

# Diversity & Inclusion In Wood Buffalo: A Community Plan

The Regional Advisory Committee on Inclusion, Diversity & Equality  
(RACIDE)

Bindu Shah, Chair

Caitlin Downie, Social Planner



**RACIDE**



Human Rights  
Education and  
Multiculturalism  
Fund



Alberta  
Human Rights Commission



United Nations  
Educational, Scientific and  
Cultural Organization



Canadian  
Commission  
for UNESCO

Coalition of  
Municipalities Against  
**RACISM**  
and DISCRIMINATION

## What is RACIDE?

- The Regional Municipality of Wood Buffalo joined UNESCO Canadian Coalition of Municipalities Against Racism and Discrimination (CCMARD) in 2006
- As part of the steps taken in joining CCMARD, the Regional Advisory Committee on Inclusion, Diversity, and Equality (RACIDE) was established
- RACIDE Mandate:
  - q Foster and promote awareness of issues of inclusion, diversity & equality
  - q Advise on development of initiatives to remove barriers and address equality
  - q Provide support and a voice to groups in the region that tackle issues of inclusion, diversity, and equality

## RACIDE Initiatives 2017

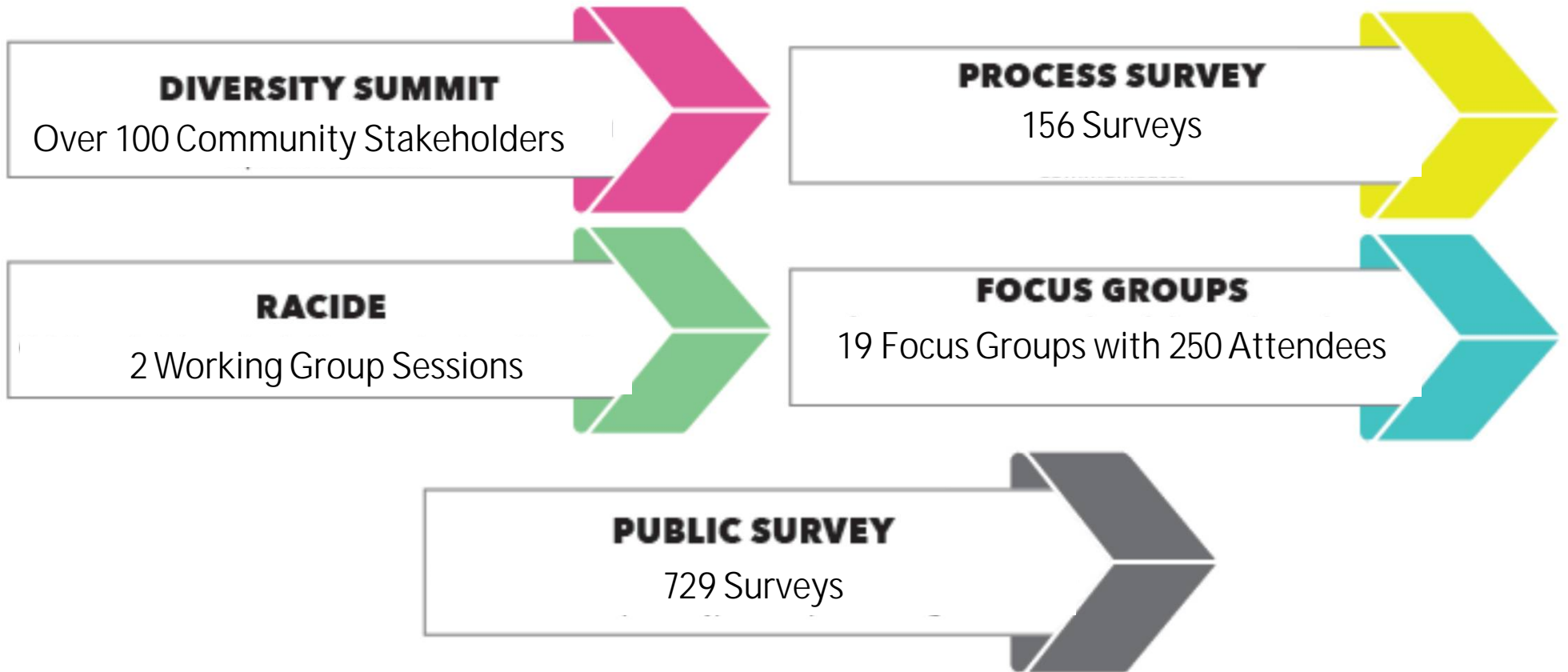
- q Partnered with Pride YMM
- q Coordinated Diversity Ambassador Training
- q Partnered with the Regional Inclusive Committee for the International Day for Persons with Disabilities
- q Supported the Collaboration for Religious Inclusion (CRI) research and Unity Walk
- q Held the ReelWorld Film Festival featuring Virtual Reality and New Perspectives Film Series
- q Developed Diversity & Inclusion Community Plan

## The Diversity & Inclusion Community Plan 2017-2022

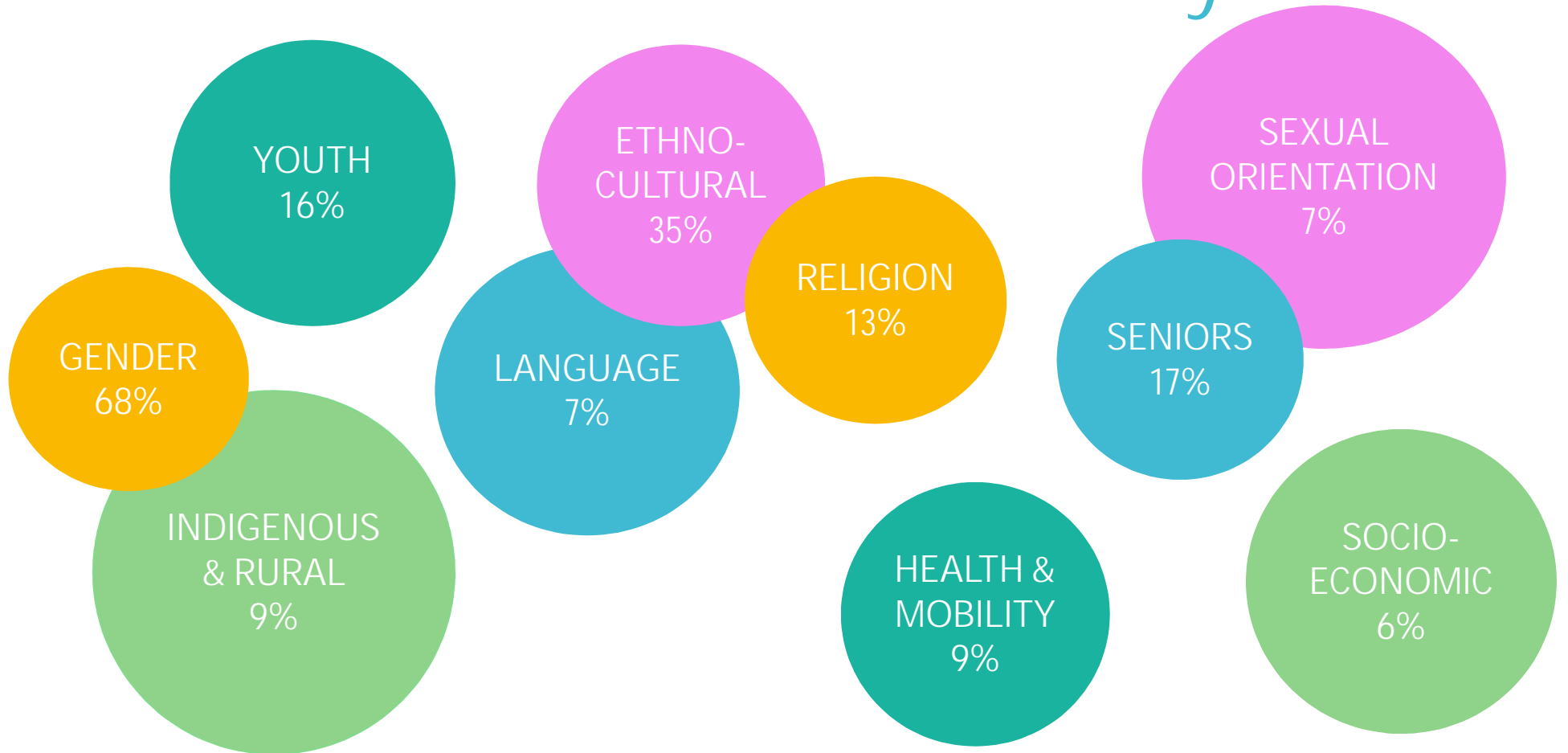
### Why a new Plan?

- Part of our commitment as a member of CCMARD
- Previous Diversity Plan was 2012-2015
- Develop and maintain inclusive services & spaces
- Encourage a cohesive society where everyone is safe & secure
- Deepen the sense of home and belonging of residents
- Improve attraction & retention of current and future residents

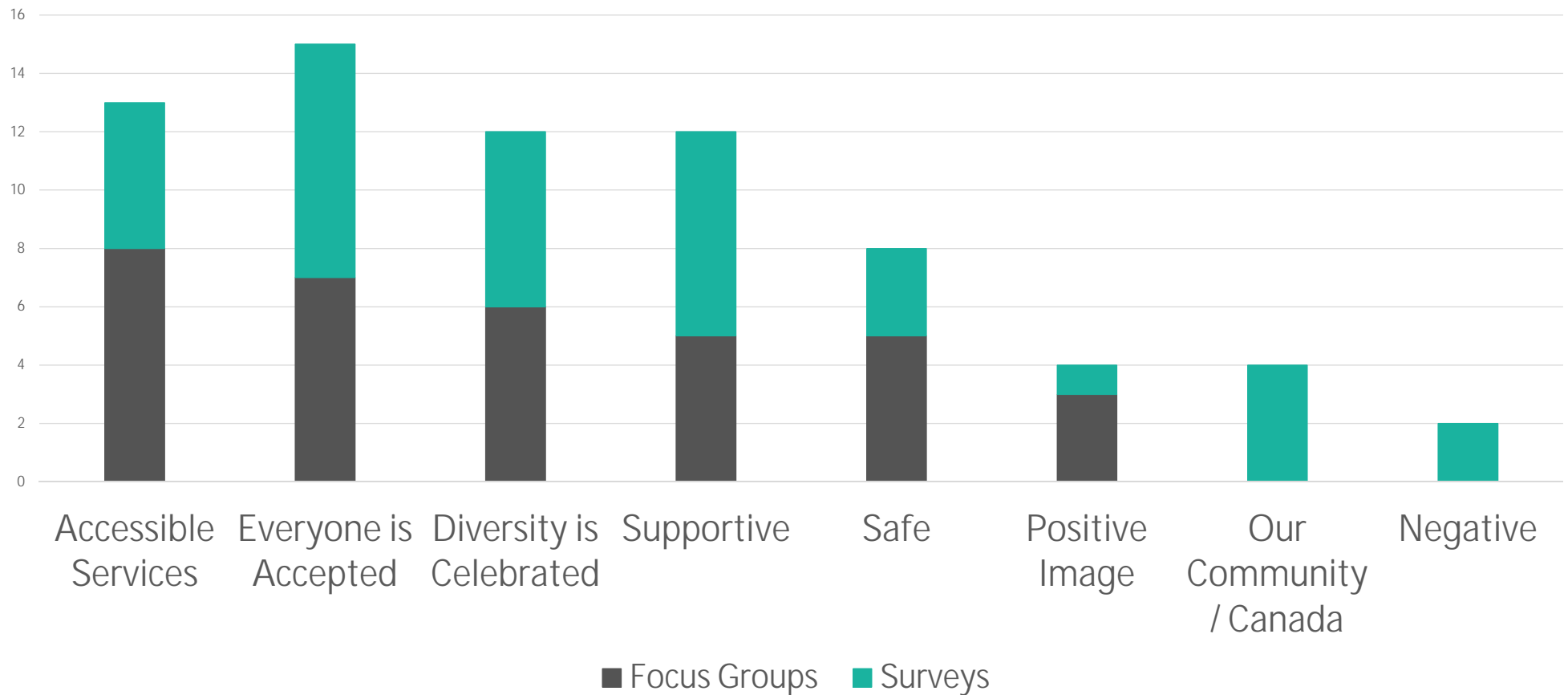
# Community Involvement



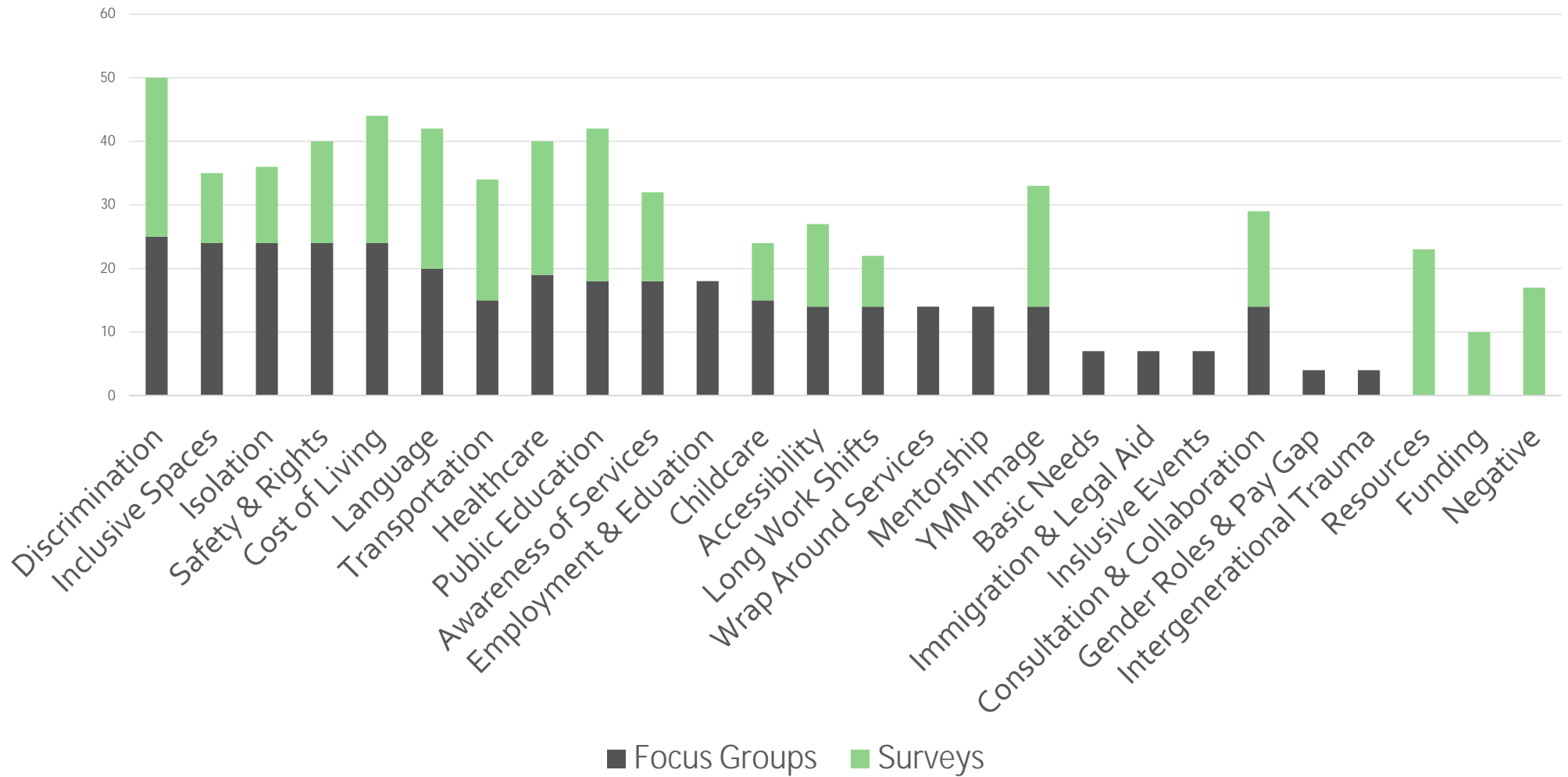
# Dimensions of Diversity



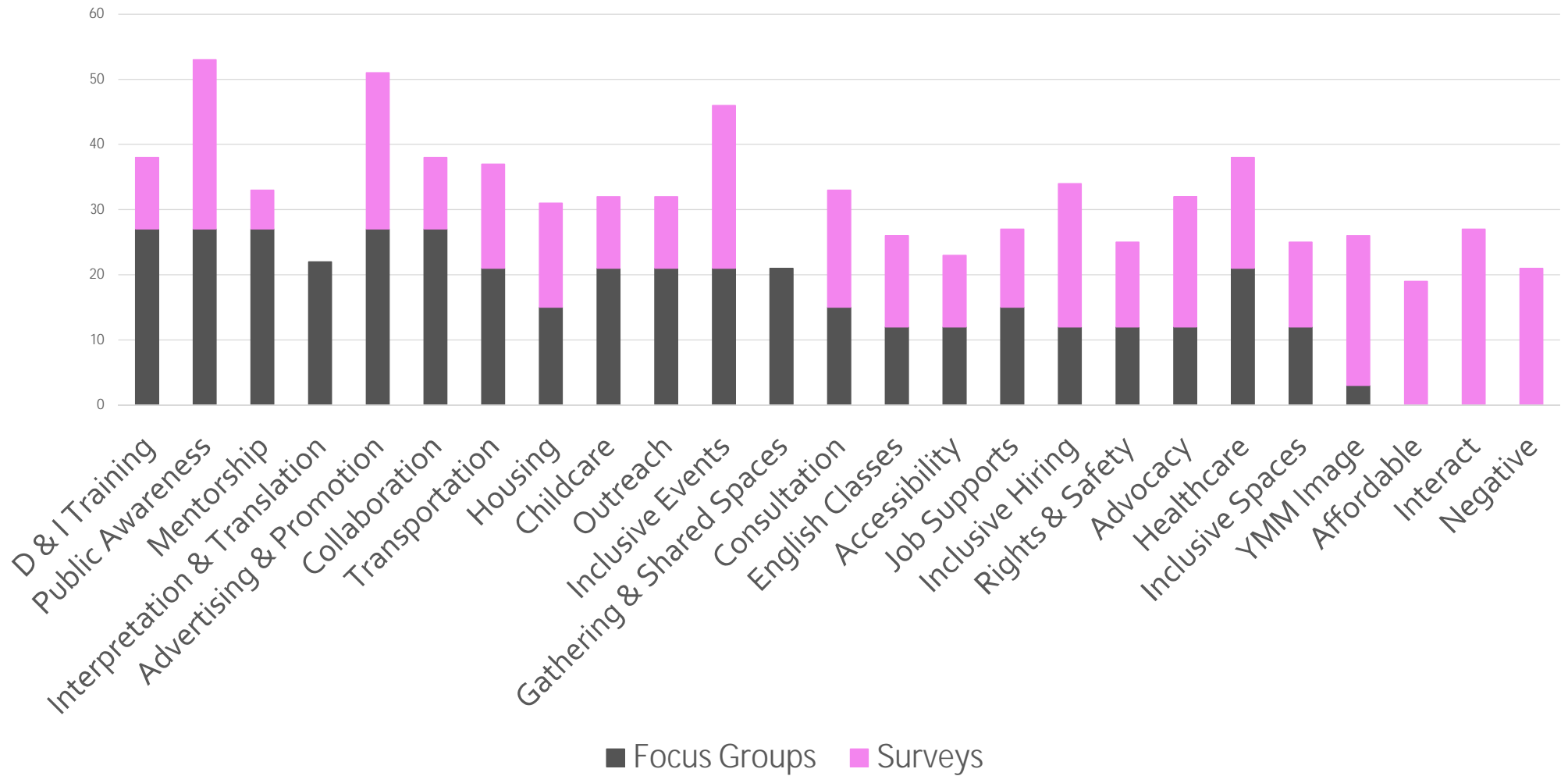
# What Does a Welcoming & Inclusive Community Look Like?



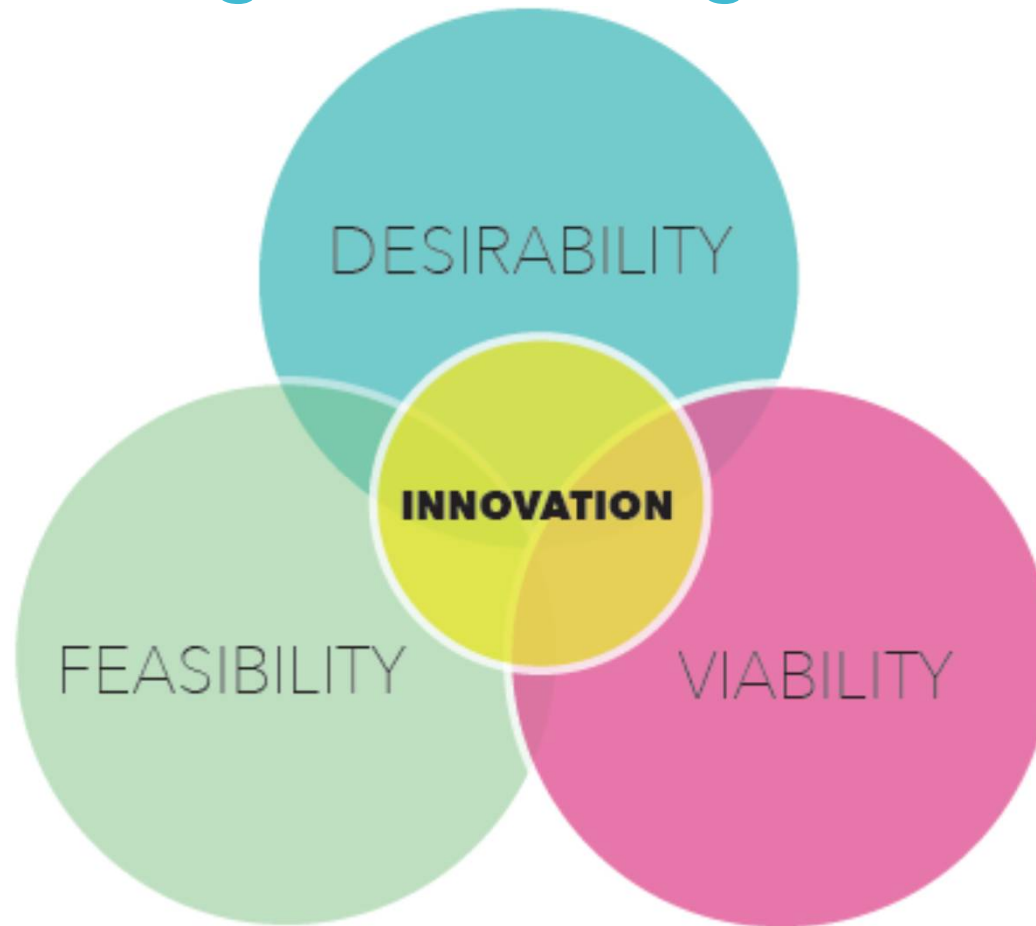
# Barriers & Challenges Experienced



# Suggested Initiatives



# Design Thinking Matrix



# Community Priorities

1. Effective Communication of Information to and within the Community
  - q Awareness of diversity and inclusion initiatives
  - q Awareness of existing programs and services
  - q Inclusive communication
2. Diverse Voices are Identified, Involved, and Engaged
  - q Decisions are informed by consultation
  - q Engagement and consideration of diverse perspectives
3. Promote a Sense of Community by Recognizing & Celebrating Diversity
  - q Opportunities for socializing and gathering
  - q Promotion of the region's diversity
  - q Recognition of those who adopt inclusive practices

# Community Priorities

4. Increase Understanding through Education
  - q Employer/employee diversity & inclusion competency training
  - q Knowledge about safety, human rights, and individual responsibilities
  - q Public education & awareness
5. Foster Trust and Collaboration between Groups and Individuals
  - q Strong relationships between residents, community organizations, government, and businesses
  - q Awareness and recognition of collaborative efforts
  - q Opportunities for cross-group interaction
6. Reduce Barriers to Resources and Services
  - q Accessible job, language, healthcare, recreation, and transportation services
  - q Physically accessible infrastructure
  - q Inclusive spaces and services

## RACIDE Recommendations

- q Offer Inclusion & Diversity Training to Employees and Leaders
- q Amend Forms to Include Inclusive Gender Designations
- q Develop Mentorship Programs to Support Employees
- q Develop policies for:
  - q Anti-Discrimination
  - q Neutral/Inclusive Washrooms
  - q Accessibility
- q Implement Quiet Rooms