



**PUBLIC AGENDA  
DIVERSITY, EQUITY AND INCLUSION  
ADVISORY COMMITTEE**

**Thursday, June 12, 2025, 12:00 p.m.  
Committee Room E, Ground Floor, City Hall**

**Committee Members:**

**Tasnim Jaisee, Public, Chair  
Daniel Ash, Public, Vice Chair  
Ali Abukar, Saskatoon Open Door Society  
Abbas Akram, Public  
James Brayshaw, Public  
Hillary Gamelin, Ministry of Social Services  
Jess Hamm, Saskatchewan Intercultural Association  
Dr. Jasmine Hasselback, Saskatchewan Health Authority  
Jeffrey Hendren, Public  
Liz Kuley, Public  
Cornelia Laliberte, Greater Saskatoon Catholic Schools  
Chandrelle Marshall, Saskatoon Public Schools  
Brenda Reynolds, Ministry of Corrections and Policing  
Kole Roth, Public  
Superintendent Dale Solie, Saskatoon Police Service  
Emma Wintermute, Public**

**Other Attendees:**

**Councillor Jasmin Parker  
Director, Reconciliation, Equity, Diversity and Inclusion, Stryker Calvez  
Director of Indigenous Initiatives, Melissa Cote  
Saskatchewan Human Rights Commission, Robin Mowat  
Organizational Development Consultant, Thiago Prado  
Immigration, Diversity and Inclusion Consultant, April Sora**

Submissions providing comments and/or requesting to speak will be accepted for public meetings using the online form at [saskatoon.ca/writetocouncil](https://saskatoon.ca/writetocouncil). If your submission includes a request to speak, you will be contacted by a representative from the City Clerk's Office with further information. Submissions will be accepted no later than 5:00 p.m. on the Monday the week of the meeting.

**Pages**

**1. CALL TO ORDER**

The Chair will call the meeting to order on Treaty 6 Territory and the Traditional Homeland of the Métis People and confirm roll call.

**2. CONFIRMATION OF AGENDA**

**Recommendation**

That the agenda be confirmed as presented.

**3. DECLARATION OF CONFLICT OF INTEREST**

**4. ADOPTION OF MINUTES [CK 225-83-1]**

6 - 13

**Recommendation**

That the minutes of the Diversity, Equity and Inclusion Advisory Committee meeting held on May 8, 2025, be approved.

**5. UNFINISHED BUSINESS**

**5.1 Membership Composition Review**

14 - 17

This matter was deferred from the Committee's meeting held May 8, 2025.

The terms of reference for the Diversity, Equity and Inclusion Advisory Committee are provided for the Committee to review its membership composition.

**Recommendation**

That the information be received.

**6. REFERRALS FROM COUNCIL OR STANDING POLICY COMMITTEE**

**7. EDUCATION AND AWARENESS INITIATIVES - SPONSORSHIP [CK 225-83]**

**7.1 Jashn-e- Bahara and Kite Festival (Spring Festival)**

18 - 21

A Sponsorship Request application from Pakistan Canada Cultural Association of Saskatoon, Jashn-e- Bahara and Kite Festival (Spring Festival), taking place June 15, 2025, is provided.

**Recommendation**

That the Committee provide direction.

**8. WORK PLAN CONSIDERATION**

*In accordance with the Committee's Terms of Reference, it shall submit an annual report outlining the previous year's accomplishments and a work plan for*

*the upcoming year.*

**8.1 Work Plan and Referrals to Standing Policy Committee [CK 225-83]**

*This is a standing item on the agenda for the Committee, and/or any subcommittees, to provide updates regarding items on its work plan and any matters being referred to the Standing Policy Committee for consideration.*

**8.1.1 Policy Review - Replacing the Cultural Diversity and Race Relations Policy [CK 225-83] 22 - 25**

Due to time constraints during the Committee's May 8, 2025 meeting, the Sponsorship Subcommittee monthly report, dated April 24, 2025, was deferred.

The following are provided for the Committee's information:

- Sponsorship Subcommittee monthly report, dated April 24, 2025; and
- Sponsorship Subcommittee monthly report, dated May 29, 2025.

**Recommendation**

That the information be received.

**8.1.2 Planning and Development Subcommittee - October Training Session 26 - 26**

The Planning and Development Subcommittee monthly report dated May 1, 2025, is provided for the Committee's information.

**Recommendation**

That the information be received.

**8.1.3 Sponsorship Subcommittee - Sponsorship Form Limitations 27 - 27**

The Sponsorship Subcommittee monthly report, dated May 29, 2025, is provided for the Committee's information.

**Recommendation**

That the information be received.

**8.1.4 Living in Harmony Awards Subcommittee - Progress, Engagement, and Next Steps 28 - 28**

The Living in Harmony Awards Subcommittee monthly report,

dated June 2, 2025, is provided for the Committee's information.

**Recommendation**

That the information be received.

**8.1.5 Land Acknowledgement**

This item provides an opportunity for the Committee to acknowledge the land, its significance, and discuss its relevance to the Committee's work.

**Recommendation**

That the information be received.

**9. BUDGET - STATEMENT OF EXPENDITURES FOR 2025 [CK 1704-5]**

29 - 29

The current statement of expenditures is provided.

**Recommendation**

That the information be received.

**10. VERBAL UPDATES**

**10.1 Report of the Chair [File No. CK 225-83]**

*This is a standing item on the agenda to provide the Chair an opportunity to update on their activities since the last meeting.*

**10.2 Committee or Resource Member Update [CK 225-83]**

*This is a standing item on the agenda to provide an opportunity for a Committee or Resource Member to update on issues, trends, events, etc. that pertain to the Committee's mandate.*

**10.2.1 April Sora, Diversity and Inclusion Consultant**

This verbal update was deferred from the Committee's May 8, 2025 meeting.

A verbal update will be provided on the following topics:

- Community gatherings;
- Asian Heritage Month - Threads of Asia;
- Indigenous Storytelling;
- Funders Workshop, and
- Community Consultation #2 with individuals with lived

refugee experience.

**Recommendation**

That the information be received.

**10.3 Subcommittee Updates [CK 225-83]**

*This is a standing item to provide an opportunity for the Subcommittee to report back on referred matters.*

**10.3.1 Sponsorship Subcommittee**

**10.3.2 Living in Harmony Awards Subcommittee**

**10.3.3 Planning and Development Subcommittee**

**10.3.4 Policy Advisory Subcommittee**

**11. ADJOURNMENT**



## **PUBLIC MINUTES**

### **DIVERSITY, EQUITY AND INCLUSION ADVISORY COMMITTEE**

**May 8, 2025, 12:00 pm**

**Committee Room E, Ground Floor, City Hall**

- PRESENT:**
- Tasnim Jaisee, Public, Chair
  - Daniel Ash, Public, Vice Chair, via teleconference
  - Ali Abukar, Saskatoon Open Door Society
  - Abbas Akram, Public, via teleconference
  - James Brayshaw, Public
  - Hillary Gamelin, Ministry of Social Services
  - Jess Hamm, Saskatchewan Intercultural Association
  - Jeffrey Hendren, Public
  - Emma Wintermute, Public, via teleconference
- ABSENT:**
- Dr. Jasmine Hasselback, Saskatchewan Health Authority
  - Liz Kuley, Public
  - Cornelia Laliberte, Greater Saskatoon Catholic Schools
  - Chandrelle Marshall, Saskatoon Public Schools
  - Brenda Reynolds, Ministry of Corrections and Policing
  - Kole Roth, Public
  - Superintendent Dale Solie, Saskatoon Police Service
- ALSO PRESENT:**
- Councillor Jasmin Parker
  - Director, Reconciliation, Equity, Diversity and Inclusion, Stryker Calvez
  - Director of Indigenous Initiatives, Melissa Cote
  - Saskatchewan Human Rights Commission, Robin Mowat, via teleconference
  - Immigration, Diversity and Inclusion Consultant, April Sora
  - Committee Assistant M. Lasby
  - Committee Assistant Kristina Sipes

#### **1. CALL TO ORDER**

The Chair called the meeting to order on Treaty 6 Territory and the Traditional Homeland of the Métis People. Roll call was confirmed.

**2. CONFIRMATION OF AGENDA**

**Moved By:** J. Hendren

That the agenda be confirmed as presented.

**CARRIED**

**3. DECLARATION OF CONFLICT OF INTEREST**

Member Ali Abukar declared a conflict of interest with respect to agenda item 7.1 due to his involvement with the Saskatoon Open Doors Society.

Member Jess Hamm declared a conflict of interest with respect to agenda item 11.3.3 due to her involvement with the Saskatoon Intercultural Association.

**4. ADOPTION OF MINUTES [CK 225-83-1]**

**Moved By:** H. Gamelin

That the minutes of the Diversity, Equity and Inclusion Advisory Committee meeting held on April 10, 2025, be approved.

**CARRIED**

**5. UNFINISHED BUSINESS**

**6. REFERRALS FROM COUNCIL OR STANDING POLICY COMMITTEE**

**7. EDUCATION AND AWARENESS INITIATIVES - SPONSORSHIP [CK 225-83]**

**7.1 Welcome to (My Country)**

A Sponsorship Request application from Saskatoon Open Door Society for their event, Welcome to (My Country), taking place in July and August 2025, was provided.

Having previously declared a conflict of interest, Ali Abukar excused himself from the meeting at 12:21 p.m.

The Sponsorship Subcommittee reviewed the Sponsorship Request application from Saskatoon Open Door Society for their event, Welcome to (My Country), taking place in July and August 2025. The Subcommittee reviewed the application against the Matrix and determined it meets all requirements for funding approval. It was noted that this event was approved by the Committee in previous years without issue. The Subcommittee recommended the Committee approve the request.

The Committee discussed that there is no limit on the number of times an organization can apply for sponsorship and that previous years the budget has not been fully utilized.

**Moved By:** J. Hendren

That the Committee approve the Sponsorship Request application from Saskatoon Open Door Society.

**CARRIED**

Ali Abukar re-entered the meeting at 12:26 p.m.

**8. BUDGET - STATEMENT OF EXPENDITURES FOR 2025 [CK 1704-5]**

The Statement of Expenditures was provided for the Committee's information.

The Committee made no changes to the budget at this time, though a correction was noted on the spreadsheet. They discussed the requirement for follow-up reports from applicants in order to receive their sponsorship funds, with Administration clarifying that reports are submitted after events occur, meaning some will be received in the fall. The Chair suggested the Sponsorship Subcommittee send reminders if no report is received within six months of the event.

Cost-sharing for the Living in Harmony event was also discussed, with the possibility of a 50/50 split and a focus on using previously unused funds. The Committee considered reallocating \$3,000 to strengthen member development, currently at \$1,100, to better support training and team-building initiatives. While there was agreement on enhancing engagement and development, members emphasized maintaining support for Race Relations Month and finding ways to involve educators without increasing their workload.

**Moved By:** A. Akram

That the information be received.

**CARRIED**

**9. COMMITTEE REVIEW**

The City Clerk's Office provided a presentation on the role and process of the Committee.

The City Clerk's Office delivered a presentation outlining the role and function of advisory committees, providing additional context regarding the Committee's



advisory capacity within the City's governance structure. Committee members expressed interest in strengthening communication with City Council and emphasized the value of engagement. Administration highlighted existing avenues for involvement, including the option for the Committee to submit letters with recommendations to Council or SPC.

Members discussed the Committee's history and legacy, suggesting a milestone celebration and improved visibility through tools like a one-page visual and potential social media presence.

**Moved By:** E. Wintermute

That the information be received.

**CARRIED**

## **10. WORK PLAN CONSIDERATION**

### **10.1 Policy Review - Replacing the Cultural Diversity and Race Relations Policy [CK 225-83]**

The Policy Advisory Subcommittee monthly report dated April 29, 2025, was provided for the Committee's information.

This matter was on the agenda for the Committee to discuss the draft objectives and goals for a proposed policy update.

The Committee reviewed the draft objectives and goals for updating the Cultural Diversity and Race Relations Policy, with the Policy Advisory Subcommittee's monthly report provided for context. Discussion clarified that the policy is intended for the Corporation of the City, not the broader community, though community consultation would be part of the development process. Members emphasized the importance of explicitly including terms like "race relations" and "racism" in the policy, while also aiming for inclusive and accessible language. There was agreement that the updated policy should model leadership in equity and inclusion, even if it cannot be enforced outside the City. The Committee also supported including a policy review timeline of five years.

**Moved By:** J. Brayshaw

That the Committee recommend approval of the proposed policy goal and statement with changes as noted.

**CARRIED**

## **10.2 Sponsorship Subcommittee - Revised Forms and Matrix**

Due to loss of quorum at the April 10, 2025 meeting, this matter was deferred to the May 8, 2025 meeting of the Committee.

The Sponsorship Subcommittee monthly report dated April 1, 2025, revised terms of reference, matrix and sponsorship forms were provided for the Committee's information.

The Sponsorship Subcommittee presented their monthly report, including revised terms of reference, updated sponsorship forms, and a matrix. The Subcommittee discussed changes made to the matrix, including colour coding and refined wording for clarity.

The Subcommittee clarified that applications are assessed at the Subcommittee level and only referred to the Committee for final approval if the matrix requirements are met.

A quorum requirement was added to the terms of reference, now set at 50% plus one. The importance of having an odd number of members to avoid tie votes was discussed, and members were encouraged to express interest in joining a Subcommittee.

**Moved By:** A. Abukar

That the revised terms of reference, matrix and sponsorship forms be approved.

**CARRIED**

## **10.3 Membership Composition Review**

Due to time constraints, this matter was deferred to the June 12, 2025, meeting of the Committee.

**Moved By:** H. Gamelin

That this matter be deferred to the next meeting.

**CARRIED**

## **11. VERBAL UPDATES**

### **11.1 Report of the Chair [File No. CK 225-83]**

Chair Tasnim Jaisee noted the importance of attending Subcommittee meetings. She reminded the Committee to provide notice to the respective

Subcommittee chairs at least 24 hours in advance if unable to attend. The Committee also discussed changes to the meeting agenda format, with Verbal Updates occurring later in the Agenda. Members were encouraged to provide feedback on its effectiveness.

## **11.2 Committee or Resource Member Update [CK 225-83]**

*This is a standing item on the agenda to provide an opportunity for a Committee or Resource Member to update on issues, trends, events, etc. that pertain to the Committee's mandate.*

### **11.2.1 April Sora, Diversity and Inclusion Consultant**

The verbal update on the following topics was deferred to the June 12, 2025, meeting of the Committee:

- Community gatherings;
- Asian Heritage Month - Threads of Asia;
- Indigenous Storytelling;
- Funders Workshop, and
- Community Consultation #2 with individuals with lived refugee experience.

### **11.2.2 Melissa Cote, Director of Indigenous Initiatives**

Resource Member Melissa Cote introduced herself to Committee.

### **11.2.3 Jess Hamm, Saskatchewan Intercultural Association**

Member Jess Hamm provided a verbal update on upcoming events.

Upcoming Events and Important Dates:

- World Refugee Day – June 20
  - A related event will be held on June 19 from 11:00 a.m. to 3:00 p.m.
- National Indigenous Peoples Day – June 21

- Rock Your Roots Walk on June 20, including a Pipe Ceremony in the early morning and the walk at 10:00 a.m.
- Volunteer registration deadline: June 11 (support roles include driving Elders, guiding participants, and event coordination)
- National Indigenous History Month & Pride Month – June
  - May 26 – Flag Raising Ceremony at 8:00 a.m. (National Indigenous History Month)
  - June 26 – Pride Parade. The Saskatchewan Intercultural Association will have a float. Members interested in participating are encouraged to contact Member Jess Hamm.

Members are invited to send any event details to Committee Assistant Kristina Sipes for distribution.

#### **11.2.4 Jeffrey Hendren, 2SLGBTQIA+ Representative**

Member Jeffrey Hendren provided a verbal update on Yom HaShoah - Holocaust Memorial Day.

The committee discussed the approximately 300 Jewish residents in Saskatoon and the growing concerns within the community regarding the current global climate, particularly rising antisemitism.

On a positive note, attendees appreciated the presence of City Council and Administration at the event. Leaders from various faith groups, including an imam, Christian pastors, and priests, attended gatherings to stand in solidarity with Saskatoon's Jewish community. This show of unity and support from religious and civic leaders across the city was nice to see.

### **11.3 Subcommittee Updates [CK 225-83]**

#### **11.3.1 Sponsorship Subcommittee**

The Sponsorship Subcommittee monthly report dated April 24, 2025, was provided.

This matter was deferred to the June 12, 2025, meeting of the Committee.

**11.3.2 Living in Harmony Awards Subcommittee**

**11.3.3 Planning and Development Subcommittee**

**11.3.4 Policy Advisory Subcommittee**

**12. ADJOURNMENT**

The meeting adjourned at 1:59 p.m.

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T. Jaisee, Chair

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K. Sipes, Committee Assistant



**Terms of Reference**  
**Diversity, Equity and Inclusion Advisory Committee**

**Authority**

Section 55 of *The Cities Act*; City Council Resolution – November 20, 2017 and June 25, 2018

**Mandate**

The function and mandate of the Diversity, Equity and Inclusion Advisory Committee (“DEIC”) shall be to:

1. Provide advice to City Council on policy matters relating to the following:
  - diversity and inclusion of all citizens within the community
  - emerging equity or diversity issues or trends arising in the community
  - initiatives to combat racism, acts of prejudice or hate in the community
  - initiatives to promote acceptance of all citizens of Saskatoon
  - consideration of the Calls to Action of the Truth and Reconciliation Commission in formulating City policies and initiatives
  - diversity in naming streets and City infrastructure
  - explore barriers faced in accessing city services, information, programs and facilities
  - explore barriers to participation in public life and achievement of social, cultural and economic wellbeing of residents
  - proposed City of Saskatoon policies, initiatives, and civic programs and services to meet changing needs of a diverse community
  - employment and employee awareness policies, initiatives, and civic programs.
2. Provide advice and recommendations on the development and contents of a new Diversity, Equity & Inclusion Policy.
3. Monitor the success of the DEIC and to advise City Council on ways for the City of Saskatoon to increase success in working with community organizations, business and labour, all orders of government, and other stakeholders to create an inclusive and diverse community where everyone is welcomed and valued.
4. Support education and awareness programs on diversity, equity and inclusion of all citizens in the City of Saskatoon in consultation with the Administration and within budget allocated by City Council.

## Composition

### Voting Members:

Agency Representatives	Citizen Representatives
<ul style="list-style-type: none"><li>• 1 representative of the Board of Education, Saskatoon Public Schools</li><li>• 1 representative of the Board of Education, Greater Saskatoon Catholic Schools</li><li>• 1 representative of the Saskatchewan Intercultural Association</li><li>• 1 representative of the Saskatchewan Health Authority</li><li>• 1 representative of the Ministry of Social Services</li><li>• 1 representative of the Ministry of Corrections and Policing</li><li>• 1 representative of the Open Door Society</li><li>• 1 representative of the Saskatoon Police Service</li></ul>	<ul style="list-style-type: none"><li>• 1 citizen representative of the First Nations community</li><li>• 1 citizen representative of the Métis community</li><li>• 1 citizen representative of the LGBTQ2S community</li><li>• 1 citizen representative who is a visible minority or newcomer to Canada</li><li>• 1 citizen representative of the youth community (16 – 23 years old)</li><li>• 1 citizen representative of the senior citizen community (55+ years old)</li><li>• 3 additional citizen representatives</li></ul>

The role of Agency Representatives is to act as a liaison between the specific organization they represent, members of the public appointed to the Committee, and the City. They are to provide the unique perspective of their organization, along with their own expertise of specific issues as a member of their particular organization, in making recommendations through the Advisory Committee to assist the City in developing policy related to the mandate of the Committee.

### Non-Voting Resource Members:

- 1 Councillor
- 1 representative from the Saskatchewan Human Rights Commission
- Representatives of the City's Administration:
  - Strategy & Transformation Department
  - Community Services Department

### Preferred Qualifications

- Representatives of organizations or communities must be members or employees of the organizations or communities they represent
- Knowledge, expertise or interest regarding principles of diversity, inclusion and human rights issues an asset
- Demonstrated commitment to improving diversity, inclusion and human rights in the community
- Ability to commit time to attend meetings and participate in other activities undertaken by the Committee
- Any other qualifications as outlined in Policy C01-003, *Appointments to Civic Boards, Commissions, Authorities, and Committees*

## **Reporting**

The DEIC shall report to City Council through the Environment, Utilities and Corporate Services Committee (“SPC-EUCS”).

The DEIC shall report to the SPC-EUCS as required to update on any major initiative or report back on any matter referred to them by either the SPC-EUCS or City Council.

The DEIC shall submit an annual report outlining the previous year’s accomplishments and a work plan for the upcoming year, to City Council through the SPC-EUCS. The annual report is intended to update City Council on progress goals and initiatives, and to provide an update on any outstanding issues or recommendations within its mandate. This report shall be submitted by March 31 and serve to demonstrate how the Committee remains relevant and current. In considering the report, Council will determine whether it requires continuation of the Committee or any changes to the mandate.

## **Appointment and Term**

Voting Members:

- 2 year, staggered terms, maximum of 3 consecutive terms for citizen representatives (6 years)
- Agency representatives are not subject to a maximum term
- Appointments to be made by City Council

Non-Voting Resource Members:

- Councillor, 4 year (Council) term
- Administration as assigned at the discretion of the General Manager

A Chair and Vice-Chair of the Committee must be elected upon majority vote of Committee membership at its annual organizational meeting.

## **Mentorship of Youth Member**

The Chair, or in the alternative as required, the Vice-Chair of the Committee shall mentor and serve as a role model to the youth member of the Committee.

## **Quorum**

Quorum is met by attendance of a majority of voting members (9).

## **Subcommittees and Working Groups**

- The DEIC may form subcommittees and working groups within its membership as may be necessary to address specific issues within its mandate
- Subcommittees shall draw upon members of the Committee and the Chair of the subcommittee shall be a voting member
- Issues identified outside the DEIC mandate may be the subject of an ad hoc committee established by the SPC-EUCS

## **Meetings**

- Typically meets once per month during each of January, February, April, May, September and November or as otherwise required



- Meetings may be held in person, virtually, or a combination of both (hybrid). Virtual and hybrid meetings are only permitted:
  - Where facilities allow all participants to communicate adequately with each other and, where applicable, enable the public to hear all participants; and
  - Where facilities allow all participants to be seen by each other while speaking and, where applicable, by the public, unless otherwise determined by the Chair
- The City Clerk's Office shall provide administrative support to each meeting of the DEIC

### **Remuneration and Expense Reimbursement**

DEIC members shall serve without receiving remuneration. The following services and benefits are provided to members in accordance with Policy No. C01-003, *Appointments to Civic Boards, Commissions, Authorities, and Committees*:

- Reimbursement of childcare expenses for scheduled DEIC meetings (receipt required)
- Parking and bus ticket expenses
- Hearing & visual assistance

### **Resource Documents**

*The Cities Act*

Bylaw No. 8174, *The City Administration Bylaw, 2003*

Bylaw No. 9170, *The Procedures and Committees Bylaw, 2014*

Policy No. C01-003, *Appointments to Civic Boards, Commissions, Authorities, and Committees*, which includes the attached *City of Saskatoon Code of Conduct for Members of Civic Boards, Commissions, Authorities and Committees* and *City of Saskatoon Anti-Harassment Policy for Members of Civic Boards, Commissions, Authorities and Committees*

Policy No. C10-023, *Cultural Diversity and Race Relations Policy*

Any other policies as required

## Diversity, Equity and Inclusion Advisory Committee Sponsorship Application Form

The Diversity, Equity and Inclusion Advisory Committee (DEIAC) was established by City Council to monitor and provide advice to City Council on the Cultural Diversity and Race Relations Policy. The Committee also has a mandate to provide education and awareness programs on diversity, equity and inclusion of all citizens in the City of Saskatoon.

The Committee supports education and awareness by undertaking some of its own initiatives and by supporting organizations in the community on initiatives that support one or more of the following four community outcomes of the Cultural Diversity and Race Relations Policy:

- ☒ The workforce will be representative of the population of Saskatoon;
- ☒ There will be zero tolerance for racism and discrimination in Saskatoon;
- ☒ Community decision-making bodies will be representative of the whole community of Saskatoon; and
- ☒ There will be awareness and understanding in the community regarding the issues, and acceptance of the various cultures that make up Saskatoon.

**Please indicate which of the above community outcome(s) your project is addressing.**

Note: The Committee's intent is to provide education throughout the year, not just in the month of March. This will be part of the Committee's consideration of your sponsorship request. The event or project must take place in Saskatoon and all eligible expenditures must be directly related to the event being sponsored.

**Ineligible expenses include: cash prizes, administrative/overhead expenses, third party funding, fundraising and alcohol.**

Events to be considered for sponsorship will be open and available to the public for anyone who may be interested in attending or participating.

Application Deadlines:

April 1 (for projects taking place from April to September)  
October 1 (for projects taking place from October to March)

### Applicant Information

1. Organization Name: Pakistan Canada Cultural Assosiationbn

2. Your Group Is A: (check all that apply)

☒ registered non-profit ☐ registered charity ☐ not a registered organization

3. Address: [REDACTED] Wakabayashi Way Saskatoon SK

4. Postal Code: [REDACTED]

5. Email Address: [REDACTED]

6. Contact Name: Ali Ahmad / Umar Wali

7. Pronouns: (☐ She/Her,  
☐ He/Him, ☐ They/Them)

8. Contact's Role: General Secretary	
9. Phone Number: 306-██████ / 306-██████	10. Fax Number:
11. Website: Fb ID: Pakistan Canada Cultural Association of Saskatoon	
Project Information	
12. Project Name: Jashn-e- Bahara & Kite Festival (Spring Festival )	
13. Project Date and Location: 2025-06-15 , Rotary Park	
14. What is the fee/ticket amount for the event? <input checked="" type="checkbox"/> Free <input type="checkbox"/> Other (If other please specify the amount) \$	
15. Project Description: (Maximum 350 characters) Our Spring & Kite Festival is a vibrant multicultural event that brings together Saskatoon's diverse communities through cultural performances, food, and family-friendly activities. Building on the success of our first event at Rotary Park on June 3, 2022, we're expanding this year celebration with even greater community engagement.	
16. What is the primary purpose of your event? <input checked="" type="checkbox"/> Learning/Education <input checked="" type="checkbox"/> Artistic Expression <input type="checkbox"/> Advocacy <input checked="" type="checkbox"/> Community Celebration	
17. What communities will your event or project serve? (Maximum 200 characters) We are inviting various community groups and dignitaries to make this a truly colorful and inclusive celebration.	
18. How many people do you anticipate will attend your event? 1000	
19. How does your project contribute to inclusion of marginalized groups in Saskatoon? Please speak to one or both of the following questions within your answer: (Maximum 450 characters) a) How does your event contribute to celebrating multiculturalism? b) How does your event contribute to an equitable, anti-racist, and anti-oppressive Saskatoon? (See definitions below) The Spring & Kite Festival is a vibrant multicultural event rooted in South Asian traditions, celebrating the arrival of spring and the cultivation season. Originally inspired by the colorful kite festivals of South Asia, this event brings together people of all backgrounds to enjoy a day of cultural performances, food, and fun in Saskatoon.	



20. How will you acknowledge the City of Saskatoon Diversity, Equity and Inclusion Advisory Committee as a funder of your event? (check all that apply)

☒ Social media post ☒ Display our logo on event materials ☒ Verbal recognition at event

#### Budget Information

21. Sponsorship Request Amount: 2000

22. Total cost of the project: 5473.5

23. What other groups/partners/funders will your project involve:

We are seeking sponsorship and support from local communities, kite sales and vendor

24. Please submit a budget for your project, which shows how the DEIAC Sponsorship will be used. Please see budget template and example budget.

Signature of Applicant: \_\_\_\_\_

Date: 16/5/2025

Name of Applicant: (printed) Umar Wali on Behalf of (PCCA)

How to submit this application:

1. Complete this form in full
2. Attach a simple budget for your event (see example document)
3. Email [City.Clerks@saskatoon.ca](mailto:City.Clerks@saskatoon.ca)
  - a. Address your email to the Diversity, Equity and Inclusion Advisory Committee  
c/o City Clerk's Office
  - b. Put in your subject line "DEIAC Sponsorship Request Application"

If you have any questions, please contact:

Heather Janzen, Committee Assistant - 306-975-3240

#### Definitions:

**Anti-racism:** the active process of identifying and opposing racism and working towards eliminating it through changing beliefs, actions, and structures.

Source: Alberta Civil Liberties Research Centre

**Anti-oppression:** the active process of identifying, opposing, and working towards eliminating systems of oppression, which include: colonialism, racism, sexism, homophobia, transphobia, classism and ableism. These forms of discrimination result in individual discriminatory actions as well as structural or systemic inequalities for certain groups in society. Anti-oppressive practices and goals seek to recognize and counteract such discriminatory actions and power imbalances.

Source: The Anti-Oppression Network

<b>Item</b>	<b>Cost</b>
Kites Cost	1400
Marketing and facebook ads	250
Tents for stalls	1000
Park Fee	73.5
Chair and table Rental	750
Uhaul for trasportation	250
Stage Decorations	500
Bouncy Castle	400
Sound Sytem	200
Miscellaneous	400
Total	5223.5

## Policy Subcommittee

### *Monthly Report - April*

<b>Committee:</b>	Policy
<b>Report by:</b>	Jeffrey Hendren on behalf of Daniel Ash
<b>Date:</b>	29 April 2025

**Last Meeting:** 25 April 2025 - Meeting did not take place as scheduled.

29 April 2025 - Rescheduled meeting took place for final draft review by the subcommittee organised by member Stryker C. In attendance at the 29 April meeting were Stryker C, Ali A and Jeffrey H.

#### **Recent Progress:**

- From March the Policy Subcommittee has been revising the Cities Culture and Race Relations Policy which has not had an update since 2004.
- The subcommittee including Stryker C, Ali A, Jeffrey H and Chair Daniel A reworked the policy statement and created 4 objectives that better align with where the city is today and the needs of the community.

#### **Recommendations for Consideration:**

- The subcommittee has finalized a proposed draft to present to the DEIAC regular committee at the May 8th meeting
- We recommend that a motion be made to elevate the proposed draft policy and objectives to city council (see notes on draft policy document)

#### **Flags & Potential Concerns:**

- In order to ensure that the city maintains relevant policies and objectives that serve the community we support community involvement and consultation by the administration and council.

#### **Upcoming Events & Timelines:**

Activity / Event:	Timeline / Date:
Next meeting	TBD

## DEIAC Policy Subcommittee Meeting

April 29, 2025

**Attendance:** Ali Abukar, Jeffery Hendren & Stryker Calvez

### Meeting Notes:

- Reviewed and agreed, the current new draft of the proposed policy fits expectations and will meet the current needs of the city.
- After reviewing with the DEIAC committee, if approved, we recommend that this new objective and goals be sent to Council with the recommendation that a new policy be developed by administration and in consultation with community to develop a new policy to replace the Cultural Diversity and Race Relations policy.
  - Recommend that policy be reviewed and revised, as needed, every 5 years.

## New Policy Considerations

**Title Suggestion:** Justice and Equity for a Prosperous Saskatoon Policy

**New Objective:** The City of Saskatoon recognizes different forms of colonialism, exclusion, bias and discrimination are challenges and barriers that prevent some residents, especially from equity-seeking communities, from engaging in social, economic and political prosperity in the city. The participation and contribution of all residents is essential for building an inclusive community that serves the needs of everyone.

### Goals:

1. Build a barrier free City that supports the prosperity and autonomy of all residents.
2. The City will have a workforce that is representative of the population of Saskatoon, across divisions, professions, and leadership.
3. Will take a lead in facilitating engagement with communities to actively identify and priorities community initiatives that support justice and equity for a prosperous Saskatoon.
4. Ensure inclusiveness of governance to make decision making reflective of the diverse lived experiences of all residents.

## Original Policy

**Title:** Cultural Diversity and Race Relations Policy (2004)

**Objective:** The City of Saskatoon recognizes that Saskatoon has always been a society composed of people from many different backgrounds and this diversity will continue. The participation and contribution of all citizens in the development of our community is vital to meeting the challenges of the future.

### Goals:

1. The workforce will be representative of the population of Saskatoon.
2. A leader in the community by achieving the outcomes within its own organization.

3. A facilitator to bring other agencies together to work jointly towards the outcomes.
4. A coordinator or clearing house for information sharing.
5. A granting agency through existing grant programs.



## Policy Advisory Subcommittee

*Monthly Report - May*

<b>Committee:</b>	Policy Advisory ▾
<b>Report by:</b>	Daniel Ash
<b>Date:</b>	3 June 2025

**Last Meeting:** 30 May 2025

### Recent Progress:

- *City Clerks with Solicitors have reviewed our process and recommended that Administration can officially move forward without DEIAC having to make a request to Council.*

### Recommendations for Consideration:

- *That DEIAC writes a letter of support for the repeal and replacement of the CDRR policy.*

### Flags & Potential Concerns:

- NA

### Upcoming Events & Timelines:

Activity / Event:	Timeline / Date:

## Planning & Development Subcommittee

### *Monthly Report*

<b>Committee:</b>	Planning & Development
<b>Report by:</b>	Jess Hamm
<b>Date:</b>	May 1, 2025

**Last Meeting:** April 8, 2025

#### **Recent Progress:**

- Discussed the team training session and the charter and decided to propose a full-day (6 hours plus time for lunch) gathering that includes work on the charter for half and training for the other half.
- Possible ideas for DEIAC to approve: Saskatchewan Intercultural Association (SIA) can host the space for free, DEIAC would pay for lunch for everyone, Liz will facilitate the charter work and SIA will provide training for low cost.

#### **Recommendations for Consideration:**

- Motion to approve the Planning & Development Subcommittee's proposed plan of having a full day session in October at SIA with Liz and SIA as facilitators utilizing the full \$1,100 of the member development budget.
- Doodle poll will be sent to committee for selecting a date in October

#### **Flags & Potential Concerns:**

- Membership commitment to attending session.

#### **Upcoming Events & Timelines:**

<b>Activity / Event:</b>	<b>Timeline / Date:</b>
Membership charter planning	October 2025
Training Opportunity	October 2025

## Sponsorship Subcommittee

### Monthly Report - MAY

<b>Committee:</b>	Sponsorship
<b>Report by:</b>	Jeffrey Hendren
<b>Date:</b>	29 May 2025

**Last Meeting:** 24 April 2025

**In Attendance:** J Hendren (Chair), D Solie, D Ash

**Absent:** A. Abbas

#### Recent Progress:

- Reviewed Sponsorship request from Pakistan Canada Cultural Association. Seeking sponsorship for their event "Jashn-e-Bahara & Kite Festival (Spring Festival)". We as the subcommittee reviewed our matrix and unanimously supported this sponsorship request advance to the next DEIAC regular meeting for a motion on 12 June. We do support the DEIAC considering sponsoring a reduced amount of \$1000 versus the requested \$2000 which would make up 38% of their total budget.

#### Recommendations for Consideration:

- As above for the lone sponsorship request.
- Member Daniel Ash noted that the sponsorship forms are limited in pronoun options (Box #7 on the form). It is recommended to add a box for "Other" and a motion will be made at the DEIAC regular meeting for this.

#### Flags & Potential Concerns:

- None at this time.

#### Upcoming Events & Timelines:

Activity / Event:	Timeline / Date:
Next meeting	26 Jun 1200-1300

## [Living In Harmony Award ]

### *Monthly Report*

<b>Committee:</b>	Living In Harmony Awards ▾
<b>Report by:</b>	Emma Wintermute
<b>Date:</b>	June 2, 2025

**Last Meeting:** May 8, 2025

#### **Recent Progress:**

- *Message with Stryker regarding my absence*

#### **Recommendations for Consideration:**

- *How we want to engage with the Living in Harmony Awards in future years*
- *Steps to explore - Ideas for moving forward to structure the ways we will engage (growing the committee)*

#### **Flags & Potential Concerns:**

- *Sharing the information on personal social media accounts or circles about the Living in Harmony Awards*
- *Discussion with Stryker and others for the future of this award*
- *I had personal family situations arise during these last few months which has made me relatively absent from the committee*

#### **Upcoming Events & Timelines:**

Activity / Event:	Timeline / Date:

**Diversity, Equity and Inclusion Advisory Committee**

**2025 EXPENDITURES - \$15,100.00**

<b>City Clerk's Office</b>	<b>Budget</b>	<b>Actuals</b>	<b>Variance</b>
<b>Member Development/Travel, Conferences, Meetings (Planning Session/Retreat)</b>	\$ 1,100.00		
		\$ -	\$ 1,100.00
<b>Cultural Diversity and Race Relations Month</b>	\$ 3,000.00		
		\$ -	\$ 3,000.00
<b>Education and Awareness (Sponsorships)</b>	\$ 11,000.00		
Saskatoon Open Door Society - Annual Diversity Awards Gala 2025 (February 20, 2025)		\$ 1,000.00	
		\$ 1,000.00	\$ 10,000.00
<b>TOTALS</b>	<b>\$ 15,100.00</b>	<b>\$ 1,000.00</b>	<b>\$ 14,100.00</b>

<b>Approved Sponsorship Applications - Pending Payment (Follow-up Report Required)</b>	
The Amal Club - Sip of Culture (January 23, 2025)	\$ 500.00
Saskatoon Refugee Coalition - World Refugee Day 2025 (April 10, 2025)	\$ 2,000.00
Thiruvalluvar Tamil Language School - Introduce and Celebrate Tamil's Traditional Event (April 10, 2025)	\$ 2,000.00
Saskatoon Japanese Association - Japanese Children's Day	\$ 2,000.00
Saskatoon Open Door Society - Welcome to (My Country) (July/August 2025)	\$ 2,000.00
	<b>\$ 8,500.00</b>