The Alberta Urban Municipalities Association and its Welcoming and Inclusive Communities initiative is pleased to host:

Creating Hope and Taking Action to Build Welcoming and Inclusive Communities

Conference Program

*subject to change - version as of March 9, 2018

May 15-17, 2018
Delta Edmonton South | 4404 Gateway Blvd NW, Edmonton, Alberta

The Come Together Alberta Conference will offer participants inspiration and knowledge to take action to create communities that are more welcoming and inclusive, where residents and visitors are not at risk of racism, discrimination or social exclusion.

Who should attend?
Municipal elected officials, municipal administrators and coordinators, human resource practitioners, provincial officials, community organizations, cultural organizations, libraries, housing organizations, educational institutions and anyone with an interest in creating more inclusive communities.

Pre-conference | May 15, 2018

NOTE: There is a limited number of spots available for the pre-conference sessions. Register early to guarantee your participation.

Time	Session
7:30 – 9:00	Registration & breakfast
9:00 – 12:00	**HATE HURTS** This interactive session will provide participants with the skills and knowledge for how to respond to witnessing and victimization of hate-bias incidents/crimes with the goal of reducing the occurrence of these incidents in communities. Hate Hurts is a program offered by the Alberta Hate Crimes Committee. *Presenter: Renee Vaugeois, Alberta Hate Crimes Committee*
	INTERCULTURAL COMPETENCY Working with and serving people of different cultural backgrounds can present challenges in communication and collaboration. This interactive session will help participants build awareness and understanding of different cultural behaviours and how to overcome those challenges to connect people to create a more effective organization. *Presenter: City of Edmonton*
12:00 – 1:00	Lunch
1:00 – 4:00	**CHALLENGING OUR STORY OF CANADA TIMELINE** This session offers an opportunity to foster a deeper understanding of the diverse stories that make up the history of Alberta and Canada that have contributed to systemic and institutional issues of racism that continues to persist as well as the positive efforts in eradicating racism. Participants will engage through dialogue on the evolution of inclusion and citizenship in addition to finding solutions on how to model best practices in municipalities. *Presenter: Chelsea Burke and Tisha Raj, John Humphrey Centre for Peace and Human Rights*
	EXPERIENTIAL BLANKET EXERCISE* This interactive session will allow participants to take on the roles of Indigenous peoples in Canada and explore the history and experiences of Indigenous rights through the phases of pre-contact, treaty-making, colonization, and resistance. The Blanket Exercise is highly regarded as an effective teaching tool for furthering the understanding of Indigenous issues. Click here for an example.
	EXPERIENTIAL EXERCISE: WALK OF PRIVILEGE* This interactive session will explore the concepts of privilege and oppression in our society. Society grants privilege to some people because of certain aspects of their identity. Oppression is the other side of privilege. It is often easier to notice the oppression you personally experience than the privileges you experience since being mistreated is likely to leave a bigger impression on you than being treated fairly. This workshop leads participants through two experiential activities to illustrate the concepts of privilege and oppression and offers participants time to grapple with this information in a supportive environment. Click here for an example. *Presenters: Jerry Firth and Roy Pogorzelski, Kaleidoscope Community and Professional Services*
	**The experiential sessions may cause participants to experience anxiety or an intense emotional response. Support will be available during and following the session.*

Day 1 Conference | May 16, 2018

Time	Session
7:30 – 9:00	Registration & breakfast
9:00 – 9:30	**Welcome and greetings**
9:30 – 9:45	**Networking exercise**
	CONTEXT OF SOCIAL INCLUSION IN ALBERTA AND CANADA: CHALLENGES AND OPPORTUNITIES
9:45 – 10:15	**OPENING KEYNOTE**
10:15 – 10:30	Break
	PROVINCIAL AND MUNICIPAL LEADERSHIP: CHAMPIONING THE CHANGE
10:30 – 11:15	**PROVINCIAL LEADERSHIP IN INCLUSION** This session will feature an interactive panel interview of provincial Ministers that are championing community inclusion on behalf of the Government of Alberta.
11:15 – 12:00	**MUNICIPAL LEADERSHIP IN INCLUSION** This session will feature a panel of municipal leaders that will speak to the important role of municipal governments as employers, service providers and community leaders in addressing social exclusion.
12:00 – 1:00	Lunch
	THE HUMAN EXPERIENCE
1:00 – 3:20	*Concurrent Sessions A*
	A.1 **EXPERIENTIAL BLANKET EXERCISE*** This interactive session will allow participants to take on the roles of Indigenous peoples in Canada and explore the history and experiences of Indigenous rights through the phases of pre-contact, treaty-making, colonization, and resistance. The Blanket Exercise is highly regarded as an effective teaching tool for furthering the understanding of Indigenous issues. Click here for an example.
	A.2 **EXPERIENTIAL EXERCISE: WALK OF PRIVILEGE*** This interactive session will explore the concepts of privilege and oppression in our society. Society grants privilege to some people because of certain aspects of their identity. Oppression is the other side of privilege. It is often easier to notice the oppression you personally experience than the privileges you experience since being mistreated is likely to leave a bigger impression on you than being treated fairly. This workshop leads participants through two experiential activities to illustrate the concepts of privilege and oppression and offers participants time to grapple with this information in a supportive environment. Click here for an example. *Presenter: Jerry Firth and Roy Pogorzelski, Kaleidoscope Community and Professional Services*
	A.3 **THE REFUGEE EXPERIENCE** This session will explore the pre-migration experience of refugees and the process of integration in Alberta while facing common barriers in housing, language, employment and finances. The session will highlight some of the personal challenges of refugees regarding mental health, cultural differences and being a potential target for racism and discrimination. Through this learning, participants will explore the role of municipal governments and community organizations to help create positive outcomes for refugees and other immigrants. *Presenter(s): Kaitlin Lauridsen, Centre for Race and Culture; Niga Jalal, Multi-Cultural Health Brokers*

A.4 **GENDER-BASED ANALYSIS PLUS (GBA+) WORKSHOP**

Gender-based Analysis Plus (GBA+) is an analytical tool used to advance gender equality. The "plus" in the name highlights that Gender-based Analysis goes beyond gender, and includes the examination of a range of other intersecting identity factors (such as age, education, language, geography, culture and income). GBA+ is used to assess the potential effects of policies, programs or initiatives on diverse groups of women and men, girls and boys, taking into account gender and other identity factors. This session, facilitated by AB Status of Women, will provide participants with the on-the-ground knowledge to evaluate and improve policies, programs and services to achieve an equality of outcomes.

Presenter: Rabia Naseer, Alberta Status of Women

**The experiential sessions may cause participants to experience anxiety or an intense emotional response. Support will be available during and following the session.*

3:20 – 3:40	Break

MODELING THE WAY

3:40 – 4:30	**LOOKING INTERNALLY: ARE YOU AN INCLUSIVE EMPLOYER?** Inclusion is often used as a buzzword, but is your organization actually walking the talk when it comes to hiring and creating an inclusive workplace? This panel presentation will explore the practical ways that organizations can create an inclusive workplace and will cover topics such as hiring practices, policies and leadership approaches in fostering a workplace culture founded on being inclusive to employees, clients and customers.
4:30 – 6:30	**Networking with appetizers and cash bar**

Day 2 Conference | May 17, 2018

Time	Session
7:30 – 8:30	Breakfast
8:30 – 8:40	**Opening remarks by the Alberta Human Rights Commission**

CONTEXT OF SOCIAL INCLUSION IN ALBERTA AND CANADA: OVERCOMING RESISTANCE

8:40 – 9:40	**OVERCOMING APATHY AND RESISTANCE: TODAY'S WORLD OF POLARIZED VIEWS AND INTOLERANCE** The growing use of social media has contributed to a rise in online communication that is dominated by polarized views and intolerance. Organizations that take action to support inclusion often face a negative backlash from some members of the public. This interactive session will feature a panel of speakers with insight on how to overcome resistance from those that oppose inclusion in online and public formats. Participants will also have the opportunity to engage in discussions to advance ideas and solutions.
9:40 – 10:00	Break

CREATING INCLUSIVE COMMUNITIES: TOOLS AND STRATEGIES

10:00 – 11:00	*Concurrent Sessions B*

B.1 **PROMISING PRACTICES BY MUNICIPAL GOVERNMENTS**

Participants will hear from a panel of municipalities that are leading their community to become more inclusive.

	B.2 **PROMISING PRACTICES BY COMMUNITY ORGANIZATIONS #1: OUTREACH** Participants will hear from a diverse panel of speakers on promising practices of inclusion by organizations that support immigrants, Indigenous persons, and the LGBTQ+ community.
	B.3 **WORKING WITH YOUR BUSINESS COMMUNITY** People spend a significant amount of time at work or shopping at local businesses. As such, businesses can play a key role in creating inclusive environments for both employees and customers. This session will highlight ways you can partner with local businesses to implement inclusion practices.
11:00 – 11:20	Break
11:20 – 12:20	*Concurrent Sessions C*
	C.1 **PROMISING PRACTICES BY COMMUNITY ORGANIZATIONS #2: CREATING INCLUSIVE BUILT ENVIRONMENTS** Participants will hear from a diverse panel of speakers on promising practices of inclusion by organizations involved in poverty and housing, seniors housing, and those that support persons with differing abilities.
	C.2 **TAKING MEANINGFUL STEPS TOWARDS RECONCILIATION** The Truth and Reconciliation Commission released its 94 calls to action in 2015. Governments and communities are still trying to understand what role they can play in supporting reconciliation. This session will explore how municipal governments, community organizations and the public can act on the TRC's findings and support the process of reconciliation.
	C.3 **THE POWER OF STORYTELLING** Personal stories are shown to influence people's perception of issues and opinions of other people. This session will explore how to harness the power of personal stories to build awareness, empathy and support for diversity and inclusion.
	C.4 **TOOLS, TOOLS AND MORE TOOLS** This session will profile toolkits and learning resources that are available to municipalities and community organizations involved in inclusion work.
12:20 – 1:30	Lunch
	CLOSING REFLECTIONS AND COMMITMENTS
1:30 – 2:15	**QUESTIONS? WE HAVE ANSWERS** Inclusion work can be complex and it can helpful for people to have a safe environment to ask questions. This session will feature a panel of inclusion champions who will answer the challenging questions that delegates want answered.
2:15 – 3:00	**REFLECTIONS ON NEXT STEPS** Participants will engage in group discussions to reflect on the information learned and identify potential actions that can be taken in Alberta's communities.
3:00 – 3:25	**CLOSING KEYNOTE**
3:25 – 3:30	**CLOSING REMARKS**