

**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, November 15, 2023, commencing at 5:30 PM.**

**Present:**

Mitchel Bowers, Chair  
Nicole Spring, Vice-Chair (via MS Teams)  
Shehzad Bandukda  
Curtis Kachale (via MS Teams)  
Donya Salari  
Chantelle Tatum (via MS Teams)  
Lance Bussieres, Councillor

**Absent:**

Kg Banjoko  
Brandon Cardinal  
Hanna Fridhed

**Administration:**

Caitlin Downie, Manager, Community Services  
Krystell O'Hara, Department Administrator, Community Services  
Caitlin Sheaves, Clerk, Legislative Services

**1. Call to Order**

Chair Mitchel Bowers called the meeting to order at 5:40 p.m.

**2. Adoption of Agenda**

**MOTION:**

THAT the Agenda be adopted as presented.

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

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

#### **3.1. Regional Advisory Committee on Inclusion, Diversity and Equity (RACIDE) Meeting - October 18, 2023**

##### **MOTION:**

THAT the minutes of the Regional Advisory Committee on Inclusion, Diversity and Equity meeting held on October 18, 2023, be accepted as presented.

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

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

#### **4.1. Public Art Project on Social Justice**

Krystell O'Hara, Department Administrator, Community Services, provided an update on the Public Art Project on Social Justice, which will address accessibility issues, including physical and mental accessibility. It was further noted that an artist call will go out in early 2024, to have artists on board for September 2024.

#### **4.2. Benchmarking re: Response to Hate Incidents**

Krystell O'Hara, Department Administrator, Community Services, provided an overview of benchmarking conducted on community response to hate incidents, including the Coalitions Creating Equity: Response to Hate Incidents in Alberta. It was further noted that restorative justice programs have been beneficial to the healing process for victims and perpetrators.

Caitlin Downie, Manager, Community Services, noted that next steps include continued work on the Anti-Racism Bylaw, the roll out of a restorative justice pilot program, as well as implementing additional education and awareness for bystanders and witnesses of hate incidents through a public education campaign in Q1 of 2024.

#### **4.3. Administrative Updates**

Krystell O'Hara, Department Administrator, Community Services, provided an update on RACIDE's Strategic Plan, Strategic Goals, and recommendations.

The Committee discussed issues related to accessibility in the region, and ways to improve public education around accessibility.

#### **4.4. End of Year Meeting**

With consensus of the Committee, the next regular committee meeting will be held in January 2024.

#### **4.5. Emerging Issues and Opportunities**

Chair Mitchel Bowers spoke to concerns raised regarding the school bus system, and accessibility concerns for families with parents who have a disability.

##### Action Item

Administration to reach out to the school board to determine what the options are for parents with a disability, who have school aged children requiring transportation.

Chair Mitchel Bowers noted that Trans Awareness week began on Sunday November 19, and that a vigil will be hosted in Kiyām Park on Monday November 20 at 7:00 p.m.

#### **Adjournment**

The meeting adjourned at 7:08 p.m.

---

Chair