



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

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

Wednesday, November 16, 2022
5:30 PM

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 - September 21, 2022
4. **New and Unfinished Business**
 - 4.1. Guidelines for Inclusive Design of Washroom Facilities
 - 4.2. Public Art Wood Buffalo
 - 4.3. Equity and Inclusion Framework
 - 4.4. End of Year Meeting
 - 4.5. Administrative Updates
5. **Roundtable**
Adjournment

Minutes of a Meeting of the Regional Advisory Committee on Inclusion, Diversity and Equity held in room 206 at the Municipal Offices in Fort McMurray, Alberta, on Wednesday, September 21, 2022, commencing at 5:30 PM.

Present:

Jason Beck, Chair (Via MS Teams)
 Mitchel Bowers, Vice-Chair (Via MS Teams)
 Shaaf Babar, (Via MS Teams)
 Kg Banjoko, (Via MS Teams)
 Brandon Cardinal, (Via MS Teams)
 Luay Eljamal, (Via MS Teams)
 Hanna Fridhed, (Via MS Teams)
 Nicole Spring, (Via MS Teams)
 Chantelle Tatum, (Via MS Teams)

Absent:

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
 Caitlin Downie, Manager, Community and Protective Services
 Krystell O'Hara, Department Administrator, Community and Protective Services
 Caitlin Sheaves, Clerk, Legislative Services

1. Call to Order

Chair Jason Beck called the meeting to order at 5:34 p.m.

2. Adoption of Agenda

MOTION:

THAT the Agenda be amended to include item 4.2 Municipal Permitting Concerns and;

THAT the Agenda be adopted as amended.

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

3. Minutes of Previous Meetings

3.1. Regional Advisory Committee on Inclusion, Diversity and Equity (RACIDE) Meeting - June 15, 2022

THAT the Minutes of the Regional Advisory Committee on Inclusion, Diversity and Equity meeting held on June 15, 2022, be accepted as presented.

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

4. New and Unfinished Business

4.1. Administrative Update

Entrance:

Kg Banjoko connected to the meeting at 5:37 p.m.

Krystell O'Hara, Department Administrator, Community and Protective Services provided updates on various projects and initiatives including Anti-racism Training, the Equity and Inclusion Policy, and the Wood Buffalo for All Awareness Campaign. It was noted that each project is on track for completion. A further update was provided on the Workplace Inclusion Charter, it was noted that inclusion coaching opportunities will be released in October and applications will be accepted from members of the public.

Isela Contreras-Dogbe, Supervisor, Community and Protective Services, provided an update on the Accessibility Audit noting that the scope of work has been finalized and the Request for Proposal will be released for issuing soon.

4.2 Municipal Permitting Concerns

Vice-Chair Mitchel Bowers advised that various local businesses have brought forward concerns with municipal permitting and the allowance for gender neutral washrooms, and they are being advised that neutral washrooms are not permitted.

Caitlin Downie, Manager, Community and Protective Services, advised that municipal safety code inspectors follow and relay a national code (code), and that there may simply be a misinterpretation of the code. It was further noted that if businesses have concerns with their permits, or the advice they are given, they should follow up with permitting directly for clarity.

The Committee discussed options to reduce the misinterpretation of the code and how to improve the communication of the code.

Action Item:

Administration to bring forward an update on the mechanisms that are in place to support and improve permitting concerns.

5. Roundtable

Committee Member Chantelle Tatum noted that September 30th is the National Day for Truth and Reconciliation and encouraged members to wear orange shirts to show their support.

Committee Member Nicole Spring advised that October is Canadian Autism Acceptance Month.

Caitlin Downie, Manager, Community and Protective Services, noted that the week of September 19, 2022, is Bi-Sexual Awareness Week, and September 23, 2022, is Bi-Sexual Awareness Day.

Adjournment

The meeting adjourned at 6:39 p.m.

Chair

Brief Overview of

PUBLIC
art
WOOD BUFFALO



VISION

Public art will broaden our region's cultural identity and share truth and story

MISSION

To strengthen community identity and sense of place through the creation and development of public art in the region



PUBLIC *art* WOOD BUFFALO

Street Banner Program



4.2.a

Attachment: 4.2 Public Art Wood Buffalo (Public Art Wood Buffalo Presentation)

PUBLIC
art
WOOD BUFFALO

Graphic
Wrap
Program





4.2.a



Mural
Program

Attachment: 4.2 Public Art Wood Buffalo (Public Art Wood Buffalo Presentation)

PUBLIC
art
WOOD BUFFALO

Mural
Program

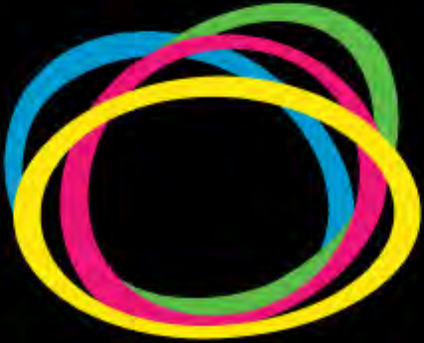




igNIGHT

art illuminated

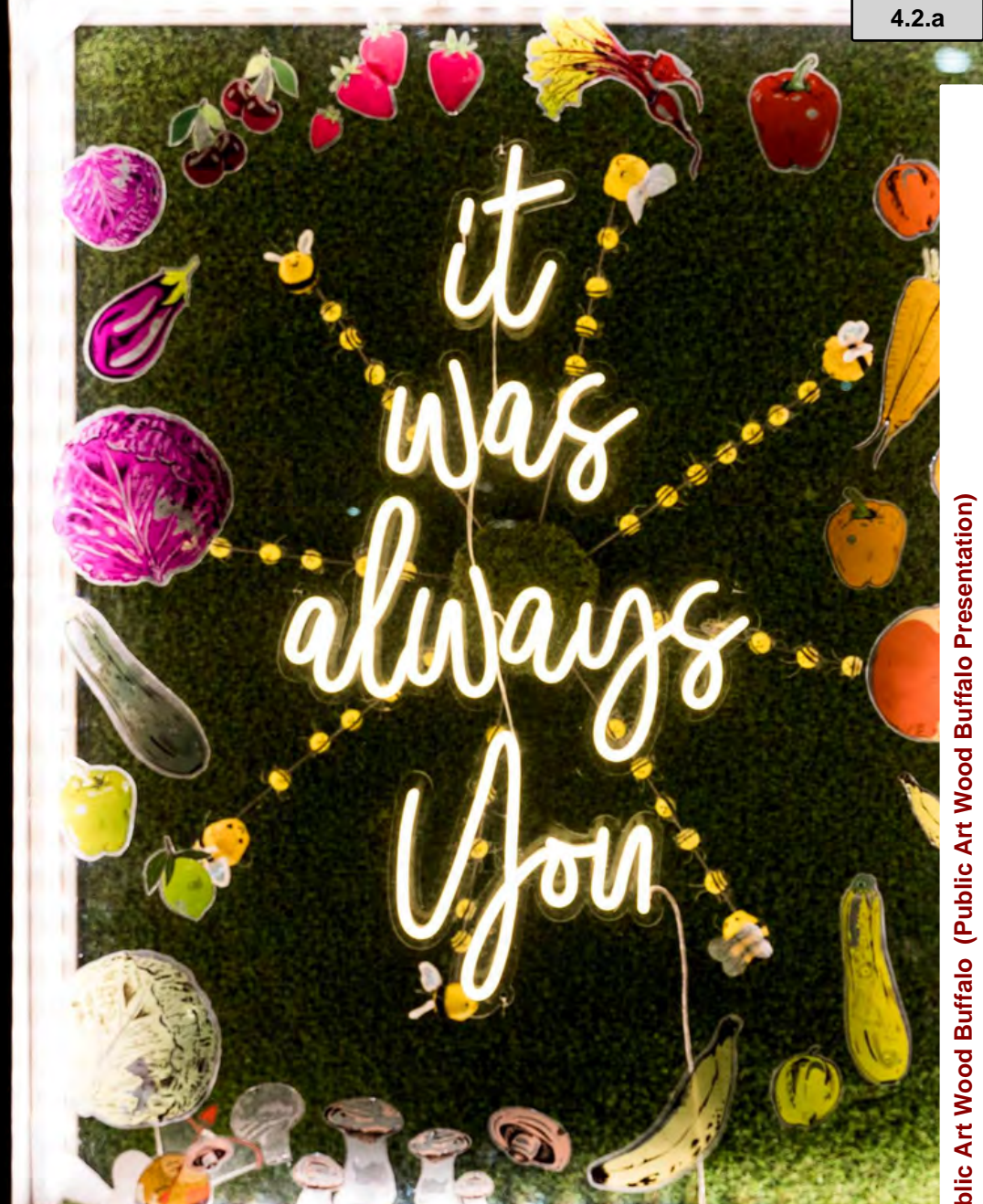




igNIGHT

art illuminated

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4.2.a

Attachment: 4.2 Public Art Wood Buffalo (Public Art Wood Buffalo Presentation)

Reflections on the River

by David
Robinson

The first large-
scale permeant
public art piece is
unveiled

2018



PUBLIC
art
WOOD BUFFALO

May
2021



Kritsana Naowakhun: Shades of Seven

WOOD BUFFALO PUBLIC ART PLAN

2021–2030



REGIONAL MUNICIPALITY
OF WOOD BUFFALO

April 2021

PUBLIC
art
WOOD BUFFALO

Mural
Academy



4.2.a

Attachment: 4.2 Public Art Wood Buffalo (Public Art Wood Buffalo Presentation)

PUBLIC
art
WOOD BUFFALO



4.2.a

Pop-Up
Photography
Tour

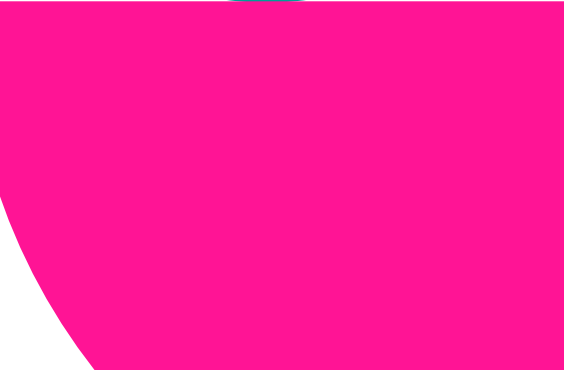
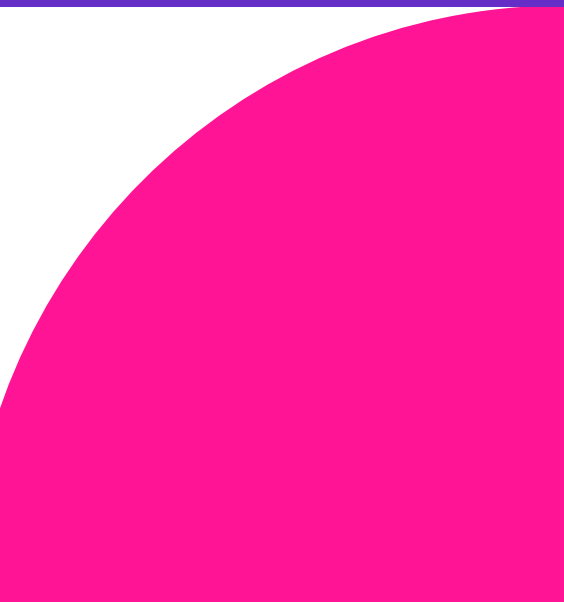


Attachment: 4.2 Public Art Wood Buffalo (Public Art Wood Buffalo Presentation)

PUBLIC
art
WOOD BUFFALO

Pop-Up
Photography
Tour





**Creating connected communities through our
sister bench program**

ANZAC | FORT MCMURRAY | SAPRAE CREEK

PUBLIC
art
WOOD BUFFALO

Reconciliation

Art in
Council
Chambers

by Frederick
R McDonald





PUBLIC
art

WOOD BUFFALO

THANK YOU

**Questions &
Comments**



*Transcendence Engine-2019 A by Blaine Campbell
igNIGHT 2019*

Equity & Inclusion Framework

Presenter: Caitlin Downie (she/her) , Manager

Department: Community and Protective Services

Meeting Date:



REGIONAL MUNICIPALITY
OF WOOD BUFFALO

Background



E&I Framework



Guiding document
for the RMWB’s
approach to E&I



Provide a clear
vision



Outline shared goals
and strategies



Embed E&I
throughout the
organization



Set priorities



Recommendations
on processes and
systems



“Without new visions, we don’t know what to build, only what to knock down. We not only end up confused, rudderless, and cynical, but we forget that making a revolution is not a series of clever maneuvers and tactics, but **a process that can and must transform us.**”

Robin D. G. Kelley

Approach

Contributes to process of unlearning

Critical Race Theory and Intersectional Lens

Leverage existing strengths & capabilities

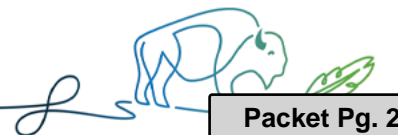
Employ recent research, information, and recommendations

Storytelling

Everyday Praxis

Discussion

- What would you like to see in the development of a Framework?
- How can we employ existing knowledge while co-creating with communities?
- What challenges should we keep in mind?
- What strengths can we leverage?
- How can a Framework be most effective?



Thank You



REGIONAL MUNICIPALITY
OF **WOOD BUFFALO**

Administration Update

Presenter: Krystell O'Hara

Department: Community and Protective Services

Meeting Date: November 16th, 2022.



REGIONAL MUNICIPALITY
OF WOOD BUFFALO

RACIDE Recommendations

Recommendation	Update	Status
Antiracism Training	Working with MCA on Training Development.	In Progress
Equity & Inclusion Policy	To be developed after E&I Framework development.	In Progress
Support for Black & Indigenous led Initiatives	Capacity development, support for grant applications, etc.	Ongoing
Review & Improve Supports for Employees experiencing racism	<ul style="list-style-type: none">- Inclusive Leadership Training (October 28th)- Bystander Training- Allyship Training	In Progress

Attachment: 4.5 Administrative Update (Adminisitrative Updates)

RACIDE Recommendations

Recommendation	Update	Status
GBA+ Policy & Procedural Review	<ul style="list-style-type: none">- Conducted an equity lens review of the Municipal Development Plan.- Working with legal to establish an equity lens review process for all regulations.- Working with Health and Safety to review accommodation policy with an GBA+ lens.- Working in partnership with Public Engagement on Participant Mapping training to bring an equity lens into the engagement strategies	In Progress



D&I Plan

Action	Update	Status
Accessibility Audit	Public engagement completed on September 30, 2022 Total visits to the Project Page 242 Surveys answered: 90 In-person attendance: 114 RFP released and open for submission	In Progress
Awareness Campaign	Focus Groups with Equity-deserving groups in progress.	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 initiated.	In Progress

Attachment: 4.5 Administrative Update (Administrative Updates)

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: 4.5 Administrative Update (Administrative Updates)

RACIDE Recommendations

Recommendation	Update	Status
Letter to Minister of Education	Letter sent on January 11 th	Complete
Acknowledgement Statement	Include in all staff email and public news release in Fall	Complete



Questions