grounds of sex.
- **Indirect discrimination** is when a law, policy, or practice is presented in neutral terms (that is, no explicit distinctions are made) but it disproportionately disadvantages a specific group or groups. For example, a law that requires everyone to provide proof of a certain level of education as a prerequisite for voting has an indirectly discriminatory effect on any group that is less likely to have achieved that level of education (such as disadvantaged ethnic groups or women).
- **Intersectional discrimination** is when several forms of discrimination combine to leave a particular group or groups at an even greater disadvantage. For example, discrimination against women frequently means that they are paid less than men for the same work. Discrimination against an ethnic minority often results in members of that group being paid less than others for the same work. Where women from a minority group are paid less than other women and less than men from the same minority group, they are suffering from intersectional discrimination on the grounds of their sex, gender and ethnicity.

⁶ Amnesty International: <https://www.amnesty.org/en/what-we-do/discrimination/>

Local Context

This survey was a collaborative effort by the Multicultural Association of Wood Buffalo (MCA) with the Wood Buffalo LIP and the Immigrant Advisory Table (IAT). MCA fosters an inclusive community and understanding amongst diverse cultures through a number of programs and events as well as offers much-needed resources to Newcomers in collaboration with partners across the region. For more information see their website: <https://www.mcawb.org/>.

NIN and its IAT represent a diversity of voices in the RMWB as a committee of community members who were born outside who come together to provide guidance and strategic direction in areas such as: providing insight on local immigration, liaison between community groups including advising on the needs, gaps and barriers of newcomers, and to champion inclusive communities. For more information see their website: NIN <https://www.newcomers-ymm.ca/>.

The RMWB is one of Canada's largest regional municipalities, and the number of different ethnic groups also makes it one of Canada's most diverse populations. Therefore, understanding the current perceptions of discrimination and how to increase racial justice is critical to the community's future. It is vital to consider the results of this Survey in the current global context justice movement. The recent increase in Black Lives Matter protests worldwide has highlighted injustices that non-white people experience and have increased awareness of discrimination globally, including in our community. Awareness about inequalities has been brought to the forefront recently on a global level by the Black Lives Matter movement and many communities and organizations, profit and non-profit, have initiated programs that address racial injustice by building workplace, "identifying and dismantling White-dominant values, and amplifying the voices of Black people and people of color." ⁷ In Canada, this momentum is also

in the context of recommendations from the Truth and Reconciliation Commission, which include ensuring Newcomers are educated on First Peoples' history.

Developing greater understanding of discrimination, human rights and of how racial justice can be achieved in a regional context and building partnership to develop programming that increases awareness about discrimination and living and working together in respectful ways appears to be a good next step for the Municipality to take.

⁷ Donor Perfect. Eight ways to make Racial Justice part of your Nonprofit Culture. 2020.
<https://www.donorperfect.com/nonprofit-technology-blog/social-fundraising/ways-your-organization-can-address-the-call-for-racial-justice/>

Survey Highlights

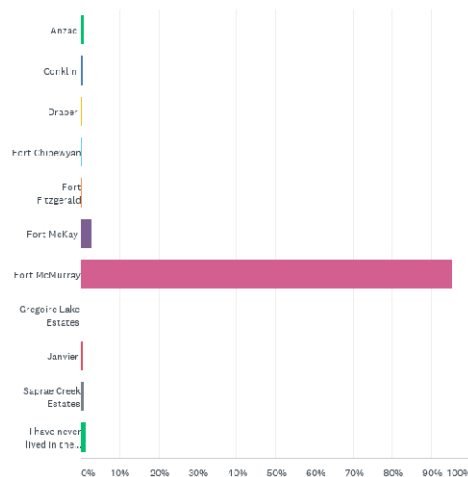
The Multicultural Association of Wood Buffalo (MCA) conducted an on-line survey in early 2020 titled Discriminatory Barriers Survey (the Survey). The goal of the Survey was to understand discriminatory barriers in the Wood Buffalo region and to help inform the establishment of tools that could fight discrimination and make the community a more welcoming place. It was noted that only people who have lived in the Region of Wood Buffalo (RMWB) should participate.

The majority of responses occurred in January and February 2020 with a few trickling in the following months. Over 50 per cent of the respondents were between the ages of 25-44 and less than 5 per cent noted being 65 or older.

Of the people who opened the survey, the completed response rate was 73 per cent. Of the 440 people who completed the survey, more than 95 per cent of the respondents noted they were currently from Fort McMurray. Given this high rate, exploring opportunities to increase the response rate from the additional nine communities might be a worthwhile exercise.

Q1: Which area(s) of the Wood Buffalo region have you lived in?

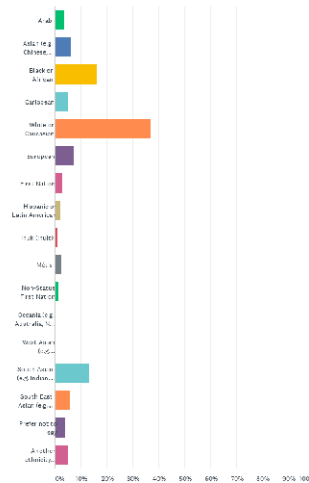
Answered: 427 Skipped: 13



Respondents noted originating from at least 58 countries other than Canada. 150 of the respondents (37 per cent) indicated that they were white or Caucasian with the second highest number noting they were Black or African (65 people representing 16 per cent of the total respondents).

Q3: Ethnicity (Select all that apply)

Answered: 405 Skipped: 35



The majority of respondents (174) identified as originating from Canada followed by were seven per cent each from India and the Philippines and nearly five per cent from Nigeria.

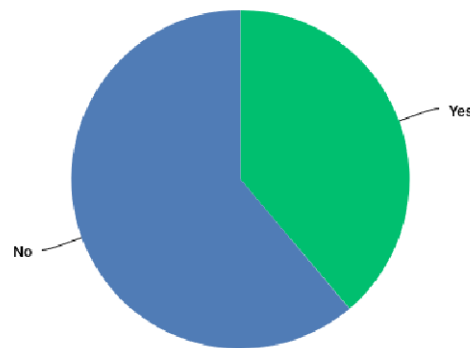
ANSWER CHOICES	RESPONSES
Canada	48.65% 174
India	6.97% 26
Philippines	6.97% 26
Nigeria	4.56% 17
Prefer not to say	2.95% 11
Pakistan	2.14% 8
Jamaica	1.88% 7
Bangladesh	1.34% 5
Kenya	1.34% 5
Ukraine	1.34% 5
Ghana	1.07% 4
Somalia	1.07% 4
Sri Lanka	1.07% 4
United Kingdom of Great Britain and Northern Ireland	1.07% 4
Yemen	1.07% 4
China	0.80% 3
Ethiopia	0.80% 3
Republic of Moldova	0.80% 3
Romania	0.80% 3
United States of America	0.80% 3
Zimbabwe	0.80% 3
Other (please specify)	0.80% 3
Afghanistan	0.54% 2
Algeria	0.54% 2
Colombia	0.54% 2
Egypt	0.54% 2
Guinea	0.54% 2
Guyana	0.54% 2
Indonesia	0.54% 2
Senegal	0.54% 2

Senegal	0.54%	2
South Africa	0.54%	2
Uganda	0.54%	2
Venezuela (Bolivarian Republic of)	0.54%	2
Botswana	0.27%	1
Brazil	0.27%	1
Cameroon	0.27%	1
Chad	0.27%	1
Côte d'Ivoire	0.27%	1
Croatia	0.27%	1
Dominican Republic	0.27%	1
Ecuador	0.27%	1
Eritrea	0.27%	1
Georgia	0.27%	1
Germany	0.27%	1
Iran (Islamic Republic of)	0.27%	1
Iraq	0.27%	1
Ireland	0.27%	1
Jordan	0.27%	1
Lebanon	0.27%	1
Malaysia	0.27%	1
Mauritius	0.27%	1
Mexico	0.27%	1
Nepal	0.27%	1
Netherlands	0.27%	1
Peru	0.27%	1
Slovakia	0.27%	1
Syrian Arab Republic	0.27%	1
Trinidad and Tobago	0.27%	1
Uzbekistan	0.27%	1

A little more than 60 per cent of people noted that they did not feel they've experienced discrimination or been treated unfairly by others in the last 12 months. While this is encouraging that it is the majority of respondents, nearly 40 per cent, or 160 people have felt discriminated against or treated unfairly.

Q6: In the last 12 months, have you experienced discrimination or been treated unfairly by others in Wood Buffalo?

Answered: 412 Skipped: 28



Q7: Please read the statements below and select the response that most applies.

Answered: 394 Skipped: 46

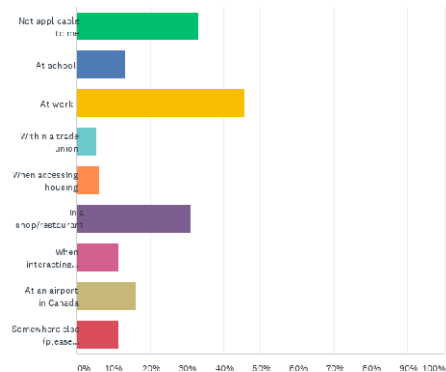
	ALMOST EVERY DAY	A FEW TIMES A MONTH	A FEW TIMES A YEAR	NEVER	TOTAL	WEIGHTED AVERAGE
I am treated with less respect than others	8.67% 34	15.05% 59	37.24% 146	39.03% 153	392	1.93
I receive poorer service than others at restaurants or stores	2.07% 8	9.56% 37	26.61% 103	61.76% 239	387	1.52
People act as if they think I am not smart	10.03% 39	13.02% 50	32.90% 128	43.44% 169	306	1.90
People act as if they are afraid of me	4.33% 17	7.55% 29	10.21% 39	63.49% 249	305	1.47
People act as if they think I am dishonest	3.64% 14	9.61% 37	21.50% 82	65.45% 252	385	1.51
I am called names or insulted	2.57% 10	8.23% 32	22.62% 88	66.58% 256	386	1.47
I am threatened or harassed	2.84% 11	5.04% 19	18.66% 73	73.35% 280	387	1.39

12-18 per cent feel they are treated poorly, including with less respect because of their skin colour. 45 per cent of the respondents noted witnessing discrimination at the workplace and over 30 per cent at shops or restaurants. Interestingly, of the people who witnessed

discrimination, over 80 per cent of respondents noted either feeling angry or sad about it. This high percentage suggests real or perceived acts of discrimination have a negative impact not only on the people who experience it, but also those who witness it.

Q9: Have you experienced or witnessed discrimination in Wood Buffalo in any of the following areas?

Answered: 349 Skipped: 91



Q12: How were you impacted by your experience of discrimination (Check all that apply)

Answered: 339 Skipped: 101

ANSWER CHOICES	RESPONSES	
I was not impacted	8.85%	30
It made me feel angry	47.49%	161
It made me feel sad	46.31%	157
It made me fear for my safety	12.39%	42
It impacted me physically	5.01%	17
It impacted me mentally	29.20%	99
Not applicable to me	19.76%	67
It impacted me in other ways (Please specify)	6.78%	23
Total Respondents: 339		

There seems to be dialogue occurring about instances of discrimination, but it is varied, and a small number of people made formal complaints.

Q11: The last time you WITNESSED discrimination, how did you respond? (Check all that apply)

Answered: 338 Skipped: 102

ANSWER CHOICES	RESPONSES	
I made a complaint	12.13%	41
I had a discussion with the person who did it	28.11%	95
I talked about it with family/friends	31.07%	105
I filed a complaint (called an application) with the Human Rights	1.48%	5
I kept it to myself and did not respond	16.86%	57
Not applicable to me	28.40%	96
I responded in different ways (please specify)	5.33%	18
Total Respondents: 338		

Please contact MCA for full survey outcomes which can be provided in Excel format.