

January 14, 2021

Secretary, Standing Policy Committee on Environment,
Utilities and Corporate Services

**Re: 2021 Work Plan
Diversity, Equity & Inclusion Advisory Committee
(File No. CK 225-83)**

The mandate of the Diversity, Equity & Inclusion Advisory Committee is to 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

The Committee also provides 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.

Membership on the Diversity, Equity & Inclusion Advisory Committee for 2020 was as follows:

- Namarta Kochar, Chair, Citizen Member
- Dr. Jaris Swidrovich, Vice-Chair, Citizen Member
- Ali Abukar, Saskatoon Open Door Society
- Rashid Ahmed, Citizen Member
- Pamela Beaudin, Citizen Member
- Amanda Guthrie, Citizen Member
- Jess Hamm, Saskatchewan Intercultural Association

- Dr. Jasmine Hasselback, Saskatchewan Health Authority
- Supt. Dave Haye, Saskatoon Police Service
- Darryl Isbister, Board of Education, Saskatoon Public Schools
- Julia Jones, Citizen Member
- Cornelia Laliberte, Board of Education, Greater Saskatoon Catholic Schools
- Connie Masuskapoe, Ministry of Social Services
- Howard Sangwais, Ministry of Corrections & Policing
- Maria Soonias Ali, Citizen Member
- Elora Stuart, Citizen Member
- Julie Yu, Citizen Member

Resource Members on the Diversity, Equity & Inclusion Advisory Committee for 2020 were as follows:

- Councillor H. Gough
- Saskatchewan Human Rights Commission, Executive Director, Norma Gunningham-Kapphahn
- Cultural Diversity and Race Relations Coordinator Becky Sasakamoose Kuffner
- Immigration, Diversity and Inclusion Consultant April Sora
- Diversity Coordinator Jodi Fick-Dryka

Work Plan for 2021

In 2021, the Diversity, Equity & Inclusion Advisory Committee will:

1. Explore and monitor emerging equity or diversity issues or trends arising in the community to advise City Council on diversity and inclusion of all citizens within the community.

- Action:
 - Committee members are encouraged to provide lived experience or feedback received from others relating to discriminatory practices or policies related to municipal jurisdiction. Issues or trends that are compiled will then inform the Committee on areas of focus.

2. Collect Information and Evaluate:

- Review the Cultural Diversity and Race Relations Policy and related initiatives in preparation for providing advice and recommendations on the development and contents of a new Diversity, Equity & Inclusion Policy.
 - Action:

- All Committee members provided with the Cultural Diversity and Race Relations Policy.
- Intentionally schedule meeting time for open discussion, if necessary create sub-committee, forward recommendations on to Administration.
- Collect information on the Living in Harmony Awards and evaluate the impact, effectiveness, and mission of the awards.
 - Action:
 - Request data from Administration on the number of nominations, number of attendees, number of schools involved, and number of nominators for the past five years.
 - Intentionally schedule meeting time for an open discussion on the data and the mission/goals of the awards.
- Collect information on how our annual budget has been used in the past and evaluate the mission and vision of these funds.

3. Training

- The Committee will take part in:
 - Anti-Racism training provided by the Saskatchewan Intercultural Association.
 - Two Spirit, Trans, and Queer inclusion training provided by OUTSaskatoon.

4. Request, review, and provide feedback on proposed and adopted City of Saskatoon policies, initiatives, and civic programs and services to meet changing needs of a diverse community and reducing barriers to participation in public life and achievement of social, cultural and economic wellbeing of residents, including:

- Employee awareness policies, initiatives and civic programs
- Employment equity targets and progress
- Anti-racism work and communications
- Ethno-cultural network
- 2SLGBTQ inclusion work
- Equity lens review
- Response to:
 - Calls to Action of the Truth and Reconciliation Commission
 - Calls to Justice of the MMIWG Final Report

- Action:
 - The Committee will request the following policies, timelines on implementation or estimated progress, impact, and outcomes:
 - Procurement Policy – indigenous procurement framework;
 - Increasing diversity in naming of streets and City infrastructure; and
 - Gender inclusion within City facility washrooms and change rooms.
 - Intentionally schedule open discussion to hear from groups who can give feedback on the City of Saskatoon’s work on anti-racism, ethno-cultural network building, Indigenization and decolonization, and 2SLGBTQ inclusion.

5. Communications

- Action:
 - Revisit the Communications Sub-committee and discuss what initiatives we should be communicating and whether a sub-committee is necessary or if a larger group discussion can identify targets.

Yours truly,



Namarta Kochar, Chair
Diversity, Equity & Inclusion Advisory Committee