



COMMUNITY REPORT Inclusion & Diversity



Stony Plain Family and Community Support Services received funding from the Human Rights Education and Multiculturalism Fund through the Community Inclusion Program early in 2019 to help focus our community's work to create a Stony Plain Strategy for becoming a Welcoming and Inclusive Community.

A traveling display and survey visited 10 locations in our community in early 2019 gathering data from 208 participants. In the spring of 2019, an initial working group of community members and organizations came together to review the AUMA toolkit and start a conversation around inclusion and diversity in the Town of Stony Plain. These conversations were a first step for our community towards developing long-term, broad-reaching strategic measures for inclusion and diversity.

Our current climate:



Initial assessment of the community using the AUMA scale determined that Stony Plain is in the second stage of "Awareness" on our journey to becoming a Welcoming and Inclusive Community.

Through a community mapping process it was established that some inclusion initiatives and programs currently exist in Stony Plain, including:

- Pride crosswalks, established GSA/QSA groups, multiple community pride events;
- Treaty Six acknowledgement, Indigenous Friends group, Tea and Bannock programming, and Indigenous Cultural Kitchen programming;
- Organizations, such as Cohesive Communities, Goodwill Industries, and Rehobooth, that support the complex needs of people with disabilities and their families;
- English language classes and groups, annual Town Citizenship Ceremony, a new refugee wellness centre; and
- Intercultural training workshops, and the first annual Inclusion and Diversity Expo.

**Everyone
enriches and
brings value
to our
community.**

In 2031,
1 in 4
Albertans will
be a senior.

1 in 5
Canadians
has a
disability.

Indigenous
peoples are
the fastest
growing
population
in Canada.

1 in 5
Canadians
is not born in
Canada.

1 in 4
Canadians
is under the
age of 20.

1 in 20
Canadians
identifies as
LGBTQ2.

What we know:

18,501

people live in Stony Plain.

98%

speak English at home.

5%

are a visible minority.

7%

are Indigenous.

16%

are single parents families.

178

are temporary workers.

13%

identify as LGBTQ2.

20%

have a disability.

Why is Inclusion Important?

Being more inclusive and diverse will increase and strengthen our community's economic advantage. It will allow our community programming and services to be more efficient. Being inclusive is also required to meet provincial, federal and international standards. But, most importantly, it will make Stony Plain a healthier and safer community for all.

1. Invisible

We do not recognize that there is a problem.

2. Awareness

We know there is a problem, we are taking tentative steps, but we are not sure how to proceed.

3. Intentional

We acknowledge the importance of diversity and are starting to take steps to promote inclusion.

4. Strategic

We have formal plans and strategies in place to build inclusion and diversity in our community.

5. Culture of Inclusion

Inclusion and diversity is an integral part of our community's identity and being.

* Adapted from the AUMA Welcoming Communities Assessment Tool.

What We Learned

Stony Plain is at the **Awareness** stage of Inclusion.

Marginalized people in Stony Plain include a wide range of people: Indigenous people, young moms, transient workers, people with disabilities, people with illness, LGBTQ2+, new Canadians, Seniors, Youth, unemployed people, single parents, people with addictions, isolated people, people living in poverty, racialized groups and members of religious minorities.

Emerging Themes

There is still much to be done in the way of recognizing the importance of being a welcoming and inclusive community and in strengthening our community's understanding of inclusion and diversity. These are the themes that have emerged to help guide our way:

Shift Perspectives

Supporting programming and initiatives that highlight the benefits of inclusion, challenge stereotypes of diverse groups, increase understanding and celebrate diversity.

Training

Providing training and workshops on culture, cultural sensitivity and inclusion policies and practices.

Marginalized Voices

Ensuring those that are marginalized within our community have a voice in developing our community plan.

System Change

Encouraging local businesses, organizations and municipalities to create inclusion policies and review internal processes with an inclusion lens. Using plain language and better reflecting diverse people will create safe places and help residents feel included.

Contributors

- Alberta Parenting for the Future
- Cohesive Communities
- Goodwill Industries Spruce Grove
- Stony Plain Public Library
- Stony Plain Family and Community Services*
- Stony Plain & District Chamber of Commerce

& passionate community members

Building a safe, caring, and responsive community.

For more information, please contact:

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Stony Plain
A Welcoming & Inclusive Community
Together we shine

