



Town of Stony Plain, Diversity, Equity and Inclusion Strategic Plan

What We Heard Summary

January 19, 2023



Wherever business takes you

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MNP's Treaty 6 Territory Land Acknowledgement

MNP is the largest professional services firm headquartered in Canada, and is proud to work in communities across the country. In the spirit of respect, reconciliation and truth, we honour and acknowledge the traditional Treaty 6 - the traditional and ancestral territory of the Cree, Dene, Blackfoot, Saulteaux and Nakota Sioux.

MNP acknowledges that this territory is home to the Métis Settlements and the Métis Nation of Alberta, Region 4, within the historical Northwest Métis Homeland. We acknowledge the many First Nations, Métis and Inuit who have lived in and cared for these lands for generations.

Finally, MNP acknowledges all Nations – Indigenous and non – who live, work and play on this land, and who honour and celebrate this territory.

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Introduction

Project Overview



MNP was engaged by Stony Plain to collaboratively develop the Together We Shine: Diversity, Equity and Inclusion Strategic Plan (Inclusion Strategic Plan), which is intended to provide a municipal-wide focus on diversity equity and inclusion with activities and principles to foster a welcoming and inclusive community that is both engaged and responsive.

As part of Phase 3 of the project, MNP conducted public engagement activities from November 2022 to January 2023 including a presentation to the Community and Social Development Roundtable, a broad public survey, and interviews and focus groups with targeted organizations and individuals with lived experience.

The findings of these engagement activities have been summarized into this **What We Heard Summary** and will support the development of an Inclusion Strategic Plan that is reflective of Stony Plain's unique character.

What We Heard Summary | Overview



The **What We Heard Summary** presents the findings and key themes from the combined public participation activities and is structured as follows:

- The first section will provide a **high-level overview** of the **Public Participation Strategy** that was developed to guide all public engagement activities.
- The second section will present key findings and themes specific to each of the following engagement activities:
 - Presentation to the **Community and Social Development Roundtable** that took place on November 29, 2022.
 - **Broad community** survey that took place from November 21 – December 4, 2022.
 - **Targeted organization engagement** and **individuals with lived experience engagements**, via focus groups and interviews, that took place from January 6 - 10, 2023.
- The third section will provide an **overall analysis of the findings** from public engagement in the form of overarching themes that will contribute to the development of Inclusion Strategic Plan's goals, strategies and actions.

It is important to note that the work of diversity equity and inclusion is focused on advancing the perspectives of equity seeking groups and individuals to increase and improve their experiences of equity and inclusion. As such, the analysis will be focused on the equity seeking groups rather than the broader population of Stony Plain to ensure the perspectives and experiences of the former are highlighted in the Diversity Equity and Inclusion Strategic Plan.

What We Heard Summary | Limitations

The **What We Heard Summary** does not reflect the opinions of MNP; it is a reflection of the data MNP received over the course of public participation that occurred in the form of a facilitated presentation, survey, focus groups and interviews with community members in Stony Plain.

When reviewing the findings, it is important to consider that participation in these engagement activities was completely voluntary. Furthermore, not all organizations and individuals that were invited and/or initially confirmed to participate were able to attend the scheduled focus groups and interviews. This resulted in a limited number of views and perspectives that were expressed and does not represent the entirety of Stony Plain.

However, the responses that were solicited provided high quality data and information. Diverse individuals participated in the engagement activities and provided advice on tangible actions that could be taken to advance diversity, equity and inclusion in the Stony Plain. Furthermore, the findings from different engagement activities aligned with and build on one another which validates the advice and perspectives provided.

Public Participation Strategy

Public Participation Strategy | Overview

The Public Participation Strategy outlines how multiple community groups and members were engaged to inform the development of the Inclusion Strategic Plan.

- The following page outlines the groups identified for engagement and the phased approach taken to conduct the engagement from November 2022 – January 2023.
- The community members and groups engaged were:
 - Community members
 - Community and Social Development Roundtable
 - Targeted organizations
 - Individuals with lived experiences

Public Participation Strategy - High Level Overview

The following provides an overview of the groups that were engaged and the staged approach that was taken to complete the engagements. MNP worked closely with Stony Plain to identify potential participants for the targeted organizations and individuals with lived experience engagements.



Broad Community

(November 21 – December 4)

Engaged the broad community in Stony Plain via **online survey**. Project team members also participated in a community event to encourage participants to respond to the survey.

Community and Social Development Roundtable

(November 29)

Engaged the Community and Social Development Roundtable to seek initial qualitative data to supplement survey findings via **facilitated presentation**.

Targeted Organizations

(January 9)

Engaged targeted organizations in Stony Plain to understand experiences of organization staff and their clients via **focus group**.

Individuals with Lived Experience

(January 6 – 10)

Engaged individuals with lived experience in Stony Plain to understand the real-life impacts and stories as it relates to inclusion in the community via **focus groups and interviews**.

Public Engagement Activities – Key Findings

- Community Survey
- Community and Social Development Roundtable
- Target Organizations and Individuals with Lived Experience

Community and Social Development Roundtable

- The Community and Social Development Roundtable engagement took place on November 29, 2022, via a facilitated presentation at a virtual roundtable meeting.
 - Information gathered was to understand **members' perspectives** regarding the development of an Inclusion Strategic Plan and to gather qualitative information to build on the quantitative survey findings.
- The following page provides an **overview of members' feedback** that pertains to the Inclusion Strategic Plan draft mission statement, vision statement, principles, Areas of Focus and potential actions that could be included in the plan.
- Detailed engagement questions are available in the Appendices.

Community and Social Development Roundtable | Findings

The following are the key findings from the facilitated discussion with Community and Social Development Roundtable (Roundtable):

Validation and support for the Diversity Equity and Inclusion Strategic Plan

The Roundtable supported Stony Plain's commitment and pursuit of developing an Inclusion Strategic Plan. Comments from the Roundtable included "the time is now", "Stony Plain needs this" and "Stony Plain is ready".



Validation and support for previously developed strategic plan components

The Roundtable validated and supported the draft mission, vision, guiding principles and areas of focus. These components resonated with Roundtable members.



Identification of potential actions and key considerations

The Roundtable identified potential actions and key considerations that could be included/reflected in the Diversity Equity and Inclusion Strategic Plan including:

- Raising awareness and communicating with community on the importance of diversity equity and inclusion through events or a flagship event
- Opportunity for and encouragement for personal learning and reflection on diversity equity and inclusion-related topics
- Understanding and meeting people where they are at in their diversity equity and inclusion journey and creating safe spaces for conversations and questions
- Include consideration for families' needs and challenges as part of applying an intersectional lens to policy and planning
- The Diversity Equity and Inclusion Strategic Plan should be measured in its approach with clear outcomes and indicators of success



The Community and Social Development Roundtable has indicated their interest in being engaged in future stages of the project.

Community Survey

- The broad community engagement took place, via online survey (SimpleSurvey), from November 21 – December 2, 2022.
 - Information gathered was used to better understand public interest and support for an Inclusion Strategic Plan for Stony Plain.
- The following pages provide an overview of:
 - Survey question categories
 - Survey respondents' demographic information
 - Survey respondents' feedback pertaining to their feelings of respect, belonging, connectedness and awareness of diverse experiences
 - Survey respondents' feedback pertaining to the draft Areas of Focus as broad areas that the community can focus on in their journey to becoming more welcoming and inclusive.
- Detailed engagement questions are available in the Appendices.

Survey Questions

The following are the categories for the questions that were in the community survey:

Respondent Demographics

Demographic data was collected in the survey because it helped ensure that diverse, marginalized and/or minority perspectives from the survey are clearly identified and focused on as part of the analysis. This will help Stony Plain understand the lived experiences of residents in Stony Plain through a diversity equity and inclusion lens and ensure these perspectives are drawn upon to inform the develop of the Inclusion Strategic Plan.

The demographic questions were developed based on the Alberta Municipalities' Demographic Survey and the Statistics Canada 2021 Census.

Feelings Related to Connection, Respect, Belonging and Awareness

Questions related to connection, respect, belonging and awareness were included in the survey. This information provides Stony Plain with baseline data to understand how individuals experience living and accessing the community of Stony Plain, and how this experience may differ based on one's identity.

Areas of Focus

The draft Areas of Focus were included in the survey to reaffirm and assess the Areas of Focus with Stony Plain to ensure Stony Plain agrees that the five (5) broad areas should be focused on in the journey to become more inclusive.

Participation in Interviews/ Focus Groups

Participants were able to identify if they would like to participate in interviews or focus groups as individuals with lived experience.

Community Survey Respondents | Demographic Information

A total number of **140** Stony Plain residents responded to the survey. While only 112 completed the survey in full, data from the incomplete surveys still provided important information and considered as part of the survey analysis.

Through the community survey, MNP collected demographic information across eight (8) categories: **Age; Race; Gender Identity; Sexual Orientation; Disability Status; Parental Status; Religion, and Immigration Status.**

The above categories are based on the Alberta Municipalities Demographic Survey and the Statistics Canada 2021 Census.

An overview of the survey respondents' demographic information is available below:

- The vast majority of survey respondents identified to be:
 - Between the ages of 45 – 60 or 30 – 44
 - As Caucasian
 - As not part of the 2SLGBTQQIAA+ community
 - As not having a disability
 - Canadian-born
- Survey respondents were more diverse for the demographics of 'religion' and 'parental status'.
- Overall, the survey had some but limited responses from diverse individuals including those who identified as under 30, visible minority/Indigenous, part of the 2SLGBTQQIAA+ community, immigrant and with a disability.

Further details are available in Appendix 2.

Community Survey | Findings

The following are the key findings that emerged from the community survey related to feelings of Connection, Respect, Belonging and Awareness. Further details are available in Appendix 2.

Respect



The survey findings show that **90.6% of the respondents strongly agreed/agreed** with the statement: "People treat me with respect in the Stony Plain Community".

Respondents that identified as either **Indigenous (3), Immigrant (7) or Visible Minority (3)** felt the **most respected** amongst the other demographic profiles included in the survey.

Respondents that identified as **Non-Binary (2)** felt the **least respected** amongst the other demographics included in the survey.

Belonging



The survey findings show that **72.5% of the respondents strongly agreed/agreed** with the statement: "I feel like I belong in the Stony Plain Community".

Respondents that identified as either as **aged 60 or over (34)** felt the **most belonging** amongst the other demographics included in the survey.

Respondents that identified as **Non-Binary (2)** felt the **least belonging** amongst the other demographics included in the survey.

Connectedness



The survey findings show that only **56% of the respondents strongly agreed/agreed** with the statement: "I feel connected with others in the Stony Plain Community".

Respondents that identified as **Christian (66)** felt the **most connected** amongst the other demographics included in the survey.

Respondents that identified as **Non-Binary (2)** felt the **least connected** amongst the other demographics included in the survey.

Awareness



The survey findings show that **63% of the respondents strongly agreed/agreed** with the statement: "I am aware of the social challenges that community members face".

Respondents that identified as either **Non-Binary (2) and Visible Minority (3)** felt the **most aware** amongst the other demographics included in the survey.

Respondents that identified as **between the ages 30-44 (44)** felt the **least aware** amongst the other demographics included in the survey.

Community Survey | Intersectionality



Intersectionality recognizes the ways in which numerous social identities intersect with one another to create advantages or disadvantages for an individual in their lived experience.

As well, intersectionality reasons that social identities cannot be observed as a homogenous group, as each individual will experience separate social identities in relation to policies, programs and initiatives in a different manner. Intersectionality is the theoretical methodology that has been used throughout the project to ensure diverse perspectives are considered, particularly those who are more vulnerable in the community.

Note: Limited data was available to conduct a robust intersectional analysis that is reflective of the Stony Plain population as a whole. Therefore, MNP selected survey responses for analysis that evidently deviated from the total responses in relation to Respect, Belonging and Connectedness and Awareness.

Community Survey | Intersectionality

#1: Non-Binary Respondents and Respect

Age	Race	Gender Identity	Other Social Identities	Respect
Under 30 Years	Caucasian	Non-Binary	Transgender; Queer; Disabled; No Religion; Canadian	2 (Low)
Under 30 Years	Caucasian	Non-Binary	Pansexual; Ally; Physical Disability; No Religion; Canadian	4 (High)

Survey Analysis

Relative to 90.6% (reference page 8) of the respondents that strongly agree (4-5 High) with the statement: “People treat me with respect in the Stony Plain Community”, 50% of respondents that identified as non-binary (2), agree with the statement.

- The difference, in comparison to the majority of the respondents, may be due to the additional layers of marginalized social identities, such as being a part of the 2SLGBTQQIAA+ community (10) and having a disability (25), for the non-binary person that feels a low sense of respect. Though, it is important to highlight that the other individual that identified as non-binary experienced a high level of respect. This tells us that individuals experience based on their social identities is very personal.

Background Information

Historically, individuals that identify with the 2SLGBTQQIAA+ community and/or have a disability have been subject to disadvantages in their communities because such social identities can be experienced as barriers to inclusion because they deviate from what may be considered the dominant demographic profile in a community. According to the community survey results, most of the survey respondents **did not** identify with the 2SLGBTQQIAA+ community (119) or with a disability (107). Therefore, this has the potential to create an environment, whether it be intentional or unintentional, of exclusion and marginalization for non-binary individuals which can create a feeling of less respect.

Community Survey | Intersectionality

#2: Indigenous Respondents and Belonging and Connectedness

Age	Race	Gender Identity	Other Social Identities	Belonging	Connectedness
45-60 Years	Indigenous	Female	Métis; Mental Disability, Parent; Indigenous Spirituality; Born in Canada	5 (High)	4 (High)
Under 30 Years	Indigenous	Female	Métis; Other Religion; Born in Canada	1 (Low)	2 (Low)
45-60 Years	Indigenous	Female	Métis; 2SLGBTQIAA+; Parent; No Religion; Born in Canada	3 (Medium)	3 (Medium)

Survey Analysis

Relative to 75.2% (belonging) and 63% (connectedness) (reference page 17 & 18) of the respondents that strongly agree (4-5 High) with the respective statements: "I feel like I belong in the Stony Plain Community" and "I feel connected with others in the Stony Plain Community", 33.3% of respondents that identified as Indigenous (3), agreed with both statements.

- The difference, in comparison to the majority of the respondents, may be due to the additional layers of marginalized social identities, such as being female (101), a part of the 2SLGBTQQIAA+ community (10), having a disability (2), being a parent, guardian or caretaker (51), or being a youth (9) for the Indigenous person that feels a low sense of connectedness.

A unique aspect about the responses shown above is that all survey respondents who identified as Indigenous specifically identified as Métis. Traditionally, Métis persons in Canada have mixed Indigenous and European ancestry. Therefore, it is important to note that these responses do not have the potential to encompass the perspectives of other Indigenous persons that may identify as either, First Nation or Inuit.

Background Information

As mentioned on the previous page, such social identities can be experienced as barriers to inclusion because they deviate from what may be considered the dominant demographic profile in a community. According to the community survey results, most survey respondents **did not** identify as Indigenous, 2SLGBTQQIAA+, having a disability or being a parent, guardian or caretaker. Historically, Indigenous persons in Canada have been disproportionately subject to discrimination, racism and sexism. This is especially known to be true for Indigenous persons that identify as female, as per statistical data that captures the disproportionate experiences of violence experienced by Indigenous women, and as youth, which corresponds to the feeling of less belonging and connectedness, demonstrated in community survey results.

Community Survey | Intersectionality

#3: Visibly Minority Respondents and Awareness

Age	Race	Gender Identity	Other Social Identities	Awareness
40-60 Years	Visible Minority	Female	Chinese; Physical and Mental Disability; Buddhism; Born in Canada	5 (High)
30-44 Years	Visible Minority	Male	Filipino; Christianity (all forms); Immigrant	5 (High)
45-60 Years	Visible Minority	Male	West Asian; Islam; Immigrant	5 (High)

Survey Analysis

Relative to 63% (reference page 9) of the respondents that strongly agree (4-5 High) with the statement: "I am aware of the social challenges that community members face", 100% of respondents that identified as a visible minority (3), agree with the statement. The difference, in comparison to the majority of the respondents, may be due to additional layer of marginalized social identities such as having a disability (25) or being an immigrant (7) that the visible minority persons identified in part of their survey response.

Background

As we learned, such social identities can be experienced as barriers to inclusion because they deviate from what may be considered the dominant demographic profile in a community. According to the community survey results, most survey respondents did not identify as a visible minority, having a disability or being an immigrant. Historically, visible minorities in Canada have also been disproportionately subject to discrimination, racism and sexism, which can contribute to their awareness of social challenges because they more often than not personally experience these social challenges.

Community Survey | Findings Analysis

The following are the results of the survey are associated with the Areas of Focus.

Most Important and Least Important Areas of Focus

- On average, **Safety, Services and Health** was ranked as the **most important**, while **Attitude, Engagement and Celebrating Diversity** was rated as the **least important**.
- Individuals who identified as a visible minority, Indigenous, part of the 2SLGBTQQIAA+ community, part of a **non-Christian** religion and immigrant ranked **Attitude, Engagement and Celebrating Diversity** as the **most important or important**.
- Individuals who identified as **under 30, Indigenous** and part of the 2SLGBTQQIAA+ community ranked **Safety/Services/Health** as the **least important**.

Strongest and Most Improvement Needed Areas of Focus

- On average, **Attitude, Engagement and Celebrating Diversity** was ranked as the **strongest**, while **Safety, Services and Health** was ranked as the Area of Focus that required the **most improvement**.
- Individuals who identified as Indigenous represent the single demographic profile that ranked **Attitude, Engagement and Celebrating Diversity** as **most improvement needed**.
- Individuals who identify as part of the 2SLGBTQQIAA+ community represent the only demographic profile that ranked **Safety/Services and Health** as the **strongest** Area of Focus.

Targeted Organizations and Individuals with Lived Experience

- Engagements with targeted organizations and individuals with lived experience took place via virtual and in-person interviews and focus groups from January 6 – 10, 2023.
 - Information gathered was to better understand the experiences of targeted organizations and individuals with lived experience pertaining to diversity, equity and inclusion, and their perspectives pertaining to the advancement of an Inclusion Strategic Plan in Stony Plain and preliminary findings from previous engagement activities.
- The following pages provide an overview of:
 - Participant profiles
 - Key themes from the engagement
 - Inclusion Strategic Plan feedback
- Detailed engagement questions are available in the Appendices.

Participant Profiles

MNP engaged targeted organizations and individuals with lived experience in Stony Plain, via focus groups and interviews, to understand perspectives on the advancement of a Inclusion Strategic Plan in Stony Plain and lived experiences.



Targeted Organizations

'Targeted organizations' were engaged to inform the Inclusion Strategic Plan were defined as **organizations that engage with and/or support diverse individuals and communities**. The organizations that participated were: Alberta Parenting For The Future; Victim Services and Neighbourhood Link Parkland.

There was a total of **one** (1) targeted organization engagement session in which three (3) participants who represented the organizations mentioned above.



Individuals with Lived Experience

'Individuals with lived experience' were engaged to inform the Inclusion Strategic Plan were defined as **community members who self-identify as part of one or many diverse communities**.

There was a total of **three** (3) lived experience engagement sessions. A total of four (4) individuals with lived experience participated.

*As previously noted, **not all** organizations and individuals that where invited and/or confirmed their participation attended focus groups and interviews for the scheduled engagements, which led to a limited number views and perspectives that were expressed*

Key Themes | Overview

The following are the key themes that emerged from the targeted organization and lived experience focus groups and interviews. The approach taken to present findings in key themes was in part, to protect the anonymity of participants. All themes will be discussed in further detail in the following pages.

Positive



Increased Awareness

Town Council in Stony Plain has developed an increased awareness of the issues that some diverse individuals and communities experience.



Increased Efforts made by Christian Churches

Christian churches have increased their efforts to create more inclusive spaces for diverse individuals and communities.

Areas for Improvement



Limited Diversity Equity and Inclusion Knowledge

Overall, community members have limited diversity equity and inclusion knowledge which has resulted in a limited understanding of diverse community members' experiences; this limited understanding is further perpetuated by limited efforts made to understand and celebrate diverse community members.



Limited Diverse Representation at and Input in Current Events

Very few events are held that consider, acknowledge and celebrate the diverse communities and cultures in Stony Plain. Events that are held often have little to no input to ensure the event can best showcase their experiences.



Limited Engagement with Indigenous Communities

There is a lack of engagement with Indigenous communities and individuals in and around Stony Plain.



Infrastructure Challenges for Seniors, Parents and Persons with Disabilities

There is a lack of infrastructure that considers the needs of seniors, parents and persons with (physical) disabilities in Stony Plain.

Increased Awareness

Some participants indicated that some Stony Plain community members, particularly the Town Council and Stony Plain Public Library, have developed an increased awareness of the challenges experienced by some diverse communities. Most recently, the Town Council has engaged in activities such as raising a 2SLGBTQQIAA+ flag and celebrating National Indigenous Peoples Day in June through a large ceremony. Participants noted that the unique element of the celebration for National Indigenous Day was that Indigenous partners and neighbouring Indigenous communities were empowered to determine how the event should be held*. The Stony Plain Public Library was identified by many participants as an example of a space where diverse individuals felt safe, comfortable and welcomed through the design of the library and the resources available in the library that reflect the community's diversity.

While participants recognize that Town Council aspires and has taken action to make individuals from diverse communities feel more welcomed, participants shared that this did not come without other community members disclosing their discomfort with these actions. These participants questioned how Stony Plain community members can be empowered and equipped to have day-to-day conversations to discuss why these efforts are important with their peers, families and friends.

**Note: this is the perspective of participants; however, participants did not include individuals who identified as Indigenous, representatives from Indigenous community organizations or those who were directly involved in planning this event*

"Town Council had the flag raising, which was really significant for the community".

Increased Effort made by Christian Churches

Some participants shared that there is an **increased effort to be inclusive in Christian churches in Stony Plain**. Participants shared that some Christian churches have made changes to their mission and vision statements to create an inclusive faith community, especially for individuals that identified as part of the 2SLGBTQQIAA+ community. A network of churches are also leading the delivery of outreach programs to support immigration populations in Stony Plain so that immigrants and newcomers feel a greater sense of community and included.

Some Christian churches have also taken inclusion training to take a non-judgemental approach to inform their broader community program delivery, to show that all individuals, regardless of diverse identities and circumstances, deserve support. These churches have made an intentional effort to put themselves on a journey and learn about different lived experiences. However, it was noted that there is "still some resistance to such actions" from within their church communities.

"The churches in the community really want to help members of the community".

Key Themes | Areas for Improvement

Limited Diversity Equity and Inclusion Knowledge

Participants throughout the engagement indicated that overall, Stony Plain community members have limited diversity equity and inclusion knowledge, particularly amongst those who are not part of diverse communities. This has resulted in a limited understanding of diverse community members' experiences and has been further perpetuated by limited efforts made by community members to understand these experiences. A limited understanding and limited efforts to understand has resulted in a perpetuating cycle of limited knowledge of diverse community experiences in the broader community of Stony Plain.

Limited Effort

Some participants shared that Stony Plain community members do not acknowledge or have made limited efforts learn about and celebrate diverse communities. For example, many participants communicated that there is a large Filipino community in Stony Plain but when the Filipino community puts on an event to showcase their culture, there is either very little or no participation from other non-Filipino community members in Stony Plain. Participants mentioned that the limited effort to understand others has led to the ignorance of cultural norms for some community members and reluctance, due to feelings of rejection and dismissal, for diverse communities to make efforts in sharing their experiences and cultures with others.

As well, there is a limited effort made by community members to acknowledge the lived experiences of diverse members within Stony Plain. Rather, some participants have encountered others that quote "[they] don't see colour", which contributes to the erasure of the lived experiences of people of colour. Other participants shared that there is limited effort made by community members to understand different cultural sensitivities and experiences. Rather, when concerns are raised they are often disregarded and the behaviour continues to persist.

Improvement Opportunity

Participants expressed that the effort to have conversations that recognize the lived experiences of others cannot be the sole responsibility of people of colour or by people that identify with diverse communities in Stony Plain. Rather, community members need to make an effort to have such conversations.

It was noted that learning avenues such as webinars may not be effective as those who need the information the most would likely not attend these events or seek to access these resources.

"I feel that I am always on guard because I have to be – this takes a lot of energy".

"When you say you don't see colour that means that you don't see me".

Limited Diversity Equity and Inclusion Knowledge

Participants throughout the engagement indicated that overall, Stony Plain community members have limited diversity equity and inclusion knowledge, particularly amongst those who are not part of diverse communities. This has resulted in a limited understanding of diverse community members' experiences and has been further perpetuated by limited efforts made by community members to understand these experiences. A limited understanding and limited efforts to understand has resulted in a perpetuating cycle of limited knowledge of diverse community experiences in the broader community of Stony Plain.

Limited Understanding

Some participants shared that they do not think that community members in Stony Plain understand the importance of having conversations related to diversity equity and inclusion nor how to have these conversations, because they do not know what it means to be marginalized in a community. Participants expressed that this lack of understanding has often caused frustration because some negative experiences in relation to diversity equity and inclusion can be "diffused through conversations with one another", but community members are not prepared to have these conversations. They also shared that these conversations often become the responsibility of people of colour or people that identify with diverse communities in Stony Plain.

Improvement Opportunity

Various participants asked the question "how to do we meaningfully equip community members in Stony Plain to engage in these conversations?". One participant noted that a non-confrontational approach they have taken is to ask questions that probe other people to think about others' experiences such as: "Have you thought about how it feels to be in their skin?" or "Have you thought about how they feel?".

"They will say
'you are being
too sensitive' or 'I
didn't mean it like
that'"

Key Themes | Areas for Improvement



Lack of Events and Input into Current Events

Some participants shared that there are a lack of events that acknowledge and celebrate the diverse communities and cultures in Stony Plain. For example, at the Canada Day celebration in Stony Plain, there was only one booth dedicated to Indigenous peoples in Canada with no other booths set up for other communities, resulting in a feeling of exclusion.

Other participants expressed that even when the events are organized to share about diverse experiences, these events have not been designed with input from diverse communities on what would be meaningful and the best way to share their experiences. Also, these events have low participation from the broader community.

Improvement Opportunity

Participants advised that Stony Plain should think about how to showcase cultures that are authentic to a certain culture because "it takes a lot energy" for individuals from diverse communities to express parts of their identity that are not openly accounted for in the mainstream community.

"The event was an awful experience. It took a lot for me to put myself out there".

Key Themes | Areas for Improvement

Lack of Engagement with Indigenous Communities

Participants shared that there is a **lack of engagement with Indigenous communities in and around Stony Plain as well as with Indigenous community residents**. Some participants expressed that there are still some negative perceptions of Indigenous persons amongst community members in Stony Plain. For example, most Indigenous persons that either live in or visit Stony Plain know which businesses are welcoming and which ones are not.

Some participants raised concerns that only three (3) Indigenous persons who identified as Métis responded to the survey. They had expressed that this was an example of the lack of engagement with Indigenous communities in and around Stony Plain, which was important for the development of the Inclusion Strategic Plan.

Enhancement Opportunity

Though most participants expressed the lack of engagement with Indigenous communities amongst community members in Stony Plain, others shared that the Town Council has made an effort to develop partnerships with Indigenous communities. These efforts are often made through the celebration of Indigenous communities and culture through events like National Indigenous Peoples Day and Canada Day. Participants also commended the Stony Plain Public Library for engaging Indigenous communities in the design of certain spaces in the Stony Plain Public Library that honor Indigenous history. More, some participants noted the excellent diversity of books and resources in the Stony Plain Public Library collection. As well, organizations like Alberta Parenting For The Future Association refer clients to the Native Counselling Services for culturally-appropriate provide parent and early childhood education, functional therapy, speech language and food rescue resources to Indigenous communities.

“When Indigenous people came into town, they would say things like ‘oh they are here’”.

Key Themes | Areas for Improvement

Infrastructure Challenges for Seniors, Parents and Persons with Disabilities

Some participants shared that there are **accessibility challenges experienced by seniors and those with physical disabilities when using the Stony Plain's current physical infrastructure design of Stony Plain**. Most comments were focused on the number of businesses that have stairs to their main point of entry, especially in the Downtown area. This is acutely experienced by seniors who live near by and frequent these locations. For example, one individual shared that their partner, who has limited mobility, has become frustrated because it is very difficult to get around Stony Plain unless you are able bodied.

Other participants that identified as parents shared that it is difficult to get around Stony Plain with a stroller due to the number of stairs, even as a able bodied individual. Therefore, it is difficult to imagine what challenges seniors or persons with disabilities encounter in relation to infrastructure design in Stony Plain.

Enhancement Opportunity

It is important to note that participants expressed support for the Stony Plain Public Library because they found it to be very accessible for both seniors and those with different disabilities. Multiple participants also mentioned the work of grass root organizations, like Cohesive Communities, that built a park for children with disabilities. They shared that they were impressed with how this idea later spread to other neighbouring communities.

"The sidewalks are not built for wheelchairs".

"There are very little ramps, yet they always tell us to shop local".

Inclusion Strategic Plan | Feedback

Both target organizations and individuals with lived experience were asked to provide feedback on draft sections of the Inclusion Strategic Plan

Target organizations provided feedback on the Areas of Focus with consideration the diverse community perspectives in contrast to broader community perspectives. Target organizations were also asked to review and provide feedback on the draft strategies, goals and actions through a facilitated discussion.

Individuals with lived experience were asked to provide feedback on the Areas of Focus with a focus on validating which were deemed most/least important and which Stony Plain was the strongest at and which Stony Plain required the most improvement. Individuals with lived experience were also asked to share actions they think should be included in the Inclusion Strategic Plan.

Inclusion Strategic Plan | Feedback

Both targeted organizations and individuals with lived experience provided feedback on the survey findings on the Areas of Focus. Targeted organizations provided feedback on the draft goals, strategies and actions. The following is a summary of the feedback from these groups.



The survey results indicated that individuals from **diverse communities** believed that **“Attitude, Engagement and Celebration”** is the **most important Area of Focus**. This contrasts the responses from all survey participants that identified this Area of Focus to be the least important. Targeted organizations and individuals with lived experience shared that this contrast in findings is not unexpected, likely due to the following reasons:

- Individuals from diverse communities often want to share their culture with others.
- Individuals from diverse communities need others to understand their diversity in order for them to authentically exist and believe this understanding is currently limited in the broader community.



The survey results indicated that **nearly all individuals** believe that **“Social, Safety and Health Services”** is the Area of Focus that requires the most improvement. Participants shared that this is likely due to the following reason:

- Services are not designed with the diverse individuals who access services in mind, especially for youth and for those that identify with the 2SLGBTQQIAA+ community. Rather, programs are designed and offered for “everyone”.

Overarching Themes

Overview of the overarching themes that emerged from the public engagement sessions that could inform Inclusion Strategic Plan goals, strategies and actions

The chart on the right shows the overarching themes that that emerged from the public participation findings. The **main theme is support and need for an Inclusion Strategic Plan** and below are additional key themes that provide rationale for the development of the goals, strategies and actions in the Inclusion Strategic Plan.

The following consecutive pages will provide details on each additional theme and how they could inform the actions of the Inclusion Strategic Plan to incorporate what we heard from community members in Stony Plain

Support and Need for an Inclusion Strategic Plan

The public participation findings revealed that community members support the **development of the Inclusion Strategic Plan** for Stony Plain.

Key Themes

Limited Knowledge of Diversity Equity and Inclusion

Limited knowledge of diversity equity and inclusion in exists in Stony Plain which impacts understanding diverse communities and individuals.

Limited Engagement with Diverse Communities

Limited engagement with diverse communities in Stony Plain impacts understanding of the unique challenges and needs of diverse communities and individuals.

Limited Celebrations for Diverse Communities

Limited celebrations for diverse communities take place in Stony Plain, which decreases awareness of diverse communities and individuals.

Infrastructure Challenges

Infrastructure challenges exist for seniors, parents and persons with physical disabilities in Stony Plain, which creates a lack of accessibility.

Limited Knowledge of Diversity Equity and Inclusion

Limited knowledge of diversity
equity and inclusion exists in Stony
Plain which impacts understanding
diverse communities and
individuals

Alignment with Strategic Plan:

The findings from the public engagement show that community members engaged confirmed the need for and support the Inclusion Strategic Plan. A significant number of key themes and suggested actions have emerged to support the advancement of the 'Attitude, Engagement and Celebrations' focus area.

Participants throughout the engagement indicated that overall, Stony Plain community members have limited knowledge on diversity equity and inclusion, particularly amongst those who are not part of diverse communities. This aligns with survey findings in which only 68% of respondents agreed that they were aware of the social challenges that community members face.

Through the community survey, we also learned that 'Attitude, Engagement and Celebrations' was ranked the most important Area of Focus amongst diverse communities in Stony Plain. This finding was in contrast to the broad survey respondents results which ranked 'Attitude, Engagement and Celebrations' as the least important, demonstrating a disconnect in the value that diverse communities place on this Area of Focus.

Also, targeted organizations and individuals with lived experience referred to different experiences where it was evident that interactions with other community members, particularly those who were not part of diverse communities, expressed a limited understanding of diverse community members' experience. Furthermore, participants indicated that limited efforts have been made by community members to understand these experiences has led to limited knowledge of diversity equity and inclusion. Both the Roundtable and target organizations and individuals with lived experience indicated that there are allies and individuals willing to speak to diverse communities' and individuals experiences but may not be sufficiently equipped to have those conversations.

These findings clearly validate the need for the actions that are relative to raising awareness and understanding about the lived experience of diverse individuals and communities.

Limited Engagement with Diverse Communities.

Limited engagement with diverse communities in Stony Plain impacts understanding of the unique challenges and needs of diverse communities and individuals

Alignment with Strategic Plan:

As mentioned previously, the findings from the public engagement show that community members engaged confirmed the need for and support the Inclusion Strategic Plan, particularly in the 'Attitude, Engagement and Celebrations' focus area.

Through the community survey, we learned that Attitude, Engagement and Celebrations was ranked the most important Area of Focus amongst diverse communities in Stony Plain. This finding was in contrast to the broad survey respondents results which ranked 'Attitude, Engagement and Celebrations' as the least important, demonstrating a disconnect in the value diverse communities place on this Area of Focus.

As well, through the targeted organization and lived experience focus groups and interviews, we learned that there is **limited engagement with diverse communities**, especially with those that are Indigenous, amongst other community members, which has led misassumptions of the needs of diverse communities in relation to diversity equity and inclusion. The Roundtable indicated that it is important to meet people where they are at in their diversity equity and inclusion journey, but this only comes through increased engagement.

These findings clearly validate the need for the actions that are relative to **increasing engagement with diverse communities in and around Stony Plain.**

Limited Celebrations for Diverse Communities

Limited celebrations of diverse communities take place in Stony Plain, which decreases awareness of diverse communities and individuals.

Alignment with Strategic Plan:

As mentioned previously, the findings from the public engagement show that community members engaged confirmed the need for and support the Inclusion Strategic Plan, particularly in the '**Attitude, Engagement and Celebrations**' focus area.

Through the community survey, we learned that Attitude, Engagement and Celebrations was ranked the most important Area of Focus amongst diverse communities in Stony Plain. This finding was in contrast to the broad survey respondents results which ranked '**Attitude, Engagement and Celebrations**' as the least important, demonstrating a disconnect in the value diverse communities place on this Area of Focus.

As well, through the targeted organization and lived experience focus groups and interviews, we heard that there are **limited celebrations for diverse communities in Stony Plain** and that those that do exist, have limited input from diverse communities such as on what would be meaningful or the best way to share their experiences. Participants also shared that there is a lack of events that acknowledge and represent the diverse communities and cultures, like that of the large Filipino community in Stony Plain. The Roundtable also expressed that it is important to use events or even a flagship event to raise awareness and communication with communities in Stony Plain.

These findings clearly validate the need for the actions that are relative to **celebrating diverse communities through events**, with some minor revisions as per the comments from participants.

Infrastructure Challenges

Infrastructure challenges exist for seniors, parents and persons with physical disabilities in Stony Plain, which creates a lack of accessibility.

Alignment with Strategic Plan:

The findings from the public engagement show that community members engaged confirmed the need for and support the Inclusion Strategic Plan. A number of key themes and suggested actions have emerged to support the advancement of the '**Access and Opportunities**' focus area as well.

Through the community survey, we learned that '**Access and Opportunities**' was ranked the most important Area of Focus amongst seniors in Stony Plain. This finding was in contrast to the overall survey respondents results which ranked 'Access and Opportunities' as neither the most important or the least important, demonstrating that certain community members experience better access and opportunities in Stony Plain versus others.

As well, through the targeted organization and lived experience focus groups and interviews, we learned that there are **accessibility challenges** for seniors, parents and persons with physical disabilities due to the infrastructure design of Stony Plain. Participants shared the example that a number of businesses have stairs to their main point of entry, especially in the Downtown area, which has led to frustration for those with mobility issues, strollers and physical disabilities.

These findings clearly validate the need for the actions that are relative to **accessibility and opportunities** with some minor revisions as per the comments from participants.

Appendices

- Engagement Questions
- Survey Findings
- Targeted Organizations Feedback on Draft Inclusion Strategic Plan

Engagement Questions

Community and Social Development Roundtable Questions

The following summarizes the questions that were included in Community and Social Development Roundtable engagement. In order to facilitate the discussion in the amount of time available, participants will be asked to review background documentation ahead of time to prepare for the session.

Stony Plain has suggested a **Mission, Vision, and Principles** to guide future inclusion strategies. Do these resonate with you? Why or why not? What have you heard from the community?

Stony Plain has suggested **5 Areas of Focus**; broad areas that Stony Plain can focus on in their journey to become more inclusive in the 2021 Draft Inclusion Strategy. Do these resonate with you? Why or why not? What have you heard from the community?

Which Areas of Focus is Stony Plain strongest at, and what is Stony Plain weakest at? Why do you think this?

Which of the Areas of Focus is most urgent for Stony Plain to address? Why?

What actions could be taken to address these Areas of Focus?

What are some **opportunities and challenges** you think Stony Plain will identify/experience during the development and implementation of an Inclusion Strategic Plan?

Who else should we talk to (either organizations or individuals) in January to further develop the Inclusion Strategic Plan?

Broad Community Demographic Questions

The following table summarizes the demographic questions, question types and selections that were included in the community survey as well as various selection paths based on responses.

Question	Question Type	Selections	
What is your age?	Radio Box	Under 30 years old 30-44 years old 45-60 years old	Over 60 years old Prefer not to answer
I identify as: <i>Canada's Employment Equity Act defines visible minorities as "persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour."</i>	Radio Box	Caucasian/White Visible Minority Indigenous	Other Prefer not to answer
If Visible Minority selection path I identify as:	Check Box (Optional Question)	Arab Black Chinese Filipino	Korean Latin American South Asian Southeast Asian West Asian Other Prefer not to answer
If Indigenous selection path If Indigenous...	Check Box (Optional Question)	First Nations Metis	Inuit Other Prefer not to answer
What gender do you most identify with: <i>Refers to current gender which may be different from sex assigned at birth and may be different from what is indicated on legal documents</i>	Radio Box	Male Female Non-Binary	Other Prefer not to answer

Broad Community Demographic Questions (continued)



Question	Question Type	Selections	
Are you a part of the 2SLGBTQQIPAA+ community?	Radio Box	Yes No	Prefer not to answer
<i>If Yes selection path</i> Which of the following do you identify with?	Check Box (all that apply)	2-Spirited Lesbian Gay Bisexual Transgender Queer Questioning	Intersex Pansexual Asexual Ally Plus Prefer not to answer
Are you living with a disability?	Radio Box	Yes No	Prefer not to answer
<i>If yes selection path</i> I have a...	Radio box	Physical disability Mental disability	Both
Are you a parent, guardian or caretaker of children that are under the age of 18?	Radio Box	Yes No	Prefer not to answer
What religion do you identify with?	Check Box	Buddhism Christianity (all forms) Hinduism Indigenous Spirituality Islam	Judaism Sikhism No religion Other Prefer not to answer
Are you a newcomer to Canada?	Radio Box	I was born in Canada I immigrated to Canada more than 5 years ago	I immigrated to Canada less than 5 years ago Other Prefer not to answer

Broad Community: Feelings Related to Connection and Belonging

The following table summarizes the indicator question types and selections that were included in the broad community engagement survey.

Question	Question Type	Selections
On a scale of 1 -5, with 5 being total agreement and 1 being in total disagreement, how do you agree with the following statement: People treat me with respect in the Stony Plain community.	Rating Scale	<ul style="list-style-type: none"> • 1 • 2 • 3 • 4 • 5
On a scale of 1 -5, with 5 being total agreement and 1 being in total disagreement, how do you agree with the following statement: I feel like I belong in the Stony Plain community.	Rating Scale	<ul style="list-style-type: none"> • 1 • 2 • 3 • 4 • 5
On a scale of 1 -5, with 5 being total agreement and 1 being in total disagreement, how do you agree with the following statement: I feel connected with others in the Stony Plain community.	Rating Scale	<ul style="list-style-type: none"> • 1 • 2 • 3 • 4 • 5
On a scale of 1 -5, with 5 being total agreement and 1 being in total disagreement, how do you agree with the following statement: I am aware of social challenges community members face.	Rating Scale	<ul style="list-style-type: none"> • 1 • 2 • 3 • 4 • 5

Broad Community: Areas of Focus Questions

The following table summarizes the Areas of Focus, question types and selections that were included in the broad community participation survey.

Question	Question Type	Selections
Stony Plain is considering 5 Areas of Focus to guide the development of an Inclusion Strategic Plan. Please rank which of the Areas of Focus are most important for Stony Plain to address where (1) is most important and (5) is least important.	Ranking	Attitude, Engagement and Celebrating Diversity Leadership, Commitment and Policy Access and Opportunities Education, Training and Resources Safety, Services and Health
Please rank the Areas of Focus that you think Stony Plain is strongest at where (1) is the strongest and (5) is most improvement is needed.	Ranking	Attitude, Engagement and Celebrating Diversity Leadership, Commitment and Policy Access and Opportunities Education, Training and Resources Safety, Services and Health

Areas of Focus



Attitude, Engagement and Celebrating Diversity

- Stony Plain aims to be a community that values its unique character including values, perceptions and behaviours that encourage diversity and inclusion.
- Throughout everything the community does, it is important to involved and engage residents.
- Everyone must be supportive, respectfully curious and genuinely interested in each other's cultures.
- There is power in diversity; a whole is greater than the sum of its parts.



Leadership, Commitment and Policy

- Stony Plain aims to have municipality leadership demonstrate their commitment to diversity, equity and inclusion and that they see and understand different community members' needs. A commitment to diversity, equity and inclusion is the responsibility of all individuals.
- Policies should assist with systemic change such as: ensuring employees receive training; promoting equitable recruitment and retention; and supporting an organizations commitment to access, equity and inclusion standards.



Access and Opportunities

- Stony Plain aims to have a community that is barrier free, with inclusive infrastructure that does not limit anyone's participation in everyday life. Community members are independent and empowered to participate fully in the community.
- Participation in the following areas contribute to inclusion: employment; housing; education; recreation and leisure; transportation; civic engagement; and peer support.



Education, Training and Resources

- Stony Plain aims to develop and implement education and training programs with a focus on preventing and intervening on key issues such as racism and discrimination.
- Cultural sensitivity training and support will enable leaders and citizens to work effectively in a diverse environment.
- An inclusive and welcoming community will bring economic development and prosperity due to greater heights of imagination and creativity.



Safety, Services and Health

- Stony Plain aims to ensure high quality health, safety and social supports are available to diverse communities and individuals.
- A welcoming and inclusive community enhance safety and security.
- High quality health and social supports address the needs of diverse communities and individuals.
- Inclusion is important as the health and wellbeing of marginalized residents will increase if they are represented and understood.

Targeted Organizations | Discussion Questions



Introduction and Icebreaker:

- Name and the organization you are representing
- An overview of the individuals and families you support through your organization and the programs/services provided
- What is your favorite food/drink for the winter?

Survey Early Findings:

- We will present an overview of early findings from the survey regarding:
 - Survey respondents' feelings of being **respected, (a sense of) belonging, connectedness and awareness**
 - Survey respondents' perspectives on the **Areas of Focus** (which were the most vs. least important and which were the ones identified to be the strongest vs. most improvement needed)
- Discussion questions:
 - Do these findings align with your organization's / your organizations' clients' experiences and observations? Why or why not?
 - Do you have any examples you wish to share?

Draft Diversity, Equity and Inclusion Strategic Plan:

- We will present the draft Diversity Equity and Inclusion Strategic Plan goals, strategies and action ideas and will ask participants to consider and respond to the following discussion questions:
 - Do the draft goals, strategies and actions resonate, require (conceptual) changes or be removed entirely?
 - Are there key actions that have not been raised or discussed that should be included in the Diversity Equity and Inclusion Strategic Plan?
 - Do you have any additional feedback (i.e.. have we missed any key concepts that need to be reflected)?

*Please note that the Diversity Equity and Inclusion Strategic Plan content that will be presented is **draft**.*

Closing Question: Can you tell us about the efforts/actions your organization has taken to create a welcoming and inclu:

Individuals with Lived Experience | Discussion Questions

Icebreaker Questions:

- Can you tell us a bit about yourself?
- Why did you want to participate in this discussion?
- What is your favorite food/drink during the winter?

Inclusion Questions:

- Can you tell us of a time where you experienced efforts made by community members to make you, an event and/or space feel welcoming and inclusive.
- Can you tell us of a time when you did not feel (a sense of) belonging in the community?

Areas of Focus Questions: (survey results will be presented at the interview session for context)

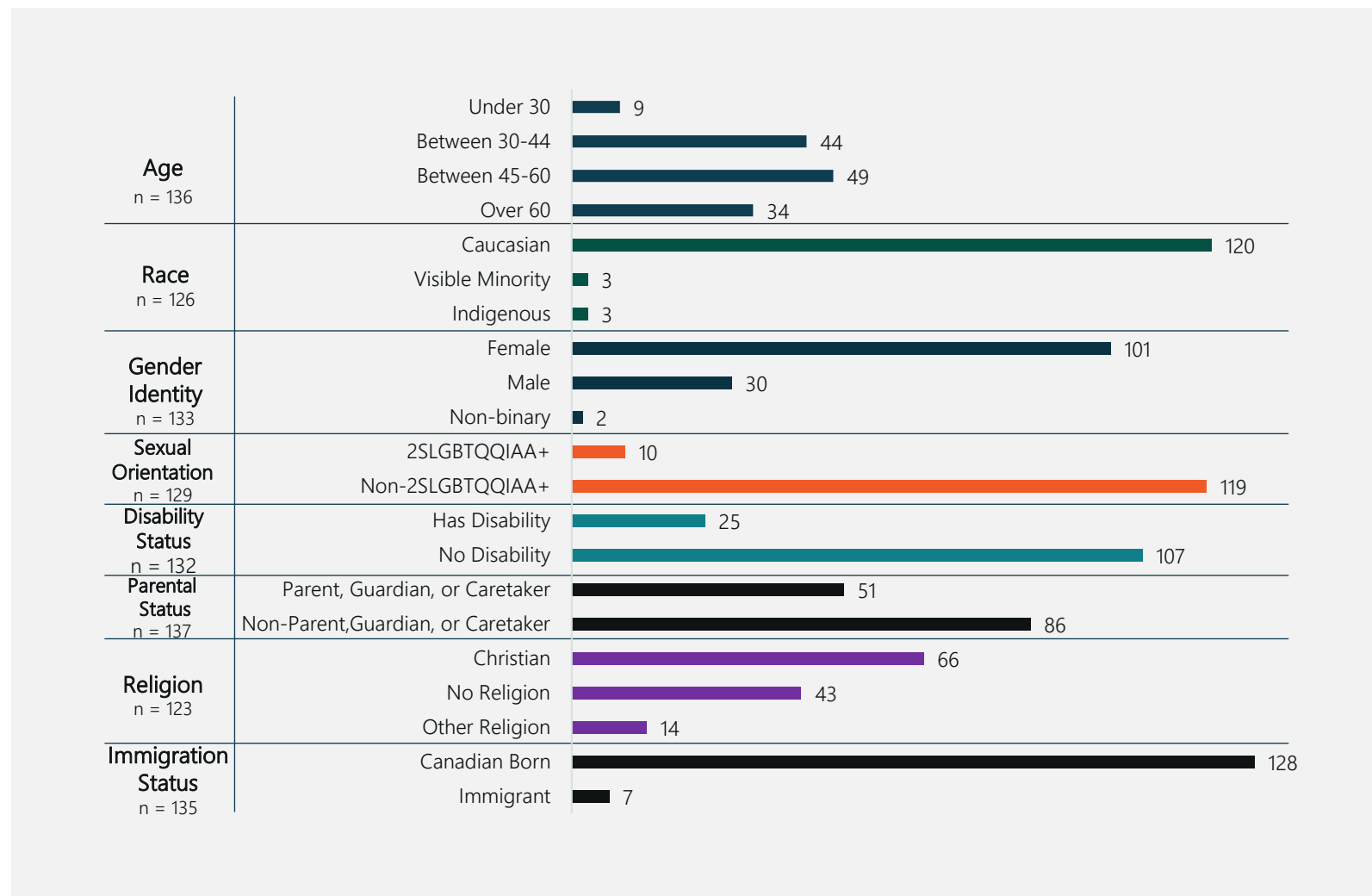
- Early survey results indicated that on average, survey respondents did not identify 'Attitude, Engagement and Celebration of Diversity' to be a priority area of focus; however, respondents from certain diverse community groups indicated that should be a priority. **Why do you think there is a difference in response?**
- Early survey results indicated that nearly all groups identified 'Social, Safety and Health Services' as the area of focus that requires the most improvement. Why do you think this is the case? **Can you provide examples of your experience that would align/differ with this response?**

Closing Questions

- From your perspective, what would be 3-5 actions that you think need to take place to make Stony Plain a more welcoming and inclusive community?

Survey Findings

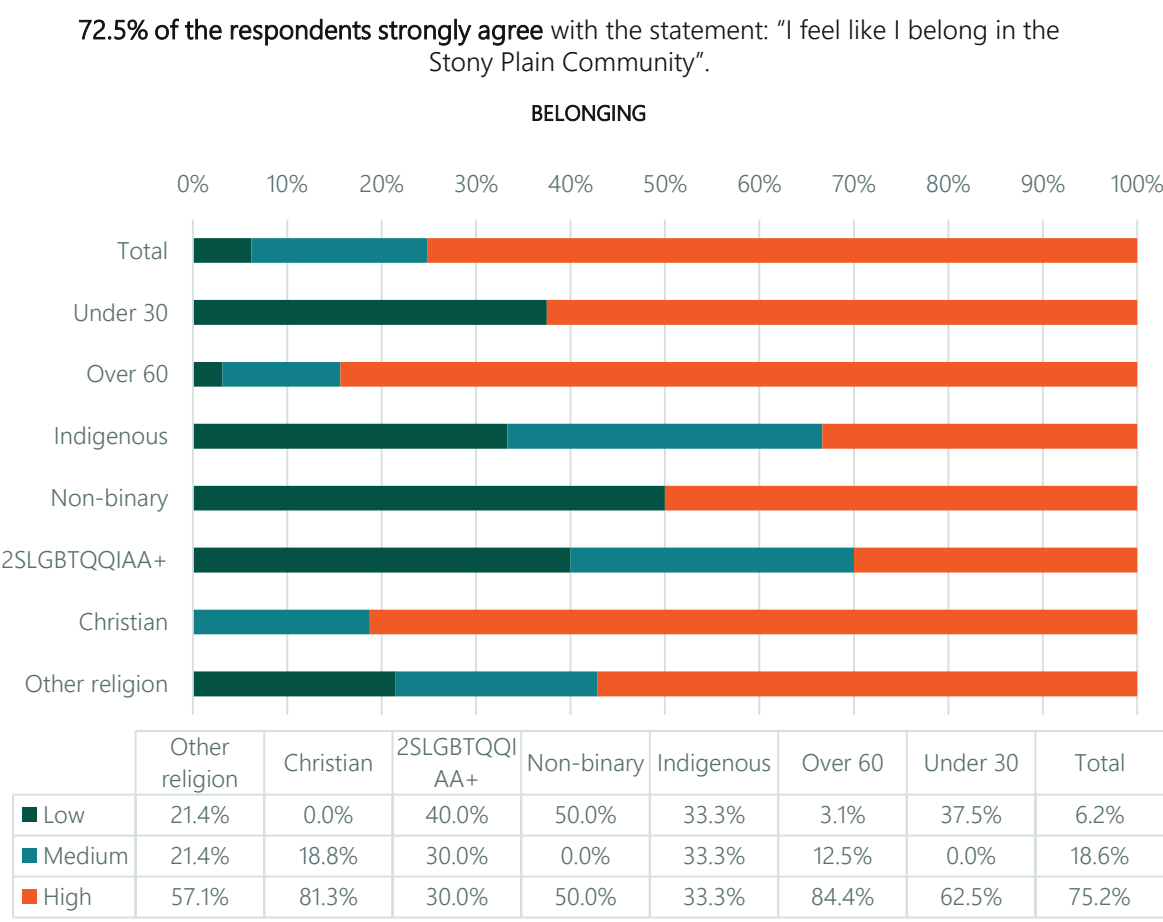
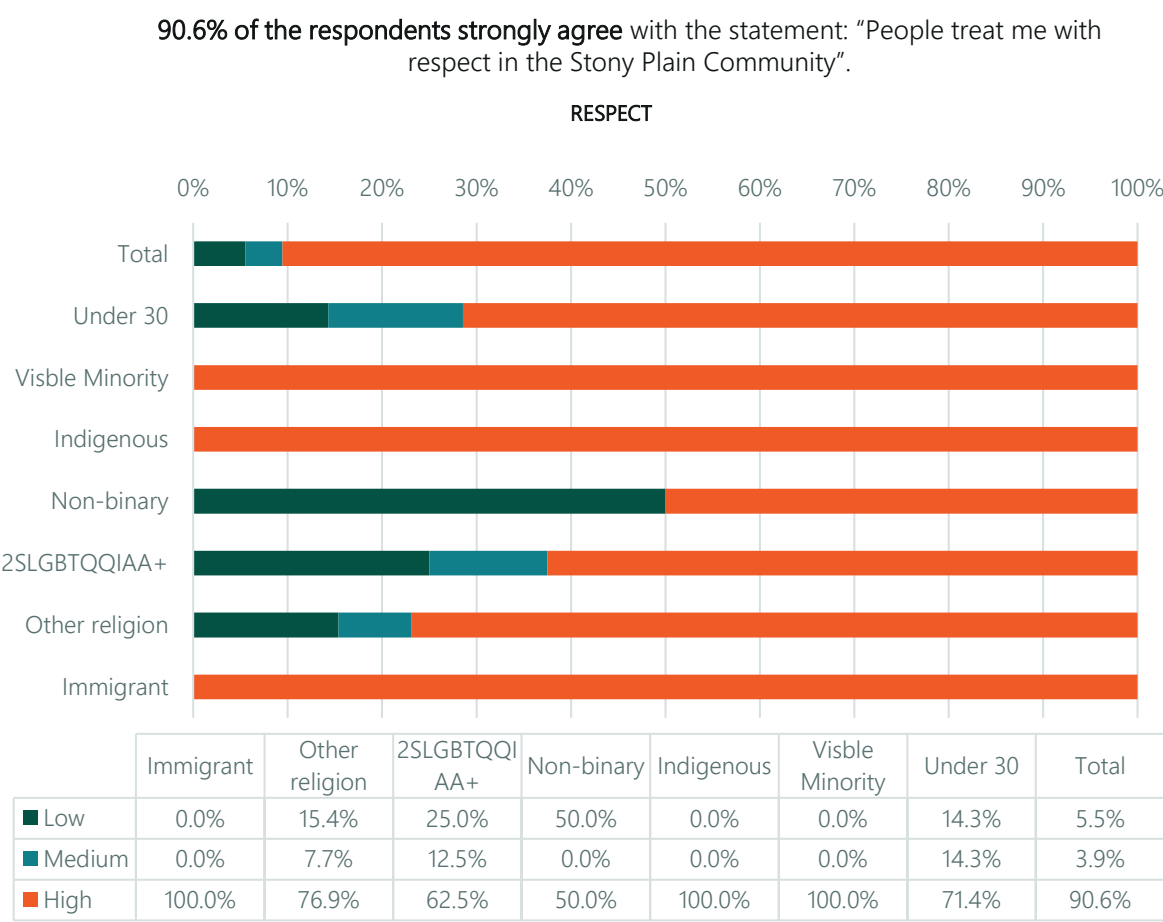
Community Survey Respondents | Demographic Information



Community Survey | Findings Analysis



The following two pages present the results of the survey that are associated with the feelings of: respect, belonging, connectedness and awareness. Demographic profiles that have been identified below for comparison are not exhaustive. Rather they highlight those that vary the most from the total responses in relation to Respect, Belonging and Connectedness and Awareness.

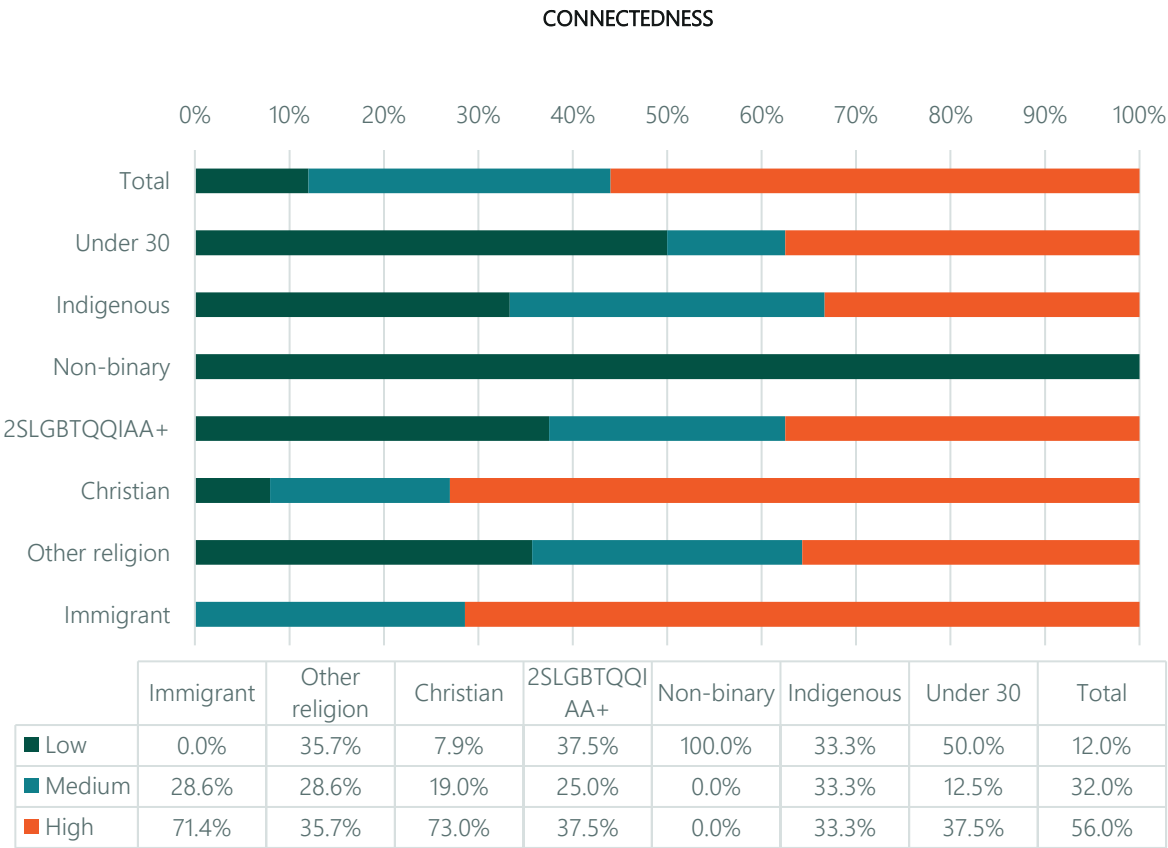


Note: The ratings, Low, Medium and High translate to the following:
Low = 1-2 (Strongly Disagree and Disagree); Medium = 3 (Sometimes but Not Always); and High = 4-5 (Agree and Strongly Agree)

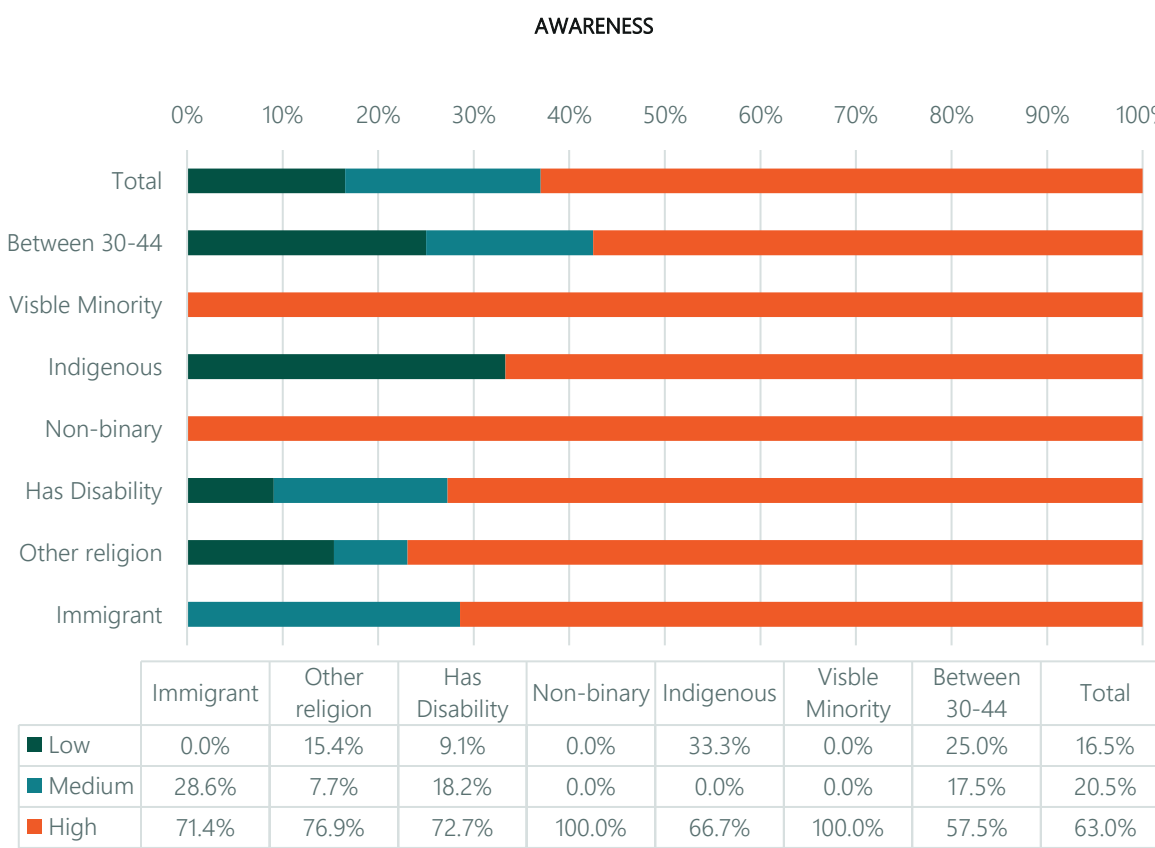
Community Survey | Findings Analysis

Demographic profiles that have been identified below for comparison are not exhaustive. Rather they highlight those that vary the most from the total responses in relation to Respect, Belonging and Connectedness and Awareness.

56% of the respondents strongly agree with the statement: “I feel connected with others in the Stony Plain Community”.



63% of the respondents strongly agree with the statement: “I am aware of the social challenges that community members face”.



Note: The ratings, Low, Medium and High translate to the following:
Low = 1-2 (Strongly Disagree and Disagree); Medium = 3 (Sometimes but Not Always); and High = 4-5 (Agree and Strongly Agree)

Community Survey | Findings Analysis

The following are the results of the survey are associated with the Areas of Focus in the format of a Heat Map. Heat Maps show where there may particular groups who share perspectives. The Y axis shows the demographic someone belongs to, the X axis shows the Areas of Focus. The inner matrix shows the specific ranking each group gives the Area of Focus.

“Rank which of the Areas of Focus are most important for Stony Plain to address where (1) is most important (green) and (5) is least important (red)”.

	Attitude/Engagement	Leadership/Commitment/Policy	Access/Opportunities	Education/Training/Resources	Safety/Services/Health
Total	5	3	2	4	1
Is Under 30	4	1	2	2	5
Is 30-44	5	4	3	2	1
Is 45-60	5	3	1	4	2
Is over 60	3	1	5	4	2
Is Caucasian	5	3	2	4	1
Is Minority	1	2	4	5	2
Is Indigenous	1	2	3	4	5
Is Female	4	3	1	5	2
Is Male	3	4	5	2	1
Is Non-binary	4	4	1	3	2
Is LGBT	2	1	3	4	4
Is not LGBT	5	4	2	3	1
Is disability	5	3	2	4	1
Is not disability	4	2	3	5	1
Is parent	3	5	2	4	1
Is not parent	5	1	3	4	2
Is Christian	5	4	3	2	1
Is Atheist	4	2	1	5	3
Is Other	1	3	5	4	2
Is Canadian	5	2	3	4	1
Is immigrant	1	4	2	5	3

Community Survey | Findings Analysis

The following are the results of the survey are associated with the Areas of Focus.

"Rank the Areas of Focus that you think Stony Plain is strongest at where (1) is the strongest (green) and (5) is most improvement is needed (red)".

	Attitude/Engagement	Leadership/Commitment/Policy	Access/Opportunities	Education/Training/Resources	Safety/Services/Health
Total	1	2	3	4	5
Is Under 30	1	3	2	4	5
Is 30-44	1	2	3	5	4
Is 45-60	3	1	2	4	5
Is over 60	1	2	3	4	5
Is Caucasian	1	2	3	4	5
Is Minority	1	2	3	4	5
Is Indigenous	5	2	3	1	4
Is Female	1	3	2	4	5
Is Male	2	1	3	4	5
Is Non-binary	1	1	4	4	3
Is LGBT	3	4	2	5	1
Is not LGBT	1	2	3	4	5
Is disability	1	2	3	4	5
Is not disability	1	3	2	4	5
Is parent	1	2	3	4	5
Is not parent	1	2	3	4	5
Is Christian	1	2	3	4	5
Is Atheist	1	3	2	4	5
Is Other	3	1	2	5	4
Is Canadian	1	2	3	4	5
Is immigrant	2	3	1	5	4

Targeted Organizations Feedback on Draft Inclusion Strategic Plan

Inclusion Strategic Plan | Feedback

Draft goals, strategies and actions were shared with targeted organizations for feedback. Overall, targeted organizations were supportive with the draft goals, strategies and actions and identified opportunities for enhancement and/or specificity to reflect Stony Plain's context/needs

Goal and Strategies	Support	Changes Required	Remove Entirely	Comments
<p>Goal #1: Stony Plain is a community that values its unique character where diverse community members are recognized, welcomed and celebrated.</p> <ul style="list-style-type: none"> Strategy #1: Meaningful engagement and connection with and between different and diverse community members. Strategy #2: Celebrate days of recognition that are important to diverse communities. 	✓			<ul style="list-style-type: none"> Participants shared overall support for vast majority of actions with some comments identifying enhancement opportunities. Some participants commented on the importance of being intentional on diversity equity and inclusion resource and event promotion. Some participants commented on the need for community to have physical spaces to gather and host activities/events.
<p>Goal #2: Stony Plain recognizes, understand and considers diverse communities members' needs and experiences.</p> <ul style="list-style-type: none"> Strategy #3: Collaborate with community organizations to increase awareness of and education on diversity equity and inclusion for organizations and residents. Strategy #4: Stony Plain applies a diversity equity and inclusion lens to policy and program development and decision-making. Strategy #5: Stony Plain increases internal diversity equity and inclusion knowledge and understanding. 	✓			<ul style="list-style-type: none"> Participants shared support for the most actions but also identified that some changes are required. Some participants suggested the development of accessible and inclusive resources for diversity equity and inclusion training. Some participants commented that diversity equity and inclusion should involve the entire community and not just Town Council or established committees. Some participants suggested to create a new diversity equity and inclusion Champion position within Town Council or as part of Town administration.

Inclusion Strategic Plan | Feedback (continued)

Draft goals, strategies and actions were shared with targeted organizations for feedback. Overall, targeted organizations were supportive with the draft goals, strategies and actions and identified opportunities for enhancement and/or specificity to reflect Stony Plain’s context/needs

Goal and Strategies	Support	Changes Required	Remove Entirely	Comments
<p>Goal #3: Stony Plain provides and supports the provision of economic, social, safety and health services that is accessible by and meets the needs of diverse community members</p> <ul style="list-style-type: none"> Strategy #6: Stony Plain identifies and advocates to address barriers to accessing social, safety and health services. Strategy #7: Stony Plain supports social, safety and health services that consider diverse community members’ needs and experiences. Strategy #8: Stony Plain highlights organizations that contribute to economic development and businesses that demonstrate a commitment to diversity equity and inclusion. 		✓		<ul style="list-style-type: none"> Participants shared some support for most of actions but identified that some changes are required. Some participants commented that there is an abundance of committees that already exist and community organizations are already oversubscribed as committee members. Some participants noted that there is more interest in actions rather than more committees. Some participants commented that there needs to be opportunities for community members to provide feedback on services in various forms, not just virtual/online.

Note: while targeted organizations provided feedback on specific actions, the actions have not been included the in the above table due to limited feedback provided and space available

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