

REGIONAL ADVISORY COMMITTEE ON INCLUSION, DIVERSITY AND EQUITY

Skills Matrix	HR Policies & Procedures	Business / Governance	Human Rights in Alberta & Canada	Policy Development	Intercultural Communication	Social Profit Work / Knowledge of the Sector	Community Engagement / Community Leadership	Advocacy in inclusion & equality	Children & Youth rights	Ethnocultural, religious, and immigrant rights	Indigenous rights	Gender & LGBTQ+ rights	Poverty & Socio-economic rights	Anti-Racism	Disability & Accessibility rights	Seniors
Please indicate your working with or living experience, skills or background in the following sectors:																
Committee Member 1																
Committee Member 2																
Committee Member 3																
Committee Member 4																
Committee Member 5																
Committee Member 6																
Committee Member 7																
Committee Member 8																
Committee Member 9																

Self Identification	Women and Youth Sector	Indigenous Persons	Black, Indigenous and Persons of Color (BIPOC)	Immigrants and Refugees	Disability	Religious Sector	Senior	LGBTQ2S+ community	Additional diversity e.g. language, religion/spirituality.(Please State)
Please indicate if you identify with any of the following groups:									
Committee Member 1									
Committee Member 2									
Committee Member 3									
Committee Member 4									
Committee Member 5									
Committee Member 6									
Committee Member 7									
Committee Member 8									
Committee Member 9									

Knowledge of Human Resources policies and procedures	Experience - working in human resources and/or knowledge of hiring and management of personnel policies and procedures. Particular interest and knowledge in inclusive human resources best practices.
Business / Governance	Experience - working in executive management of businesses or governance of organizations. High level reputation and networks in business/industry sector and/or in government.
Knowledge of Human Rights in Alberta and Canada	Life or working with Human Rights issues, keeps up to date with existing and new legislation and best practices, knowledge of challenges and opportunities in the sector.
Policy Development	Ability to identify key issues and opportunities for RACIDE within human rights, inclusion, and equity. Develop appropriate policies to further RACIDE mandate and vision.
Intercultural Communication	Strong intercultural communication skills and ability to work with diverse groups effectively. Has taken cultural competency workshops or has equivalent training and/or education.
Social profit work/ knowledge of the sector	Experience - working in social profit sector and has strong connections to multiple social profit organizations locally. Has extensive knowledge of existing community supports and services that work in the areas of inclusion and equality.
Community Engagement/Leadership	High level reputation and networks in the local community including with relevant vulnerable populations, social profit sector, government, industry and business sector, and Indigenous communities. Ability to effectively engage and communicate with these stakeholders.
Advocacy	Demonstrated advocacy in the areas of human rights, inclusion, and equality.
Children & Youth rights Ethnocultural, religious, and immigrant rights Indigenous rights Gender & LGBTQ+ rights Poverty & Socio-economic rights Anti- Racism Disability & Accessibility rights Seniors	Knowledge of rights, lived experience, and demonstrated advocacy in at least one of the following areas. As much as possible, all of these areas of focus should be represented on the committee through members' breadth of knowledge, lived experience, and advocacy.

Competency Scale	
Basic knowledge	1
Intermediate knowledge or lived experience	2
Advanced knowledge, demonstrated advocacy	3
Extensive knowledge and recognized advocate & leader	4