



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 15, 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 – October 18, 2023
4. **New and Unfinished Business**
 - 4.1. Public Art Project on Social Justice
 - 4.2. Benchmarking re: Response to Hate Incidents
 - 4.3. Administrative Updates
 - 4.4. End of Year Meeting
 - 4.5. Emerging Issues and Opportunities

Adjournment

Minutes of a Meeting of the Regional Advisory Committee on Inclusion, Diversity and Equity, held in room 207 at the Municipal Offices in Fort McMurray, Alberta, on Wednesday, October 18, 2023, commencing at 5:30 PM.

Present:

Mitchel Bowers, Chair
 Nicole Spring, Vice-Chair
 Shehzad Bandukda,
 Kg Banjoko, (via MS Teams)
 Donya Salari
 Chantelle Tatum (via MS Teams)

Absent:

Brandon Cardinal
 Hanna Fridhed
 Curtis Kachale
 Allan Grandison, Councillor

Administration:

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

1. Call to Order

Chair Mitchel Bowers called the meeting to order at 5:38 p.m.

2. Adoption of Agenda

MOTION:

THAT the Agenda be adopted as presented.

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

3. Minutes of Previous Meetings

3.1. Regional Advisory Committee on Inclusion, Diversity and Equity (RACIDE) Meeting - September 20, 2023

THAT the minutes of the Regional Advisory Committee on Inclusion, Diversity and Equity meeting held on September 20, 2023, be accepted as presented.

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

4. New and Unfinished Business

4.1. RACIDE 2023 Strategic Plan Update

Krystell O'Hara, Department Administrator, Community and Protective Services, provided an update on the Committee's 2023 Strategic Plan, noting that work is ongoing in the four overarching themes of Health and Safety, Public Education, and Accessibility and Accommodation. It was further noted that mental health training has been held for service providers regarding Mental Health First Aid for First Nations and planning is underway for training opportunities in trans-affirming care.

Entrance

Kg Banjoko joined the meeting at 5:44 p.m.

4.2. Emerging Issues and Opportunities

The Committee discussed a '1 Million March 4 Children', planned for October 21, 2023, noting that other entities may be planning a counter march.

Action Items:

Administration will confirm if a permit is required for peaceful marches within Fort McMurray.

Administration will confirm if the current Flag Policy permits community flags to be placed on the courtesy flag poles in Kiyām Park.

The Committee also discussed a documentary of the 2019 escalation of violence that that will be shown virtually on October 19, 2023.

Action Item:

Administration will send the information regarding the documentary to all Committee Members.

Adjournment

The meeting adjourned at 6:16 p.m.

Chair

Response to Hate Incidents Benchmarking

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

Department: Community and Protective Services

Meeting Date: November 15, 2023.



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Coalitions Creating Equity: Response Model to Hate Incidents – Alberta



Attachment: RACIDE - Response to Hate Incidents Benchmarking (Benchmarking re:



Using a Restorative Justice Approach to Heal Communities

Who is involved?

The receiver
(person targeted)

The offender
(initiator)

Other affected
community
members

What's the goal?

To have dialogue focused on how the harm caused can be repaired.

Restoration should not be imposed on the initiator, rather, it should come from an agreement and not a punishment.

Next Steps

1. Indigenous lead organizations
2. Mental Health Organizations
3. Interfaith Coalitions
4. Race and Culture Organizations
5. Organizations that support people with disabilities
6. 2SLGBTQ+ organizations
7. Council Appointed Committees
8. Municipality
9. Schools
10. Crisis support organizations
11. Support organizations for seniors

Disability Hate Incident

What is a Disability Hate Incident?

A noncriminal act motivated in whole or in part by prejudice, bias, or hate towards a specific person or identifiable group of persons due to their real or perceived mental or physical disability.

In other words, is when someone does something mean and hurtful because they have a negative feeling or opinion about the person's disability.

What can be considered a Disability Hate Incident?

Specifically targeting a disabled person because they are perceived as vulnerable or "easy targets" is an expression of bias and can, therefore, be considered a hate incident.

Examples

- Workers at a care home for disabled people uttering insults about the disabled person.
- Name-calling a child because of a learning disability.
- A person with a non-visible disability is left an insulting note on their car after parking in a handicap spot
- Coworkers commenting on the appearance, mannerisms or questioning the disability of someone with an invisible disability

What is a Disability Hate Crime?

A criminal offence motivated in whole or in part by prejudice, bias, or hate towards a specific person, identifiable group of persons or property due to their perceived mental or physical disability.

In other words, a criminal act that can involve intimidation, harassment, physical force or threat and that its motive is resentment or a negative opinion for the characteristics of a person given by their disability (or presumed disability).

Examples
A group of people see someone using a wheelchair and decide to grab the wheelchair and turn it over, dumping the user on the ground. They run away laughing and shout names at the wheelchair user



Response to Hate Incidents – British Columbia: From hate to hope: Report of the Inquiry into hate in the COVID-19 pandemic Key findings:

1. Government responses have been ineffective
2. Community response can be effective with adequate funding and centralized coordination.
3. Hate is not new and is rooted in power and control and long-standing patterns of discrimination and oppression.
4. Hate is disproportionately experienced by marginalized communities, specially by those with intersecting identities.
5. Growing evidence of the link between gender-based violence, misogyny and mass killings. Hate on the base of gender manifest in the form of GBV but that type of violence is rarely considered as hate under the law and society.
6. Online hate increased dramatically during the pandemic
7. Legal responses have been largely ineffective



Response to Hate: Other Communities

- Town of Strathmore: Systems based-based approaches to address racism long – term in small, remote, and rural communities using religious literacy.

Administrative Update

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

Department: Community and Protective Services

Meeting Date: November 15, 2023.



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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 intervention given the organization's resources.
- Centered on anti-oppression work

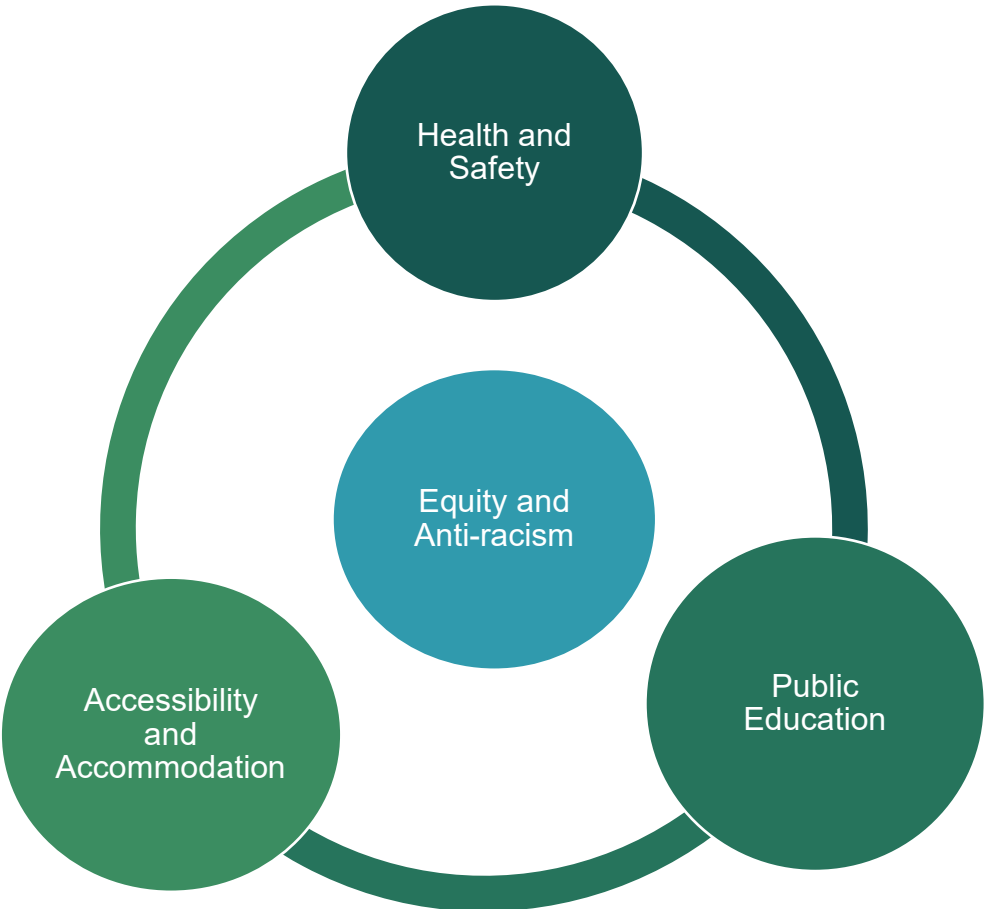


Image taken from Stanford d school. Integrative Design: A practice to Tackle Complex Challenges.

RACIDE Strategic Plan – Process



2023 RACIDE Strategic Plan



Attachment: RACIDE Nov 2023 Administrative Update (Administrative Updates)



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	Building capacity within the mental health collective. New members have joined. Exploring the framework for 2024.	In-Progress
Increase education around mental health and supports available in the community	Hosted three-day Mental Health First Aid First Nations training for service providers. Working with the collective to provide a training opportunity for trans-affirming care. Training for racial trauma informed counseling identified for 2024.	Complete

Attachment: RACIDE Nov 2023 Administrative Update (Administrative Updates)



Strategic Direction 1

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

Strategic Action	Update	Status
Continue Strategic alignment, Collaborations and partnerships with Mental health sector	RMWB representation at the following committees: Wood Buffalo Health Neighbourhood- mini working group mental health and addictions, mental health collective, rural sharing network, Metis mental health advisory committee.	Ongoing
Create a safe spaces and platforms for learning and dialogue	SHARE(Support Healing and Realize Equity) TOR created. Working with Mental Health Collective to host the first support activity.	Complete

Attachment: RACIDE Nov 2023 Administrative Update (Administrative Updates)



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">- Anti-Racism Training Level 1 to be introduced to RACIDE- Workplace Inclusion Charter launched: 34 signatories to date- Social Justice through public Art: Accessibility selected as focus topic- WBFA campaign to launch on Q1 2024	In Progress
Develop internal platforms that supports integration of DEI culture.	<ul style="list-style-type: none">- Hosted second E&I Managers Table- Hosted second E&I Table of Directors	In progress

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: 79 people trained Accessibility Costumer Service training: 40 people currently taking the training Planning accessibility simulation for SLT and Council to acknowledge IDPD.	In Progress
Enhanced accessible features to public space	Accessibility audits completed for 11 buildings (business and municipal facilities). Accessibility checklist and Inclusive events guidelines in development. Future meetings with property owners to share result to be scheduled.	In progress

RACIDE Recommendations

Recommendation	Update	Status
Equity & Inclusion Policy	In initial 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)- Allyship Training to launch on Q1 2024 alongside Anti-racism policy- ERG's research completed	In Progress
Gender - Neutral Washrooms	Updating all single-stall washrooms to gender-neutral signage. Educational resource created	In progress (Jubilee Complete)

D&I Plan

Action	Update	Status
Accessibility Audit	Accessibility audits completed for 11 buildings (business and municipal facilities). Accessibility checklist and Inclusive Events Guidelines in development. Future meetings with property owners to share result to be scheduled.	In Progress
Awareness Campaign	To launch in Q1 2024	In Progress
Gender- Neutral Washrooms	Updating all single-stall washrooms to gender-neutral signage. Educational resource created	In Progress (Jubilee Complete)
Workplace Inclusion Charter	Program Launched, 34 businesses and organizations have joined the program	Complete

Attachment: RACIDE Nov 2023 Administrative Update (Administrative 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. - Municipal staff continue to take the GBA+ training - Conducted GBA+ review of Social Procurement Questionnaire - Established an equity lens review process for all regulations - Partnership with Public Engagement on Participant Mapping training to bring an equity lens into the engagement strategies 	In Progress

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



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: RACIDE Nov 2023 Administrative Update (Administrative Updates)

Thank You

Inclusion@rmwb.ca

[Rmwb.ca/inclusion](https://rmwb.ca/inclusion)



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