



REGIONAL MUNICIPALITY
OF WOOD BUFFALO

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

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

Wednesday, May 17, 2023
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 - March 15, 2023
 4. **New and Unfinished Business**
 - 4.1. Wood Buffalo Regional Library Strategic Plan Engagement
 - 4.2. GBA+ Training and Review Tool
 - 4.3. Workplace Inclusion Charter Update
 - 4.4. Anti-Racism Local Response
 - 4.5. Committee Member Attendance
- 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, March 15, 2023, commencing at 5:30 PM.

Present:

Nicole Spring, Vice-Chair
 Shehzad Bandukda
 Kg Banjoko
 Donya Salari
 Chantelle Tatum
 Allan Grandison, Councillor

Absent:

Mitchel Bowers, Chair
 Brandon Cardinal
 Hanna Fridhed

Administration:

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

Vice-Chair Nicole Spring called the meeting to order at 5:39 p.m.

2. Adoption of Agenda

MOTION:

THAT the Agenda be adopted as presented.

RESULT:	CARRIED [UNANIMOUS]
MOVER:	Donya Salari
SECONDER:	Chantelle Tatum
FOR:	Bandukda Banjoko, Salari, Spring, Tatum
ABSENT:	Bowers, Fridhed
EXCUSED:	Cardinal

3. Minutes of Previous Meetings

3.1. Regional Advisory Committee on Inclusion, Diversity and Equity (RACIDE) - Meeting - February 15, 2023

MOTION:

THAT the Minutes of the Regional Advisory Committee on Inclusion, Diversity and Equity meeting held on February 15, 2023, be accepted as presented.

RESULT:	CARRIED [UNANIMOUS]
MOVER:	Kg Banjoko
SECONDER:	Shehzad Bandukda
FOR:	Bandukda Banjoko, Salari, Spring, Tatum
ABSENT:	Bowers, Fridhed
EXCUSED:	Cardinal

4. New and Unfinished Business

4.1. Downtown Area Redevelopment Plan

Nabil Malik, Planner III, Planning and Development, presented an update on the Downtown Area Redevelopment Plan (DARP), noting that the second phase of public engagement is scheduled to begin at the end of March, and that the DARP would be going to Council later this year. It was further noted that a Public Engagement survey will be launched in April to gather community feedback.

The Committee provided feedback on various key objectives, noting the importance of accessibility and inclusion.

4.2. Anti-Racism Training Development Update

Shannon Lloyd, Programs Manager, Multicultural Association of Wood Buffalo, provided an update on the anti-racism training, which is being developed in partnership with the Municipality. It was noted that they are currently in the developmental stage, and are gathering feedback from various cultural, community, and focus groups.

4.3. Social Justice Through Public Art - Working Group Selection

Krystell O'Hara, Department Administrator, Community and Protective Services, provided an update on the Social Justice Through Public Art project that the Public Art Committee (PAC) is developing. It was noted that the PAC has invited members of RACIDE to join a working group to collaborate on the project. Members interested in participating were asked to follow up with the Department Administrator.

4.4. Administrative Update

Krystell O'Hara, Department Administrator, Community and Protective Services, provided an overview of RACIDE's 2023 Strategic Plan, noting that four overarching themes were identified including Health and Safety, Public Education, and Accessibility and Accommodation. Additionally, a further review of the identified strategic goals and directions was provided.

4.5. Emerging Issues

Committee Member Absence:

MOTION:

THAT Committee Member Brandon Cardinal be formally excused from the March 15, 2023, Regional Advisory Committee on Inclusion, Diversity, and Equity Meeting.

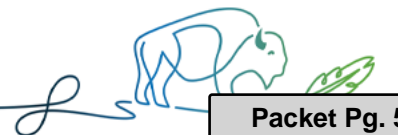
RESULT:	CARRIED [UNANIMOUS]
MOVER:	Donya Salari
SECONDER:	Chantelle Tatum
FOR:	Banjoko, Spring, Grandison, Tatum, Salari, Bandukda
ABSENT:	Bowers, Fridhed
EXCUSED:	Cardinal

Adjournment

The meeting adjourned at 7:17 p.m.

Chair

**Wood Buffalo
Workplace Inclusion
Charter:
Implementation and
Expansion Phase
RACIDE - May 10,
2023**



Road Map

Why did we develop a Workplace Inclusion Charter?

Who worked on the development?

What are the main components of the Charter?

Next Steps



Why Develop a Workplace Inclusion Charter?

The Wood Buffalo Workplace Inclusion Charter supports businesses in becoming more inclusive, which has many benefits, including improving employee attraction and retention, increasing productivity and financial returns, customer experience and being better able to tap into underserved markets.



The Benefits of the Workplace Inclusion Charter

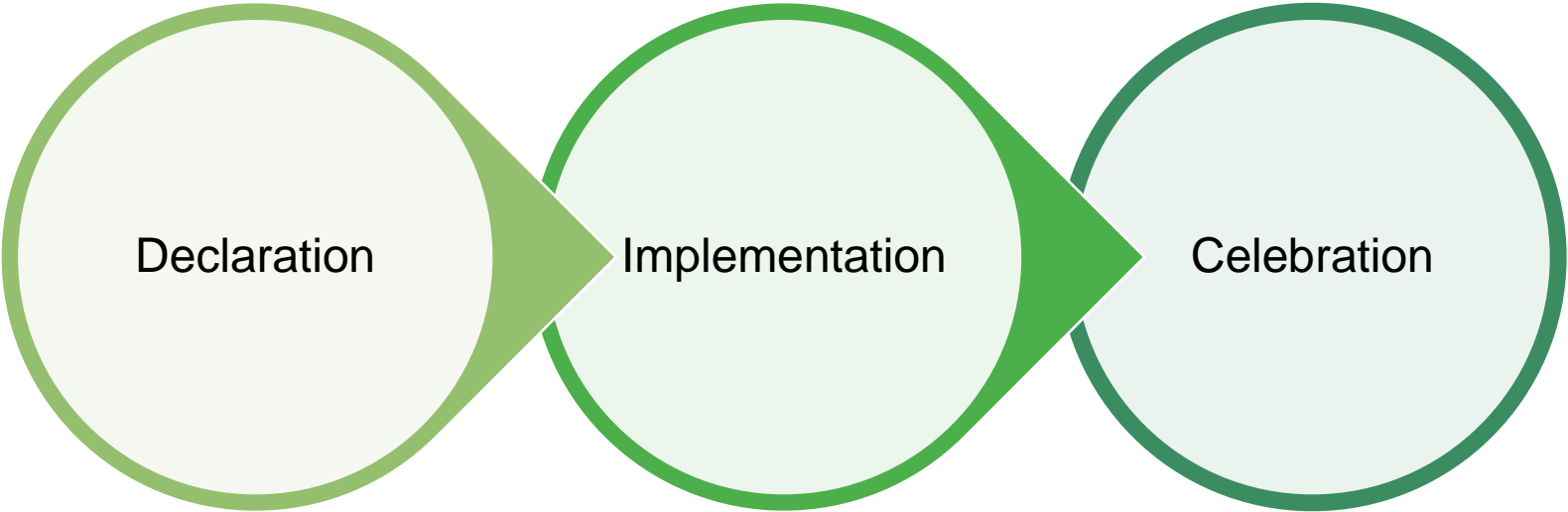


Who was part of the Development?

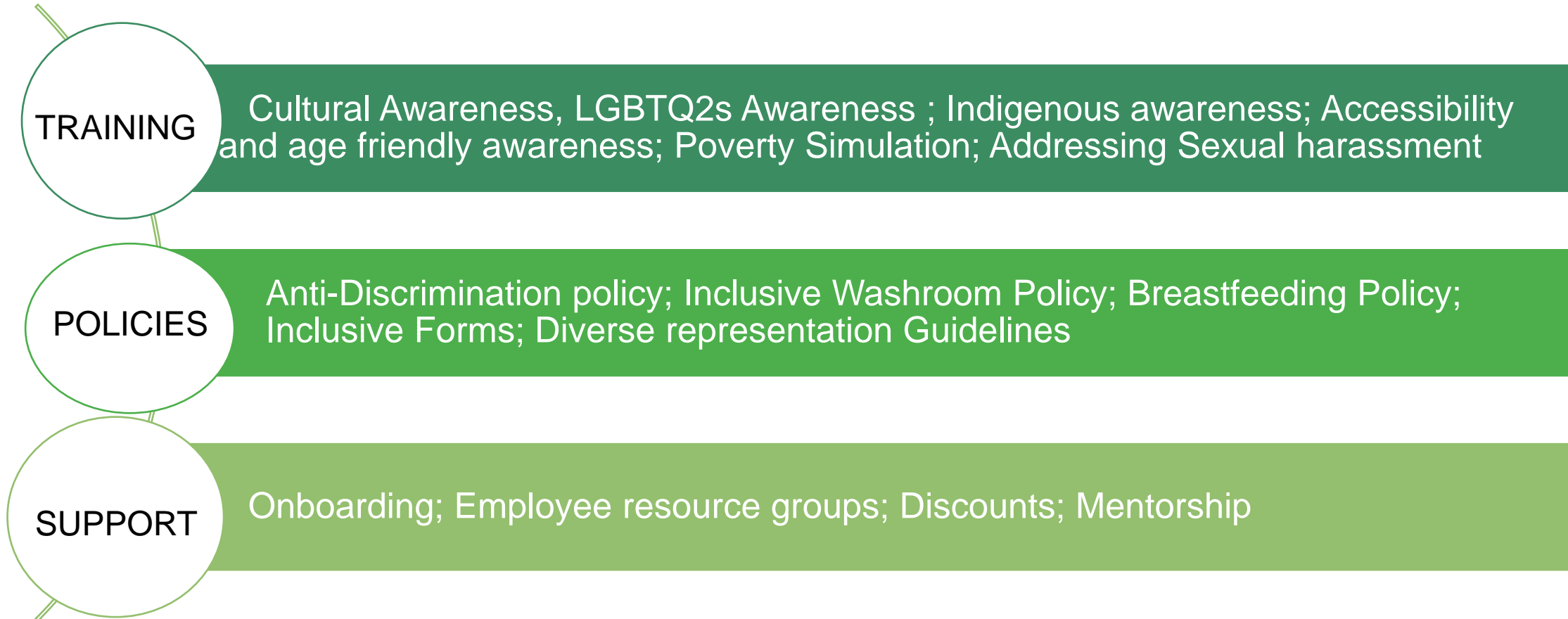
- Alberta Human Rights Commission
- Business Support Network
- Chamber of Commerce
- Government of Alberta
- Inclusion Advisory Committee
- Advisory Committee on Aging
- Regional Advisory Committee on Inclusion, Diversity and Equity
- Coalitions Creating Equity
- Newcomer Interagency Network
- Poverty Reduction Network
- Regional Inclusive Committee
- St. Aidan's Society
- Waypoints
- Regional Municipality of Wood Buffalo
- The Autism Society



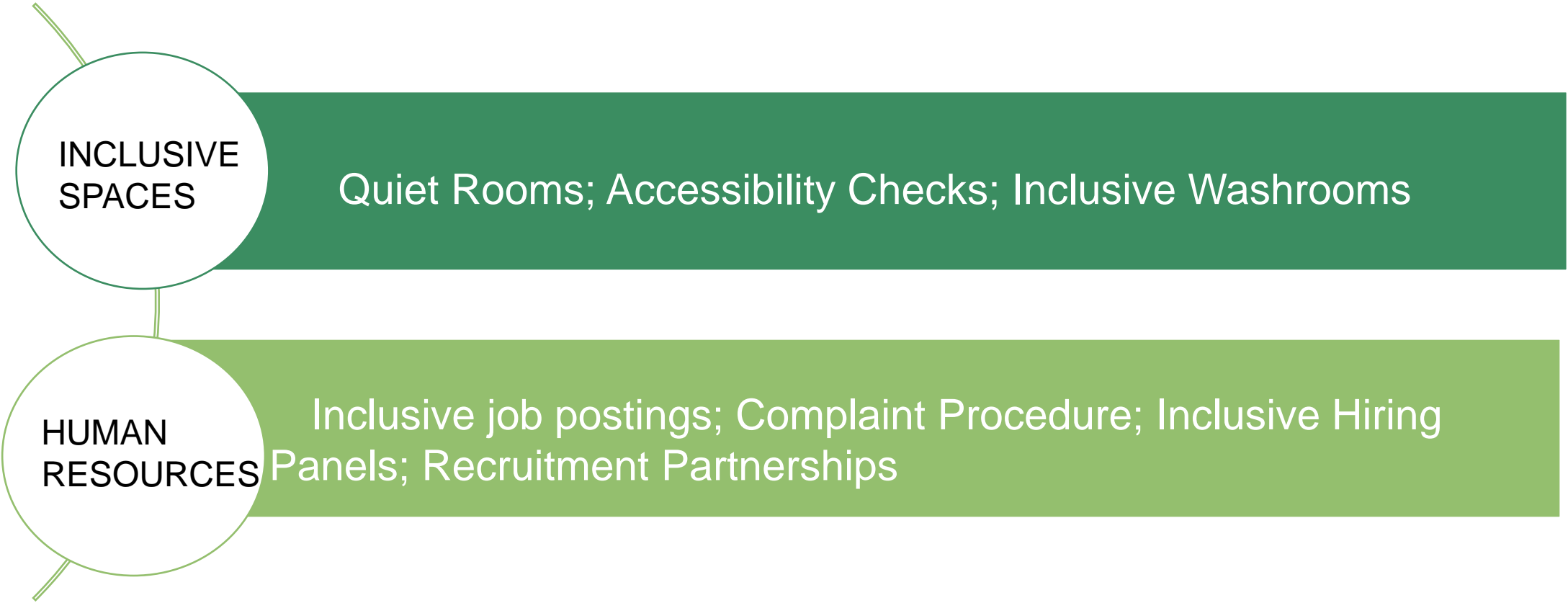
The Main Components of the Charter: The Process



The Main Components of the Charter: The Commitments

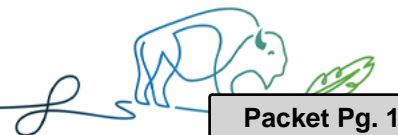


The Main Components of the Charter: The Commitments



The Main Components of the Charter: The Resources

- Templates of the policies mentioned on the commitments
- Sample of signage for inclusive spaces
- Criteria to inclusive spaces
- Resources to learn what to look for to ensure the forms are inclusive e.g. simple language, easy to read
- Training connections with local organizations
- Human Resources guidelines for inclusive job postings, etc.



The Main Components of the Charter: The Recognition Program

Gold

Complete all 7 Training Commitments • Complete all 5 Policy Commitments • Complete all 3 Human Resource Commitments • Complete all 4 Support Commitments • Complete all 3 Inclusive Spaces Commitments

Silver

Complete 4 Training Commitments • Complete 4 Policy Commitments • Complete 2 Human Resource Commitments • Complete 3 Support Commitments • Complete 2 Inclusive Spaces Commitments

Bronze

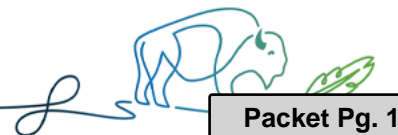
Complete 2 Training Commitments • Complete 2 Policy Commitments • Complete 1 Human Resource Commitment • Complete 2 Support Commitments • Complete 1 Inclusive Spaces Commitment



New Recognition Category

Workplace
Inclusion
Champion
Signatory

- Complete 2 Training Commitments • Complete 1 Policy Commitment • Complete 1 Human Resource Commitment • Complete 1 Support Commitment • Complete 1 Inclusive Spaces Commitment



Implementation and Expansion Phase

- Collaboration with the Local Immigration Partnership
- Employers will have access to support for assessment, implementation, empowerment through education, evaluation, and public recognition for their efforts.
- Two Inclusion Coaches are available to provide guidance to employers implementing the Workplace Inclusion Charter



The Expansion

- Commitment to educate staff on how to better support people experiencing domestic violence
- Training provided by Waypoints addressing sexual harassment at the workplace
- Human Resources Commitment: Establishing partnerships with community organizations to reach out to untapped talent pools
- Training on Neurodiversity in the workplace



Implementation - Training

The project will include a workshop series for HR professionals and leadership, particularly for those employers who are working on implementing the toolkit criteria. This workshop series will support the education and training needed to successfully use the toolkit and implement changes within their businesses.



Implementation - Inclusion Team

Upon signing onto the WIC, employers will have access to an inclusion team:

- Local Immigration Partnership Coordinator
- Two trained equity and inclusion coaches with lived experience
- The RMWB Equity and Inclusion Program Manager and Social Planner who would mentor and support the Inclusion Coaches



Thank You



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