



## REGIONAL ADVISORY COMMITTEE ON INCLUSION, DIVERSITY AND EQUITY (RACIDE) MINUTES

June 5, 2024, 5:30 p.m.  
Room 1172, 1st Floor, Jubilee Centre  
9909 Franklin Avenue, Fort McMurray, AB T9H 2K4

Present: Kg Banjoko, Chair (via MS Teams)  
Mitchel Bowers, Vice-Chair  
Shehzad Bandukda  
Guy Choquet  
Curtis Kachale (via MS Teams)

Absent: Amanda Holloway  
Kimerica Parr  
Donya Salari  
Chantelle Tatum

Also Present: K. Hansen, Director, Organizational Support Services  
T. Stevenson, Manager, Organizational Support Services  
K. O'Hara, Department Administrator, Organizational Support  
Services  
H. Fredeen, Clerk, Legislative Services

Also Absent: Lance Bussieres, Councillor

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### 1. **Call to Order**

Chair K. Banjoko called the meeting to order at 5:41 p.m. and provided the land acknowledgement.

Prior to commencing Committee business, through consensus of the Committee, agenda item 5.1 "Local Body Confidences - Anti-Racism Policy" was moved to follow item 3.1. "Committee Member Absences" and item 3.4 "Anti-Racism Bylaw" was combined with item 5.1 "Local Body Confidences - Anti-Racism Policy".

### 2. **Minutes of Previous Meeting**

#### 2.1 **Regional Advisory Committee on Inclusion, Diversity and Equity - April 17, 2024**

**MOVER:** M. Bowers  
**SECONDER:** S. Bandukda

THAT the Minutes of the Regional Advisory Committee on Inclusion, Diversity and Equity Meeting held on April 17, 2024, be approved as presented.

FOR (5): K. Banjoko, M. Bowers, S. Bandukda, G. Choquet, and C. Kachale

ABSENT (4): A. Holloway, K. Parr, D. Salari, and C. Tatum

**MOTION: CARRIED (5 to 0)**

**3. New and Unfinished Business**

**3.1 Committee Member Absences**

Clerk H. Fredeen indicated that a request for excusal of absences was received from Committee Member C. Tatum for meetings that occurred on March 20, 2024, April 17, 2024, and June 5, 2024.

**MOVER:** S. Bandukda  
**SECONDER:** M. Bowers

THAT the RACIDE meeting absences of member Chantelle Tatum, for the dates March 20, 2024, April 17, 2024, and June 5, 2024, be excused.

FOR (5): K. Banjoko, M. Bowers, S. Bandukda, G. Choquet, and C. Kachale

ABSENT (4): A. Holloway, K. Parr, D. Salari, and C. Tatum

**MOTION: CARRIED (5 to 0)**

**4. Move into Closed Session**

THAT the Regional Advisory Committee on Inclusion, Diversity and Equity move into Closed Session at 5:48 p.m., pursuant to section 23(1) of the *Freedom of Information and Protection of Privacy Act*.

FOR (5): K. Banjoko, M. Bowers, S. Bandukda, G. Choquet, and C. Kachale

ABSENT (4): A. Holloway, K. Parr, D. Salari, and C. Tatum

**MOTION: CARRIED (5 to 0)**

**5. Closed Session**

**5.1 Local Body Confidences - Anti-Racism Policy**

(in camera pursuant to section 23(1) of the *Freedom of Information and Protection of Privacy Act*)

The following persons were in Closed Session to provide information and advice to the Regional Advisory Committee on Inclusion, Diversity and Equity for item 5.1. Local Body Confidences - Anti Racism Policy and item 3.4 Anti-Racism Bylaw.

S. Trylinski, E. Wells and N. Condon, Legal Services, K. Hansen, T. Stevenson and K. O'Hara, Organizational Support Services, and H. Fredeen, Legislative Services.

**6. Return to Open Session**

THAT the Regional Advisory Committee on Inclusion, Diversity and Equity move out of Closed Session at 6:49 p.m.

FOR (5): K. Banjoko, M. Bowers, S. Bandukda, G. Choquet, and C. Kachale

ABSENT (4): A. Holloway, K. Parr, D. Salari, and C. Tatum

**MOTION: CARRIED (5 to 0)**

**MOVER:** M. Bowers

**SECONDER:** S. Bandukda

THAT the Chair, on behalf of the Regional Advisory Committee on Inclusion, Diversity and Equity, make a verbal presentation to Council regarding the Anti-Racism Policy, when it is brought before Council for consideration at the July 9, 2024, Council Meeting.

FOR (5): K. Banjoko, M. Bowers, S. Bandukda, G. Choquet, and C. Kachale

ABSENT (4): A. Holloway, K. Parr, D. Salari, and C. Tatum

**MOTION: CARRIED (5 to 0)**

**7. New and Unfinished Business (Continued)**

**7.1 Climate Equity**

Chair K. Banjoko provided a presentation on Climate Equity and how it coincides with the mandate of the Regional Advisory Committee on Inclusion, Diversity and Equity. Committee members discussed possible actions the Committee could undertake to move forward with climate justice initiatives.

Administration indicated that they could look into grant opportunities to support climate sustainability initiatives and bring forward information at a future Committee Meeting.

**7.2 Transgender Rights Advocacy**

Chair M. Bowers provided an overview of the Committee's presentation to Council at the May 28, 2024 Council Meeting. As noted in the presentation to Council, the Committee committed to sending a letter to the Provincial Government regarding gender identity proposed policies. Vice-Chair M. Bowers presented details of the

letter for the Committees' consideration and indicated that the letter would be sent by Chair K. Banjoko on behalf of the Committee.

**MOVER:** M. Bowers

**SECONDER:** S. Bandukda

THAT the Chair on behalf of the Regional Advisory Committee on Inclusion, Diversity and Equity, send a letter to the Provincial Government, in opposition of proposed transgender policies.

FOR (5): K. Banjoko, M. Bowers, S. Bandukda, G. Choquet, and C. Kachale

ABSENT (4): A. Holloway, K. Parr, D. Salari, and C. Tatum

**MOTION: CARRIED (5 to 0)**

### **7.3 Administrative Update**

Due to time constraints this item was not discussed.

### **8. Emerging Issues**

The Committee requested the following information from Administration:

- Options in which the Committee can provide feedback regarding the naming of municipal assets;
- The process in which a memorial park can be erected; and
- The ability to add MMIWG to the diversity awareness campaign.

### **9. Adjournment**

The meeting adjourned at 7:45 p.m.

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Chair