



*Wood Buffalo's
Commitment to
Equity &
Inclusion*

PATH FORWARD

rmwb.ca/inclusion

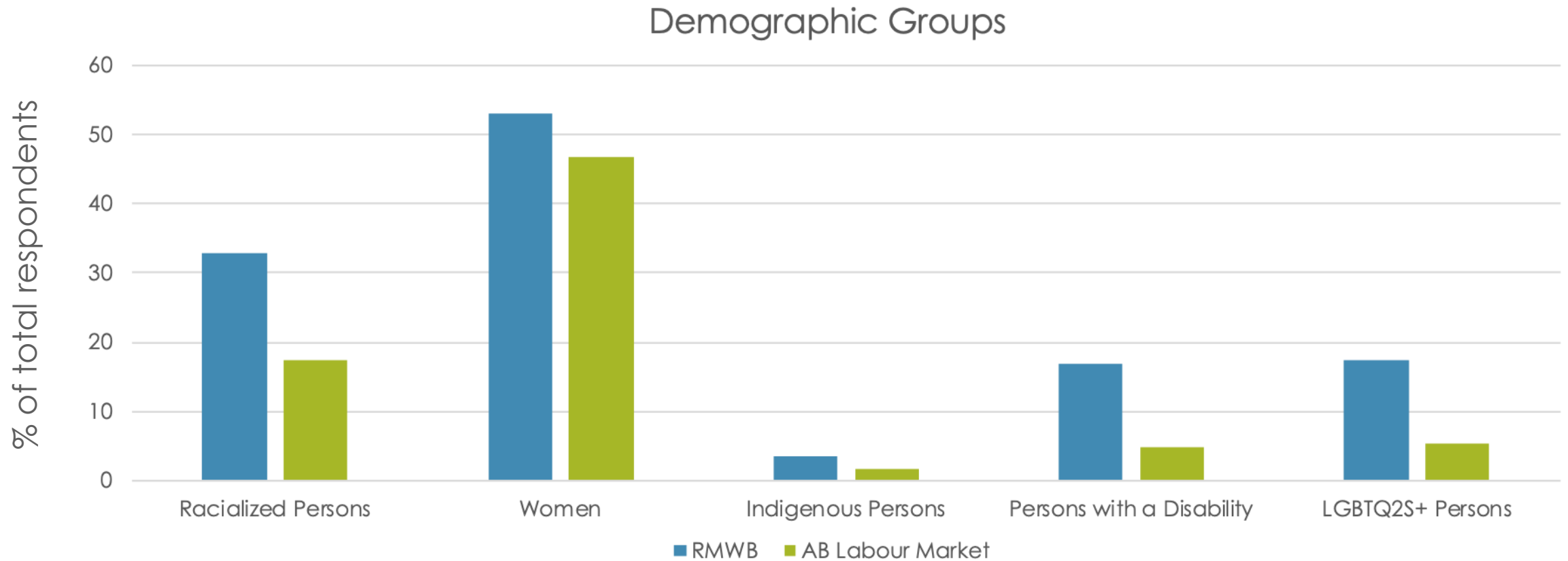
**EQUITY &
INCLUSION**



Employee Census - Background

- Canadian Centre for Diversity and Inclusion (CCDI) conducted an Employee Census with all staff
- Launched November 17 and closed December 4, 2020
- 726 responses (representing a 48.2% response rate)
- 155 written comments

Employee Census – Who we are



Employee Census – Who we are

- Based on demographic survey findings, CCDI notes:
 - Compared to Alberta Labour Market availability, all equity-deserving demographic groups are more represented at the RMWB
 - Indigenous persons, persons with disabilities, and LGBTQ2S+ persons are less represented as seniority increases
 - Possible structural barriers for equity-deserving groups in career progression and accessing full-time permanent roles

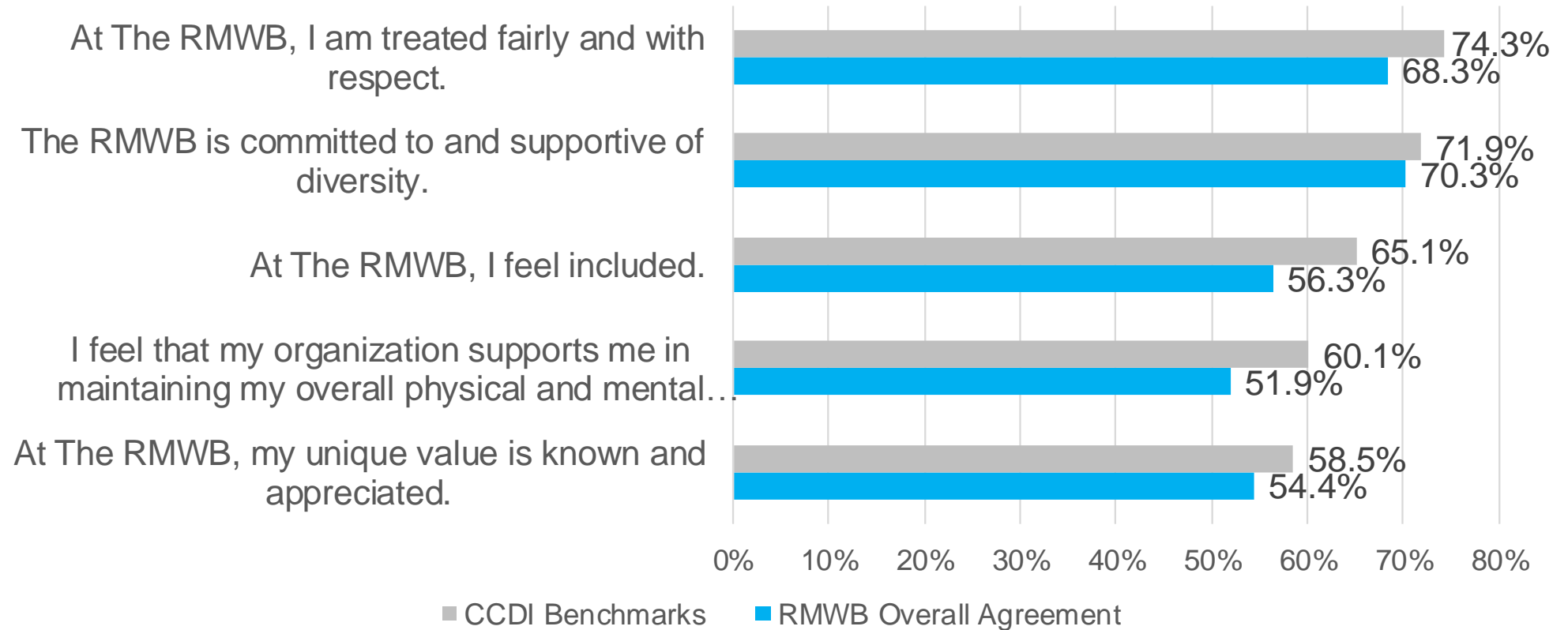
Employee Census – RMWB Inclusion Climate

Ranking	Agreement Rate	Inclusion Indicator
Moderate	70.3%	RMWB is committed to and supportive of diversity
Low	68.32%	I am treated fairly and with respect
Low	67.08%	I feel my manager/supervisor promotes a respectful and inclusive workplace
Low	65.98%	Racist, sexist, homophobic, and other inappropriate comments or jokes are not tolerated
Very Low	56.9%	The RMWB provides flexible work options that meet my needs
Very Low	56.3%	At the RMWB, I feel included
Very Low	55.2%	I feel that Senior Leaders are aware of issues related to diversity, equity, and inclusion
Very Low	54.4%	My unique value is known and appreciated

Employee Census – R.MWB Inclusion Climate (cont.)

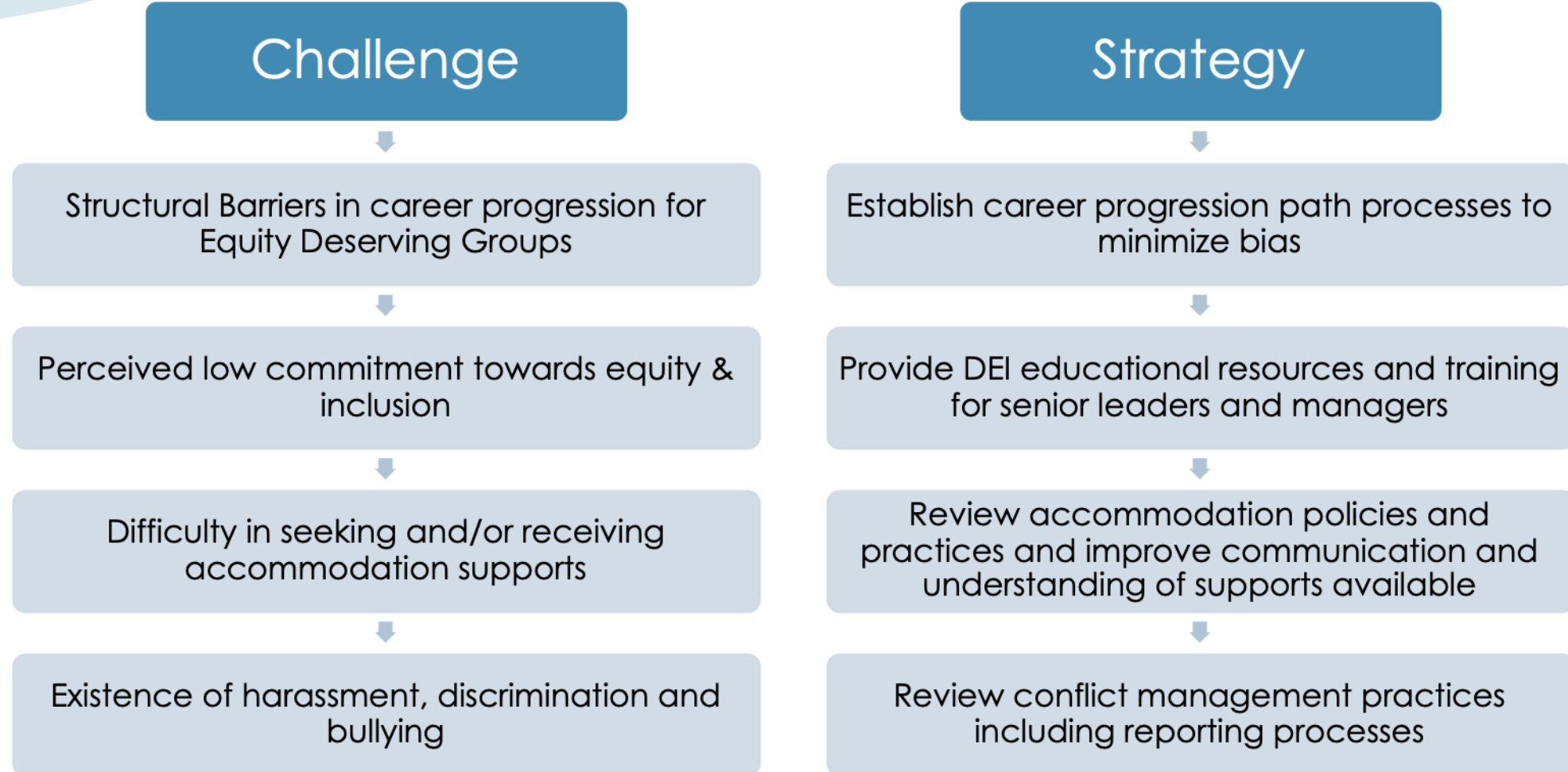
Ranking	Agreement Rate	Inclusion Indicator
Very Low	53.9%	If I am the target of harassment and/or discrimination or have witnessed such, I am comfortable seeking assistance
Very Low	52.9%	I feel that Senior Leaders are committed to developing a respectful and inclusive workplace
Very Low	52.1%	All employees have equal opportunity to advance regardless of personal characteristics
Very Low	51.9%	I feel that my organization supports me in maintaining my overall physical and mental well-being
Very Low	50.7%	All employees have equal opportunity in career paths, regardless of taking time away for personal reasons

Employee Census – Benchmarks



CCDI's inclusion benchmark data for the 5 baseline inclusion indicators are compiled from organizations that surveyed with CCDI from 2014-2020. In total, 52 organizations are included in this dataset for the first four inclusion indicators. The fifth baseline inclusion indicator was added in 2019 and 30 organizations are included in this data.

Employee Census - Opportunities





*RMWB
Commitment*

“The Regional Municipality of Wood Buffalo (RMWB) is committed to listening to our employees, learning from what they have to share and where demonstrated, changing and improving to ensure the RMWB removes any barriers caused by systemic racism. We are committed to being a workplace that is safe, and welcoming for everyone. Our desire is to have a region that thrives, embraces diversity, equity and inclusion.”

R.MWB Actions

- Create an Equity & Inclusion Office supported by a dedicated Program Manager
- Adopt and endorse an Action Plan that addresses the Employee Census results
- Conduct regular Employee Census surveys to track progress

- Provide mandated anti-racism training for all staff and new recruits
- Launch educational campaigns and resources
- Ensure leaders champion equity and inclusion including a commitment to advance their own knowledge in this area



- Develop and implement an equity & inclusion framework
- Embed an equity lens into organizational structures and guiding documents
- Review policies and procedures using a GBA+ lens

- Support formation of employee resource groups
- Provide capacity development for Black, Indigenous, and other minority-led initiatives
- Review current processes to improve support for employees experiencing racism and discrimination

Equity & Inclusion Office

- The E&I Office is an interdepartmental committee that will advise, develop, and support the RMWB's equity and inclusion initiatives
- The work of the Office will be supported by a dedicated Program Manager
- The Office will:
 - develop and implement strategies and initiatives
 - provide regular updates on progress
 - receive advice from staff, RACIDE, and community
 - identify barriers, gaps, and priorities
 - review plans, policies, and administrative directives with an equity lens
- Give us a shout! – inclusion@rmwb.ca