



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

Room 207, 2nd Floor, Jubilee Centre
9909 Franklin Avenue, Fort McMurray, AB T9H 2K4

Thursday, June 29, 2023
5:30 PM

Special Meeting Agenda

1. **Call to Order**
2. **Minutes of Previous Meetings**
 - 2.1. Regional Advisory Committee on Inclusion, Diversity and Equity (RACIDE) Meeting - May 17, 2023
3. **New and Unfinished Business**
 - 3.1. Anti-Racism Policy Environmental Scan
 - 3.2. Future Thinking for Collective Liberation
 - 3.3. Committee Member Engagement and Participation
 - 3.4. Administrative Update
 - 3.5. Emerging Issues

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, May 17, 2023, commencing at 5:30 PM.

Present:

Mitchel Bowers, Chair
Nicole Spring, Vice-Chair
Brandon Cardinal (via MS Teams)
Hanna Fridhed (via MS Teams)
Donya Salari
Chantelle Tatum (via MS Teams)

Absent:

Shehzad Bandukda
Kg Banjoko
Curtis Kachale
Allan Grandison, Councillor

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

Chair Mitchel Bowers called the meeting to order at 5:37 p.m.

2. Adoption of Agenda

MOTION:

THAT the Agenda be adopted as presented.

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

Minutes Acceptance: Minutes of May 17, 2023 5:30 PM (Minutes of Previous Meetings)

3. Minutes of Previous Meetings

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

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

RESULT:	ACCEPTED [UNANIMOUS]
MOVER:	Nicole Spring
SECONDER:	Brandon Cardinal
FOR:	Bowers, Cardinal, Fridhed, Salari, Spring, Tatum
ABSENT:	Bandukda, Banjoko, Kachale

4. New and Unfinished Business

4.1. Wood Buffalo Regional Library Strategic Plan Engagement

Gillian Balharry and Shauna Murray, Wood Buffalo Regional Library (the “Library”), spoke to the library’s current Strategic Planning Engagement, including the various ways the Library will be engaging with stakeholders, and community members. Committee members were asked to participate in a short questionnaire providing their suggestions and feedback.

Exit

Committee Member Brandon Cardinal disconnected from the meeting at 5:51 p.m.

4.2. GBA+ Training and Review Tool

Krystell O'Hara, Department Administrator, Community and Protective Services, provided an overview of the GBA+ Training and Review Tool, noting that it is an analytical process that will assess systemic inequalities, help identify gaps, vulnerable points, and unintended consequences. It was further noted that the GBA+ Training and Review Tool will aid in the development and review of government policies, programs and practices, land planning, and facilities.

4.3. Workplace Inclusion Charter Update

Krystell O'Hara, Department Administrator, Community and Protective Services, provided an update on the Workplace Inclusion Charter, noting that the initiative is currently in the Implementation and Expansion Phase which includes collaboration with the Local Immigration Partnership, and expansion of the existing toolkit to include guidelines related to barriers, and recruitment and retention strategies.

4.4. Anti-Racism Local Response

Caitlin Downie, Manager, Community and Protective Services, provided an update on Local Anti-Racism Response, noting the various initiatives and actions being taken by the Municipality and organizations and groups throughout the Region. It was further noted that work is underway on an anti-racism bylaw and policy which Council has identified as a milestone in the 2022-2025 Strategic Plan.

4.5. Committee Member Attendance

Krystell O'Hara, Department Administrator, Community and Protective Services, noted the importance of regular member attendance and engagement at RACIDE meetings. The Committee discussed various options to improve member attendance and involvement.

MOTION:

THAT Committee Member Brandon Cardinal be formally excused from any Regional Advisory Committee on Inclusion, Diversity and Equity meetings held between May 18, 2023 and July 11, 2023.

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

Adjournment

The meeting adjourned at 7:19 p.m.

Chair

Minutes Acceptance: Minutes of May 17, 2023 5:30 PM (Minutes of Previous Meetings)

RACIDE Strategic Plan 2023

Presenter: Krystell O’Hara, Program Manager – Equity & Inclusion

Department: Community and Protective Services

Meeting Date: June 29, 2023.



RACIDE – Strategic Plan Process

- Identified the key themes based on the shared voices (D&I plan, Rehoboth Anti-Racism Report, RACIDE conversation Cafes.)
- Identified relationships between community partners and other stakeholders to determine where the greater leverage was.
- Identified best interventions given the organization’s resources.
- Centered on anti-oppression work



Image taken from Stanford d school. Integrative Design: A practice to Tackle Complex Challenges.

Attachment: Administrative Update (Administrative Update)



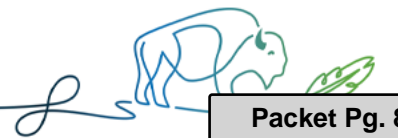
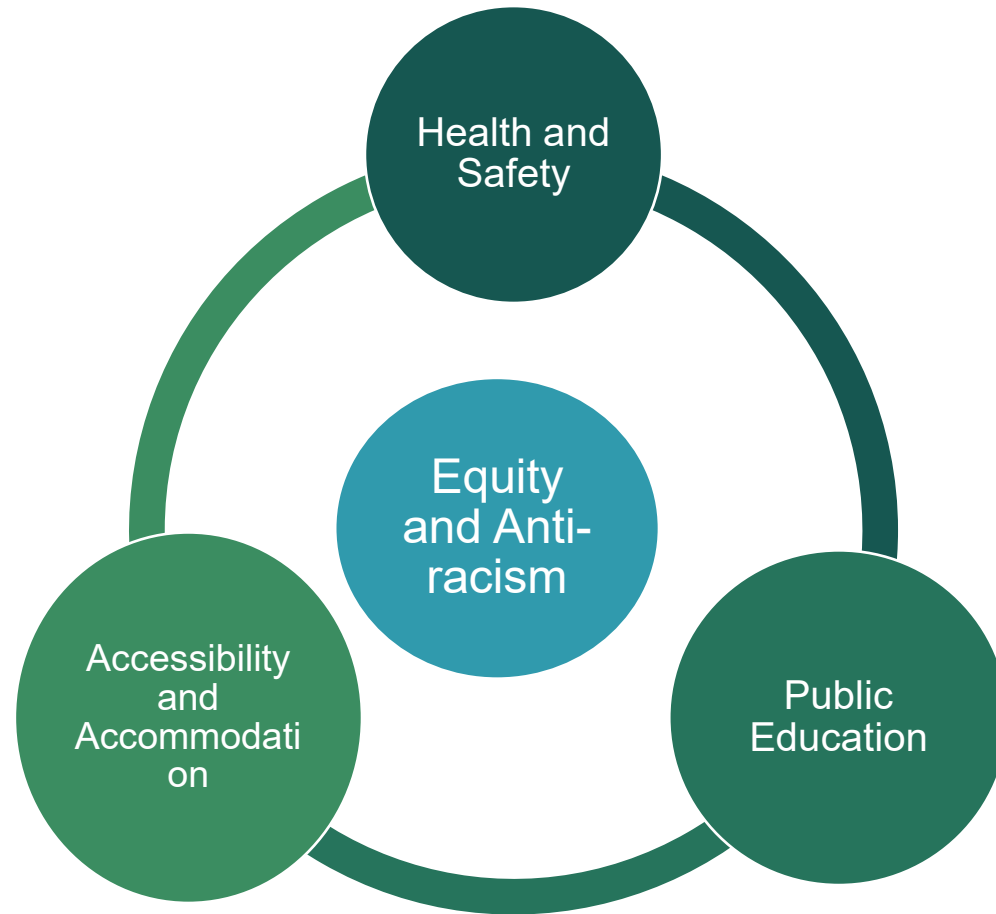
RACIDE Strategic Plan – Process



Attachment: Administrative Update (Administrative Update)



2023 RACIDE Strategic Plan



Strategic Direction 1

Strategic Goal: Work towards residents having adequate healthcare and mental health supports to meet their needs

Strategic Action	Update	Status
Enhance supports for mental health services	Mental Health Collective to develop regional framework	In Progress
Increase education around mental health and supports available in the community	Planning for community workshops for specific groups in Fall 2023	In Progress
Continue Strategic alignment, Collaborations and partnerships with Mental health sector	Mental Health Collective collaboratively identifies needs, gaps, and strategic solutions	Ongoing
Create a safe spaces and platforms for learning and dialogue	Created Terms of Reference for Healing Circles	In Progress

Attachment: Administrative Update (Administrative Update)

J. Sullivan 11/1/23

Strategic Direction 2

Strategic Goal: Increase understanding and appreciation of Diversity Equity and Inclusion (DEI) and integrate its principles through structures, supports and spaces.

Strategic Action	Update	Status
Raise awareness on topics of inclusion and Create opportunities for Public education	<ul style="list-style-type: none"> -First draft for Website content for the Wood Buffalo for All Campaign created. - Anti-Racism Training - Workplace Inclusion Charter 	In Progress
Develop internal platforms that supports integration of DEI culture.	<ul style="list-style-type: none"> - Equity and Inclusion Managers Table trained o GBA+ - Equity and Inclusion Table of Directors introduction to GBA+ - Planning GBA+ training for Council 	In Progress

Attachment: Administrative Update (Administrative Update)

Strategic Direction 3

Strategic Goal: Facilities and Public spaces are safe and accessible.

Strategic Action	Update	Status
Coordinate awareness, education and training about the topic of accessibility and ageism	Accessibility 101 training: 40 people attended. (25 Municipal staff, 15 community stakeholders) – Second workshop session hosted on April.	In Progress
Enhanced accessible features to public space	- Accessibility audit project was awarded to contractor. Facility audits took place June 12-16	In progress

Attachment: Administrative Update (Administrative Update)

Thank You

Inclusion@rmwb.ca

Rmwb.ca/inclusion

