

City of Saskatoon's Response to the Truth and Reconciliation Commission's Calls to Action and Responsibilities - January 2020 Update

Summary of Calls to Action

Call to Action	Column1	Org Unit	City Initiative	Description	Planned Initiative 2019	Progress 2019	Planned Initiatives 2020
43	Summary of Calls Directed to Municipal Governments	City Clerks	Indigenous Elections Engagement	Create election material with focus on increasing Indigenous engagement in the 2020 civic elections.	Identify and engage with internal stakeholders.	Identify and engage with internal stakeholders. Preliminary planning meetings to investigate past strategies and planning for next election.	Seek guidance from internal partners to decide best approach for creating material and where to provide this information. Execute plan in order to provide information in advance of November 9, 2020 civic elections.
43	Summary of Calls Directed to Municipal Governments	City Clerks	Boards & Committees	Review Boards and committees membership recruitment process to ensure the boards and committees are representative of the community.	Working closely with the Board Chairs and Committee members on a recruitment strategy to ensure they are actively recruiting members from the Saskatoon community that meet these objectives.	Continue to provide support to the Board Chairs and committee members on reaching a representative board.	Continue with the review of the boards and committee through an internal review on the representation and diversity among those boards and committees to ensure they are representative of the community they serve.
79	Summary of Calls Directed to Municipal Governments	Community Services	21st Street Bike Racks Street Scaping	This project recognizes Saskatoon's Indigenous heritage through the installation of bicycle racks that display Treaty Six and Homeland of the Métis medallions on 21st Street as well as some information on a poster installed in the poster directories located along the street.	Tender awarded for the production of the bike racks in 2019.	Consultations with local Indigenous advisors on the implementation of First Nation and Métis medallions as part of the installation and recognition of the shared history.	Install of bike racks, the production and install of information poster, and a small unveiling event.
43	Summary of Calls Directed to Municipal Governments	Community Services	Saskatoon Forestry Farm Park & Zoo Master Plan	An internal audit was conducted by the Administration in 2017-2018 on the current size and standard of exhibits at the SFFP&Z. The results concluded the current habitats for a number of the species are not in line with the new CAZA accreditation and welfare standards. Several existing facilities and exhibit spaces require renovation, rehabilitation and expansion in order to meet new standards in the zoo industry which requires larger and more natural habitats for wildlife.	The concept of modern zoo facilities are currently facing fundamental changes. More than ever, zoological facilities are reinventing themselves with a shift to be cage-free places of refuge. Caged exhibits are being replaced with larger habitat spaces that reflect natural settings. The SFFP&Z Master Plan reimagines the zoo component of the park by providing larger and more natural habitats for the wildlife, with a focus on animal health and welfare.	The Administration brought forward an information report with the more comprehensive Master Plan for the facility in fall 2019. The Master Plan document will provide a high level conceptual vision for the direction and development at the SFFP&Z for the next 15 years.	Continue to consult regarding First Nations and Métis involvement and incorporating components to contribute to the Truth & Reconciliation Calls to Action. Indigenous priorities, beliefs and perspectives of animals in captivity have been taken into consideration in the new vision for the SFFP&Z.
57	Summary of Calls Directed to Municipal Governments	Cultural Diversity and Race Relations	Anti-Racism Initiative	Anti-racism initiatives have been identified as a new focus beginning in 2015, and the Race Relations and Cultural Diversity Committee and Coordinator developed new corporate and community initiatives to reduce racism: - Anti-racism print resources were developed for staff and interested groups; and - "Understanding Racism" sessions were developed and are accessible to staff.	Understanding racism sessions included in training calendar. The next phase of the campaign will include a call to action to other organizations to share their own ways of expressing their commitments to the "I am the bridge" theme and to continue their own conversations about addressing racism. Expand the I am the bridge to ending racism in sport campaign by facilitating the inclusion of local and provincial sports teams.	Monthly session of the Understanding Racism training were delivered to civic staff. Developed an internal anti-racism engagement strategy with the intent to build capacity with employees and staff understanding racism based on collective impact model. Beginning to work with marketing on developing the expansion of the I am the bridge to ending racism in sport campaign.	Develop and begin to implement a corporate Anti-racism strategy. Development of a partnership model and engagement strategy to provide ways for other organizations to publicly endorse the "I am the bridge" key messages. -Begins with internal engagement strategy with ALT. Roll out the Racism in Sport campaign.
47	Summary of Calls Directed to Municipal Governments	Cultural Diversity and Race Relations	Equity & Inclusion Policy Review	The policy review process this year has grown a little bit from last year due to both the interest of Pro Bono Canada and the number of students offering their work on this project. There are 5 students this year. Each student has chosen a policy to review on their own and they will then review in pairs. The policy review will be supervised by practicing licensed lawyer who is director of the Systemic Initiatives Project.	The City of Saskatchewan first year law students will undertake a look at City of Saskatoon policies to be revised through an Equity and Inclusion lens. The policies are: CO1-025 Anti-Harassment Investigation Policy CO2-032 Internal Audit Charter C10-005 Promotion of Parks and Recreation Facilities to review CO9-004 Condominium Approvals CO7-026 Disabled Parking Zones Policy Pilot Naming Policy and report back	Policies reviews complete are CO1-025 Anti-Harassment Investigation Policy, CO2-032 Internal Audit Charter, CO9-004 Condominium Approvals, CO7-026 Disabled Parking Zones, Naming Policy and report back	Implement the recommendations from the 2019 review, and complete reviews of Policy C03-014 - Program Planning and Evaluation Policy C09-038- Commemorations and Monuments, C03-034- Youth Sports Subsidy Program - Allocation Criteria and Special Events C09-014 Business Development Incentives, C10-025 Public Art, and C0-009 Industrial Land Incentives.
92.2	Summary of Calls to Action not Directed but Applicable to Municipal Governments	Human Resources	Indigenous Employment Action Plan	The City of Saskatoon is an employment equity partner with the Saskatchewan Human Rights Commission. As an equity partner we commit to working towards a workforce that is 14% Indigenous. To do this an annual Human Resources Indigenous Employment Action Plan is developed with various initiatives have been implemented by the City to increase job readiness, training, and employment of Indigenous people.	Community Job Fair	Community job fair was held on February 13, 2019 with 870 job seekers in attendance.	Continue to both support the planning committee and participate in the job fair as an employer in 2020. Work with Indigenous Initiatives team to develop a strategy and action plan.

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92.2	Summary of Calls to Action not Directed but Applicable to Municipal Governments	Human Resources	Indigenous Employer Handbook	A strategic approach to attract, recruit, and retain Indigenous people to the workplace.	Employer-Employee Engagement	In collaboration with GDI, STC, Sask Health Authority, SREDA, Sk. First Nations Network, Nutrien, Office of the Treaty Commissioner and University of Saskatchewan an Indigenous Employer Handbook was developed and distributed to employers and made available electronically. Vignettes were developed to promote the handbook.	Promote the Indigenous Employee Handbook.
57	Summary of Calls to Action not Directed but Applicable to Municipal Governments	Human Resources	Pathways to Reconciliation	Human Resources has developed a Pathway to Reconciliation Program. This program offers five separate courses to build employee's knowledge and understanding of Indigenous history and culture. Once complete employees become Reconciliation Ambassadors to inspire action and innovations in serving the citizens of Saskatoon. In 2019 the first group of Reconciliation Ambassadors completed the program.	To honour the first group of Reconciliation Ambassadors that have gone through the entire Pathways to Reconciliation Program and continue to utilize these employees through a variety of Reconciliation events on behalf of the City of Saskatoon.	63% of City of Saskatoon staff have gone through mandatory Indigenous Awareness Training, 12% have gone through Fundamentals of Cultural Competency, 10% have gone through Resolving Conflicts, and 4% of City of Saskatoon staff went through Understanding Racism and the KAIROS Blanket Exercise respectively. The blanket exercise is a unique participatory program based on Canada's shared history – developed in collaboration with Indigenous Elders, knowledge keepers and educators – that fosters truth, understanding, respect and reconciliation among Indigenous and non-Indigenous peoples. In 2019 the first group of Reconciliation Ambassadors completed the program.	Work closely with the Indigenous Initiatives team to ensure delivery of the courses and support the planning of the graduation. Continue to offer the Pathways to Reconciliation and to have 100% of all City of Saskatoon staff go through the mandatory Indigenous Awareness training and offer on-going training for people to become reconciliation ambassadors through this training program.
92.2	Summary of Calls to Action not Directed but Applicable to Municipal Governments	Human Resources	Work Placements	Accessed the Wage Subsidy Program (18 weeks) through Gabriel Dumont Institute Training & Employment to provide office and administrative supports to City of Saskatoon Transportation & Construction Department, Roadways, Fleet & Support Division.	Post-secondary work placements/mentorships / internships / co-op students.	Two office administration students on a wage subsidy program in partnership with GDI and Roadways, Fleet & Support.	Work with Indigenous Initiatives team to develop a strategy and action plan. Continue to work with departments who have seen success with these work placements.
92.2	Summary of Calls to Action not Directed but Applicable to Municipal Governments	Human Resources	STC Internship	Intended to provide a student with work experience which will enhance their skills and abilities through meaningful employment.	Post-secondary work placements/mentorships / internships / co-op students.	One student provided support to Indigenous Initiatives (coordinated meetings, administrative duties, attend & participate in community events & support towards Indigenous employment initiatives).	To continue to formalize an Internship that supports Indigenous employment.
92.2	Summary of Calls to Action not Directed but Applicable to Municipal Governments	Human Resources	SIIT Women in Trades Training	SIIT Women in Trades Training program prepares women for employment in the trades and entry level work.	Post-secondary work placements/mentorships / internships / co-op students / training.	Two women from SIIT Women in Trades Training Program were successfully employed with the City of Saskatoon, Transportation & Construction Division, Roadways, Fleet & Support.	To continue to support the SIIT Women in Trades Training Program and employment opportunities with the City of Saskatoon.
92.2	Summary of Calls to Action not Directed but Applicable to Municipal Governments	Indigenous Initiatives	Indigenous Land Development Forum	To provide education on the land development process from start to finish both in urban and rural municipalities.	Determine the need for an Indigenous Land Development Forum.	Securing funding from corporate and community partners interested in the development of Indigenous Land Development Forum.	Solidifying agenda items. Plan to implement the conference in the Spring of 2020.
53	Summary of Calls to Action not Directed but Applicable to Municipal Governments	Indigenous Initiatives	Reconciliation Logo Committee	To develop The Reconciliation Committee Logo to register and trademark the Logo to ensure the logo is properly used in the promotion of Reconciliation events and education purposes.	Meet with City Solicitors to review the trademark registration process for the Reconciliation Saskatoon logo and its use moving forward.	Registered the logo with Canada Trade mark outlining proper use. Established a Canada wide trademark to establish the proper use of the logo.	Reconciliation Saskatoon will develop a Reconciliation trademark™ committee to make decisions on requests to utilize the logo and establish guidelines.

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79	Summary of Calls to Action not Directed but Applicable to Municipal Governments	Indigenous Initiatives	Saskatoon Aboriginal Employment Partnership	The Director of Indigenous Initiatives chairs the Saskatoon Aboriginal Employment Partnership (SAEP) to engage a wide range of stakeholders in Indigenous inclusion initiatives. Through this initiative, the partnership with SREDA, STC, GDI, SIIT, the private sector, and community-based organizations connects Indigenous people with employment and business opportunities.	Finalize educational material working with Business and Community organizations supporting Indigenous employment.	On August 27, 2019, the City of Saskatoon Launched Kipa- The Business Case for Reconciliation: Engaging Saskatoon Region Employers TRC92.	To continue promoting the Kipa: Indigenous Employer Handbook.
53	Summary of Calls to Action not Directed but Applicable to Municipal Governments	Indigenous Initiatives	Saskatoon Survivors Circle	National Indian Brotherhood application submission to provide funding to create a regional residential school survivors, possibly national.	Implemented the approved workplan for the Saskatoon Survivors Circle.	Received funding from the National Indian Brotherhood. Gatherings were held with local Indigenous Residential School Survivors and their descendants to recognize and respectfully engage and to strengthen their education and promoting Indigenous language and revitalize their culture as they continue their wellness journey.	Continue to implement the workplan until March 31, 2020 and work with the members of the Saskatoon Survivors Circle in developing an application to National Indian Brotherhood to continue in the future.
79	Summary of Calls to Action not Directed but Applicable to Municipal Governments	Indigenous Initiatives	Stakeholder Relations	Builds business relations to increase opportunities for Indigenous businesses, and establish partnerships with Indigenous organizations to identify barriers and risks to be addressed to enhance Indigenous opportunities.	SIIT & GDI Memorandum of Agreement initiatives.	Continue working with GDI to formalize an agreement.	Finalize the agreement with GDI. Will continue to explore further opportunities to revise the Indigenous Action Plan based on HR strategy.
43	Summary of Calls to Action not Directed but Applicable to Municipal Governments	Indigenous Initiatives	Wichitowin Indigenous Engagement Conference	The Wichitowin Indigenous Engagement Conference invites community organizations, governments and businesses to learn about inclusive representation of Indigenous people as employees, volunteers and decision-makers. Within the context of the Truth and Reconciliation Commission's Calls to Action. The conference is intended for anyone working towards respectful Indigenous engagement and inclusion in a community-based setting.	Expand the list of resources and information that is geared towards businesses and industry in their attempts at meeting the needs of their Calls to Action.	The fifth Wichitowin Conference was held on October 16 and 17, 2019 in Saskatoon. Within the framework of the Truth and Reconciliation Commission's (TRC) Calls to Action, the conference "invites community organizations, governments and businesses to learn about inclusive representation of Indigenous people as employees, volunteers and decision-makers." In honour of a local Elder, the late Walter Linklater, the conference theme was inspired by his teachings: Be a good person, try to live a good life".	Continue to work with community partners in the planning of the 2020 Wichitowin Indigenous Engagement Conference with direct involvement of the follow-up report and summary and evaluation of the 2019 responses.
53	Summary of Calls to Action not Directed but Applicable to Municipal Governments	IT	Reconciliation Saskatoon	The City of Saskatoon has partnered with Saskatoon Tribal Council, Gabriel Dumont Institute, CUMFI, OTC, and faith-based groups in various initiatives to promote dialogue on reconciliation and Indigenous inclusion (e.g. Urban Indigenous Gathering, Kitsakinaw, Wichitowin Conference, etc.)	Established Website "Connect R".	Launched and Updated.	Continue to upload information and promote ConnectR website.
57	Summary of Calls to Action not Directed but Applicable to Municipal Governments	Planning & Development	ayisiyiniwak: A Communications Guide (formerly ayisinowak: A Communications Guide)	ayisiyiniwak was originally developed in 2017 as an educational resource for City employees to enhance understandings of Indigenous culture and practices. Copies of the guide have since been requested by organizations across Canada including government agencies, other municipalities, educational institutions and community groups.	The second edition of ayisiyiniwak will be completed with assistance from community partners (Office of the Treaty Commissioner [OTC], Saskatchewan Indigenous Cultural Centre [SICC] and Métis community partners), further enhancing educational content in several sections.	The second edition of ayisiyiniwak was published through continued partnership with SICC and OTC. New content includes chapters dedicated to Métis and to Inuit, updated Cree translations, and information on syllabics, Elders/Knowledge Keepers, Flag procession, and Honour songs. The digital version is available on the City website, and hard copies are available for purchase from SICC.	Digital updates to ayisiyiniwak will be done as required. Work is underway to include it in on-boarding information for all new City employees.
79	Summary of Calls to Action not Directed but Applicable to Municipal Governments	Planning & Development	Developers Handbook	Complete a Developers Handbook to assist prospective developers, including First Nations, in navigating the urban land development process. Roll out a comprehensive communication strategy to those interested in land development in Saskatoon, or considering purchasing land in Saskatoon.	A draft of the Developers Handbook is underway.	A draft of the Developers Handbook is underway.	The Developers Handbook will be completed, followed by a communication strategy to share it with prospective developers.

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79	Summary of Calls to Action not Directed but Applicable to Municipal Governments	Planning & Development	First Nation Community profiles	The City has partnered with First Nations that have land holdings in Saskatoon and the surrounding region to create Community Profiles. The two-page Profiles promote economic development opportunities and highlight key attributes of each First Nation.	Partner with First Nations who have recently acquired land in Saskatoon and the surrounding region to create and publish Community Profiles. Update existing Profiles, in partnership with First Nations.	Five Community Profiles have been added to the City website; all existing Community Profiles have been reviewed and updates are underway.	Updated Community Profiles will be published in early 2020. New Profiles will be added when First Nations acquire land.
79	Summary of Calls to Action not Directed but Applicable to Municipal Governments	Planning & Development	Naming Policy	Update the Naming of Civic Property and Development Areas Policy (Naming Policy).	Review the Naming Policy, as a 'pilot review' for examining other City policies using an equity and inclusion lens.	In collaboration with Pro Bono Canada, a review of the Naming Policy was completed, applying an equity lens to determine whether the policy meets principles of equity and inclusion. The Naming Policy was updated in June 2019, including changes to the naming selection process and evaluation criteria to be more diverse and inclusive.	The updated naming process is being implemented. Annual reporting to the Diversity, Equity and Inclusion Advisory Committee on the naming submissions is anticipated to occur.
43	Summary of Calls to Action not Directed but Applicable to Municipal Governments	Planning & Development	OCP	The City's Official Community Plan (OCP) bylaw is being rewritten. Indigenous inclusion policy language will be developed in a specific section as well as throughout the bylaw.	The City's Official Community Plan (OCP) bylaw is being rewritten. Indigenous inclusion policy language will be developed in a specific section as well as throughout the bylaw.	A community Elder has been retained to review the OCP through an Indigenous inclusion lens. As well, an informal internal equity and inclusion advisory group has been formed to provide additional guidance on language development. A draft of the OCP has been completed incorporating the input received.	The OCP is anticipated to be submitted for City Council approval in the first half of 2020. It is expected that the insight received from the internal equity and inclusion advisory group will be documented to help inform future planning initiatives and corporate projects.
79	Summary of Calls to Action not Directed but Applicable to Municipal Governments	Planning & Development	P4G	P4G is a partnership of the Cities of Saskatoon, Martensville and Warman, the Rural Municipality of Corman Park, and the Town of Osler. P4G endorsed a Regional Plan in 2017, and is in the process of implementing it. Rights-holder engagement has been an important part of this; there are Reserves and a significant number of First Nations' land holdings in the P4G region.	Establish a new P4G Planning District, including a P4G Official Community Plan and Zoning Bylaw. Complete a North Concept Plan to guide land use and development in a key regional growth area north of Saskatoon.	The draft P4G bylaws reflect Indigenous inclusion policy language and identify the important viewshed around the Wanuskewin Heritage Park. The North Concept Plan project is underway, and Indigenous organizations and First Nations who have land interests in the study area are part of the Plan process.	The P4G bylaws and the North Concept Plan are expected to be submitted to the P4G partners' Councils for approval in 2020. Rights-holder, stakeholder and public engagement will occur before the bylaws and the North Concept Plan are completed.
43	Summary of Calls to Action not Directed but Applicable to Municipal Governments	Planning & Development	Urban Reserve Planning	First Nations with land holdings in Saskatoon and area are engaged in the City's planning discussions.	Work with Kahkewistahaw First Nation as they work through the urban reserve designation and land development processes. Have introductory meetings with First Nations that purchase or are seeking to purchase land in Saskatoon and in the region.	Kahkewistahaw First Nation and the City held a signing ceremony on October 22, 2019 to celebrate the completion of the municipal agreements that are part of the urban reserve creation process. As of June, 2019, each Corman Park-Saskatoon District Planning Commission meeting begins with a land acknowledgement. Maps of First Nations' land holdings were updated when lands were purchased or transferred to reserve status. There are currently 17 First Nations with reserves or land holdings in Saskatoon and region.	The City will continue to work with First Nations to facilitate land development and urban reserve creation.
43	Summary of Calls to Action not Directed but Applicable to Municipal Governments	Public Engagement	Corporate Indigenous Engagement Strategy	Administration will be developing a specific Indigenous Engagement strategy to help guide project teams in the develop and execution of engagement strategies with Indigenous peoples.	Begin work on the strategy.	Engaged Indigenous people as we develop strategy.	Procedure implementation.
43	Summary of Calls to Action not Directed but Applicable to Municipal Governments	Public Engagement	Engagement Policy	Develop an engagement policy and an administrative procedure to help guide and modernize engagement at the City of Saskatoon.	Policy Passed through Council in July 2019.	Policy and procedure came into effect Sept 2019.	Continued evaluation and building out of procedure.
87 & 88	Summary of Calls to Action not Directed but Applicable to Municipal Governments	Recreational & Community Development	Lifeguard Program	The City's Indigenous Lifeguard Program and Fitness Leader Certification Program help Indigenous people gain lifeguard and fitness certifications leading to employment with the City and other organizations.	Continue to review partnerships and linkages at the city and community to offer sports and certifications.	Reviewed the Indigenous Lifeguard program and identified options for renewing and improving the program.	Implement the recommendations from the 2019 review, namely re-setting the programming into two phases (from one) that would likely lead to a higher rate of graduation.
79	Summary of Calls to Action not Directed but Applicable to Municipal Governments	Recreational & Community Development	Placemaker's Program	Work with the local Business Improvement Districts to build partnerships with local artists to educate the public on Indigenous contribution into Canada's history.	Working with the artist and the community with respect of implementing the Mino-Pimatisiwin Rise from Water Mural.	Working with community elders and the planning department to develop the heritage bike rack to include the Metis and Treaty Six Medallions. In 2019, We enhanced the educational material describing the Mino-Pimatisiwin (A Good Life) -Rise From Water Yellow Quill First Nation Bank Mural & Plaque.	To install the Heritage bike racks and develop some educational information to educate the community about the project.

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79	Summary of Calls to Action not Directed but Applicable to Municipal Governments	Saskatoon Fire Department	Partnerships	SFD provides firefighting training to Whitecap Dakota First Nation Fire Department. Is a long standing partner in servicing apparatus, equipment, and providing training for the volunteer department.	SFD continues to provide fire fighter training to Whitecap Dakota First Nation Fire department volunteers.	Continue with the SFD training with Whitecap Dakota First Nation.	Continue with the SFD training with Whitecap Dakota First Nation.
57	Summary of Calls to Action not Directed but Applicable to Municipal Governments	Saskatoon Fire Department	Training	All SFD staff receive Indigenous awareness training. New staff receive this valuable training during on-boarding.	Continue to offer Indigenous Awareness training for SFD staff during on-boarding.	Continue to offer Indigenous Awareness training for SFD staff during on-boarding. Career Expo had over 800 youth from communities all across our province. Cadet program had 30% indigenous youth complete the 8 week course since its inception.	Continue to offer Indigenous Awareness training for SFD staff during on-boarding.
79	Summary of Calls to Action not Directed but Applicable to Municipal Governments	Saskatoon Fire Department	Youth Employment	Saskatoon Fire Department - committed to introducing indigenous youth to career opportunities in Emergency Services. SFD has program partnership with the Indian and Métis Friendship Center called Youth Works. Youth Works provides opportunity for indigenous youth with opportunity to develop work skills. These indigenous youth are completing restitution by doing meaningful work and gaining skill development for future employment.	The Future is Yours Career Expo, F.I.R.E. Cadet Program, Temporary Summer Project Worker, Youth First Responder Boot Camp	Saskatoon Tribal Council's week long Youth First Responder Boot Camp.	Continued partnerships with the Saskatoon Public Schools, Greater Saskatoon Catholic Schools and the Saskatoon Tribal Council.
30 & 38	Summary of Calls to Action not Directed but Applicable to Municipal Governments	Saskatoon Fire Department	Youth Works	Saskatoon Fire Department - committed to introducing indigenous youth to career opportunities in Emergency Services. SFD has program partnership with the Indian and Métis Friendship Center called Youth Works. Youth Works provides opportunity for indigenous youth with opportunity to develop work skills. These indigenous youth are completing restitution by doing meaningful work and gaining skill development for future employment.	Continued partnerships with the Saskatoon Public Schools, Greater Saskatoon Catholic Schools and the Saskatoon Tribal Council.	Continued partnerships with the Saskatoon Public Schools, Greater Saskatoon Catholic Schools and the Saskatoon Tribal Council.	Continue partnership with Indian and Metis Friendship Centre, Youth Works, to assist with graffiti removal and property maintenance projects to assist with skills development.
92.2	Summary of Calls to Action not Directed but Applicable to Municipal Governments	Saskatoon Light & Power	Hydro Power Project	Saskatoon Light & Power is committed to developing and implementing new ways of generating power that provide benefits to our customers, the environment and the community as a whole. A new hydropower system is proposed at the existing Saskatoon Weir that will generate 5.5-6.1 megawatts of clean power with an estimated 21,120 tonnes reduction in greenhouse gas emissions.	The City of Saskatoon, through its electric utility Saskatoon Light & Power, is exploring the feasibility of developing a run of the river hydropower station at the weir in partnership with the Saskatoon Tribal Council. There are many benefits to both partners. Highlights of benefits to the City include a stronger project team; broader access to provincial and federal funding programs; and honouring the City's commitments to the Truth and Reconciliation Commission's Calls to Action. A joint ownership of this project leverages on Saskatoon Tribal Council's alliance with the First Nations Power Authority, a non-profit organization that assists Aboriginal power producers in advancing power generating projects to SaskPower.	Continue with the project feasibility study. The feasibility study will explore the benefits of private partner to construct and operate the facility on behalf of the owners, the City of Saskatoon and Saskatoon Tribal Council. A partner would be selected through a competitive bidding process for the design, development and operation of the project.	Continue with the project feasibility study along with accessing funding to support the on-going environmental baseline studies.
57	Summary of Calls Directed to Municipal Governments	Saskatoon Public Library	Anti-Racism Training	Anti-Racism Training sessions for staff and programming content for general public.	Planning for more sessions in 2019.	Working with new Director of Reconciliation to incorporate anti-racism training for staff and public of SPL.	Training will be provided for staff and programming will incorporate anti-racism content when possible.
79	Summary of Calls Directed to Municipal Governments	Saskatoon Public Library	Indigenous Awareness training	Blanket Exercise	Planning for the launch a blanket exercise for the Round Prairie Branch library.	Saskatoon Public Library held a blanket exercise in the spring at Round Prairie Branch with the Committee for Indigenous Library Services.	Saskatoon Public Library will hold blanket exercise programs for the public and employees.
57	Summary of Calls Directed to Municipal Governments	Saskatoon Public Library	Indigenous Awareness training	Wichitowin Indigenous Engagement Conference	Continuing into 2019. Participation in Wichitowin conference.	On-going.	On-going. SPL intends to be a funding partner for the 2020 conference.
69	Summary of Calls Directed to Municipal Governments	Saskatoon Public Library	Indigenous Storytelling Month	Saskatoon Public Library promotion of Indigenous Storytelling Month	Hosted Indigenous Storytelling Month in Feb 2019.	Hosted Indigenous Storytelling Month in Feb 2019.	Hosting Indigenous Storytelling Month in Feb 2020.

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69	Summary of Calls Directed to Municipal Governments	Saskatoon Public Library	Library Access	Saskatoon Public Library on 20th was renamed Dr. Fredsa Ahenakew branch library in honour of one of Canada's most active proponents for the preservation and revitalization of the Cree language.	To meet the needs of residents in the core communities and to have access to services much like other communities in Saskatoon it was planned to increase the hours at the Dr. Freda Ahenakew branch.	Saskatoon Public Library increased hours at Dr. Freda Ahenakew and Mayfair Branches to provide the core neighborhoods access to services that are similar to our suburban libraries.	On-going.
69	Summary of Calls Directed to Municipal Governments	Saskatoon Public Library	Library Access	Saskatoon Public Library launched a WiFi hotspot lending program to offer free internet to people in their homes and collaborated with the Saskatoon Foodbank & Learning Centre for distribution.	To meet the needs of residents in the core communities and to have access to services much like other communities in Saskatoon it was planned to launch WiFi hotspot lending program at the Dr. Freda Ahenakew branch.	Program was launched in 2019.	On-going.
79	Summary of Calls Directed to Municipal Governments	Saskatoon Public Library	Library Access	A New Central Library is fundamental to delivering on SPL's vision to change lives through community connections, engagement and inclusivity, and a critical piece of our long-term plan to address the growth of our city and increased service demands. Our Business Case describes how a new central library will contribute to the overall quality of life for Saskatoon's residents. It details how a new central library will enhance library services to meet the needs of our community now and into the future, create critical social infrastructure, generate positive economic impact, and stimulate downtown revitalization.	Our plans for this project were informed by community input, library best practices, benchmarking, building codes, accessibility standards, the City of Saskatoon's Plan for Growth, and SPL's Strategic Plan. On Sep 23, 2019, the Library Board will present the New Central Library Business Case to the City Council Governance & Priorities Committee.	On November 25, 2019, City Council approved borrowing for a new central library. SPL released the business case for the new central library with a commitment to incorporating indigenous design and procurement in the project.	On-going consultation and community involvement as the project progresses.
79	Summary of Calls Directed to Municipal Governments	Saskatoon Public Library	Library Access	Saskatoon Public Library installed courtesy phones at Dr. Freda Ahnewkew, Mayfair and Frances Morrison Central Branches- allows people who don't own phones to connect with agencies, family etc.	On-going.	On-going.	On-going.
79	Summary of Calls Directed to Municipal Governments	Saskatoon Public Library	Library Access	Saskatoon Public Library increased the number of computers available at the same three branches to better serve people who live in core communities. This has also resulted in a decrease in patron incidents at Frances Morrison Central.	On-going.	On-going.	On-going.
69	Summary of Calls Directed to Municipal Governments	Saskatoon Public Library	Library Collection	The Saskatoon Public Library (SPL) has a significant collection of books and films and programming related to Indigenous history, culture, and residential schools. SPL provided programming to the City's northern guests during the 2015 wildfires.	on-going	On-going.	On-going.
79	Summary of Calls Directed to Municipal Governments	Saskatoon Public Library	Library Collection	Saskatoon Public Library - (New collection) Oral History Archive	Planning to develop an oral history archive with community partners beginning in 2019. Initial stakeholder meeting began in 2018.	Saskatoon Public Library - (New collection) Oral History Archive under development	Saskatoon Public Library - (New collection) Oral History Archive under development
79	Summary of Calls Directed to Municipal Governments	Saskatoon Public Library	Outreach	Saskatoon Public Library added two Outreach Workers (with social work background) to connect people to services. Saskatoon Public Library offers practicum placements to students from SIIT- students from the Mental Health & Wellness Program – who interact with library patrons at Frances Morrison Central Library.	On-going.	Outreach workers have provided additional support for patrons.	On-going.
79	Summary of Calls Directed to Municipal Governments	Saskatoon Public Library	Practicum Placements		On-going.	on-going	on-going.
69	Summary of Calls Directed to Municipal Governments	Saskatoon Public Library	Reconciliation	A Reconciliation Reading Room was opened at Frances Morrison Central Library in 2016. Saskatoon Public Library CEO is part of a national committee that created recommendations for the Canadian Federation of Library Associations to respond to the Truth & Reconciliation Commissions calls to action. Libraries across Canada are adopting these.	Collection development On-going.	Collection development On-going.	Collection development On-going.
69	Summary of Calls Directed to Municipal Governments	Saskatoon Public Library	Reconciliation		Continued participation of the CEO on this committee.	Continued participation of the CEO on this committee.	Continued participation of the CEO on this committee.
69	Summary of Calls Directed to Municipal Governments	Saskatoon Public Library	Reconciliation	Saskatoon Public Library on-going focus on intergenerational programming and Indigenous content programming.	On-going.	On-going.	On-going.

Call to Action	Column1	Org Unit	City Initiative	Description	Planned Initiative 2019	Progress 2019	Planned Initiatives 2020
69	Summary of Calls Directed to Municipal Governments	Saskatoon Public Library	Reconciliation	Saskatoon Public Library 50 days of Cree via social media.	Planning programming for 2019 year of Indigenous Languages.	On-going.	On-going.
69	Summary of Calls Directed to Municipal Governments	Saskatoon Public Library	Reconciliation	Saskatoon Public Library - Land Acknowledgments	Land acknowledgment before all programs and events.	Land acknowledgment before all programs and events.	Land acknowledgment before all programs and events.
69	Summary of Calls Directed to Municipal Governments	Saskatoon Public Library	Reconciliation	Saskatoon Public Library printed copies of The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls, which was only provided as digital copies	Will continue to work with local groups to continue to support MMIWG	Printed copies of the report and added to the SPL collection.	Will work with local groups to continue to support MMIWG
79	Summary of Calls Directed to Municipal Governments	Saskatoon Public Library	Reconciliation	Saskatoon Public Library hosted Library and Archives Canada exhibition: Hiding in Plain Sight - discovering the Métis nation in the archival records of library archives Canada.	Planning to participate in 2019.	On-going.	On-going.
79	Summary of Calls Directed to Municipal Governments	Saskatoon Public Library	Reconciliation	Saskatoon Public Library participated in Orange Shirt Day.	Planning to participate in 2019.	Saskatoon Public Library participated in Orange Shirt Day.	Saskatoon Public Library will participate in Orange Shirt Day.
79	Summary of Calls Directed to Municipal Governments	Saskatoon Public Library	Reconciliation	Saskatoon Public Library created a designated executive level position as Director, Reconciliation.	Developed Director, Reconciliation job description, advertise and fill position with SPL.	Position approved in 2019 budget, and filled.	A strategy will be developed in 2020 to further SPL's commitment to reconciliation.
79	Summary of Calls Directed to Municipal Governments	Saskatoon Public Library	Saskatoon Public Library Summer Student Internship Program	Develop an Indigenous internship program for SPL.	Assist opportunities for internships available at the SPL and determine availability of Indigenous candidates.	Initial discussions with educational institutions and management on the viability of the opportunities within different areas.	Planned to have summer internship program for indigenous student.
79	Summary of Calls Directed to Municipal Governments	Saskatoon Public Library	Survivors Collection of Photos and Stories	Collection of photos, stories and other pieces from Residential School Survivors and offer a services and resources from SPL to create a plan for commemoration or preservation of photos for display and future use and to acknowledge our shared history. City of Saskatoon offers a Pathways to Reconciliation training for Reconciliation Ambassadors. The first workshop is a city Wide Indigenous Awareness training. This half-day course gives employees an opportunity to increase their awareness and understanding of Indigenous people. Using history as a jumping off point, Aboriginal Consulting Services, share facts and stories with humour and respect. To grasp the current challenges and opportunities within the Indigenous community, staff learn the history of First Nation and Métis people in Saskatchewan, learn and understand the creation and relevance of treaties, land claims, the Indian Act, and residential schools, Review the importance and effect of demographics in Saskatchewan, and go through myth busting – for instance, Indigenous people and tax exemption, free education and other myths.	Investigate opportunities of survivors by engaging survivors about the initiative and identify partners and funders.	Kahtayak (elders) from the survivors circle recommended that we start preserving our history through family photos to understand the impact of the IRS on families in Saskatchewan.	We will work with Survivors and their families to put together photos, stories and other items in a collection.
79	Summary of Calls Directed to Municipal Governments	Saskatoon Transit	Indigenous Awareness Training		Continue to post orange shirts on buses for Orange shirt day in 2019.	Posted orange shirt decals on all Saskatoon Transit buses for the day to commemorate Orange Shirt Day. Changed to decal from 2018's paint because the product we used has been discontinued and the decals are more visible.	Planning on commemorating Orange Shirt Day again with decals on all Saskatoon Transit Buses.
79	Summary of Calls Directed to Municipal Governments	Saskatoon Transit	Bus Shelter Art	Saskatoon Transit - (bus shelter art)	Planned to work with a high school in Saskatoon to create the second Bus Shelter Art project incorporating Indigenous stories and history.	Working with First Nations elder Harry Lafond and 10 students from the Nutana Industry and Career Education program they were asked to create original, timeless and commemorative Indigenous art that celebrates heritage, history, values and memories. They created art for a bus shelter using inspiration from the elder teachings. The bus shelter was installed at a location chosen by the students on June 20, 2019.	Planning to work on an original, timeless and commemorative Indigenous bus shelter art project with students and new Canadians at E.D. Feehan high school that will celebrate heritage, history, values and memories of Indigenous people.

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79	Summary of Calls Directed to Municipal Governments	Saskatoon Transit	Decal Placement	Saskatoon Transit - Treaty 6 and Homeland of the Métis Decals on Transit Buses	Planned to continue to ensure all buses had decals added and protected when advertising applied.	Working to continue placing Treaty 6 and Homeland of the Métis Medallion decals on the rear sides of all transit bus fleet, including new buses and Access transit buses. Working with advertising contractor to ensure those decals are visible at all times.	Continue to ensure the fleet is fully equipped with medallion decals and that they are visible on all buses.
79	Summary of Calls Directed to Municipal Governments	Saskatoon Transit	Pre-employment Transit Operator Training	Saskatoon Transit - Indigenous pre-employment initiative for Transit Operator and maintenance positions.	NA	NA	Saskatoon Transit - Indigenous pre-employment initiative for Transit Operator and maintenance positions.
79	Summary of Calls Directed to Municipal Governments	Social Development	Building New Relationships Program: First Nations and Newcomer	The City of Saskatoon via Federal funding will send 25 ESL instructors and Settlement workers to the Wicahitowin Conference.	Send 25 people to the Wicahitowin conference.	Community Development secured funding from Immigration, Refugees and Citizenship Canada to pay the registration of settlement agencies to attend Wicahitowin conference and facilitated the active participation of ethnocultural organizations in Rock your Roots.	Funding for this initiative will be complete in early 2020.
30 & 38	Summary of Calls Directed to Municipal Governments	Social Development	Advisory Board on Homelessness	Social Development supports the creation of a Saskatoon Community Plan on Homelessness, help adjudicate projects that address homelessness, meets to discuss winter cold strategy.	Participation on Community Advisory Board. Supporting creation of community plan Indigenous CAB members meeting to discuss Indigenous funding stream ISC.	Community Plan implemented.	Implement Reaching Home Funding through the Community Action Plan. Attend National Housing Day conference, ensure Indigenous representation on CAB.
89	Summary of Calls Directed to Municipal Governments	Social Development	Low-Income Leisure Access Program	We call upon the federal government to amend the Physical Activity and Sport Act to support reconciliation by ensuring that policies to promote physical activity as a fundamental element of health and well-being, reduce barriers to sports participation, increase the pursuit of excellence in sport, and build capacity in the Canadian sport system, are inclusive of Aboriginal peoples.	Continue to provide awareness for families to apply for and access the Low-Income leisure Access Program.	Providing access to local civic centres, swimming pools, and recreational programming for 9000+ residents of Saskatoon.	Full program review to increase administrative efficiencies and to enable participants to be approved more quickly, environment scan of other Canadian municipality's leisure access programs to make program more inclusive, revise application to ensure that it is easily understand for applicants of all literacy levels; Pilot "Culture Pass" component of Leisure Access Program (Program participants will be provided one-time use family passes to the Nutrien Wonderhub and Western Development Museum; discussions with Wanuskewin and Remai Modern are currently underway).
90	Summary of Calls Directed to Municipal Governments	Social Development	MeTaWeTan Program	We call upon the federal government to ensure that national sports policies, programs, and initiatives are inclusive of Aboriginal peoples, including, but not limited to, establishing: i. In collaboration with provincial and territorial governments, stable funding for, and access to, community sports programs that reflect the diverse cultures and traditional sporting activities of Aboriginal peoples.	Continue to provide opportunities for youth to gain employment and act as ambassadors of the MeTaWeTan Youth Centres and to offer free sport culture, and recreation programming for children and youth Saskatoon's core communities.	ME TA WE TAN programs are for all ages to get active in sport, culture and recreation. Drop in centres are currently operating at the St. Mary's Wellness and Education Centre, White Buffalo Youth Lodge, Saskatoon Indian and Metis Friendship Centre. Provides culturally relevant programming such as Pow-Wow Song and Dance and Traditional Indigenous Games in addition to Fitness Boot Camp, Volleyball, Basketball, Run Club, and Safety and Self-Protection for Women and Youth.	Full program review to ensure that program offerings are current and relevant and that program outcomes align with City priorities.

Call to Action	Column1	Org Unit	City Initiative	Description	Planned Initiative 2019	Progress 2019	Planned Initiatives 2020
43	Summary of Calls Directed to Municipal Governments	Social Development	SACAP	The City co-chairs the Saskatoon Aboriginal Community Action Plan (SACAP) committee which addresses quality of life issues for Indigenous citizens. Indigenous Knowledge Advisory Board (U of S and Planning)	SACAP Work Plan	4 year funding from the federal government. Strategic Alignment with Community Safety and Wellbeing. City of Saskatoon Social Development Consultant is a Board Member. Key deliverables and outcomes: Increased coordination of local programs and services and more efficient system navigation; host 5 mini forums throughout the year with smaller groups of service providers after more in-depth discussions on the priorities; host a Provincial Coalition Meeting with representatives from Prince Albert, Regina, Lloydminster, North Battleford and Saskatoon in an effort to learn and discuss progress, challenges, and alignment. Build the portal out to include listings on Aboriginal programs, services and events in the Saskatoon area to be used as a resource for Indigenous and non-Indigenous visitors; annual report and workplan submitted to Department of Indigenous Services Canada (DISC).	Consultant to begin and execute ED/Coordinator recruitment, hire ED, mentor ED in new position; Develop membership structure and service offering, begin membership recruitment, approach 40 community agencies, 40 corporate members; develop communications strategy, compiling of programs and services offered by local organization to populate portal; begin implementing Communication Strategy including interactive tool built into portal; combined First Nation and Metis Elder forum; 5 Mini forums organized by SACAP identified priorities, to be done where possible in conjunction with an existing interagency advocacy strategy; Environmental scan on local service and programs; outreach to all community organizations and collation of events, activities, programs, services; share mini forum reports for feedback and comparison; two cultural/educational workshops per year, topics could include: privilege, power, stereotypes, common discourses, systemic barriers and more broadly: cultural awareness, inclusion & diversity in the work place and others; report and workplan submitted to DISC; establish membership management and communications strategy; retain existing membership and recruit an additional 20 community agencies and 20 corporate
43	Summary of Calls Directed to Municipal Governments	Social Development	Saskatoon Collaborative Funders Partnership (SCFP)	The City provides capacity building supports to Indigenous community-based organizations including the work of the Saskatoon Collaborative Funders Partnership (SCFP) on outcomes and evaluation. The City works with the United Way on community-based leadership development for Indigenous and other under-represented groups.	Hold two more capacity building workshops with CBOs	The Social Diversity Section in Community Development and Recreation Division is currently engaged in a number of different community stakeholder initiatives and boards that service the needs of Indigenous peoples such as: The Safe Community Action Alliance, White Buffalo Youth Lodge, EGADZ Youth Centre Board, Smart Cities, Reconciliation Saskatoon, Family Resource Centre, Community Advisory Board (housing), Saskatoon Poverty Reduction Partnership, Diversity Equity & Inclusion Committee, Triple Bottom Line Advisory Committee, MMIW Calls for Justice Working Group, Pleasant Hill Working Group	Full program review of Assistance to Community Groups grant to ensure that programs and activities funded through the SCFP align with City priorities and strategic planning; host two capacity building workshops for local CBOs.
43	Summary of Calls Directed to Municipal Governments	Social Development	Training	SFD - Partnership with Saskatchewan Mining Association - one day introduction to Emergency Services for Northern Saskatchewan Indigenous Youth. FIRE Cadet program - 8 week course work ed program with involvement from indigenous youth. Indigenous Youth Career Fairs attended by SFD.	This program was established as a result of norther fires and evacuees staying in the Saskatoon civic facilities.	The City of Saskatoon partnered with the Saskatoon Tribal Council and Gabriel Dumont and received funding from Nutrien and Saskatchewan Mining Association to create a First Responders Program designed for First Nations and Metis youth in response to Fires in northern communities. The Saskatchewan Aboriginal Track and Field Association came on board as a community partner to assist in the overall facilitation and coordination of this pilot training program.	SFD provide expanded initiative for indigenous youth with a two day introduction to Emergency Services for indigenous females. This was a pilot project that will be reviewed in 2020.

Call to Action	Column1	Org Unit	City Initiative	Description	Planned Initiative 2019	Progress 2019	Planned Initiatives 2020
43	Summary of Calls Directed to Municipal Governments	Social Development	Urban Indigenous Community Gathering	The Urban Aboriginal Community Gathering was organized by the City in partnership with STC and the Central Urban Métis Federation Inc. (CUMFI) in June, 2014. The Gathering had 132 people in attendance with a good cross-section of Saskatoon's Aboriginal community. The Gathering had two primary outcomes: - Helped better inform Aboriginal people living in Saskatoon about City programs, services and partnerships; and - Obtained input from Aboriginal residents about City programs and services to inform future policy, program and service delivery.	Begin internal collaboration between Indigenous Initiatives, Social Development, Communications, Cultural Diversity & Race Relations to generate the need to host an Indigenous Community Gathering for 2020.	Collaborative discussions on the plans and need to have an Urban Indigenous community gathering in 2020 was expressed by Indigenous Initiatives and Recreation & Community Development.	Urban Indigenous Engagement and Consultation Gathering planned for 2020.
30 & 38	Summary of Calls Directed to Municipal Governments	Social Development	Urban Indigenous Leadership program	The City of Saskatoon's Urban Indigenous Leadership Program is an umbrella program for a variety of exciting experiences that are geared towards investing and encourage more Urban Indigenous people to become leaders in sports, culture, and recreation activities. The program is designed to see additional Indigenous residents on community boards and committees and to increase awareness of opportunities and resources for leadership development, and increase awareness of the help that's available to access these opportunities. The program also helps to recruit summer program staff for the City of Saskatoon positions and creates new leadership development opportunities within the Urban Indigenous community.	Work with a variety of external partners to solidify on-going funding to offer summer employment initiatives, host the City's annual Atoske Camps, and provide a variety of leadership opportunities for Indigenous youth and adults wanting to pursue leadership roles within their communities.	Funding was established for on-going summer employment initiatives for Indigenous youth to gain employment with the City of Saskatoon, as well as sustaining internships with a variety of City of Saskatoon departments.	Continue to work with external community partners to increase summer employment opportunities and to look at unique and new ideas in regards to the Urban Indigenous leadership program.
66	Summary of Calls Directed to Municipal Governments	Social Development	White Buffalo Youth Lodge	Social Development sits on both the partnership table and operations table for the White Buffalo Youth Lodge. The mission and vision of White Buffalo Youth Lodge (WBYL) is dedicated to improve the quality of life and health for children, youth, young adults and their families in the inner city through integrated, holistic support services. YXE Youth Speaks is a cross collaboration between various City departments and community based organizations like the Saskatoon Open Door Society. The idea was to engage youth in a dynamic way and increase how they can make an impact in Saskatoon. This created a way to solidify how current programming is meeting the needs of youth in our city and it also allowed youth to have insights into planning and creating awareness of speaking about issue affecting youth in Saskatoon.	Hire new Executive Director, Support WBYL operations by providing programs through Indigenous Recreation Programmer, RFP for Maintenance provider.	Indigenous recreation Programmer housed at WBYL for 2/week. Quarterly Programming offered with focus on sport/culture/rec.	Continue to sit at both partnership and operations table for WBYL, support large events by participating on committee, provide recreation/culture and sport activities at WBYL.
53	Summary of Calls Directed to Municipal Governments	Social Development	YXEYouthSpeaks		Continue collaborating with community based organizations to continue.	Continued work YXEyouthspeaks on developing a youth strategy.	Engage with community partners and reignite the YXE Youth Speak events.
79	Summary of Calls Directed to Municipal Governments	Special Project	Chief Mistawasis Educational Initiative	Developing educational strategy material with community partners, Mistawasis FN, U of S and STC.	Continue to access funding for the Chief Mistawasis Educational Initiative.	Worked with Mistawasis Nehiyawak to develop a Band Council Resolution to support the Chief Mistawasis Educational Initiative that involves a rock alignment, Statue, and rest area near the Chief Mistawasis bridge.	Develop educational strategy material with community partners, Mistawasis Nehiyawak.
92.2	Summary of Calls Directed to Municipal Governments	Supply Chain Management	Indigenous Procurement	The City of Saskatoon's general procurement review, feedback regarding social and Indigenous procurement was requested from external stakeholders. The City conducted an Indigenous procurement workshop and the event was focused on convening stakeholders to understand their experiences, ideas, and lessons learned in working with a developing Indigenous Procurement procedures.	Pilot project initiated in April of 2019.	Pilot project initiated in April of 2019.	Continue to promote the Indigenous Procurement Policy language and measure the success of the program.

Call to Action	Column1	Org Unit	City Initiative	Description	Planned Initiative 2019	Progress 2019	Planned Initiatives 2020
43	Summary of Calls Directed to Municipal Governments	Sustainability	Green Infrastructure Strategy	The Green Infrastructure Strategy aims to develop an integrated approach to planning and maintaining a sustainable, biodiverse city, in which natural areas and other green and open spaces are considered important infrastructure.	The Green Infrastructure Strategy project met with Indigenous Initiatives to assist them in identifying gaps and being more inclusive of Indigenous knowledge in the development of the Green Infrastructure Strategy. The development of a Call for Applications to sit on the Indigenous Advisory Group was planned for early 2019.	Indigenous people from Saskatoon were selected through an application process and became newly appointed members of the ITAG. The Indigenous Technical Advisory Group was invited to contribute to identification of Green Strategy vision, actions and initiatives at the level of collaborate, meaning that their input will influence each aspect of the decision including the development of alternatives and the identification of the preferred solution. Meetings also took place with Wanuskewin to share and invite feedback on the Green Strategy vision, actions, initiatives and maps.	The Green Infrastructure Strategy will be complete in early 2020.
43	Summary of Calls Directed to Municipal Governments	Sustainability	Student Action for a Sustainable Future	Through this program, which is aimed at engaging students in projects that reduce their environmental footprint, teachers are supported to include Indigenous connections, and to integrate different perspectives, practices, and cultures into their teachings. To do this, teachers are encouraged to invite elders and knowledge keepers, as well as university and community members to participate in their students learning.	Continue to work with educators to run the program in 12 - 14 classrooms.	The SASF program was delivered during the 2018-2019 school year in 12 classes.	The program is planned to run again in 2020 with a similar scope and approach as previous years.
47	Summary of Calls Directed to Municipal Governments	Sustainability	Triple Bottom Line (TBL) Policy	In order to align our work with the City of Saskatoon's sustainability objectives and embed sustainability into the organization, City Council adopted a Triple Bottom Line (TBL) Council Policy in 2019. As such, all City staff are expected to apply a TBL approach when planning, implementing, evaluating, and reporting on initiatives. This will allow us to make decisions and achieve our strategic priorities in a more complete, transparent, and systematic fashion by integrating: <ul style="list-style-type: none"> • Environmental health and integrity; • Social equity and cultural wellbeing; • Economic benefits; and • Good governance. <p>The Triple Bottom Line (TBL) Decision Making Tool is meant to assist City staff when planning new initiatives or re-evaluating existing initiatives. The objective is to consider how to integrate as many Triple Bottom Line Indicators as possible into City Initiatives, while avoiding trade-offs, negative impacts, and significant adverse effects.</p>	>Create Steering Committee and Advisory Committee to guide this work. >Conduct research and best practices on how Triple Bottom Line is taken up and understood by other organizations and municipalities. >Draft Triple Bottom Line Council Policy and present to Council. >Create a draft Triple Bottom Line Decision Making Tool.	A triple bottom line policy was adopted by Council in 2019. One of the principles includes "social equity and cultural well-being" with numerous indicators around equity and opportunity, diversity, accessibility, and inclusion, and heritage and culture. Specifically, an indicator within equity and opportunity aligns directly: "Support Truth and Reconciliation Calls to Action, the UN Declaration on the Rights of Indigenous Peoples, and/or initiatives that support the rights of Indigenous peoples". Further, the Principle of Economic Prosperity and Fiscal Responsibility includes an indicator for Sustainable Procurement described as "Promote and participate in procurement opportunities with Diverse and Indigenous Suppliers". The Policy lays out the responsibility of City Council and the Administration to consider a triple-bottom line in decision making.	The TBL Policy takes effect on January 1 of 2020. Administration will continue work on developing and refining the TBL Decision Making Tool and working with other divisions to incorporate a sustainability lens into their work and Council reports. The Steering Committee will discuss how to best report on the environmental, social, economic, and governance implications of the City's work.
43	Summary of Calls Directed to Municipal Governments	Sustainability	Waste Diversion	A Multi-unit Recycling education pilot program is being proposed for 2020. The pilot will target multi-unit buildings in neighborhoods with very high contamination starting with Pleasant Hill and Meadowgreen. Multi-unit recycling bins in each neighborhood will be audited to determine the type and amount of contamination in the bins followed up by educational materials distributed to each unit. Partnership with CUMFI is being explored both to access multi-unit buildings in the neighborhoods as well as to distribute educational materials.	Program planning was initiated in 2019.	In 2019, initial research, program ideation was completed. Program funding for a 2020 pilot has been allocated from the Multi-unit residential recycling operating budget.	In 2020, program development and implementation of the pilot program is expected including consultation with CUMFI, development of the educational materials, and launch of the program for up to 600 units.

Call to Action	Column1	Org Unit	City Initiative	Description	Planned Initiative 2019	Progress 2019	Planned Initiatives 2020
79	Summary of Calls Directed to Municipal Governments	Water & Waste Water Treatment	Pre-employment Water and Waste Water Training	The City of Saskatoon in partnership with the STC have collaborated on Water and Waste Water Operator Training. STC has funding the training and the City of Saskatoon hires graduates to work in the Water and Waste Water field so that graduates can become certified operators.	2019 was the first year of the program. Provide opportunity for employment, mentorship and career pathing within the Water & Waste Operations in partnership with the Saskatoon Tribal Council by offering Water Distribution & Collection Training.	In 2019 12 participants in the program with 8 getting employment with the City. Six staff were hired from the program and are currently working for the City in Water and Waste Operations.	In 2020 we will be offering this program again. Continuation of the program with 2020 graduates and continued practical training and work for the 2019 graduates
57	Summary of Calls Directed to Municipal Governments	Saskatoon Public Library	Reconciliation	Smudge Policy	NA	NA	Develop a smudge policy to allow groups to smudge prior to programming or activities at all Saskatoon Public Library branches.