

**Minutes of a Meeting of the Regional Advisory Committee on Inclusion, Diversity and Equality held via Electronic Communications in Fort McMurray, Alberta, on Wednesday, May 19, 2021, commencing at 5:30 PM.**

**Present:**

Jason Beck, Chair  
Mitchel Bowers, Vice Chair  
Tammy Jackson  
Luay Eljamal

**Absent:**

Chantelle Tatum  
Keith McGrath, Councillor

**Administration:**

Deanne Bergey, Director, Community and Protective Services  
Jade Brown, Chief Legislative Officer  
Toni Elliott, Senior Manager, Community and Protective Services  
Caitlin Downie, Department Administrator, Community and Protective Services  
Caitlin Sheaves, Clerk, Legislative Services

**1. Call to Order**

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

**2. Adoption of Agenda**

**MOTION:**

THAT the agenda be adopted as presented.

<b>RESULT:</b>	<b>CARRIED [UNANIMOUS]</b>
<b>MOVER:</b>	Tammy Jackson
<b>SECONDER:</b>	Luay Eljamal
<b>FOR:</b>	Jackson, Bowers, Beck, Eljamal
<b>ABSENT:</b>	Tatum

**3. Minutes of Previous Meetings**

### **3.1. Regional Advisory Committee on Inclusion, Diversity and Equality (RACIDE) Meeting - April 21, 2021**

THAT the minutes of the Regional Advisory Committee on Inclusion, Diversity and Equality meeting held on April 21, 2021 be accepted as presented.

<b>RESULT:</b>	<b>CARRIED [UNANIMOUS]</b>
<b>MOVER:</b>	Luay Eljamal
<b>SECONDER:</b>	Mitchel Bowers
<b>FOR:</b>	Jackson, Bowers, Beck, Eljamal
<b>ABSENT:</b>	Tatum

## **4. New and Unfinished Business**

### **4.1. Proposed Bylaw Amendment – Committees Bylaw 17/024**

Deanne Bergey, Director, and Caitlin Downie, Department Administrator, Community and Protective Services, provided an update on the Proposed Committees Bylaw Amendment, noting a slight language change to the bylaw being brought forward for Council's consideration. It was further confirmed that the proposed bylaw includes the change from "equity" to "equality" with respect to the Committee's name.

No concerns were raised from the Committee members in attendance.

### **4.2. Municipal Census - Question Discussion**

Mitchel Bowers, Vice Chair, provided an overview of the matter noting that following previous discussions with the Planning and Development Department and in collaboration with Pride YMM a commitment was made to include an inclusive list of options for the gender-based questions in the 2021 Municipal Census. Administration in attendance advised that due to technical issues the options for that question were omitted in the 2021 Municipal Census. Administration confirmed that Planning and Development is aware of the error and has confirmed that the updated language is loaded for use in the next Municipal Census.

The Committee further discussed how gender-based questions can be updated and improved across the organization and included in future questionnaires created by the Municipality.

#### Action Items:

Administration to reach out to the Planning and Development Department with respect to a public acknowledgement of the error made in the 2021 Municipal Census.

Administration to circulate the list of gender-based response options to the Committee for review and feedback.

Administration to endeavor to include the updated list of gender-based response options in future municipal questionnaires, internally and externally.

### **4.3. Working Group Updates**

#### **Anti-Racism Working Group:**

Caitlin Downie, Department Administrator provided an update on various initiatives including Committee recruitment and selection, Community Investment Program Grants, and the Employee Census. It was also noted that Administration has met with the Multicultural Association to further discuss the Anti-Racism Training module, and that Legal Services is conducting benchmarking with various municipalities on Anti-Racism Policies.

With respect to the Awareness Campaign, it was indicated that Administration is working closely with the Communications and Engagement Department to refresh the program materials and anticipates launching the campaign in Summer 2021.

#### **Accessibility Working Group:**

Caitlin Downie, Department Administrator, advised that Administration met with the Regional Inclusion Committee (RIC) and confirmed RIC has expressed interest in collaborating on the Accessibility Audit.

Koryn Krekoski, RIC Member in attendance, provided an overview of the lack of accessible transportation in the Region, including the Municipality's SMART bus system, as well as a lack of communication and support services for programs and services available for disabled residents in the Region. The Committee and Administration provided feedback on options and alternative solutions.

Mitchel Bowers, Vice Chair, advised that a letter was received from the deaf community providing feedback on the interpreter services at the April 27, 2021 Council meeting and the closed captioning services provided to date and concerns with respect to emergency communication and communication services in general from the Municipality, including the Alertable App.

Jade Brown, Chief Legislative Officer, spoke to the benchmarking and research completed by the Legislative Services Branch with respect to ASL interpretation of Council meetings advising that Deaf and Hear Alberta has indicated that, under their guidelines, ASL interpreters can be scheduled for a period of 2 hours only. It was for this rationale that ASL interpretation services were not provided for Council meetings.

The Committee and Administration discussed potential alternatives for information sharing.

#### **Action Items:**

Administration to follow up with Regional Emergency Services with respect to concerns regarding the Alertable App.

Administration to follow up with Communications and Engagement with respect to concerns regarding the potential to include ASL interpretation video of services available to residents (i.e., garbage collection, etc.) on the website, and plain language briefings following Council meetings.

**5. Roundtable**

Mitchel Bowers, Vice Chair advised that Pride Month events have been rescheduled to September 4, 2021.

Caitlin Downie, Department Administrator, provided an update on UNESCO and the Coalition of Inclusive Municipalities, noting that the Regional Municipality of Wood Buffalo has been successfully appointed to the Committee's membership.

**Adjournment**

The meeting adjourned at 6:49 p.m.

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Chair