

# 2016 Fostering Diverse Communities Conference Report



The City of Red Deer  
*A Welcoming & Inclusive Community*  
***Together we shine***

Compiled by Tymmarah Sheculski, MA  
Human Resource Specialist – Diversity and Inclusion

*Red Deer, Alberta*  
*May 12 & 13, 2016*

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## Background

### History

Diversity and inclusion are organizational priorities at The City of Red Deer as reflected in our Strategic Direction, Culture Vision, Identity Charter, Dialogue Charter, Social Policy Framework. We have been involved with the Alberta Urban Municipalities Association's Provincial Welcoming and Inclusive Communities Network for a number of years. On March 18, 2013, Red Deer City Council passed a motion to become a signatory of the Canadian Coalition of Municipalities Against Racism and Discrimination (CMARD).

As a signatory municipality, we are actively working towards addressing CMARD's Ten Common Commitments:

the municipality as a guardian of the public interest:

1. Increase vigilance against systemic and individual racism and discrimination.
2. Monitor racism and discrimination in the community more broadly as well as municipal actions taken to address racism and discrimination.
3. Inform and support individuals who experience racism and discrimination.
4. Support policing services in their efforts to be exemplary institutions in combating racism and discrimination.

the municipality as an organization in the fulfillment of human rights:

5. Provide equal opportunities as a municipal employer, service provider and contractor.
6. Support measures to promote equity in the labour market.
7. Support measures to challenge racism and discrimination and promote diversity and equal opportunity in housing.

the municipality as a community sharing responsibility for respecting and promoting human rights and diversity:

8. Involve citizens by giving them a voice in anti-racism initiatives and decision-making.
9. Support measures to challenge racism and discrimination and promote diversity and equal opportunity in the education sector and in other forms of learning.
10. Promote respect, understanding and appreciation of cultural diversity and the inclusion of Aboriginal and racialized communities into the cultural fabric of the municipality.

As part of our commitment to CMARD we hosted the 2016 Fostering Diverse Communities Conference and this is the report on the conference.

### Conference Planning and Objectives

Lead by the Human Resource Specialist – Diversity and Inclusion, the Conference Planning Committee was a collaborative effort between The City and the community, made up of members of The City's Diversity Team and The Red Deer Welcoming and Inclusive Communities Network. The Planning Committee worked together to identify Conference topics and speakers. They also supported the

Conference in a number of volunteer roles. The Conference was an opportunity to come together to address the issues related to making Red Deer more welcoming and inclusive, learn about best practices, and connect or reconnect with diversity champions in the community and around the province. The conference was open to City of Red Deer employees, the AUMA's Provincial Welcoming and Inclusive Communities Network and the general public.

### Planning Committee Members

We are very grateful to the following people for their involvement in planning the conference:

#### From The City's Diversity Team

Leonie Becker  
Keran Braich  
Amber Mack  
Devki Nair

#### From The Red Deer Welcoming and Inclusive Communities Network

Sherry Albrecht  
Sheila Bannerman  
Jacquie Boyd  
Shelly Carrier Lewis  
Serge Gingras  
Taz Kassam-Fuller  
Lesley Kendall  
Andrea Lacoursiere  
Nicole Lorrain  
Monica Morrison  
Brenda St. Germain  
Mari Jo Vanidour

### Delegates

#### Municipalities

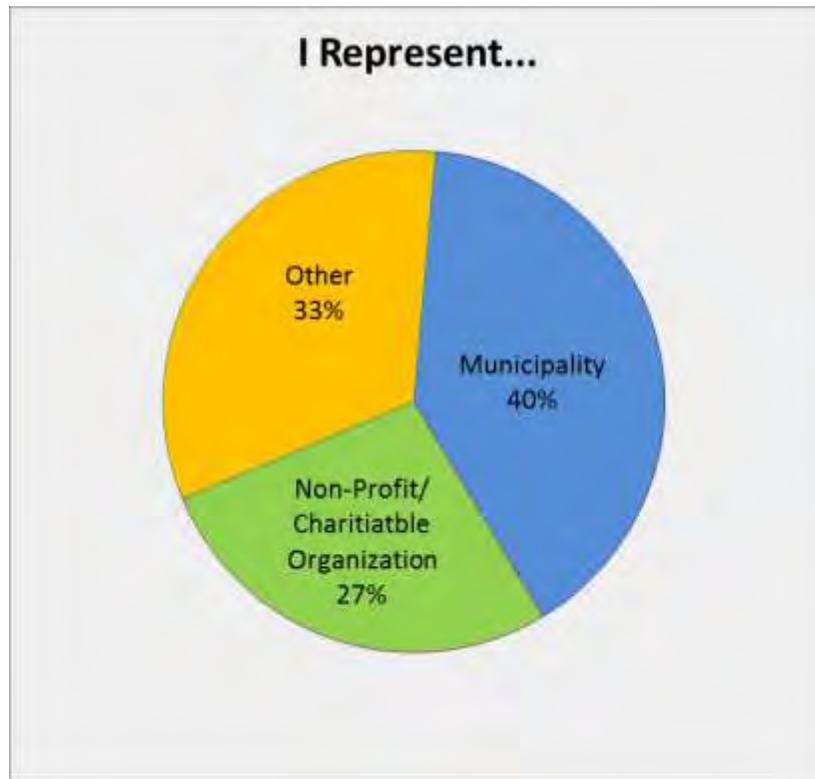
The City of Brooks  
The City of Calgary  
The City of Chestermere  
The City of Grande Prairie  
The City of Leduc FCSS  
The City of Lethbridge  
The City of Red Deer  
The Town of Drumheller  
The Village of Elnora

#### Other Organizations

Alberta Health Services  
Alberta Human Rights Commission  
Alberta Urban Municipalities Association  
Canadian Race Relations Foundation  
Catholic Social Services  
Central Alberta Immigrant Women's Association

Central Alberta Refugee Effort  
Central Alberta Residence Society  
Correctional Services Canada  
Employment Placement and Support Services  
Golden Circle Senior Resource Centre  
Government of Alberta - Alberta Works  
Lifelong Learning Council of Red Deer  
Ministry of Labour  
Multicultural Council of Saskatchewan (MCoS)  
RCMP  
Red Deer College  
Red Deer Interfaith Network  
Red Deer Public School  
Safe Harbour Society  
Servus Credit Union  
United Way Central Alberta - 211  
Wild Rose Public School

## Representation of Delegates



## Conference Program

### **FOSTERING DIVERSE COMMUNITIES CONFERENCE 2016**

**May 12 & 13, 2016**

Westerner Park, Red Deer, AB

**HOSTED BY THE CITY OF RED DEER**

### **Red Deer Welcomes You**

Thank you for joining us in celebrating diversity and inclusion at the 2016 Fostering Diverse Communities Conference. It's people like you who make our communities more welcoming.

The City of Red Deer has deemed it a priority to foster and promote diversity and inclusion within our organization, and we are working to lead by example in the community at large. We have formalized and publicly demonstrated our commitment to combat racism and discrimination through becoming a signatory to the Canadian Coalition of Municipalities Against Racism and Discrimination.

Our Strategic Plan reflects this commitment and we have made diversity training a mandatory part of our permanent, full-time staff's development at The City. Our efforts also include the hiring of a Diversity and Inclusion specialist, and the formation of a corporate Diversity Team.

The City has also helped launch the Welcoming and Inclusive Communities (WIC) Network, a group designed to help assess the diversity needs in our community and promote collaboration for further understanding and respect.

This conference advances our collective knowledge in all of the dimensions of diversity and the breadth of experience they bring.

We are so pleased you have joined us in these efforts to further our understanding and better our communities. Thank you for attending and enjoy the conference!

Sincerely,  
The City of Red Deer

## **Conference Agenda**

[Day 1 Thursday, May 12, 2016](#)

MASTER OF CEREMONIES: ANDREA LACOURSIERE

**7:30 – 8:00 am** Registration and Continental Breakfast

**8:00 – 8:15 am** Opening Ceremony

Welcome from Mayor Tara Veer

Elder Blessing

**8:15 – 9:45 am** Keynote Speaker: Tanya Kappo, Idle No More and Walking With Our Sisters

**9:45 – 10:00 am** Coffee Break

**10:00 – 11:00 am** Report on March Living Together Symposium: Anita Bromberg, Canadian Race Relations Foundation

**11:00 am – noon** Wisdom Circles – Sharing and Learning Among Each Other:

Persons with Disabilities

Gender Identity & Sexual Orientation

Accommodating the Needs of Our Senior Community

Interfaith and Peaceful Coexistence

Breaking Stigmas

Cultural Appropriation

**12:00 – 1:30 pm** Lunch with Live Entertainment: Carlos Copaban and The Community Drum Circle

**1:30 – 2:00 pm** Funding for Diversity and Inclusion Work: Cam Stewart, Alberta Human Rights Commission

**2:00 – 3:00 pm** Breakout Session A (*Sessions are listed below*)

**3:00 – 3:15 pm** Coffee Break

**3:15 – 4:15 pm** Breakout Session B (*Sessions are listed below*)

**4:30 – 6:00 pm** Wine & Cheese (cash bar) with Jeremy Doody Jazz Trio

## DAY 1 A & B BREAKOUT SESSIONS

- 1. Dispelling Myths and Breaking Down Stereotypes – Addressing Racism and Discrimination** FRONTIER ROOM Kaitlin Lauridsen, Centre for Race and Culture *Moderator: Sheila Bannerman, Red Deer Welcoming and Inclusive Communities Network Member*
- 2. Creating Diversity and Inclusion Frameworks** LOOKOUT ROOM NORTH Tymmarah Zehr, City of Red Deer Jennifer Fowler, City of Edmonton *Moderator: Taz Kassam-Fuller, Co-Chair of Red Deer Welcoming and Inclusive Communities Network*
- 3. The Transgender Experience** LOOKOUT ROOM SOUTH Crystal McNichol, Lex, and Tania Diletzoy *Moderator: Keran Braich, City of Red Deer Diversity Team Member*

### Day 1 - Evening Presentation on Islam Thursday, May 12, 2016

MASTER OF CEREMONIES: TAZ KASSAM-FULLER MODERATORS: EV HAMDON AND ZENOBIA JAMAL

Zarqa Nawaz, creator of Little Mosque on the Prairie, will deliver a keynote presentation “Islam 101” on her experience being a Muslim woman in Canada. Have you ever wondered what makes a Muslim tick? Wonder no more. Zarqa Nawaz will answer all the questions you were afraid to ask, very, very afraid. Why do some cover their faces, why do some only eat gelatine free marshmallows, and what the heck is shariah law? Following Zarqa’s presentation, a panel will answer questions by the moderator with an opportunity for questions from the floor at the end of the evening.

**8:00 – 9:00 pm** Keynote Speaker Zarqa Nawaz, creator of Little Mosque on the Prairie

**9:00 – 9:30 pm** Panel Presentation on Islam – Information, Myth-busting and Q & A with Zarqa Nawaz, Carmen Tara Jarrah and Ahmed (Knowmadic) Ali

### Day 2 Friday, May 13, 2016

MASTER OF CEREMONIES: SERGE GINGRAS

**8:00 – 8:30 am** Registration and Continental Breakfast

**8:30 – 8:45 am** Welcome and Recognition of Organizing Committee

**8:45 – 10:15 am** Keynote Speaker – Ahmed Knowmadic, Somali-Canadian Slam Poet

**10:15 – 10:45 am** Mix and Mingle Coffee Break

**10:45am – 11:45pm** Breakout Session C (*Sessions are listed below*)

**11:45 – 1:00 pm** Lunch with Live Entertainment: Bull Skit Improv

**1:00 – 2:00 pm** Breakout Session D (*Sessions are listed below*)

**2:00 – 2:15 pm** Coffee Break

**2:15 – 3:30 pm** Conference Closing

Conference Rapporteur, Mr. Robert A. Philp, QC, Chief Commissioner, Alberta Human Rights Commission

Big Voice Drum

## DAY 2 C & D BREAKOUT SESSIONS

**4. Welcoming Newcomers – What Communities Are Doing** LOOKOUT ROOM NORTH Large City: Jennifer Fowler, City of Edmonton Local Immigrant Partnership Mid-size City: Catholic Social Services – Immigration and Settlement, Central Alberta Refugee Effort, and Central Alberta Immigrant Women’s Association Small Community: Meagan Stewart - Bow Valley Local Immigrant Partnership *Moderator: Nicole Lorrain, Red Deer Welcoming and Inclusive Communities Network Member*

**5. Inclusive Communications for Persons with Disabilities** LOOKOUT ROOM SOUTH Daniel Pisterzi and Jeremy Holland from Viable/Prospect *Moderator: Monica Morrison, Red Deer Welcoming and Inclusive Communities Network Member*

**6. Welcoming and Inclusive Communities - The Role of the Community** FRONTIER ROOM Inspector Gerald Grobmeier (RCMP) Kimberley Worthington (Central Alberta Economic Partnership) *Moderator: Leonie Becker, Co-Chair of City of Red Deer Diversity Team*

## The Canadian Coalition of Municipalities Against Racism and Discrimination

### 10 Common Commitments

#### The municipality as a guardian of the public interest:

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4. Support policing services in their efforts to be exemplary institutions in combating racism and discrimination.

#### The municipality as an organization in the fulfillment of human rights:

5. Provide equal opportunities as a municipal employer, service provider and contractor.
6. Support measures to promote equity in the labour market.
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#### The municipality as a community sharing responsibility for respecting and promoting human rights and diversity:

8. Involve citizens by giving them a voice in anti-racism initiatives and decision-making.
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10. Promote respect, understanding and appreciation of cultural diversity and the inclusion of Aboriginal and racialized communities into the cultural fabric of the municipality.

## Meet our Presenters

### Ahmed “Knowmadic” Ali

“Ahmed “Knowmadic” Ali is a Somali-born Canadian poet, writer, actor, comedian and student of knowledge. He is one of the founders of Breath in Poetry Collective. Ahmed is a 2011 Canadian Champion of spoken word poetry, becoming both the first Somali and Albertan to win the national competition. Within the same year Ahmed was awarded the RISE Award for community involvement in Arts & Culture. He was shortlisted for Edmonton’s 2012 Poet Laureate, and in 2013 Ahmed was

awarded Artist-in-Residence at the Langston Hughes Performing Arts Center in Seattle Washington. In 2014, ACGC recognized the young poet as Alberta's Top 30 under 30 for his work with IFSSA, Big Brothers Big Sisters, Mennonite Center for New Comers, and Gandhi Peace Conference and Edmonton Public Schools to name a few.

Ahmed's art has bridged cultural gaps between many communities; he has collaborated on events with the Punjabi, Chinese, Turkish, Palestinian, Eritrean, Sudanese, Tanzanian, First Nations and LGBT communities. He also provides workshops for both teachers and students throughout Edmonton.

### **Andrea Lacoursiere**

Andrea Lacoursiere is a long-time resident of Red Deer, with three generations of her family tree having embedded their roots across Central Alberta. She is a mother to two sons and two step sons, a wife, a daughter, a sister to seven siblings, an aunt to fifteen nieces and nephews, a fiercely loyal friend, an artist, an activist and an advocate. In her professional work, she is driven to make positive changes that help our build up our community as a whole. The choices in career have led her to the non-profit sector where Andrea has been privileged to engage with diverse populations, valuing the stories and experiences that have led us all to where we are at, right now, and where we would like to go. It is in the telling of each of our stories, our experiences, our histories we understand the bravery and intrinsic value of the storytellers, their capacity to shape where we live and how we can all work together to make it better.

When she grows up she would like to be a philanthropist.

### **Anita Bromberg**

Anita Bromberg is the Executive Director of the Canadian Race Relations Foundation, a Canadian Crown Agency dedicated to eliminating racism and maintaining harmonious relations across diverse communities. A recipient of the Queen Elizabeth II Diamond Jubilee Medal, and the Community Program Excellence Award, Anita brings to the position three decades of experience working on issues of racism and discrimination, as well as human rights, countering hate and intergroup relations. Born and raised in Winnipeg, Anita is a lawyer by profession, and was admitted to the Ontario Bar in 1982. She is a frequent spokesperson, lecturer, trainer and media representative on topical issues of the day, particularly as they relate to racialized communities. A court recognized expert on racism and extremism, she has also instituted and participated in numerous intercultural outreach and educational initiatives. Formerly she was the National Director of Legal Affairs for B'nai Brith Canada and human rights coordinator for the League of Human Rights where she coordinated the legal initiatives of the organization's advocacy efforts and was responsible for the operation of the organization's Anti-Hate Hotline and its annual report on racism.

### **Bull Skit Comedy**

Bull Skit Comedy emerged in 2008 as a way for Against the Wall Theatre to raise money for theatrical productions, for instance "Dead Lover's Day" by Alexandra Mihill, "Choke" by Cathleen Rootsaert, and "Suburbia" by Eric Bogosian. All of these shows had successful runs, but the group realized after their first year that they had a show Red Deer wanted to see "Bull Skit Comedy" and with that Against the Wall Theatre changed their focus.

In the past 8 years Bull Skit has been providing comedy to Red Deer and the Central Alberta area! They have provided a multitude of shows from our main stage show called Bull Skit Comedy that features

brand new sketch, improv, short videos, and musical guest, to their other shows that are improve-based Bull Prov, Calf Skit, Get White trashed, Shabby Abbey, Christmas Carol, and many more!

The company has grown immensely in the last few years with 25 cast members, 7 crew and technical support, 1 volunteer coordinator and 45 volunteers. This is a small but growing family that have planted their roots in Red Deer.

### **Cam Stewart**

Cam Stewart has been active in the field diversity, inclusion and human rights for many years. He has received several awards for his work, including; The Calgary Police Chief's Award for Community Service, Jewish Repairing the World Award, YMCA Peace Medal, the Jerry P. Sellinger Award for working with immigrant offenders and victims of domestic violence, Baha'i Community Racial Harmony Award, the Alberta Outstanding Contribution to Community Adult Learning Award and in 2014 was honoured with an eagle feather from Elder Doreen Spence. Under his leadership and guidance, the Calgary Police Service received the Calgary Immigrant Aid Society's Immigrant of Distinction Corporate Diversity Award and the Federation of Canadian Municipalities Diversity Award.

Cam Stewart has master's degree from Royal Roads University in International and Intercultural Communications. Cam retired from the Calgary Police Service in 2005, has advised corporations, non-profit organizations and governments, and is presently a Policy and Program Consultant for Alberta Human Rights Commission.

### **Carlos Copaban**

With 30 plus years of experience Carlos Copaban has played in over 13 countries around the world. Now a resident of Red Deer, Carlos loves to share his passion for drumming and music with the community.

Having the chance to host the drum circle at the Red Deer HUB for over two years, Carlos has had the chance to play and learn from people from all walks of life in and around Central Alberta.

His motto "There is no teacher and students here, we are all Drum Circle" brings back the idea of art and music without a format but a free-thinking experience where all the participants ideas are accepted and shared.

### **Carmen Taha Jarrah**

Carmen Taha Jarrah was born in Brazil to Lebanese parents who immigrated to Canada when she was still a child. She holds a Bachelor of Applied Communications in Professional Writing and a first degree black belt in Tae Kwon Do.

She is a writer, photographer and human rights activist. She has travelled extensively: including the Middle East, Africa, the Indian subcontinent and southeast Asia, and she volunteered in various capacities, locally and internationally, with different groups and non-profit organizations, including serving as one of 16 directors on the Edmonton Council of Muslim Communities.

Carmen is the author of Smuggled Stories from the Holy Land. Published in 2015, this non-fiction book is based on her experiences as a member of the Arab Jewish Peace Coalition from Edmonton and as a volunteer olive picker in Palestine. Her goal is to raise greater awareness about what is euphemistically called the "conflict" between Israel and the Palestinians. She is currently working on her next book about growing up Muslim in a small Canadian town.

### **Daniel Pisterzi and Jeremy Holland**

Daniel Pisterzi and Jeremy Holland are Workforce Advisors with Prospect Human Services, one of Alberta's most innovative not-for-profits. As proponents of Prospect's Viable program, Daniel and Jeremy broaden employers' perspectives on hiring, diversity, and inclusion. They have presented to dozens of Alberta companies, from entrepreneurial start-ups to global corporations, ensuring that everyone understands the benefits of a diverse and inclusive talent pool. By bolstering workplace capacity for inclusion, Daniel and Jeremy enhance employment opportunities for all Albertans and help create enriched corporate cultures. They are proud to be a part of an organization that "walks the walk," as Prospect has been the recipient of the Alberta Business Award of Distinction for Diversity Leadership.

### **Evelyn Hamdon**

Over the past 27 years Evelyn has, and continues to work as an adult educator, educational and strategic consultant and social justice activist. Her work focuses on equity and identity in learning and social contexts. She is currently a principal in Zenev and Associates, Diversity and Inclusion consultants while working towards a PhD in Educational Policy Studies at the University of Alberta. Evelyn's doctoral research focuses on representations of Arab and Muslim women in film.

Her current and past community involvement includes the Canadian Council of Muslim Women, The Edmonton Council of Muslim Communities, Phoenix Interfaith Society, The Arab/Jewish Women's Peace Coalition, Women in Black, The Anti-Racism and Decolonization Network, Global Education Network, and The Centre for Organizing and Popular Education.

Evelyn is the author of Islamophobia and the Question of Muslim Identity which was published in 2010 by Fernwood Books.

### **Gerald Grobmeier**

Inspector Gerald Grobmeier has been a member of the Royal Canadian Mounted Police since 1993 and is currently Inspector in charge of Operations for the RCMP in Red Deer, Alberta. He was born and raised in Regina, Saskatchewan and holds a B.A. in Sociology from the University of Saskatchewan. His 23 year policing career has taken him across Canada, from Prince George, BC to Halifax, NS, and has encompassed a variety of roles, from general duty to work with specialized drug units to detachment commander. A highlight of his career was four years spent living in Berlin, Germany as a liaison officer, working with foreign police agencies on international investigations. Gerald, his wife and their teenage daughter and son have lived in Red Deer for 8 months now; he enjoys coaching his son's soccer team in his free time.

### **Jennifer Fowler**

Jennifer is the Director of Multicultural Relations for the City of Edmonton. The Multicultural Relations section works with all City Departments and external partners to promote awareness of the rich multicultural fabric of the City of Edmonton, improve accessibility to programs and services, and support the community/organization development of Edmonton's multicultural communities.

Prior to joining the City of Edmonton, her previous experiences include several posts as Director of Communications for various private and public sector organizations, such as Legal Aid Alberta, with significant international experiences engaging ethnic communities. This included working as the Program Manager for Children in the Wilderness and Technical Manager of Policy and Communications for the Malawi Social Action Fund in Central Africa.

Jennifer has also completed a Masters degree in Intercultural and International Communications from Royal Roads University in Victoria. She is a member of the National Diversity Council for Big Brothers Big Sisters Canada, is Co-Chair of the City of Edmonton's, Citizen Services Department Diversity and Inclusion Committee, and sits on the Board of Goodwill Industries of Alberta.

### **Kaitlin Lauridsen**

Kaitlin has worked with CRC since 2012 in different roles, when she started with us as a Masters student. Her Master's degree is in Public Health in the area of social inequities and health where she has focused on racism and racial discrimination as a determinant of health. She has experience not only in academic research, but also in on-the-ground facilitation and program development with community grassroots organizations. Kaitlin is a strong facilitator in anti-racism, equity and cultural competency work.

### **Kimberley Worthington**

Kimberley Worthington is an entrepreneur & economic development practitioner with a vast array of experience. She has been practicing since 2001 and with an entrepreneurial spirit, not for profit leadership, and municipal management experience, Ms. Worthington is recognized for success in linking strategy to operations and for leading diverse teams to success in business development planning, business retention and expansion, tourism destination development management, and strategic development. Ms. Worthington completed an undergraduate degree in International Relations with a focus on Latin America at Okanagan University College and a graduate degree in Political Science at Simon Fraser University. Her thesis hypothesized that not only world-class cities could play in the global arena, but that small and medium sized communities could do so as well, albeit to varying degrees. She has won provincial and national awards for her research and for local tourism marketing initiatives. She is also published in the Canadian Journal of Political Science. Ms. Worthington is currently working as the Executive Director for Central Alberta Economic Partnership to enhance the organization's effectiveness through a renewed strategic direction and more specifically, by developing and providing tools, resources, and training to empower member municipalities to advance sustainable regional economic development.

### **Lexington Theodore**

Lexington Theodore, more commonly known as "Alyx", is known for his role in Outreach in communities, for twenty plus years. His life has been filled with many amazing chapters and also many obstacles, which early on brought his gifts and talents with him as he perused his career to helping, teaching, guiding and encouraging others.

He has spent his years believing there can be a bridge of Hope between and within the LGBTQ community and each community as we all try to get along.

He is the founder of Red Deer's Transgender only group for 35+ and believe that communication is key in this world of technology. His theory, from personal own dealings in life, is "Nobody is left behind, nor should anybody need fall through the cracks." He has seen much and has vocalized no social opinion of his life, until now.

Bringing hope, courage, and strength to those who will listen, he enjoys living life to its fullest, and exploration of social interaction among such a diverse world.

## **Meagan Stewart**

Meagan Stewart was a new Banff resident and aspiring ski bum when a Francophone friend dared her to experience life as a linguistic minority. Arriving in Montreal one year later, she tutored English language learners of all ages and backgrounds while casually studying French and completing her BA in Political Science at Concordia University. Stewart returned to Banff in 2008 to help coordinate and deliver the Banff Mountain Film Festival World Tour. Struck by the rapidly increasing diversity in the mountain community, she soon resumed teaching English in her spare time. In 2014, Stewart left the arts world to coordinate the newly launched Bow Valley Immigration Partnership, which is now entering year two of strategy implementation. As coordinator, Stewart helps stakeholders from every sector and walk of life collaborate to build a welcoming community and improve immigrant integration from Lake Louise to Kananaskis. In her spare time, Stewart is a volunteer, outdoor enthusiast, and remains an aspiring ski bum.

## **Robert A. Philp**

Robert A. Philp, Queen's Counsel, became Chief of the Commission and Tribunals of the Alberta Human Rights Commission, on July 1, 2014. Mr. Philp has an extensive legal background and judicial experience, which include 29 years in the practice of law, nine years as an Alberta Provincial Court Judge and seven years as a Deputy Judge of the Northwest Territories. In addition, he has held notable professional appointments in various associations and memberships in many professional organizations. He has an abundance of community leadership experience and an extensive career as a lecturer at the University of Alberta.

## **Serge Gingras**

Serge has lived in Alberta for over 35 years, and worked as a language instructor for 30 years in Red Deer. He is very active in the community and has contributed to several boards and committees over the years. He currently serves on the board of the Central Alberta Refugee Effort, Central Alberta Pride Society, is a member of the Welcoming Inclusive Community Network and the Community Safety ad hoc committee.

His blended passion for language, culture, diversity and community enabled him to pursue many interests. A former competitive swimmer, he also coaches for 2 local Masters swim club and trains young athletes in swimming for triathlon.

### **Tania Diletzoy**

Tania is a Learning Assistance Teacher with Red Deer Public Schools. She sits on the Diversity Equity and Human Right committee for the Alberta Teachers Association Local and is a member of the Sexual Orientation and Gender Identity Steering committee for Red Deer Public Schools. With a Masters in Counselling, her work led her to work with LGBTQ youth and their allies. Recently starting a PFLAG Canada, Red Deer Chapter she hopes to support Sexual and Gender identity minorities and their families.

### **Tanya Kappo**

Tanya Kappo is from the Sturgeon Lake Cree Nation. She has worked tirelessly towards creating awareness towards the need for authentic reconciliation of Indigenous people in Canada, in her professional life and her personal life.

She is a graduate of the Faculty of Law at the University of Manitoba. She also completed International Law at the Rothberg International School at the Hebrew University of Jerusalem. She was called to the Alberta Bar in 2014.

She is one of the lead editors of the Kino-nda-niimi Collective for the book, "The Winter We Danced: Voices From the Past, the Future, and the Idle No More Movement". She is also a member of the National Collective for Walking With Our Sisters.

She has delivered presentations on Indigenous Rights in Canada to a variety of post-secondary institutions including the University of Alberta, the University of Manitoba, the University of Victoria, Richard Ivey Business School, Dartmouth University, the University of Winnipeg and the Red River College.

She has also been invited to give keynote addresses and panel participation at various conferences and meetings such as the Berkshire Conference on the History of Women; The Edmonton Lifelong Learning Association; Feminist Art Conference; Silence No More; Edmonton LitFest; Indigenous Circumpolar Women's Gathering; and Global Shapers Edmonton "Preparing for Davos".

Recently, Tanya has worked for the Treaty 8 First Nations of Alberta, and practiced law with a focus solely on representing survivors of Indian Residential Schools.

### **Taz Kassam-Fuller**

Taz Kassam-Fuller is the Co-Chair for the Welcoming and Inclusive Community (WIC) Network in Red Deer, Alberta. This community driven circle consists of individuals interested in diversity and inclusion and reducing racism and discrimination in the community. Taz is also the Manager for Student Life at Red Deer College and is an active community volunteer for a number of not-for-profit organizations in and around Red Deer, including Central Alberta Refugee Effort and the Multiple Sclerosis Society of Canada.

Taz received her Bachelor of Arts and Bachelor of Economics degree from the University of Lethbridge, as well holds certification as an Integrative Health Coach and a Campus Connections Program Facilitator, to support diversity and inclusive education for the students and youth she works with. Her most recent involvement was with the Canadian Race Relations Foundation Event Advisory Group for the planning of workshops and symposia held in March in conjunction with the International Day for the Elimination of Racial Discrimination.

Taz is an advocate for social justice and has a passion for youth empowerment and engagement – ensuring youth in the community feel connected, supported and empowered so they can contribute to the community in a meaningful and authentic way.

### **Theresa “Corky” Larsen Jonasson**

Theresa “Corky” Larsen Jonasson is a life-long resident of Red Deer. She is a Cree Metis Elder as identified by her community and therefore is strongly invested in Red Deer and the diverse residents she works with. She is passionate about youth, social justice, diversity and her traditional teachings. She is a member of the National Collective of the Walking With Our Sisters missing and murdered indigenous women awareness movement and a proud member of Red Deer’s Red Feather Women circle a social action/social justice group that focuses locally on the same issue. She is also a member of the Urban Aboriginal Voices Women’s Council and Red Deer Welcoming and Inclusive Communities Network.

### **Tymmarah (Tymm) (Zehr) Sheculski, MA**

Tymmarah Zehr is The City of Red Deer’s Human Resources Specialist - Diversity and Inclusion. She is responsible for providing awareness and training related to diversity and inclusion, and community engagement to help make The City of Red Deer more welcoming and inclusive. Tymmarah has been involved with the Canadian Coalition of Municipalities Against Racism and Discrimination since 2006.

She has a Master’s degree in Intercultural & International Communication from Royal Roads University. Her thesis, “Collectively Building a Welcoming Grande Prairie: Community, Arts-based Inquiry” involved an art exhibit presented to the community engaging newcomers to Canada, local artists and representatives from immigrant serving agencies to develop an action plan for the municipality to address gaps and opportunities to make it more welcoming to newcomers.

Tymmarah was Program Manager for Welcoming and Inclusive Communities and Come Together Alberta initiatives at the Alberta Urban Municipalities Association (AUMA) helping municipalities develop action plans to address racism and discrimination and ways to help newcomers integrate into their new communities. She sits on the Alberta Hate Crime Committee, is a member of the Red Feather Women, and volunteers with the Red Deer Museum and Art Gallery’s Reel Movie Mondays Selection Committee.

Tymmarah was awarded a Paul Harris Fellow by the Rotary Club of Edmonton Strathcona in June, 2013 “in appreciation of tangible and significant assistance given for the furtherance of better understanding and friendly relations among peoples of the world.”

### **Zarqa Nawaz**

Zarqa Nawaz created the world’s first sitcom about a Muslim community living in the west. Little Mosque on the Prairie premiered to record ratings on the CBC in 2007. It finished airing it’s 91th episode in 2012 after completing 6 seasons and is now being broadcast to over 60 countries. The show demystified Islam for millions of people around the world by explaining how practicing Muslim live their lives from dating to marriage to burying their dead.

And now Zarqa Nawaz has written her best-selling comedic memoir Laughing All the Way to the Mosque, about growing up as a Canadian of Muslim faith. And it’s also about her lack of dating, marriage and burying the dead. In 2005, Zarqa Nawaz made the ground-breaking documentary Me and the Mosque, for the National Film Board of Canada about Muslim women’s battle with patriarchy in the mosque which ultimately inspired the television series. There are no dead people in it.

After being tragically rejected from medical school, she made some short comedy films BBQ MUSLIMS, Death Threat, Random Check and Fred’s Burqa. Now that Zarqa’s finally accepted her fate as a writer, she hasn’t looked back since. Okay, she occasionally looks back because a car almost hit her one time while crossing the road.

### **Zenobia Jamal**

Zenobia Jamal is founder and principal of Zenev and Associates, Diversity and Inclusion Consultants. Zenev and Associates supports organizations in the creation of inclusive, equitable and respectful work and learning environments, and offers a range of services including the design and delivery of education and training, consulting for organizational change towards equity and inclusion, and research on issues of difference.

Zenobia has many years of experience working with not-for-profit, public sector and community based organizations to assess, plan and implement inclusive programs and services that meet the needs of their diverse clients, citizens and community members.

### **Red Deer’s Community Story**

#### **ESSENCE**

**A CENTRED CITY, UNIQUELY CONNECTED**

**PROMISE | REAL BALANCE**

We work hard and make living easy. An active city rooted in an expansive park, here you’ll find balance like nowhere else. Step out your door and onto a nature trail. Step up the ladder and onto your path to prosperity.

**ATTITUDE | ALL IN**

We pitch in, we chime in and we’re all in, especially when it comes to building our community. We work together to make our city better.

**LEGACY | OUR PATH**

Our history is steeped in the character of inspired leaders who carved paths to the river’s edge — and built bridges over it. We’ve earned our reputation for entrepreneurialism. Innovation is in our DNA.

**POSSIBILITY | WELCOMING**

Our inclusive and diverse nature attracts those who appreciate a modern city that still retains its small town charm.

### **Wisdom Circle Notes**

Six Wisdom Circle topics were chosen by the Planning Committee with Circle facilitators who led the discussions around the topics while note-takers recorded the highlights. The following are the notes from these sessions.

### **Persons with Disabilities**

Facilitator: Mike Machuk

Note taker: Sherry Albrecht

- There is a wide range of people with disabilities and is important to treat people as people and not to lump into groups.

- Breaking Myths – the media creates fear i.e. people with schizophrenia are dangerous and will kill. We need more understanding and to teach more.
- There are untrue role identities i.e. autistic people are all savants.
- Focus on abilities must be treated as equals.
- Impressed with community – supportive capable.
- We need to reach out and share resources more.
- Invite people to participate.
- There are a lot of invisible and emotional disabilities i.e. Post Traumatic Stress Disorder, more understanding is needed.
- Universal design – ramps, captions, tweets on stoplights.
- Inclusion Alberta and the Rotary Employment Program are working with the RCMP and City to have policing ambassadors. Wage subsidy is helpful to get people with disabilities the training they need to be successful in employment.
- We need more awareness.
- There is a lack of accessibility.
- FEAR – learn more.
- When Tanya was speaking about the need to make a place for people, it is important for people with disabilities also to have the sense of belonging and friendship. In recent years people have been discouraged from gathering together as some think this bring to much negative attention to people. All kinds of people gather together why not people with disabilities.
- Should there be more specialized programs for people with disabilities? i.e. children with autism?
- Some cultures and older generations may not accept people with disabilities.
- People with disabilities can be complex with multiple disabilities.
- More funding is needed for training.

## Gender Identity and Sexual Orientation

Facilitator: Serge Gingras

Note taker: Nicole Lorrain

- Gain Knowledge.
  - Parent of a gay child – worry about their safety
  - Hear about “washroom” issue in the media and it is worrisome
  - Stereotyping/discrimination
- Gender identity learning/teaching.
- There is a need for supports for youth.
- Want to learn the terminology so as to not offend the LGBT community.
- Want to learn about the flags in our poster.
- Peoples personal experiences are difficult.
- Want to be able to support those in the LGBT community – what does that look like?
- Redefining roles and identity within cultures. Ex. Aboriginal women have to wear skirts.

- Learn about the language to better serve clients ex. Ok to use the word queer.
  - Understanding bi-sexual/asexual
  - Not a lifestyle but rather who they are
- Want to support our children as they are discovering who they are.
- We get it intellectually but how does that work practically?
- What to say or not to say.
- People who are part of the LGBT community do not only “come out” once, they come out every day based on what people say without necessarily thinking.
- “washroom” in not the issue, it’s how people transmit their fears.
- Need an LGBT 101 – Central Alberta Pride considering doing this.
- Life is a process of self-discovery. Feel freer to express who we are the more we discover who we are.
- Ask them how they want to be referred to rather than assume.
- Some people walk away from people from the LGBT community because of who they are and some come back and some don’t. Have to be genuine to self.
- Personal and individual interaction as an opportunity to learn.
- GSA a great support but need more, so we need to be educated to help support.
- Give our kids more credit. They get it.
- Can’t regress, how do we go forward to be safe and to support.
- Is it our place to “set people straight”.
- Still a fear for safety and ridicule so have to “hide”.
- We need to educate and support.

## Accommodating the Needs of Our Senior Community

Facilitator: Monica Morrison

Note taker: Sheila Bannerman

- Seniors can be seen as a group with needs representative of a group, but seniors are also individuals with individual needs within the group needs, or separately from the group.
- Sometimes seniors needs are not specific to seniors but represent societal needs.
- Some seniors may experience significant levels of FEAR as their options are increasingly limited. This fear may not be recognized and may not be validated.
- Many current seniors may not be good at self-advocacy. This can be taught, and validated!
- Access:
  - Crosswalks on every corner, not just one side of the street
  - Sidewalks – on both sides of the street, on every street
    - Access for scooters and walkers – one diagonal sloped entry to perpendicular crosswalks is not good enough
- Transportation: Many seniors no longer drive so transportation is a big, big issue. It can be complex and can be as regular as needing adequate and comprehensive bus routes but can also mean

- Transportation from smaller to larger communities for medical or social appointments that is not provided for the convenience of the provider but for the convenience of the user.
- Cost of all types of transportation should be affordable.
- Lack of transportation increases the isolation factor which can be a precursor to health issues, especially in a province where so many seniors live outside urban centres.
- Health treatments in urban centres are funded but transportation to those appointments is not funded.
- Health Care:
  - Seniors often treated as if they are a “nuisance”. This can be demeaning and is not productive to either party.
  - Individual needs or abilities is not considered.
  - Seniors often treated as if they lack intelligence and can’t speak for themselves.
  - The impact on mental health of having to slow down and relinquish independence not usually considered to be significant or “real”. Can lead to depression that is then treated with medications.
  - Cultural limitations in accessing or following through on services or recommendations is rarely considered.
  - Risk management processes are rarely conducted in consultation and outside definitions of “safety” are imposed. This is not reasonable.
  - Health care does not consider impact on senior of lack of transportation after emergency treatments. They may be discharged and ‘sent home’ with no way to get there (fear, helplessness).
- Seniors Homes
  - Need variability in options for recreation and wellbeing
    - Gardens that can be worked in
    - Animals that reside in facilities
  - Need to be planned for seniors by seniors.
  - Respect for cultural traditions and needs MUST be considered.
  - Need to be in rural settings as well as urban centres. Having to move from a long time and loved place can be very distressing, depressing, and should not be considered necessary. Dollars should not rule.
- Municipal Planning
  - Seniors’ needs often considered as an afterthought.
  - Consultation with seniors not taken seriously.
  - Seniors’ use patterns and needs not often considered.
  - Accessible places for seniors to gather not thought about. Golden Circle is great – but it’s a long way for some!
    - Intentional zoning providing integrated services in various areas/neighbourhoods would be good.

- Question: Why does there need to be so much paperwork? This can make anything difficult to access, difficult to process, and difficult to adapt to needs.

## Interfaith and Peaceful Coexistence

Facilitator: Mavis Edey

Note taker: Taz Kassam-Fuller

- Assumptions made on Muslim community.
  - Political prejudice
  - Impact of U.S.A.
- Younger generations looking at ways to be more inclusive, politically engaged community.
- Statistically, #'s don't show optimism in coexisting.
- Fear, misunderstanding, living in silos.
- General distrust in faith.
- Divide in those who follow a faith vs. those who do not.
- More & more individuals do not identify with a faith.
- Racism decreases when were more educated.
- More people need to be a part of the movement to acceptance and inclusion.
  - Inclusive education
- Communication.
- Shift from race and ethnicity to faith and religious divide.
- Respect for values, teachings, and others practices.
- Opportunity for education and mentorship to share religious values in a safe and respectful way.
- You cannot remove faith & beliefs/values out of someone.
- Accepting others beliefs will encourage coexistence.
- Focusing and celebrating the positive & sharing the good work being done within communities will help move us forward.
- Reservation to speak about religion & beliefs because of reactions from others.
- What you believe in is who you are.
- Does any faith/religion actually state to do harm or eliminate a group of people to be stronger??  
No.
- Love is the basis for most/all religions.
- All religions are about bringing people together.
- Fear of the unknown drives assumptions/ prejudice.

## Breaking Stigmas

Facilitator: Kaitlin Lauridsen

Note taker: Leonie Becker

- Breaking Stigmas:
  - Immigrants and refugees
  - Inmates in the community (rehabilitation)
    - Varying backgrounds

- Coexistence; Community support (newcomers)
  - Challenges given the voluntary approach to inclusion work
  - Methods of addressing opinions/stigmas
  - Changing community; Learning past misconceptions
  - Youth employment (including immigrant youth)
  - Racism in healthcare
    - Resistance to overcoming bias
  - “Innocent” stigmas/bias (the roots of larger, more entrenched opinions)
  - Public programs/services
    - Tools to address stigmas/etc.?
    - Productive methods for developing broader understandings
    - “Be educated, not judgemental”
  - Supporting employers with hiring and retention
  - Mental health and stigma
  - Religious beliefs and stigma
  - Stigmas faced within the RCMP
  - How perceptions can become reality (seek and ye shall find vs open-minded curiosity)
  - Poverty
  - Addictions
  - Best practice: KEEP CURIOUS
  - Contempt and stigma
- Productive Methods for Addressing Stigmas:
    - Avoid labels (e.g. “crazy”)
    - Education (data, stats, personal stories, addressing issues as they come up)
    - Question; Ask why you think/say things
    - Personalizing/personal relationships
    - Seek input from the stigmatized (people, groups)
    - Seek diverse role models/leaders
    - Curiosity (be curious and encourage others)
    - Value diverse experiences
    - Self-talk; Identify your triggers/assumptions

## Cultural Appropriation

Facilitator: Brenda St. Germain

Note taker: Keran Braich

- Issues Identified
  - Dallas Cowboys vs. Washington Redskins (NFL) play each other often on American Thanksgiving.
  - Sporting team names/symbols, like Chicago Blackhawks and Edmonton Eskimos.
  - “Cowboy sweats”.
  - Yoga: spiritual and sacred but also, trendy in North America.
  - Headdresses: you must earn one, it isn’t a music festival accessory.
  - Offensive Halloween costumes.
  - Hair braids: it’s a cultural style, not something you do on a holiday.

- Missionary trips to countries such as Africa.
  - North American celebration of St. Patrick's Day: highlights and promotes excessive drinking which isn't what the celebration is about.
  - Saris and bindis: non-Indians pretending to be culturally aware and it can be annoying and is unappreciated .
  - Culturally appropriating food: southern parts of the US, like California, used to be a part of Mexico until they were taken over by the US but they still appropriate Mexican food.
  - Moccasins: they are main stream now but where do you draw the line because they keep your feet warm and are practical.
  - Problem is with non-aboriginal fashion designers using aboriginal designs.
  - Lots of islamophobia but parts of culture are still appropriated.
  - Appropriation is troubling when it promotes cultural genocide: perpetuates a troubling history.
  - Where is the line between exploring/sharing (e.g. music, art) and appropriation?
  - Make your own (e.g. music, art, clothing etc.), do not take it from another culture and then make it your own.
  - Could simply go out and look for a sign to proceed.
  - People are starting/ready to listen (seen a change in the last few years).
- Solutions Identified
    - Speak up and spark a conversation when you come across instances of appropriation.
    - Question in a respectful way.
    - Education/awareness is important.
    - Sometimes people don't mean to appropriate and they believe they are simply appreciating so it's important to open up that dialogue.
    - Share cultures together but have open conversations about what can/cannot be shared (e.g. headdresses).
    - Ask before you take and use.
    - Research and educate oneself.
    - Learn about cultural clothing and be respectful.

## Social Media Interactions

Participants were encouraged to post their thoughts about the Conference on social media. Here are some of the posts that went out:

### Twitter:



WesternerPark @WesternerPark May 7  
Next Friday, kicks off the 2016 Fostering Diverse Communities Conference in #RedDeer #Inclusive #Community

Tymmarah Zehr, M.A. @Tymmarah May 12  
The @CityofRedDeer Fostering Diverse Communities Conference starts at 8 am May 12 at @WesternerPark! #rdwic #reddeer #2016FDCC

Ken Johnston @Ken4Council May 12  
#2016FDCC #RDWIC #REDDEER @CityofRedDeer The conference begins!

Tymmarah Zehr, M.A. @Tymmarah May 12  
Follow the #FDCC2016 presenters. @Nehiyahskwew @CRRF  
@camstewartyc @ZarqaNawaz #rdwic #reddeer

Taz K-Fuller @tazkazzam May 12  
so thankful for the @CityofRedDeer and our Mayor @TaraVeer for  
supporting the Fostering Diverse Communities Conference! #2016FDCC  
#rdwic

Tara Veer @TaraVeer May 12  
Tara Veer Retweeted Taz K-Fuller  
We're so proud to host... Thank you @tazkazzam for your leadership with  
#rdwic #2016fdcc

Anita Bromberg @AnitaBromberg May 12  
@CRRF #reddeer #rdwic #2016fdcc #Indigenous starting by  
acknowledging all that gave us all life mind body spirit

Crystal Rhyno @CrystalRhyno May 12  
Morning keynote Tanya Kappo is about to speak. #2016fdcc #rdwic #reddeer

Jillian Jaye @jillian\_jaye May 12 Red Deer, Alberta  
Excited to attend the Fostering Diverse Communities Conference in #RedDeer today! #2016FDCC  
#RDWIC



Serge Gingras @sergetrado May 12  
At this conference #2016FDCC #RDWIC #reddeer

Taz K-Fuller @tazkazzam May 12  
First Keynote speaker, Tanya Kappo #2016FDCC #rdwic #reddeer

Anita Bromberg @AnitaBromberg May 12  
#2016fdcc #reddeer #rdwic treaty relationship As long as sun shines grass  
grows river flows @CRRF

Serge Gingras @sergetrado May 12  
"Diversity is not only accept people for who they are but also make the space for who they are." Tanya  
Kappo #2016FDCC #RDWIC #RedDeer

Anita Bromberg @AnitaBromberg May 12  
@Nehiyahskwew #reddeer #rdwic #2016fdcc #indigenous when feel proud can contribute -this true  
diversity

Inclusion @CMARDLeth May 12  
Happy to be at the #reddeer #rdwic #2016fdcc equity and diversity conference, great start this morning  
#inclusionyql #humanrights



Ken Johnston @Ken4Council May 12 Red Deer, Alberta  
 @Nehiyahskwew @CityofRedDeer #RDWIC #REDDEER #2016FDCC A brilliant,  
 moving impactful address Tanya. Thank you

Taz K-Fuller @tazkazzam May 12  
 Proud to be at the Fostering Diverse Communities Conference in Red Deer  
 today! With some amazing individuals today! #2016FDCC #reddeer #rdwic

Anita Bromberg @AnitaBromberg May 12  
 #2016FDCC #reddeer #rdwic fostering diverse communities underway @CRRF

Jillian Jaye @jillian\_jaye May 12 Red Deer, Alberta  
 Excited to attend the Fostering Diverse Communities Conference in #RedDeer  
 today! #2016FDCC #RDWIC



Crystal Rhyno @CrystalRhyno May 12  
 Will listen to Tanya @Nehiyahskwew at the city's Fostering Diverse Communities  
 Conference this morning. #reddeer

Ken Johnston @Ken4Council May 12 Red Deer, Alberta  
 #RDWIC #reddeer @Tymmarah @Nehiyahskwew @CityofRedDeer



@CrystalRhyno @UnitedWay\_CA Tanya Kappo speaks today "We have so  
 much to give"

Tracy Kennedy @tracyckennedy May 12  
 Important words on #walkingwithoursisters from #TanyaKappo at Fostering  
 Diverse Communities Conference #reddeer



Anita Bromberg @AnitaBromberg May 12  
 @CRRF #2016fdcc #reddeer #rdwic stereotyping 101 with Kaitlin

Ahmed Knowmadic @AKnowmadic May 12  
 Off to #RedDeer for #FDCC2016 Bummed I couldn't be there for the start of  
 it. But excited nonetheless.

tdiletzoy @taniadiletzoy May 12  
 Thrilled to learn about Islam #2015FDCC #RedDeer #rdwic <http://t.co/nXDLMEKP39>

tdiletzoy @taniadiletzoy May 13  
 Getting teary eyed thinking about @CityofRedDeer @TaraVeer's commitment to diversity and inclusion.  
 Thank you #2016fdcc #reddeer #rdwic

Taz K-Fuller @tazkazzam May 13  
 Yesterdays talk on Islam inspired some great words--@AKnowmadic Another addition 2 my book of  
 quotes#2016fdcc #rdwic

tdiletzoy @taniadiletzoy May 13  
Struggles are the recipe that makes life taste better Ahmed "Knowmadic" Ali #2016fdcc #reddeer #rdwic

Taz K-Fuller @tazkazzam May 13  
"you only get one life so what's the point in doing something you aren't satisfied with?" @AKnowmadic #2016fdcc #rdwic #reddeer

Taz K-Fuller @tazkazzam May 13  
"You don't control the world, you control how you react to it" @AKnowmadic #2016fdcc #rdwic #reddeer

sdhunt11 @sdhunt11 May 13  
Had a great morning listening to @AKnowmadic. He has a way with words and storytelling. Wow. #2016fdcc #reddeer

Aia Clamp @MacKidSmore May 13  
@AKnowmadic great words #2016FDCC #rdWIC #RedDeer

Taz K-Fuller @tazkazzam May 13  
met this amazing human being @AKnowmadic SO thankful 4 having U here !! 🙌 #2016fdcc #rdwic #reddeer



Jillian Jaye @jillian\_jaye May 13 Red Deer, Alberta

Our opening keynote speaker for day 2 of #2016FDCC is a slam poet who blew our socks off! #RDWIC #RedDeer

Tracy Kennedy @tracyckennedy May 13  
Awed by Somali-Canadian slam poet @AKnowmadic at #2016FDCC "Superhero of kindness" #reddeer #rdwic

Serge Gingras @sergetrado May 13  
Just heard @AKnowmadic at #2016FDCC. Master of words. Superhero of kindness, wisdom and inspiration. #RedDeer #RDWIC

tdiletzoy @taniadiletzoy May 13  
@albertateachers speaker for DEHR next year? Amazing! #rdwic #2016fdcc #RedDeer

Serge Gingras @sergetrado May 13  
Lunch hour entertainment by @BullSkitComedy at the #2016fdcc #reddeer #RDWIC

Aia Clamp @MacKidSmore May 13  
@BullSkitComedy thanks for the show #2016FDCC #RedDeer #rdWIC

Taz K-Fuller @tazkazzam May 13  
Great lunch with entertainment from @BullSkitComedy ! Had the whole crowd laughing! Thx for joining us! #2016fdcc #rdwic #reddeer

tdiletzoy @taniadiletzoy May 13  
People invest in people. Want dedication, results and a safe a caring workplace? be a person others want to invest in. #rdwic #2016fdcc



Serge Gingras @sergetrado May 13  
Closing remarks: Robert A. Philp, Chief, Commission & Tribunals of AB Human Rights Commission. #2016fdcc #rdwic

MultiCulturalAssn WB @MCA4WB May 13  
Robert Philip Chief Commissioner @ABgovernment Human Rights closes @2016FDCC Kudos to organizers #reddeer #rdwic

Serge Gingras @sergetrado May 13  
Big Voice closing the #2016FDCC. #RedDeer #rdwic

The City of Red Deer @CityofRedDeer May 13  
Big Voice Men's Singers close Fostering Diverse Communities Conference #2016FDCC Thanks to all for participating!



Taz K-Fuller @tazkazzam May 13  
Some conference members from the 2016 Fostering Diverse Communities Conference! #2016fdcc #rdwic #reddeer @Tymmarah



## Event Feedback

### Survey Results - Open Ended Questions

What did you appreciate most about the conference?

- Idea sharing.
- Spoken word, Ahmed Knowmadic had wonderful stories told in an artistic expression that resonated with me - and still does.
- Diverse participants, topics, and combination of structured and unstructured time. Also the combination of serious things with light-hearted expressions. It all worked well together.
- Ahmed Knowmadic, Tanya Kappo - Fabulous! The longer than normal breaks enabling time to network and visit. Attention to the schedule. Really strong program.
- The keynote speakers were awesome! Ahmed Knowmadic has a new supporter in me!
- It was great to hear the slam poet, Ahmed Knowmadic. Don't know who was better. Tanya Kappo - Good for the people to hear the history.
- Chances to network and opportunities to listen to champions of Alberta.
- Keynotes were awesome, very impactful, drummers.
- Open discussions about diversity and inclusion.
- A couple of break-out sessions
- The enormous knowledge showed. Tools to implement welcoming and inclusive communities
- Great keynote speakers. (Ahmed and Tanya); Opportunities to network/meet new people; breakout sessions were good.
- Everything!
- The amazing keynotes and the talking circles, which enabled us to find out more about each other as attendees.
- The honesty of most of the speakers and everyone's willingness to share their stories. 2 keynote speakers were awesome, so was the last one on Friday.
- Thoroughly enjoyed all of the conference. Enjoyed the evening session on Islam and the presentation by Ahmed. Great job!
- There are too many to mention but if I must: 1. Transgender, 2. Islam 101
- The fact that it was organized is a huge accomplishment in our city. The diversity of presentations & entertainments was real.
- I appreciate how the conference has been organized and presented. Food was okay. Very interesting topics. Ahmed was wonderful and inspirational, and Tanya's....
- Big Voice Drum Group. Well organized, on time, interesting, helpful, time/space for networking and visiting.
- Presenters were very diverse. Represented a nice range of backgrounds and topics.
- The two keynote speakers.
- Talking to others/gaining ideas to move forward.
- Great organization and flow of events. Excellent speakers.
- The variety of discussions and topics. The openness and respect everyone showed. Food!

- Keynote speakers – Zarqa Nawaz, Ahmed Knowmadic and Tanya Kappo.
- Networking with other cities.
- I was impressed that LGBTQ disability communities were represented.
- The conference itself. Have the opportunity to participate in this kind of conference.
- The times to network and the casualness of the atmosphere that was conducive to learning.
- The day one evening session. Zarqa, Ahmed and Carmen were incredible. Ahmed day 2 keynote also incredible. Informative and inspiring.
- Keynote speakers.
- Opportunity to learn from others.
- Well organized and good topics.
- Everything was very good. All the topics, speakers (keynotes) and presenters. It exceeded my expectations.
- The opportunity to hear personal stories from people of other cultures. Really opens your eyes to the struggles that others face with discrimination.
- The opportunity to bring people together for discussion, to network, and share ideas.
- The amount of information and the variety. The individuals who opened the mornings were a fantastic way to start the day.
- Venue, Parking, Meals.
- Many smart presenters.
- Opening my eyes to the broad spectrum of abilities and issues.
- I loved the interaction with people from all walks of life, the shared amazing atmosphere.
- Amazing keynotes, networking.
- The contents, the Muslim panel.
- Connecting with a variety of people and roles from across Alberta.
- The topics that are relevant, also the lunch entertainment were diverse.
- I appreciated all of the warmth & opportunities for interpersonal interactions.
- Ahmed! Storytelling, elders, Tanya. Meeting & spending time with kind, interesting + like-minded (welcoming & Inclusive) people. It's been wonderful.
- Incredible speakers, diverse, broad topics, and relevant. Some less engaging but good and important nonetheless.
- A better understanding of diversity issues.
- I appreciated the knowledge the speakers and presenters had of the subjects they spoke about.
- Very well organized. Thank you to the organizers and the leader.
- Keynotes and networking.

In what ways will you implement what you learned at the conference?

- Information I have gathered will be shared at future staff meetings - Some things I can personally adjust today.
- Trying to be more aware of the very beginning of the process of discrimination: BIAS

- Gender neutral or sensitive language and content in programming. Lots of research ideas to follow up on.
- I'm sure I will implement this into work discussions and decisions. I'm grateful that this community is becoming more diverse and haven't found my way to integrate yet, but now I know of a few more people who are passionate about diversity in life.
- Many ways of recognizing and dealing with stigma.
- Share connections with organization and be a champion.
- Will share event notes with my colleagues.
- Spread the word. Be a model/champion for diversity.
- Treating all people equally - No group above others.
- With what I have learned here. I will take it back to Grande Prairie, see what is available in respect to what I have in mind and go from there.
- My position requires a lot of the topics discussed today.
- Knowledge of First Nations history, and how policies and practices oppressed First Nations people.
- Ideas for programs/initiatives. Pursuing professional connections to make the programs/initiatives happen.
- By having a new understanding, I can be the spokesperson in my neighbourhood. Also considering volunteering for other organizations in the community.
- Have already: Connecting with PFLAG for programming support for LGBTQ. Inform staff of resources/supports: Connect, Connect & Connect; Collaborate, Collaborate, Collaborate. Pursue grant opportunities.
- Made valuable connections and learned valuable ways to progress & many small single things to implement on a daily basis.
- I have several links to check out, interested in learning more/serving on hate crimes board, found more resources for a neighborhood children's class.
- Daily work life and personal. New perspective on diversity and impacts on others.
- Develop open practices in my work & personal life
- Approach situations in a more empathetic way. Become more mindful that everyone comes from a different walk of life and appreciate them for it.
- New language, connections, etc..
- Lots of great takeaways, contacts, ideas for a .....
- I will take all the information back to my workplace. I made new programs & services. Include and review policies and procedures more welcoming and inclusive.
- Not being so quick to judge Islam/Muslim. Don't stereotype. Look to other communities to see what they are doing. Don't recreate the wheel.
- Look for ways to get involved further.
- Change my ways in hiring practices for people with disabilities.
- Walking the walk and talking the talk.
- Will try to get our municipality on board.

- Hope to start with my employer. Possibly encourage a diversity workshop. Work with my clients to become aware of stereotypes and how that affects the way they treat others. Work to build more acceptance and therefore inclusiveness.
- Small steps. Helping to make the international students I interact with, feel more welcome. I feel I know more resources to give/show individuals.
- Funding opportunities.
- Gained information and contacts. Many initiatives and structures to draw from.
- Disability and accessibility will be considered at an early point.
- In what ways won't I? Activities for my coworkers, contacts to whom I can refer people to - you name it.
- I will share with co-workers, connect with people I met to share best practices, research some areas.
- More sensitivity, request workshops from some presenters.
- Follow-up with presenters and participants.
- We have diversity and inclusive workshop as such that I have learned is essential to my role in my job.
- I will be able to move forward with a lot more confidence in my interactions with members of my community regardless of race, ethnicity or any # of various "labels".
- My thinking, my research and approach to my work, in my personal and professional relationships.
- My eyes are clearer, my heart is full, I will talk, do and be more inclusive and welcoming. I feel empowered.
- Implement better recruiting strategies.
- I will be more accepting and understanding of people and be kinder in general.
- Volunteering and be a part of the community.
- I will share with my employees and employers about all I learned over the past 2 days about diversity, inclusion and disabilities.

What topics/presenters would you like to see at future conferences?

- Ahmed Knowmadic
- Understanding other cultures - An inside view. Tanya gave us some of this in explaining why the treaties matter; Ahmed also explained through his stories what suffering is in relative terms; and Corky gave us a bit of a wake-up call on the significance of smudge, but I think we covered all this and much, much more
- More on cultural appropriation. Multi-generational best practices for community programming and events. Panel of different faiths exploring common themes.
- More direct tools to use - more takeaway and strategies for local agencies.
- Bring back Ahmed Knowmadic and Tanya Kappo for future conferences and Chief Commissioner.
- Offer a feast. Evening dance party with different traditional dances shared. Ex. Scottish country, Irish, Aboriginal music etc...

- Ahmed and Tanya.
- Foreign workers. Presentations from Philipinos, Chinese, Indian and South Asian communities. Cultural practices of other visible minorities.
- A multi-cultural group or center with no group as leaders.
- I would want Cultural Integration Academy (Grande Prairie) to do a presentation. *(Note from organizer: CIA presented at the 2015 FDCC in Grande Prairie)* I believe other settlement agencies who appreciate educational sessions for immigrants/newcomers for proper integration.
- Opportunity to hear stories from others, panel discussions perhaps.
- Tanya Kappo, Ahmed Knowmadic. More disability advocates. Disability artists for entertainment.
- Perhaps continue to help educate people about the cultural strengths of new comers.
- More of the same: I need to learn more about all topics. More wisdom circles.
- Ethno-cultural organizations present. Present/emphasize/celebrate good practices in our community. In general people tend to focus on what is missing.
- Zarqa, Mary Jo, Masy Two Feathers, Ahmed Ali, racism training, how to reach past the choir?
- Ahmed Ali, Tanya Kappo
- Welcoming & Inclusive communities - RCMP Officer. Kaitlin Lauridsen - Dispelling myths. Creating diversity.
- Ahmed, LGBT, Jeremy & Daniel, Accepting cultures.
- The 2 keynote speakers
- I love storytellers. I will like to hear stories like Ahmed's. Powerful and inspiring.
- Zarqa highlighted during the day. Muslim/Islam education as part of main conference *(Note from organizer: Zarqa was the keynote speaker at 2015 FDCC in Grande Prairie)*.
- How to get these messages out to the general public.
- Zarqa and Ahmed the topic.
- Would love to see a role playing type workshop or simulation on stereotyping. Would give people the experience even for a short time what each person may go through.
- More of the same. Great job!
- Panel of refugees and their experience and suggestions for stakeholders like us.
- Nothing comes to mind that wasn't already here.
- Ahmed, Tanya, Cam, Bull Skit
- Really loved the mix this time - surprise us.
- How to engage champions.
- Successes/challenges in the trenches (Municipalities, businesses, communities)
- Islam 101 was a great session to have on understanding of the unknown. Indigenous must be a part of the discussion on inclusiveness.
- Perhaps more religion clarification & education, because we fear what we don't understand. Clearer & more guided information about the "language" of the LGBTQ communities; help us understand.

- I missed Zarqa's presentation and would have loved to see it. Maybe next time she could present during the conference instead of at a separate add-on event. (*Note from organizer: Zarqa was the keynote speaker at 2015 FDCC in Grande Prairie*)
- I was really impressed with everyone! Looks like you have a good resource list. Can't wait to see who speaks next year.
- Tanya Kappo
- Ahmed "Knowmadic" and Tanya Kappo
- How to engage champions.

### Additional Comments

- Event signage and way finding signage would be very welcome to assist in directional needs. The Westerner needs to/must invest in a better sound system or have technicians available sooner, rather than later to fix sound issues.
- I would like to have started organizing the conference earlier and tried to publicize it more widely. (*Note from organizer: the Conference organizing started as soon as the budget for it was approved and announced.*) I think many people need to be convinced that they would actually benefit and that the time & money would be worthwhile. Thank you very much this was a great experience.
- Encourage at registration that people bring own coffee mugs and water bottle. No disposable cups please. The coffee cups are partly styrofoam, which contravenes City's policy. Glass water cups needed. Food was really high-carb based and not as healthy choices as desirable. Lunches were great. Bulk cream and sugar rather than packets. Entertainment was all fun and enjoyable. See Bridge for green event planning tips.
- Room temp & microphones were awful & constantly uncomfortable. Painful chairs. Few healthy food choices but thanks for feeding us.
- Great to open the conference with a smudge.
- Wisdom circle was great, but needed more time. Very well done!! Will do it again.
- With the size of the group we could hold in any of the hotels.
- While I appreciate learning from a large city (Edmonton) on what the city is doing to assist newcomers, there was a statement made by Jennifer Fowler I find offensive to newcomers and practices. Perhaps reminding speakers of their audience will help eliminate some poor choice in language demonstrated at this breakout. Was not impressed by that. Overall Great conference - will attend again.
- Thank you for all your hard work. Real cups & glasses or branded water bottle to fill up.
- The accent game and the Shakespeare/Harlem (if that's what they were saying) by Bull Skit were in poor taste for this group. Otherwise conference ran smoothly and was very well done!
- I was very disappointed with the 2nd day's session on "Welcoming and Inclusive Communities – The Role of the Community". The RCMP presentation was terrible and the CAEP lady knew little about the subject. People were using their cell phones and were totally disengaged.
- Unity Within Diversity.

- Use other breakout rooms for wisdom circles - Too noisy. Microphone and temperature very problematic and disruptive (cold, hot, cold, hot) (mic cutting out; feedback).
- Great leadership. Big kudos for Tymmarah.
- Excellent Conference - Thank you! Closing speaker talked about making space for Indigenous people to be heard, but then took some of their time.
- Although I did not attend I heard great feedback about the transgender session. Wish there were more time for breakouts as lots of great topics and not enough time to attend them all (*Note from organizer: Most conferences have a selection of breakout sessions where participants have to choose and are not able to attend all of them. Glad the choices were desirable!*).
- Overload of info on programs and initiatives of different organizations, not enough on community involvement. #6 (“Welcoming and Inclusive Communities – The Role of the Community”) was supposed to be about the role of the community but was not, which was disappointing.
- I like the interaction in some of the discussions (listening/sitting for so long makes it difficult to retain all information).
- Wish there was more variety in the breakout sessions. (*Note from organizer: We had 6 different breakout sessions: Dispelling Myths and Breaking Down Stereotypes, Creating Diversity and Inclusion Frameworks, The Transgender Experience, Welcoming Newcomers – What Communities are Doing, Inclusive Communications for Persons with Disabilities, and Welcoming and Inclusive Communities – The Role of the Community*)
- Truly appreciate all the work that you did and what you are doing for the community.
- Well done! (X 2)
- Longer breakout sessions would be great.
- Tymm, good work keep it up!
- Excellent Conference!
- Wished for more time from the several presenters at the welcoming newcomers sessions. Too rushed with the number of co-presenters.
- An excellent event! Keep up the work!
- Great job organizing! It was fantastic.
- Are we getting copies of the slides presentations? Will be very helpful. Thanks. (*Note from organizer: Some of the presenters agreed to share their presentations. See Appendix.*)
- Loved it. Very useful and informative.
- Loved it. Genuinely loved it.
- Great Job.
- Suggest to the presenters (RCMP) etc.: A few personal stories thrown in. Keep wine/cheese but indicate that it is time to grab supper and start evening session at 7:00 pm. Extra programs for day 2.
- Workshops should be more work and less talking heads. Small group work and interactions. (*Note from organizer: The Fostering Diverse Communities Conference does not have workshops but rather presentations with opportunities for interaction at the end of the presentations.*)

- Participation of Indigenous communities. We need to take care of our Indigenous population. We need to re-write our Canadian history.
- Thank you SO much for all the work you have put in to this.
- Better outdoor + indoor signage would have been helpful. (which building is the conference in? Which is lookout North vs South?) Placing the name of the session outside each room would also have helped. Consistency with breakfast would've been appreciated. I made sure to eat before arriving on the 2nd day and didn't need to. Disappointed with lack of A/V equipment/service, lack of title of conference on building. I would have loved more time with my wisdom circle. Thank you to everyone that who helped to bring this amazing event to Red Deer!
- Thank you to the committee and of course Tymmarah Zehr; you are love and are loved.
- Awesome job, see you at the next one.

## Next Steps

In 2016 a Needs Assessment is being conducted to identify diversity-related needs in the community and take steps to address them. The needs assessment will identify opportunities to reduce barriers to City services and facilities and provide equitable treatment for all. This report will be shared with the consultants and the Red Deer Welcoming and Inclusive Communities Network who will reference it when they develop their action plan to make our community more welcoming and inclusive.

## Appendix – Speaker Presentations

### Anita Bromberg – Red Deer’s Living Together Symposium

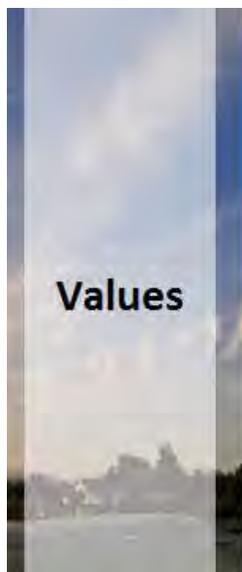


Canadian  
Race Relations  
Foundation

Fondation  
canadienne des  
relations raciales



The purpose of the CRRF, as defined by the *Canadian Race Relations Foundation Act 1991*, is "to facilitate throughout Canada the development, sharing and application of knowledge and expertise in order to contribute to the elimination of racism and all forms of racial discrimination in Canadian society."



The work of the Foundation is premised on the desire to create and nurture an inclusive society based on equity, social harmony, mutual respect and human dignity.

Its underlying principle in addressing racism and racial discrimination emphasizes positive race relations and the promotion of shared Canadian values of human rights and democratic institutions.

It strives to coordinate and cooperate with all sectors of society, and develop partnerships with relevant agencies and organizations at the local, provincial and national levels.



- Through collaboration with communities, organizations and people across Canada, the CRRF works to promote a deeper sense of Canadian identity for all Canadians by strengthening our understanding and acceptance of Canadian values, promoting Canadian identity and recognizing the responsibilities of good citizenship.



*Our Canada* is a three-year project designed to heighten awareness and understanding of, and respect for, Canadian values and tradition.

It is comprised of the following 10 initiatives

- Research: Canadian Values
- Community Networks: Connecting Online
- Symposia: Living Together
- Diversity Champions: Cross Canada Workshops
- Engage: Youth Video Challenge
- Schools: In the Classroom
- Youth: Café Canada
- Celebrate: 150 Stories
- Citizenship: Lived Experience
- Lessons Learned: Honouring Different Perspectives

## Living Together Symposia

- Living Together symposia are cross-country discussions and knowledge-sharing events devoted to building a deeper understanding and awareness of Canadian values.
- Living Together aims to connect regional faith and community leaders, academics and diversity champions, and is open to anyone engaged in activities committed to deepening our collective awareness and understanding of Canadian values and identity.



Living Together is an invitation to everyone—individuals, community and faith leaders, academics and diversity champions—to explore Canadian values and identity, and contribute a vision for Red Deer – and Canada.

The Symposium is an opportunity for people from diverse communities to get to know more about each other, to learn, share and reflect – and to work together to create a vision for an inclusive, harmonious community.

Westerner Park Heartland Room  
4847A, 19th Street  
Red Deer, Alberta  
9 am to 4 pm

We acknowledge that this event is taking place on Treaty 6 and Treaty 7 Territories.

## SYMPOSIA QUESTIONS

### Identity and belonging

How can Canada – and Red Deer – create communities that accept diversity in people and demonstrate inclusiveness?

What could a community do that would promote a greater appreciation of diversity that is welcoming and inclusive for all sub-communities and networks? (cultural, ethnic, physical, spiritual, etc.)

How can the Canadian identity become inclusive for Indigenous peoples and newcomers?

What values in Canada reflect unity, acceptance, and inclusiveness for everyone in communities?

### Planning for the future

What challenges do Canada and Red Deer in particular, face in creating more pluralistic and inclusive communities?

How would you implement reconciliation with Indigenous peoples into your personal life? Your workplace? Your community?

What changes have occurred over the past few generations that now influence the experiences of settling for newcomers to Canada?

Are you aware of any distinctive factors impacting a newcomer's experience in Red Deer?

How do faith or spirituality influence Canada's multi-faith and multicultural population?

Based on a list of 10 values identified on the basis of expert consultation, Canadians most often ranked as first "respect for human rights and freedoms" and "equality and equal access to basic needs." These two choices hold particular appeal to Quebecers.

	Men Hommes	Women Femmes	18-24	25-34	35-44	45-54	55-64	65+
Respect for human rights and freedoms	18%	23%	24%	23%	26%	17%	19%	16%
Equality and equal access to basic needs	16%	22%	19%	22%	16%	18%	18%	21%
Loyalty to Canada	18%	14%	14%	11%	12%	14%	21%	22%
Democracy and the rule of law	16%	11%	5%	10%	10%	19%	16%	18%
Getting decent officers, judges, respect and politicians	11%	10%	15%	10%	9%	12%	10%	8%
Generosity, compassion and empathy toward others	8%	9%	7%	13%	10%	9%	7%	5%
Environmental respect for culture as a heritage (diversity)	3%	4%	7%	4%	4%	3%	2%	2%
Humility, modesty about who we are	3%	2%	5%	3%	5%	3%	1%	1%
Peaceism	4%	2%	1%	2%	3%	3%	3%	4%
Official bilingualism	3%	2%	2%	2%	3%	2%	3%	2%

In one sentence please describe what you regard as the primary responsibilities of being a Canadian citizen.	Total	Atl.	QC	ON	MB/SK	AB	BC
Civility, politeness, common ground, mutual respect	21%	28%	22%	20%	22%	22%	18%
Abiding by laws	17%	9%	12%	21%	14%	19%	16%
Respect for rights and freedoms	11%	14%	10%	12%	11%	10%	9%
Loyalty (devotion to country, allegiance to Queen)	8%	9%	3%	9%	7%	13%	7%
Respect for Canadian values (nationalism)	8%	5%	8%	11%	5%	7%	9%
Multiculturalism (respect for cultural diversity)	8%	8%	8%	6%	8%	8%	9%
Honest individualism	6%	5%	9%	4%	8%	5%	6%
Respect (in general)	6%	5%	10%	5%	5%	2%	3%
Equilibrium (equity, justice)	5%	6%	3%	5%	8%	7%	5%
Contribute to society (volunteerism)	5%	6%	4%	5%	7%	6%	3%
Duty to vote	5%	4%	4%	6%	4%	8%	7%

	Men Hommes	Women Femmes	18-24	25-34	35-44	45-54	55-64	65+
<b>Very Attached</b>								
Your language	50%	61%	48%	52%	56%	59%	66%	65%
Your country	55%	58%	48%	43%	51%	54%	64%	75%
Your gender	11%	56%	43%	42%	46%	56%	52%	50%
Provinces	37%	42%	36%	30%	34%	39%	46%	51%
City or town	29%	38%	31%	32%	33%	29%	31%	43%
Ethnic group	28%	26%	26%	22%	28%	29%	28%	32%
Religious group	17%	18%	12%	15%	18%	18%	14%	25%
Social class	14%	17%	13%	11%	17%	16%	12%	20%

### ***There is a downside to multiculturalism***

64 per cent of respondents said it appears to allow for the pursuit of cultural practices that are incompatible with Canadian laws and norms.

When asked to provide examples of such practices, 28 per cent identified the wearing of religious garb—hijabs, burkas and turbans—in public or security settings, as well as the wearing of turbans and hijabs by members of the police and RCMP.

A further 10 per cent listed religious practices in general, and 8 per cent cited observance of religious holidays as incompatible. In comparison, Sharia law and honour killing scored low, at 5 per cent and 4 per cent, respectively.

Net Positive Opinion of ...	Survey Date	Total (%)	French (%)	English (%)	Other (%)
<b>Immigrants</b>	March 2012	68	64	66	<b>79</b>
	March 2013	<b>73</b>	<b>73</b>	69	<b>84</b>
	February 2014	66	67	65	<b>72</b>
	September 2014	62	63	<b>59</b>	<b>71</b>
	March 2016	61	<b>54</b>	61	<b>75</b>
<b>Muslims</b>	March 2012	46	35	<b>53</b>	43
	March 2013	46	34	<b>50</b>	46
	February 2014	42	<b>29</b>	<b>46</b>	42
	September 2014	35	<b>27</b>	<b>38</b>	35
	March 2016	43	<b>24</b>	<b>49</b>	47
<b>Jews</b>	March 2012	72	<b>53</b>	<b>80</b>	72
	March 2013	69	<b>57</b>	<b>76</b>	<b>63</b>
	February 2014	67	<b>55</b>	<b>73</b>	<b>59</b>
	September 2014	64	<b>57</b>	<b>70</b>	<b>55</b>
	March 2016	68	<b>53</b>	<b>73</b>	64
<b>Catholics</b>	March 2012	69	<b>75</b>	68	68
	March 2013	70	<b>80</b>	<b>68</b>	67
	February 2014	70	<b>78</b>	<b>68</b>	<b>64</b>
	March 2016	63	<b>70</b>	62	58
<b>Protestants</b>	March 2012	72	<b>68</b>	<b>75</b>	70
	March 2013	74	76	<b>77</b>	<b>64</b>
	February 2014	68	66	<b>71</b>	<b>59</b>
	March 2016	56	<b>45</b>	<b>60</b>	58
<b>Aboriginals</b>	March 2012	65	61	<b>68</b>	62
	March 2013	58	58	58	57
	March 2016	61	61	61	60
<b>Asian</b>	March 2016	72	71	72	78
<b>Black</b>	March 2016	76	81	75	72

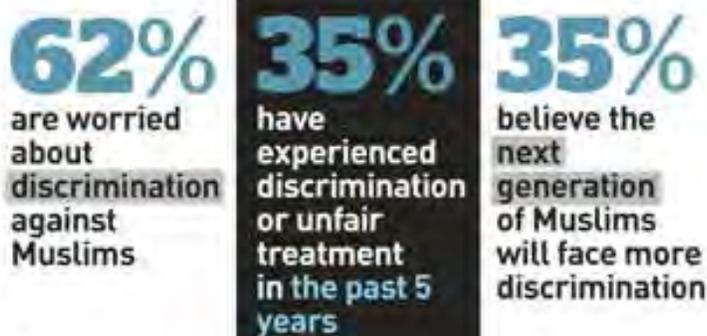
The CRRF-CIIM tracking points to steady declines in positive views of Muslims amongst Canada's Francophones since 2012. After a drop in positive views of Muslims amongst Canada's Anglophones and Allophones between 2012 and 2014, in the year 2016 opinion returned to the earlier level.

Still a majority of Canadians do not hold a positive opinion of Muslims.

Opinion of immigrants has remained fairly constant over the period with a slight decline observed amongst Canada's Francophones.

Opinion of Aboriginals has remained fairly constant over the period 2012 to 2016. Opinion of Jews has also remained constant

#### Survey of Muslims 2016



- \* 30 per cent of Muslim Canadians say they have experienced discrimination because of their religion, ethnicity or culture over the past five years — significantly higher than the reported experience of discrimination among the general population.
- \* Discrimination and treatment of Muslims by the broader community was mentioned as the most important issue facing Muslims today.
- \* Fully 62 per cent of Muslims reported being very or somewhat worried about discrimination
- \* This increases to 72 per cent among young Muslims and 83 per cent among Canadian-born Muslims

And the survey shows 2014:

- Religious Diversity: 54% of Francophones agreeing that having many religious groups in Canada "is more of a liability than an asset".
- Racism: 62% of Canadians "worried" about a rise in racism.
- Concerns about racism and discrimination against particular groups such as Muslims, Aboriginal Peoples, immigrants and Jews vary greatly from one group to another.

Low Trust Of	Total	Non-Immigrant	Immigrant
Aboriginals	27	28	25
Catholics	18	18	18
Protestants	18	17	19
Jews	20	19	25
Muslims	35	38	25
Immigrants	21	23	13

And the Survey also shows:

Negative perceptions of Aboriginal Peoples has increased in frequency particularly among English Canadians. On the other hand, at the national level, attitudes among immigrants were more positive than among non-immigrants. It was also found that in general, the more Canadians reported having contact with Aboriginals the more positive were their views.

"We need a more positive kind of contact that a dialogue can bring. In the context of our Interfaith and Belonging Project, in conjunction with the University of Winnipeg, we will be undertaking a first step in building relationships on a national level as part of this project to promote civic participation and engagement

*So what have we learned . . .*

*We need a more positive kind of contact that a dialogue can bring. In the context of our Interfaith and Belonging Project, we will be undertaking a first step in building relationships on a national level as part of this project to promote civic participation and engagement.*

### **What we heard in Red Deer**

"20 to 30 years ago, racism was more overt. Now, it is more covert."

"Most, but not all Canadians, agree that diversity and inclusiveness is important."

"We need to empower Indigenous people to self-govern, and to build urgency around collaborating with these communities."

"Let the newcomers have their voice – what they need should direct support in their inclusion experience."

"We need more opportunities to co-mingle with other communities."

"To make Red Deer and Canada more inclusive, we need to empower our youth to create the change we are looking for."

## Living Together What could it mean

- Jane Fonda “When I am in Canada, I feel this is what the world should be like.”
- Bill Clinton “In a world darkened by ethnic conflicts, that literally tear nations apart, Canada has stood for all of us as a model of how people of different cultures can live and work together in peace, prosperity, and understanding.”
- Queen Elizabeth II “The greatness of any country or group is to be found in what it gives to the world. It seems to me that it is in that direction that Canada will be great, not by its power but by its giving, by its radiance, by its example.”
- Chief Justice Beverly McLachlin “The issues related to multicultural co-habitation will not be resolved any time soon. It is vital to the continued peaceful co-existence of Canadians of all backgrounds that we address these issues openly, with compassion, intelligence, and a firm understanding of our own history, legal traditions, and the pitfalls of the politics of exclusion.



### Red Deer CRRF 1.3

See comments from the Red Deer Living Together Symposium:

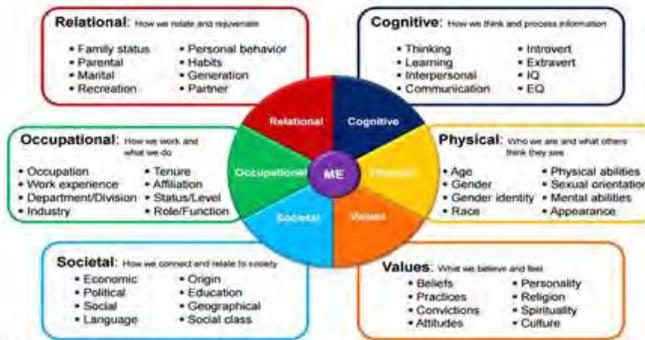
<https://www.youtube.com/watch?v=crDjaJmTsGA&feature=youtu.be>

# Financial Support for More Inclusive Communities, Cam Stewart, Alberta Human Rights Commission

## Financial support for more inclusive communities



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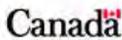


KORN FERRY



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## Funding and Support for Inclusion

- Federal Programs 



- Corporate  
- Community  United Way
- Government of Alberta



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## Human Rights Education and Multiculturalism Fund

- **Community Inclusion Grants**
- **Human Rights Projects Grants**
- **Experience Human Rights Grants**



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## Community Inclusion Grants



Coalition of Municipalities Against **RACISM** and **DISCRIMINATION**

A network of the Canadian Commission for UNESCO



Advancing Municipal Sustainability Plan (MSP) strategies associated with being a Welcoming and Inclusive Community (WIC) or a Canadian Municipality against Racism and Discrimination (CMARD)

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## CI Grant Overview

Municipalities



[albertahumanrights.ca](http://albertahumanrights.ca)

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## Partnerships and Collaborations

- Coalition of Municipalities Against Discrimination
- Welcoming and Inclusive Communities
- Come Together Alberta



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## Human Rights Project (HRP) Grants



Support change and removing barriers that ensure all Albertans have the opportunity to participate in social, cultural political and economic life in the province without discrimination



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## Experience Human Rights EHR Grants



Build greater involvement and raise awareness in human rights matters through community engagement and dialogue



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## HRP and EHR Grants

Incorporated Non-profit Organization

Address a community need or human rights issue

Take place in Alberta and benefit Albertans

Involve the people or communities directly affected by the issue

Respect cultural beliefs and practices and are consistent with human rights and legislation in Alberta

Include a financial contribution from another source



[albertahumanrights.ca](http://albertahumanrights.ca)

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## Funding for Change

**CHANGE**  
STARTS HERE.  
CAN WE COUNT YOU IN?

- Include stakeholder groups throughout the project
- Identify discrimination or barriers to participation
- What is going to change and can how can we measure it



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## Application Process

- Community Inclusion - September 15<sup>th</sup>
- Human Rights Projects – May 1<sup>st</sup> / October 1<sup>st</sup>
- Experience Human Rights – May 1<sup>st</sup>/October 1<sup>st</sup>



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## Next Deadline

- September 15, 2016
- Grant guidelines and criteria can be found at [http://www.albertahumanrights.ab.ca/fund/financial\\_assistance.asp](http://www.albertahumanrights.ab.ca/fund/financial_assistance.asp)



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## For More Information

Cam Stewart

[cam.stewart@gov.ab.ca](mailto:cam.stewart@gov.ab.ca)

403-476-4657

Nicholas Ameyaw

[Nicholas.ameyaw@gov.ab.ca](mailto:Nicholas.ameyaw@gov.ab.ca)

780-427-4001



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Dispelling Myths and Breaking Down Stereotypes – Addressing Racism and Discrimination, Kaitlin Lauridsen

**Dispelling Myths and Breaking down Stereotypes – Addressing Racism and Discrimination**

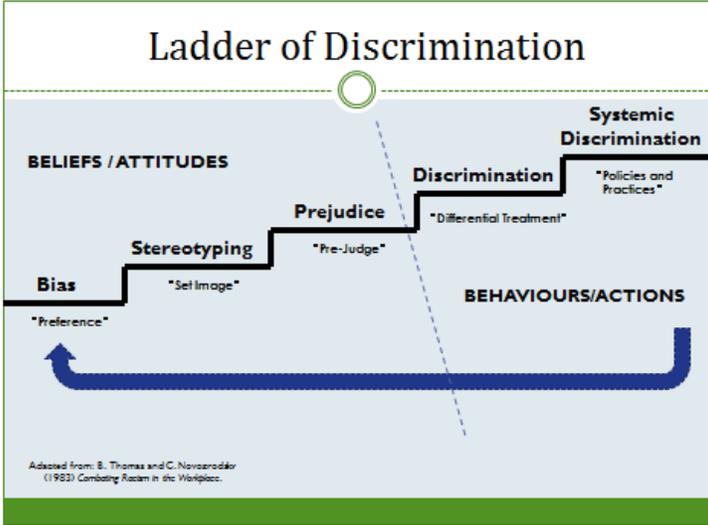
KAITLIN LAURIDSEN  
MAY 12 2016



**Centre for Race and Culture**

VISION: AN INCLUSIVE SOCIETY FREE OF RACISM

COMMUNITY-BASED ORGANIZATION IN EDMONTON FOR 20+ YEARS



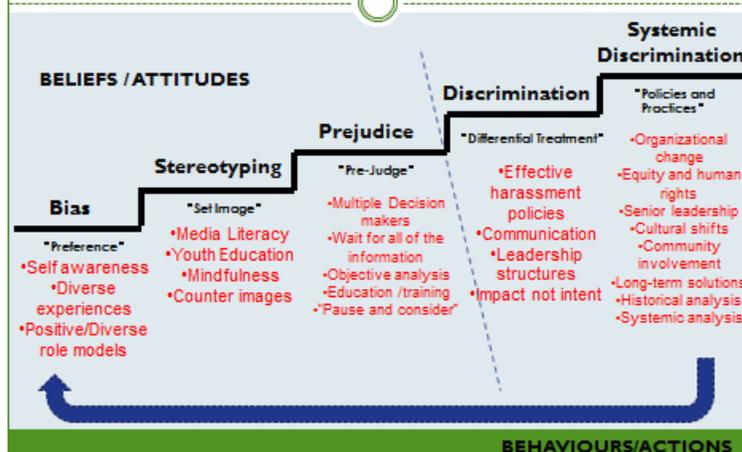
## Case Studies

1. A TEACHER PLACES A CHILD WHO IS LEARNING ENGLISH INTO THE SPECIAL NEEDS STREAM AT SCHOOL.

2. CHILDREN ARE CONSISTENTLY PLACED IN THE CARE OF THEIR MOTHERS OVER THEIR FATHERS.

How can we challenge or intervene at each step on the ladder?

## Ladder of Discrimination





klauridsen@cfrac.com  
780-425-4644  
www.cfrac.com



**Thank you everyone!**

# Creating Diversity and Inclusion Frameworks

Tymmarah Zehr, MA  
HR Specialist – Diversity & Inclusion



## Human Resource Specialist – Diversity and Inclusion

- ✓ Employee Education & Awareness
- ✓ Evaluation
- ✓ Community Engagement

Creation of  
The City of Red Deer's Diversity and Inclusion Framework



## The City of Red Deer's Diversity and Inclusion Framework

1. Demonstrated Leadership
2. Commitment of Resources
3. Employee Engagement & Effective Communication
4. Employee Education and Awareness
5. Measurement & Evaluation
6. Reporting



## I. Demonstrated Leadership

- City of Red Deer's Diversity and Inclusion Vision
- City of Red Deer's Commitment
- Canadian Coalition of Municipalities Against Racism and Discrimination
- Red Deer Welcoming and Inclusive Communities Network



### City of Red Deer's Diversity and Inclusion Vision

"The City of Red Deer is a vibrant, healthy and diverse organization that supports a welcoming and inclusive community where everyone feels safe and can fully participate in community life."



### The City of Red Deer's Commitment

"The City is committed to an ongoing strategy of inclusion, which will make the most of our diversity."





“We will create a workforce broadly reflective of the community and citizens we serve.”



“We will be skilled at working in an inclusive and respectful manner with one another and the community.”



“We will identify and address barriers to participation and service access within The City and its organizational systems.”

## Canadian Coalition of Municipalities Against Racism and Discrimination

Ten Common Commitments related to the municipality as:

- a guardian of public interest;
- an organization in the fulfillment of human rights;
- a community sharing responsibility for respecting and promoting human rights and diversity.



## Red Deer Welcoming and Inclusive Communities Network

- Community Engagement
- Community Conversations
- Invitation to Participate
- Terms of Reference Developed
- Monthly Meetings
- Needs Assessment
- Action Plan and Implementation Strategy

## 2. Commitment of Resources

- Full time Human Resource Specialist – Diversity and Inclusion
- 2016 Fostering Diverse Communities Conference
- Support of Red Deer WIC Network
- City of Red Deer Diversity Team

## 3. Employee Engagement and Effective Communication

- Invitation to get involved
  - Presentations
  - Language Interpretation
  - Identity Narrative Video
- City of Red Deer Diversity Team
  - Involvement in community – ie. IDPD
  - Monthly Meetings
  - Internal Evaluation

## 4. Employee Education and Awareness

- Employee Training Sessions on Dimensions of Diversity
- Diversity-related Articles
- 2016 Fostering Diverse Communities Conference

## Employee Training

- Introduction to Diversity and Inclusion
- Working with Newcomers
- Multiculturalism in the Workplace
- Multifaith in the Workplace
- Working with Persons with Disabilities
- Gender Identity and Sexual Orientation
- Blanket Exercise
- Working with Youth
- Working with Seniors
- Women in the Workplace



## 5. Measurement and Evaluation

- Employee Engagement Survey
- AUMA Municipal Evaluation Tool



## Internal Areas of Focus

1. Leadership and Accountability
2. Commitment of Resources
3. Planning, Implementation and Measurement
4. Human Resource Policies and Practices
5. Employee Engagement and Education
6. Procurement
7. Social and Community Services
8. Other Municipal Services (transit, policing)
9. Economic Development
10. Infrastructure and Land Use
11. Citizen and Community Engagement

## Community Areas of Focus



1. Capacity of Community Organizations
2. Social & Community Services
3. Public Attitudes & Awareness
4. Responses to Incidents of Discrimination

## 6. Reporting

- City of Red Deer
- Community
- Other Stakeholders
  - UNESCO/CMARD
  - AUMA/AB WIC Network
  - FCM



When diversity, equity and inclusion is reflected throughout an organization, everyone benefits from a variety of insights and we are better prepared to address the needs of the populations we serve.



Tymmarah (Tymm) Zehr  
Human Resource Specialist – Diversity and Inclusion  
Tymmarah.Zehr@reddeer.ca | 403-406-8649  
<http://www.reddeer.ca/about-red-deer/welcoming-and-inclusive-community/>



**Inclusion**

The City of Edmonton defines inclusion as involving and valuing human differences and viewing such differences as strengths.



**Layers of Diversity**

These layers are represented below and illustrate the ways in which people (including employees) may differ from one another.



**Implementing a Diversity and Inclusion Framework enables a City/Organization to:**

- gain greater competitive advantage by increasing its vitality and resources for programs and services
- attract and retain talented people by supporting and involving employees and heightening their sense of purpose and commitment
- increase city services that respond to the diversity of citizen needs thereby increasing willingness to support such services
- open the City to pockets of people who may otherwise feel disenfranchised and
- contribute to improving the quality of life for all of us.



**Essential Common Elements**

1. Informed and committed leadership
2. Comprehensive scope of goals and activities
3. Integration of objectives within business plans throughout the organization
4. Dedicated resources
5. Focused education and training opportunities
6. Policy review and development
7. Shared responsibility and individual accountability, and
8. Measurement and evaluation.



**Create a Purpose, Vision and Values**

**Purpose:** To integrate diversity and inclusion values and practices into existing corporate processes and enable progress and results to be measured departmentally and corporately.

**Vision – our ideal future state**

To have a respectful and supportive workplace that attracts and retains a talented workforce broadly representative of the citizens and communities we serve. We want an organization which leverages our own diversity to create programs and services which meet the diverse needs of those we serve and enable their full inclusion in the life of their city. We seek an innovative organization that works smart and is instrumental in maintaining our City's competitive advantage.



**Goals of Diversity Framework**

Have a workforce broadly reflective of the community

Identify and address barriers within organizational systems

Attract and retain a talented workforce skilled at working in an inclusive and respectful manner with one another and with the community

Create processes, policies, plans, practices, programs and services that meet the diverse needs of those we serve





TRANSFORMING | EDMONTON

Building Great People, Places and Programs

**IMPLEMENTATION REQUIREMENTS**

1. Resources for Implementation  
(People & Money)
2. Capacity for Implementation  
(Capabilities & Competence)
3. Time for Implementation



TRANSFORMING | EDMONTON

Building Great People, Places and Programs

**THANK YOU!**

**e. jennifer.fowler@edmonton.ca**  
Director, Multicultural Relations  
City of Edmonton  
780-983-2171



## The Transgender Experience, Tania Diletzoy, PFLAG and Central Alberta Pride

### Speaking Notes:

Hello, my name is Tania Diletzoy. I am a Learning Assistance Teacher, counsellor and instructor at Red Deer College. I began my journey as a member of the LGBTQ community having a same sex partner who I am married to and we have a son. I was counselling at a high school in Red Deer and worked with LGBTQ youth, completing my masters case presentation on a transgender individual torn by their gender identity and religion. At that time, resources for this particular youth were slim. I am glad to say that things are improving but still have a long way to go to ensure the members of our community are well healthy, happy and living their life freely.

What do we need to be concerned for??

Transgender people are much more likely to attempt suicide than non-transgender people. The rate is one in nine, but the reasons have more to do with how transgender people are treated than with any internal conflict. The external research has found that family support is the biggest buffer to reduce suicide for transgender individuals.

What brought the risk down significantly was the support of parents. When they were most supportive, the percentage who seriously considered suicide dropped by more than half (57%). Support from peers and colleagues didn't have a significant effect. As a result of need and requested by youth, I have established a PFLAG Canada Red Deer chapter.

Though some assumed being trans all by itself explained the high suicide rates, the survey showed the risks varied widely because of experiences non-transgender people largely control.

"People often think that it is being transgender itself that is causing suicidal thoughts or attempts, but it's not that simple. It's the social marginalization."

-- The support of parents mattered greatly even when a transgender person was well into adulthood.

-- The risk of suicidal thoughts dropped 44% among trans Ontarians who could get legal forms such as birth certificates or OHIP cards with their new gender.

-- Those who experienced low levels of trans-based hate were 66% less likely to consider suicide than those who endured high levels through things such as abuse.

-- There was a link between suicide and how far along a trans person was in changing their body to the desired state -- the closer to completion, the fewer attempted suicides.

Transgender youth and obviously adults (based on these stories) who felt connected to and supported by their family, their school and their community were more likely to report better overall health, particularly if they felt supported in identifying with their chosen gender.

I am proud to say that the province has developed provincial guidelines for schools because the need for education and for our community to reduce the social stigma and marginalization because of lack of understanding is incredibly important. It is important we start this process in our schools with our youth.

An old Greek proverb states: "A society grows great when old men plant trees in whose shade they will never sit." There are some who question the need for such a policy, not because they don't agree but because we should know better. I am hopeful that the day will come when such policies don't need to exist because there is no judgement and shame for being different. Some question the need but gender identity is a grossly misunderstood and narrow minded. These thoughts and ideas can and will be changed through acceptance and understanding that is promoted in the Alberta guidelines and exist in such policies such as Red Deer Public Schools.

### **Central Alberta Transgender Resource Guide**

\*\*This list may change, and is not comprehensive. It is compiled through a few different resources. If a name or listing is not included that you know is Transgender Friendly, please email [taniadiletzoy@gmail.com](mailto:taniadiletzoy@gmail.com).

#### **Family Resources**

##### PFLAG Canada Red Deer Chapter

PFLAG - known as Parents and Friends of Lesbians and Gays, is an international organization that offers help to anyone – parents, families, friends, and straight allies of the lesbian, gay, bisexual, transgender and queer (LGBTQ) community – who is dealing with issues of sexual orientation, gender identity and gender expression. The local PFLAG Canada chapter is designed to support parents/guardians/caregivers/friends/and loved ones (ages 18 and up) in the lives of sexual and gender minority youth. Anyone from Central Alberta welcome.

Phone toll free: 1-888-530-6777 ext. 562 | Email: [reddeerab@pflagcanada.ca](mailto:reddeerab@pflagcanada.ca)

Facebook: <https://www.facebook.com/pflag.reddeer>

Meets the first Thursday of every month in room 2601 from 6:30 - 8:30

##### Institute for Sexual Minority Studies and Services (Edmonton based)

Email: [iSMSS@ualberta.ca](mailto:iSMSS@ualberta.ca) | Tel: 780-492-0772

Facebook: <https://www.facebook.com/iSMSS/>

Mailing address: 7-104 Education North, Edmonton, AB T6G 2G5

#### **School Resources**

##### Alberta Education Guidelines for Best Practices

<https://education.alberta.ca/media/1626737/91383-attachment-1-guidelines-final.pdf>

##### Alberta Teachers Association Publications

Information for School Counsellors: <http://www.teachers.ab.ca/SiteCollectionDocuments/ATA/For-Members/Professional%20Development/Diversity,%20Equity%20and%20Human%20Rights/Safe%20and%20Caring%20Schools%20for%20LGBTQ%20youth-%20for%20counsellors.pdf>

### Creating a Safe Caring and Inclusive Environment

<http://www.teachers.ab.ca/For%20Members/Professional%20Development/Diversity%20and%20Human%20Rights/Sexual%20Orientation/FAQ/Pages/How%20Can%20One%20Create.aspx>

### **School Based Gay Straight Alliances in Red Deer**

#### Thurber QSA (Queer Straight Alliance)

Contact: Trina Penner, Sheena McNiff Wolffe or Alyson King

Phone: 403-347-8911 | Facebook: <https://www.facebook.com/groups/832740023458660/>

#### Hunting Hills GSA

Contact: Sue Merry

Phone: 403-342-6655 | Facebook: <https://www.facebook.com/Hunting-Hills-QSA-536393719865958/?fref=ts>

#### Red Deer College Pride on Campus

A student society that exists to promote healthy views of LGBTIQ\* lifestyles in Red Deer College and the City of Red Deer. Pride on Campus is also a resource for students, providing information on HIV/AIDS and sexually-transmitted infection related prevention and what to do in the case of infection. This student group is FREE and welcomes everyone, even those who aren't affiliated with Red Deer College.

Contact: Stephane Perreault (Faculty Liaison)

Phone: 403-357-3694 | Facebook: <https://www.facebook.com/groups/rdcpoc/>

#### Red Deer Public Schools

Every school from K-12 has a Safe Contact for LGBTQ students and their families.

#### Alberta Schools' Athletic Association

This organization has established guidelines for Transgender individuals wanting to participate in school sports.

<http://www.teachers.ab.ca/Publications/ATA%20News/Volume%2050%202015-16/Number-14/Pages/Transgender-policy.aspx>

#### Red College Counselling and Career Centre

Room 1402 | RDC

Phone: 403-343-4064 | Email: [counselling@rdc.ab.ca](mailto:counselling@rdc.ab.ca)

### **Community Resources**

#### Youth Emergency Shelter

LGBTQ friendly for youth 17 and under.

4633 - 49 Street, Red Deer

403-341-3190 (24 hour crisis line)

#### Youth and Volunteer Centre

LGBTQ friendly for youth 17 and under.

4633 - 49 Street, Red Deer, AB

### Central Alberta Sexual Assault Centre

There has been significant focus on building capacity for staff for LGBTQ clients.

A201, 5212 – 48 Street, Red Deer

Phone: 403-340-1124

### Red Deer Mental Health

All Alberta Health Services are LGBTQ friendly

4733 – 49 Street

Phone: 403-340-5466

### Georgina's

Georgina's is a temporary home for Transgender individuals. Individuals get referred to Georgina's through doctors, friends and word of mouth.

Contact: Crystal McNichol

Phone: 403-877-1194

### Central Alberta Women's Shelter

Transgender women welcome.

Phone: 403-346-5642 (24 Hour Helpline) | 1-888-346-5643 (24 Hour Toll free Helpline)

### Men's Discussion Group

Please join us for a night of socializing, discussion, & support.

Every Sunday from 7:00 - 9:00 at Turning Point 4611 50th Avenue, Red Deer.

### Central Alberta Pride

Meets monthly to organize events for LGBTQ+ communities to celebrate our diverse identities!

[Centralabpride@gmail.com](mailto:Centralabpride@gmail.com) | Facebook: <https://www.facebook.com/RedDeerPrideDays/?fref=ts>

### Turning Point

This agency has been providing support, education and information to LGBTQ individuals and their families in Red Deer for about 20 years.

4611 - 50 Avenue, Red Deer

Phone: 403-346-8858 | Fax: 403-346-2352

### Camp fyrefly (Edmonton based organization)

An LGBT leadership retreat in Calgary and Edmonton for youth 14 to 24.

Phone: 780-492-0772 | E-Mail: [fyrefly@ualberta.ca](mailto:fyrefly@ualberta.ca)

Web: [www.fyrefly.ualberta.ca](http://www.fyrefly.ualberta.ca)

### LGBTQ+ Pride Youth of Red Deer

Meets every second Friday, from January 8th through Friday, May 27th, from 3:30 p.m. - 5:30 p.m. in the Waskasoo Kiwanis Meeting Room, in the back corner of the mezz, on the third floor of Red Deer Public Library. Facebook: <https://www.facebook.com/groups/16561774194/>

### Will and Grace - Lacombe

Lacombe youth group for LGBTQ people. This is a group for those who belong to the community or support it. Group plans events in conjunction with Central Alberta Pride. Facebook:

<https://www.facebook.com/groups/841007719303132/?fref=nf>

Trans/Non Binary of Central Alberta (T/NoCA)

Facebook Group support group for 17+ Transgender, Non-Binary and questioning folks in and around Red Deer, Alberta! Facebook: <https://www.facebook.com/groups/782844941825829/>

**Transgender Policies in Sports**

Alberta Softball Association has a transgender policy.

Golden Circle

Our population is aging, and all sectors of our population ages and that includes the LGBT (Lesbian, Gay, Bisexual, Transgender) community. And with aging comes some serious issues. This community support service and senior organization works towards being an inclusive service.

4620 - 47 A Avenue, Red Deer

403-343-6074

**Medical**

Red Deer - Teen and Young Adult - Sexual Health Clinic

4755 - 49 Street Bay A

Phone: 403-346-8336

Birth Control, Health Education, STI, Sex, Sexual Health, Public Health. VERY LGBTQ friendly!

Red Deer Mental Health

4733 - 49 Street

403-340-5466

Red Deer Psychiatrist

Dr. Manjula Dua - Red Deer Psychiatrist that worked with Dr. Warneke (Gender Identity Psychiatrist)

202, 3947 - 50A Avenue

Phone: 403-341-4303

*Edmonton*

Grey Nuns Community Health Centre Gender Clinic

Referral required. Ask for psychiatric outpatient

Dr. Lorne Warneke

Phone: 780-735-7119

*St. Albert*

Sturgeon Community Hospital and Health Centre

MH 171 191 Boudreau Rd.

Dr. J. Petryk

Phone: 780-418-7379

*Calgary*

Foothills Medical Clinic

1403 - 29 Street NW

Dr. J. Raiche

Phone: 403-944-1110 (Switchboard)

Calgary Sexual Health Centre

301 - 14 ST NW  
Dr. Gibb  
Phone: 403-283-5580

The Alex Youth Health Centre Calgary

1318 Centre St NW  
Dr. Jane  
Phone: 403-266-2622

**Medical Information on Gender Reassignment Surgery**

<http://www.tesaonline.org/uploads/4/1/5/5/4155431/tesa-facts-grsalberta.pdf>

<http://www.health.alberta.ca/documents/AHCIP-Bulletin-Med-166A-2012.pdf>

**Affirming Churches**

Openly LGBTQ friendly

*Red Deer*

Gaetz Memorial United Church

4758 - 50 Street  
Phone: 403-347-2244

Sunnybrook United Church

12 Stanton Street  
403-347-6073

*Lacombe*

St. Andrew's United Church

5226 - 51 Avenue  
Phone: 403-782-3148

**Online Resources**

Alberta Trans <http://albertatrans.org/transition.html>

World Professional Organization for Transgender Health <http://www.wpath.org/>

Canadian Professional Association for Transgender Health <http://www.cpath.ca/home/?lang=en>

Trans Equality Society of Alberta <http://www.tesaonline.org/>

Institute for Sexual Minority Studies <http://www.ismss.ualberta.ca>

[http://www.threesource.ca/documents/april2011/resource\\_binder.pdf](http://www.threesource.ca/documents/april2011/resource_binder.pdf)

# Welcoming Newcomers: What Communities Are Doing, Jennifer Fowler, City of Edmonton



THE WAY WE LIVE  
**Welcoming Communities**

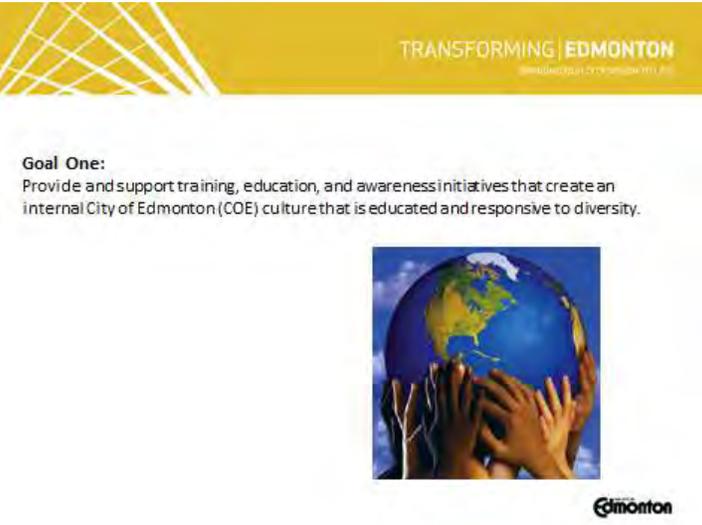
TRANSFORMING | EDMONTON  
BRINGING OUR CITY VISION TO LIFE

Jennifer Fowler  
Director, Multicultural Relations Office



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BRINGING OUR CITY VISION TO LIFE

## An Edmonton for All



TRANSFORMING | EDMONTON  
BRINGING OUR CITY VISION TO LIFE

**Goal One:**  
Provide and support training, education, and awareness initiatives that create an internal City of Edmonton (COE) culture that is educated and responsive to diversity.



**Goal Two:** Reduce barriers to equitable access and improve responsiveness of COE policies, programs, and services to meet the varied needs of Edmonton's diverse communities.



**Goal Three:** Support and facilitate multi-sector efforts towards inclusion and cohesion.



**Goal Five:** Promote and support intercultural appreciation, learning and engagement between community groups.





## EDMONTON LOCAL IMMIGRATION PARTNERSHIP

[www.elip.ca](http://www.elip.ca)

- Local Immigration Partnerships are the mechanism through which Citizenship and Immigration Canada supports the **development of local coalitions and community-based planning around the needs of newcomers.**
- Local Immigration Partnerships exist in several municipalities throughout Canada and are created to engage various stakeholders in a **locally-driven strategic planning process to identify assets and gaps** within the immigration and settlement experience.



- **LIPs** focus on what is currently available to newcomers and make recommendations on how to strengthen the system to **promote settlement and inclusion for all newcomers.**



### VISION OF LIPs

- Integrate newcomer needs into the community planning process;
- Identify community specific strategic priorities;
- Implement a settlement strategy and action plan to improve newcomer outcomes



• **Examples of LIP projects include (but are not limited to):**

- |   |  |
|---|--|
| <ul style="list-style-type: none"> <li>• Newcomer needs assessment</li> <li>• Strategic / action planning</li> <li>• Increase collaboration between stakeholders</li> </ul> | <ul style="list-style-type: none"> <li>• Coordinate services at community level</li> <li>• Improve accessibility to services</li> <li>• Increase awareness of settlement services</li> </ul> |
|---|--|



**Other initiatives**

Diverse Voices:  
<http://www.fcm.ca/home/programs/women-in-local-government/diverse-voices-for-change.htm>

Supporting Syrian resettlement:  
[http://www.edmonton.ca/programs\\_services/welcoming-refugees.aspx](http://www.edmonton.ca/programs_services/welcoming-refugees.aspx)



**SIX GAME CHANGERS**

- Edmonton's 2014-2018 Strategic Plan identifies six areas of action that will make a significant difference in the lives of our residents and help us meet our goals.
1. ELIMINATE RACISM
  2. LIVABLE INCOMES
  3. AFFORDABLE HOUSING
  4. ACCESSIBLE & AFFORDABLE TRANSIT
  5. AFFORDABLE & QUALITY CHILD CARE
  6. ACCESS TO MENTAL HEALTH SERVICES

**THESE ARE CRITICAL PLACES TO START AND ALONG WITH OTHER LONG-TERM ACTIONS WILL END POVERTY.**



**THANK YOU!**

**e.jennifer.fowler@edmonton.ca**  
 Director, Multicultural Relations  
 City of Edmonton  
 780-983-2171



## Welcoming Newcomers: What Communities Are Doing, Catholic Social Services – Immigration and Settlement Program



**Catholic Social Services**  
Immigration & Settlement Program

**Catholic Social Services**  
Catholic Social Services is a multi-function social service agency that serves people of all faiths and cultures throughout central Alberta. Founded in 1961, the agency has grown to deliver more than 100 programs.

**Fast Facts:**

- CSS helps more than 60,000 people each year
- CSS offers more than 100 programs
- CSS provides services in communities throughout central Alberta with offices in Edmonton, Lloydminster, Red Deer, Wainwright and Wetaskiwin
- CSS has more than 1,200 staff and 2,000 volunteers
- The Sign of Hope is a source of funding for each of the programs operated by Catholic Social Services

<http://www.catholicsocialservices.ab.ca/CatholicSocialServices/default.aspx>

**Catholic Social Services**  
Catholic Social Services, Immigration & Settlement has partnered with C.A.R.E. at the Immigrant Centre in Red Deer since 1978.

Currently our CSS staff represent the following regions:  
Middle East, North Africa, Central Asia, Russia, Syria, Eastern & Western Europe, West Africa And Central, Latin America, United Kingdom and Canada.

Languages served – Arabic, Spanish, Ukrainian, Farsi Dari, Russian, Flemish, French, Dutch, Bosnia/Serbo-Croatian (former Yugoslavia), Somali, Kurdish, Pashtu, Urdu, Punjabi, Persian, Italian, some German, Japanese and Portuguese.

## A snapshot of Immigration and Settlement Services in Red Deer

- Resettlement Assistance Program (RAP)
- Integrated Services Program (ISP)
- Community Support Services for Foreign Nationals Program (formerly TFW Program)
- Employment Readiness Program



*Remza, Team Supervisor*



*Anneke, Program Coordinator* >>

## RAP and ISP Settlement Counsellors



Suaad

Asma

Marah

Mr. Parsa



Raad

Margarita

William

Masoumeh

## CSS for Foreign Nationals Program & ISP Settlement Counsellors



Loly

Julia



## ISP Settlement Counsellors, Employment Readiness Program



Rebekah  
McDermott

Mari Jo  
Vanidour



## CSS Contact Information

### Immigrant Centre General Reception

**403-346-8818**

- › Remza Mujezinovic, Team Supervisor - Ext. 227
- › Anneke Lauwers, Program Coordinator - Ext. 223
- › Masoumeh Mohammadi - Ext. 231
- › Fakhruddin Amien Parsa - Ext. 234
- › Margarita Valerga - Ext. 233
- › Maria (Loly) Serrano - Ext. 231
- › Julia Grymalyuk - Ext. 225
- › Rebekah McDermott - Ext. 250
- › Mari Jo Vanidour - Ext. 232
- › William Gabriel - Ext. 230
- › Raad Al-Sammarraie - Ext. 252
- › Suaad Al-Aghbari - Ext. 237
- › Asma Houssein - Ext. 222
- › Marah Waheed - Ext. 360

Email: [Firstname.Lastname@cssalberta.ca](mailto:Firstname.Lastname@cssalberta.ca)

## Welcoming Newcomers: What Communities Are Doing, Central Alberta Refugee Effort



**Central Alberta Refugee Effort**

An Introduction to our Agency

Fostering Diverse Communities Conference May 13, 2016 1



**Our Organization**

- Since 1980
- 40 Staff
- Red Deer and Central Alberta
- Immigrant Centre partnership with Catholic Social Services

Fostering Diverse Communities Conference May 13, 2016 2



**Services and Programs**

- English Language Benchmark assessment
- English as a Second Language  
LINC and Alternate ESL
- Information, orientation and referrals  
Individuals and Groups
- Settlement Support In Libraries
- Settlement Support In Schools and Immigrant Youth

Fostering Diverse Communities Conference May 13, 2016 3



## Services and Programs

- Canadian citizenship preparation classes
- Translation and interpretation
- Community connections  
Individuals and Groups
- Volunteering for newcomers and Canadians
- Public awareness and education on cultural diversity in the community
- Employer Engagement to support successful employment of immigrants

Fostering Diverse Communities Conference May 13, 2016

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## Our Mission

To support the efforts of immigrants and refugees to participate fully in Canadian life by leading and collaborating in the provision of coordinated services and removal of barriers, and by demonstrating and promoting a welcoming and inclusive Central Alberta.

Fostering Diverse Communities Conference May 13, 2016

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## Community Engagement

- Many partnerships and collaborations  
Social and community service providers, education, employers and businesses, municipalities, ethnic groups and societies, community events
- Member of Settlement Services Network
- Member of Red Deer Welcoming & Inclusive Community Network

Fostering Diverse Communities Conference May 13, 2016

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## Red Deer Local Immigration Partnership

Fostering Diverse Communities Conference May 13, 2016

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### Red Deer Local Immigration Partnership

- Founding partners
  - Central Alberta Refugee Effort
  - Catholic Social Services
  - Central Alberta Immigrant Women's Association
  - Red Deer College
  - City of Red Deer
- IRCC Contribution Agreement since December 1, 2015
- Program Coordinator Duane Moleni since April 11, 2016

Fostering Diverse Communities Conference May 13, 2016

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### Red Deer Local Immigration Partnership

- Hook on to existing community initiatives and research projects
  - Welcoming & Inclusive Communities 2007 – 2015
  - Other LIPs in Alberta and Canada
  - Women Economic Security 2012 - 2015 RDC - CAIWA
  - Making Life Easier 2015 - 2018 RDC - CAIWA
  - [AlbertaGlobalTalent.ca](http://AlbertaGlobalTalent.ca) 2015
  - School Settlement Council 2015

Fostering Diverse Communities Conference May 13, 2016

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## Red Deer Local Immigration Partnership

- 2016 – 2017 Work plan to establish LIP Council, Immigrant Advisory Table, more Research, Marketing & Branding
- 2017+ Local community settlement strategy and action plan

Fostering Diverse Communities Conference May 13, 2016

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## Contact Us

The Immigrant Centre  
#202, 5000 Gaetz Avenue, Red Deer, AB  
T4N 6C2

Phone: (403) 346-8818

E mail: [frank.bauer@care2centre.ca](mailto:frank.bauer@care2centre.ca)  
[duane.moleni@care2centre.ca](mailto:duane.moleni@care2centre.ca)

Website: [www.immigrant-centre.ca](http://www.immigrant-centre.ca)

Fostering Diverse Communities Conference May 13, 2016

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**All immigrants and refugees feel welcomed, valued and enjoy a sense of belonging and personal success in a Central Alberta that embraces cultural diversity.**



**Welcoming Newcomers: What Communities Are Doing, Central Alberta  
Immigrant Women’s Association**

Coming Soon.

## **Welcoming Newcomers: What Communities Are Doing, Bow Valley LIP, Meagan Stewart**

See <https://drive.google.com/file/d/0BzdPTPxKOaSJaVh0eIRySONOV2s/view>

## **Inclusive Communications for Persons with Disabilities, Viable – A Prospect Company, Daniel Pisterzi and Jeremy Holland**

The presentation was split into 2 primary sections:

1. Understanding Disability
2. Disability Language and Etiquette

The first section, Understanding Disability, focused on:

1. Defining what disability is
2. Prevalence of disability within the population as well as specific kinds of disabilities
3. Challenging assumptions that exist around disability.

The second section, Disability Language and Etiquette, focused on:

1. General guidelines for interacting with persons with disabilities, mostly related to focusing on the person first
2. Specific suggestions and tips for interacting with persons with particular disabilities such as visual, hearing, and mobility

For more information or to contact the presenters see:

[www.empactnow.ca](http://www.empactnow.ca)

[www.prospectnow.ca](http://www.prospectnow.ca)

## Welcoming and Inclusive Communities – The Role of the Community, RCMP, Insp. Gerald Grobmeier

DIVERSITY defined by the RCMP is not limited to designated groups. It is inclusive of everyone. Diversity in the workplace is about accepting and valuing the differences and similarities of a collective mix of people. Dimensions of diversity include but are not limited to: age, ethnicity, gender, ability, race, sexual orientation, educational background, geographic locations, income, marital status, language, parental status, religious beliefs, work experience and category of employment. (RCMP)

INCLUSION is the notion of fostering a work environment where employees feel valued and respected and are able to contribute to their full potential, regardless of gender, ethnicity, disability, sexual orientation, age or any other personal attribute. (RCMP)

Organizations that fully support both DIVERSITY and INCLUSION, foster optimum working conditions for an innovative, cutting edge work culture thereby maximizing the full potential of its employees.

Why is DIVERSITY and INCLUSION important to the RCMP.

- A workplace which values diversity and fosters an inclusive work environment, positively impacts the recruitment and retention of employees, therefore positioning the RCMP as an employer of choice.
  - Having a workforce representative of the public leads to a deeper understanding of the issues and concerns of the communities we serve.
  - A diverse group of employees enriches the work environment by contributing different perspectives and unique ideas which often lead to creative, innovative solutions. This is pivotal in maintaining the RCMP's reputation as a world-class policing service.
  - An inclusive work environment, visibly supported by all levels of management, creates a safe environment in which employees feel included, valued and respected which allows for optimum employee engagement, productivity and increased employee morale.
- The Diversity and Inclusion National Campaign is aimed at promoting an organizational evolution that will move the RCMP beyond mere compliance with statutory obligations under the *Employment Equity Act*. This initiative introduces a change in culture, that is, one that values and capitalizes on the broader principles of diversity and inclusion within the RCMP, in support of a respectful workplace culture.
  - Diversity and inclusion has taken a front seat in HR management in both private and public sectors within Canada. Taking into account the imperatives of competitiveness,

demographics, immigration and globalization, the need for diversity and inclusion will supersede the notion of the “right thing to do” and legislative obligations of the past.

- In line with the Canadian Human Rights Maturity Model, a promotional activity such as the Diversity and Inclusion National Campaign would encompass elements such as Leadership and Accountability, Communication and Consultation and Alignment of Policies and Processes.

In 2011 Commissioner Paulson was appointed Commissioner of the RCMP. Commissioner Paulson pledged at that time to transform the RCMP culture by focusing on accountability, leadership and addressing claims of harassment and bullying within the organization.

In 2012 *2012 Gender-Based Assessment (GBA)* was completed to determine whether recruitment and promotion policies were gender neutral, and whether they provided equal opportunities for female regular members.

The results of the assessment demonstrated that there were things we were doing right, such as gender-neutral internal policies, while other areas needed attention including the degree of supervisor support our female RMs received when applying for promotion, and our ability to retain women beyond 20 years of service.

Parallel to the GBA, the RCMP looked to address gaps in our grievance and discipline processes, and in how we handled harassment and conduct complaints. The existing processes were overly legalistic, formalistic, adversarial and plagued with delays.

In 2013 the RCMP developed the [Gender and Respect Action Plan](http://www.rcmp-grc.gc.ca/gba-eces/action/index-eng.htm) (GRAP) (see <http://www.rcmp-grc.gc.ca/gba-eces/action/index-eng.htm>) which outlined a number of ways we could create a more inclusive and respectful organization. The GRAP included initiatives to address work-life balance, such as backfilling RMs on parental leave, and set specific goals for the composition of the RM workforce to reflect 30% women, 20% visible minorities and 10% Indigenous by 2025.

We then established new national processes and programs to support a respectful and inclusive workplace. They include our peer-to-peer program, a mental health strategy and action plan, respectful workplace training, informal conflict management program, violence prevention policy and a centralized office for the coordination of harassment complaints, to name a few.

## **THE RCMP THEN WENT THROUGH LEGISLATIVE REFORM**

November 28, 2014, was a historic date for the RCMP, with the coming into force of the *Enhancing Royal Canadian Mounted Police Accountability Act*: the first extensive set of amendments to the *RCMP Act* in almost 30 years. Taken as a whole, these changes provide

RCMP leaders with enhanced authorities to address inappropriate behaviour in a fair, consistent, timely and comprehensive manner. At the same time, the RCMP has shared responsibilities and obligations of employees at all levels and categories throughout the organization via:

- new codes of conduct;
- mandatory training; and
- an internal communications plan.

In addition, the RCMP's Professional Responsibility Officer introduced a Professional Ethics and Integrity commendation as another means to recognize employees who uphold high ethical standards and conduct themselves with integrity. This commendation forms part of an extensive Professional Ethics Strategic Plan, which also includes enhanced ethics education, awareness and access to the disclosure process under the *Public Servants Disclosure Protection Act*.

## **ORGANIZATIONAL REFORM**

Legislation alone was unable to address the cultural challenges faced by the RCMP. The organization needed to reexamine the workplace programs offered to ensure they provided employees with an inclusive workplace that respects its people and gives them a sense of belonging and an understanding of how they contribute to the RCMP's mandate.

### **NATIONAL:**

The RCMP established national processes and programs to support a respectful and inclusive workplace, including:

- A Peer-to-Peer system providing assistance in managing personal and work-related issues that has over 250 employee volunteers nationally.
- An Informal Conflict Management Program that has conducted over 460 training sessions and 1,900 intervention services since its launch in June 2014.
- Health Canada's Employee Assistance Services, providing 24/7 access to a crisis and referral centre and professional counselors nationally.
- A new violence prevention policy and respectful workplace training, which 98% of employees have completed as of December 2015

Another essential component of the RCMP organization reform was the 2014 launch of the *RCMP Mental Health Strategy (2014-2019)* (see <http://www.rcmp-grc.gc.ca/fam/strat-eng.htm>) and *Action Plan*. It is based on clinical experience, the Mental Health Commission of Canada's voluntary standards for psychological health and safety in the workplace, and the RCMP's reality as a policing organization with many employees exposed to traumatic events on the job. The strategy is designed to improve awareness and use of mental health policies, programs and services. It also highlights the critical role of leaders to be proactive and supportive in addressing mental health issues their employees may experience.

The RCMP launched a robust awareness campaign to promote the strategy and created a Mental Health Toolkit to help managers address issues in the workplace. The toolkit includes information on taking action when warning signs appear, managing mental illness in the workplace, taking appropriate steps while an employee is off for mental health-related reasons, and facilitating their return to work.

Another key national initiative was the RCMP's adaptation of the Canadian Forces Road to Mental Readiness Program. The evidence-based program gets people talking about mental health challenges, and increases employee resilience by providing tools to help reduce the effects of stressful situations. In late 2015, the mandatory workshops for employees and leaders rolled out nationally after the completion of successful pilot testing. To date, one hundred trained facilitators are delivering the initiative.

#### ACROSS CANADA

To date, eight RCMP divisions developed employee advisory committees to provide an unfiltered forum for discussion between senior management and employees.

Topics discussed include:

- staffing;
- labour relations;
- diversity; and
- improving communication

Respectful workplace coordinators and advisors -- who serve as points of contact for employees experiencing disrespectful behaviour in the workplace -- share best practices across the country

The RCMP is also focusing on early conflict management and resolution practices as part of leadership development. Training opportunities for managers and employees to increase their awareness of mental health, diversity, and violence/harassment prevention are available in divisions across the country in addition to those opportunities offered at a national level

## RESULTS

Data from the most recent Public Service Employee Survey (PSES) in 2014 indicated that 93% of RCMP employees said they have a positive working relationship with their co-workers, and that we are creating a more respectful and inclusive workplace.

## COMPOSITION OF THE FORCE

A key theme in the *Gender and Respect Action Plan* was the composition and diversity of the RCMP, with a specific focus on the diversity challenges within the RM category. As can be seen in the next table, over the last decade the percentages of female and visible minority RMs have increased. Of particular note, the percentage of Aboriginal RMs remains well above the percentage in the Canadian population.

Percentage Composition of Regular Member (RM) workforce in RCMP

Year	Women	Members of Visible Minorities	Aboriginal Peoples
2006	19.4	6.8	8.4
2012	20.4	8.1	7.9
2015	21.5	9.7	8.1

RM representation in senior non-commissioned ranks - 2011 vs. 2016  
(Sergeants, Staff Sergeants, Staff Sergeants Major, Sergeants Major and Corps Sergeant Major)

Year	Women	%	Men	%
2011	78	7.4	977	92.6
2016	93	11.2	737	88.8

To provide points for comparison, overall in Canada in 2014:

- 22% of police cadets were women (21% in the RCMP),
- 20.6% of all police officers were women (21.5% in the RCMP), and
- 10.9% of senior officers were women (16.5% in the RCMP).

**Source:** Statistics Canada, *Police Resources in Canada, 2014*

Since 2011, the number of female officers at the commissioned ranks of inspector and above has increased 63 per cent. At the most senior ranks, women represent one-third of the Commissioner's Senior Executive Committee, and female officers lead five of the 15 RCMP divisions.

These numbers show that the RCMP is doing similar to or better than police services in general with respect to the number of female officers. In addition, compared to 12 peer countries, Canada had the sixth highest percentage of female police officers in 2012 (Statistics Canada, *Police Resources in Canada, 2014*).

## **Harassment**

The RCMP created the centralized Office for the Coordination of Harassment Complaints. The office provides oversight and assistance in ensuring policy compliance when determining harassment allegations.

## **CONCLUSION**

Also, in the spirit of policing best practices, moving beyond compliance into diversity and inclusion will bring the RCMP forward to current criminal justice diversity management HR practices. Policing agencies that have implemented a Diversity and Inclusion work culture have reported successful operational results such as lowered crime statistics and increased community intel, cooperation, trust and satisfaction<sup>1</sup>. Internally, positive results have been achieved and observed through increased employee retention, effective utilization of human resources and heightened employee morale and motivation<sup>2</sup>

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### <sup>1</sup>References:

- <http://www.mississauga.com/news-story/3117005-hate-crime-incidents-drop/>
- [http://news.sympatico.cbc.ca/local/on/minneapolis\\_somali\\_experience\\_may\\_hold\\_lessons\\_for\\_toronto\\_police/b7947b9a](http://news.sympatico.cbc.ca/local/on/minneapolis_somali_experience_may_hold_lessons_for_toronto_police/b7947b9a)

### <sup>2</sup>References:

- <http://www.metrocorpounsel.com/articles/4021/bna-inc-effectively-managing-diverse-workforce>
- <http://workplacelearningforum.com/the-benefits-of-diversity-in-the-workplace>
- <http://www.theglobeandmail.com/report-on-business/careers/management/eight-tips-to-increase-diversity/article14707577/>

# Welcoming and Inclusive Communities – The Role of the Community, CAEP, Kimberley Worthington



## Welcoming and Inclusive Communities The Role of Business

Presented by:  
Kimberley Worthington  
Executive Director  
Central Alberta Economic Partnership



## Who Might Inclusiveness Include

- LBGTQ
- Newcomers
- Religion
- People with Developmental Disabilities
  - Mature Workers
  - Youth
  - Aboriginal



Alberta's  
Occupational  
Demand and Supply  
Outlook 2013-2023

Predicting that  
Alberta will be short  
as many as 96,000  
workers by 2023



a CENTRAL ALBERTA pilot project supplement

attracting & retaining  
IMMIGRANTS

a **TOOLBOX** of IDEAS for smaller centres  
welcome to **Your Community**



## Employers Guide

- Specific to newcomers but cross cuts other diverse sectors of society
- Practical guide to help attract, retain, and engage diverse workers



## Overarching Ideas for Embracing Diversity in the Workplace

- Relationships
- Values driven
- Flexible schedules/cultural considerations
- Education and engagement
- Top down modelling
- Form a welcoming and Inclusive network; find your champions



## Who Might Inclusiveness Include

- LGBTQ
- Newcomers
- Religion
- People with Developmental Disabilities
- Mature Workers
  - Youth
- Aboriginal



## Measurements:

- Successful implementation of policy and procedures, identify key targets
- Employee attraction numbers from diverse groups
- Employee satisfaction & retention
- Track events that encourage engagement and education
- Encourage feedback from employees on what could be improved



### **Retail**

If managers spend more time making sure their employees feel emotionally connected to the business I think you will have happier people who deliver better results.

### **Health Care**

Have frequent conversations with your employees and try to catch them "doing right".



### **Hospitality**

The attitudes of our employees are very welcoming. We have a diverse workforce and they include people."  
"We provide opportunities to engage with the other staff; we have social events where the employees have chances to mix in teams and we also makes our workplace team diverse so that employees from different backgrounds can work together and know each other.



**In closing, we covered**

- CAEP as an organization
- Potential Labour gap to 2023
- CAEP: resources and tools WIC Communities and Employers Guide
- Overarching concepts for embracing diversity
- Sector specific tips
- Measurements
- What employers are saying



***Thank you***

Kimberley Worthington  
Central Alberta Economic Partnership  
[kimberley@caepalberta.com](mailto:kimberley@caepalberta.com)  
587-447-2237