

**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.

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

### **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.

<b>RESULT:</b>	<b>ACCEPTED [UNANIMOUS]</b>
<b>MOVER:</b>	Nicole Spring
<b>SECONDER:</b>	Brandon Cardinal
<b>FOR:</b>	Bowers, Cardinal, Fridhed, Salari, Spring, Tatum
<b>ABSENT:</b>	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.

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

#### Adjournment

The meeting adjourned at 7:19 p.m.

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Chair