

**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, September 20, 2023, commencing at 5:30 PM.**

**Present:**

Mitchel Bowers, Chair  
Nicole Spring, Vice-Chair  
Shehzad Bandukda  
Kg Banjoko  
Hanna Fridhed  
Curtis Kachale

**Absent:**

Brandon Cardinal  
Donya Salari  
Chantelle Tatum  
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 5:42 p.m.

**2. Adoption of Agenda**

**MOTION:**

THAT the agenda be adopted as presented.

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

### **3. Minutes of Previous Meetings**

#### **3.1. Regional Advisory Committee on Inclusion, Diversity and Equity (RACIDE) - Meeting July 19, 2023 5:30**

##### **MOTION:**

THAT the Minutes of the Regional Advisory Committee on Inclusion, Diversity and Equity meeting held on July 19, 2023, be accepted as presented.

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

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

#### **4.1. Futures Thinking Recap**

Krystell O'Hara, Department Administrator, Community and Protective Services, provided an overview of the Futures Thinking Session facilitated by Jeny Mathews-Thusoo, Program Lead, Resilience & Futures, City of Calgary, noting that resources were provided to host an additional workshop with the Committee.

#### **4.2. Administrative Update**

Krystell O'Hara, Department Administrator, Community and Protective Services, provided an update on various initiatives including the Workplace Inclusion Charter (WIC), noting that several local businesses and organizations have signed up for the program. Additionally, updates were provided on the development of employee resource groups, the WIC Equity and Inclusion table, and the GBA+ training program.

Caitlin Downie, Manager, Community and Protective Services, provided an update on the Anti-Racism Training, noting that the department continues to work the Multicultural Association on a more finalized draft of the training.

#### **4.3. Emerging Issues and Opportunities**

The Committee discussed the '1 Million March 4 Children', held on September 20th, 2023, noting that there is an increased trend in hate against the 2SLGBTQIA+ Community, and the opportunity for the Regional Municipality to respond.

##### **Action Item:**

Administration to formally look into the national response to the rise in hate towards the core 2SLGBTQIA+ community, and research what the Municipality can do to implement the learnings and present the information to the committee in November.

### **Adjournment**

The meeting adjourned at 6:40 p.m.

---

Chair