

Related Council Policies, Declarations and Commitments

The City has a long-standing commitment of working towards being an organization that is diverse and inclusive for all members of the community, and in working with others to create an inclusive community where diversity is welcomed and valued, and where everyone can live with dignity and to their full potential, without facing racism or discrimination. This commitment is demonstrated within the Council policies, the Strategic Plan, signed declarations, and various agreements and commitments as show below. Note that the list is not intended to be exhaustive.

Cultural Diversity and Race Relations Policy

An external audit of the City of Saskatoon's "Race Relations Program" took place in May 2001 stating in part that "the City's Race Relations Program which includes activities carried out by both the Race Relations Committee, and Office, is at a strategic point in its evolution." The result of the audit lead to extensive consultation with the community of Saskatoon throughout 2002 to engage the public in a long-term "race relations" plan that would promote racial harmony and minimize racial tension. The community consultation ultimately culminated in the adoption of the [Cultural Diversity & Race Relations Policy](#) (C10-023), effective February 9, 2004.

Coalition of Inclusive Municipalities

On May 8, 2008, the City signed the declaration from the Canadian Coalition of Municipalities Against Racism and Discrimination (CCMARD) in 2008. This Canadian Commission for UNESCO (United Nations for Education, Scientific Cultural Organization) is a network that brings together municipalities that want to improve their policies against racism, discrimination, exclusion, and intolerance. In Canada, 82 cities are members of what is now named the Coalition of Inclusive Municipalities. Together, the cities work to advance initiatives to:

- Improve their practices to promote social inclusion;
- Establish policies to eradicate all forms of racism and discrimination; and
- Promote human rights and diversity.

Within the CCMARD, municipalities are urged to develop their own plan of action in keeping with the 10 common commitments addressing three areas of municipal responsibility:

1. The municipality as a guardian of the public interest;
2. The municipality as an organization in the fulfillment of human rights; and
3. The municipality as a community, sharing responsibility for respecting and promoting human rights and diversity.

Strategic Plan and City Council Priority Areas of Focus

On February 6, 2012, City Council adopted a 10-year Strategic Plan and on August 27, 2018, City Council adopted the updated 2018—2021 Strategic Plan. The City of Saskatoon Strategic Plan, under the goal of a Culture of Continuous Improvement, specifically states the City will strive to ensure "Our workforce is representative of the

local population”. And, under the goal of Quality of Life, it states, “Citizens are engaged in a welcoming place and enjoy a range of opportunities”.

In addition, in 2018 City Council identified ten strategic priority areas that will require special and coordinated attention to address. One of the priority areas is “Reconciliation, Inclusion and Diversity”.

Appointment to Civic Boards, Commissions, Authorities and Committees

On February 10, 2014, City Council updated the policy on Appointment to Civic Boards Commissions, Authorities and Committees (C01-003). Section 2.7 of the policy addresses representation and adhering to the CDRR Policy.

More specifically, the mandate of the Diversity, Equity and Inclusion Advisory Committee is 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; and
 - 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 DEIAC 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. Provide 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.

The composition of citizen representatives includes:

- 1 citizen representative of the First Nations community;
- 1 citizen representative of the Métis community;
- 1 citizen representative of the LGBTQ2S community;
- 1 citizen representative who is a visible minority or newcomer to Canada;

- 1 citizen representative of the youth community (16 – 23 years old);
- 1 citizen representative of the senior citizen community (55+ years old);
and
- 3 additional citizen representatives.

Employment Equity Partnership with Saskatchewan Human Rights Commission

The City is a Saskatchewan Human Rights Commission (SHRC) Employment Equity Partner and in 2014 adopted SHRC's new recommended target for Indigenous employees to comprise 14% of the City's workforce. A Human Resources Diversity and Inclusion Action Plan has been developed that includes initiatives by the City focused on Indigenous recruitment/attraction, enhanced retention and community partnership.

Year of Reconciliation and TRC: Calls to Action

At a meeting of City Council held on June 22, 2015 declared July 1, 2015 - June 30, 2016 the year of reconciliation. At its meeting on October 19, 2015, City Council received the TRC: Calls to Action and the City of Saskatoon's Response.

Agreements and Memorandum of Understandings (MOU's)

On February 27, 2018, the City and the University of Saskatchewan (UofS) signed a MOU to explore collaborations that will address issues related to urban planning, land development, reconciliation, transit and research collaborations to name a few.

On October 25, 2019, the City and Saskatoon Tribal Council (STC) signed a Reconciliation agreement named "Sharing Prosperity through Reconciliation".

Public Engagement Policy

On July 19, 2019, City Council approves the [Policy on Public Engagement](#) (C02-046) - The new Public Engagement Policy, effective September 1, 2019, includes the guiding principles of inclusivity, early involvement, decision-making, transparency and accountability, open and timely communication, relationship building and evaluation. A new engagement procedure has been developed as a guiding document to direct Administration to initiate and implement the Public Engagement Policy making use of the components of the public engagement framework.

Missing and Murdered Indigenous Women and Girls

City Council, at its Regular Business Meeting held on July 29, 2019 considered a Motion from Mayor C. Clark on the National Inquiry into Missing and Murdered Indigenous Women and Girls – Calls for Justice. City Council resolved:

"That the Administration review the Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls and identify options for how the City of Saskatoon can respond to the Report's Calls for Justice that are within the City's jurisdiction, in a fashion similar to the existing review that has been undertaken for the Calls to Action of the Truth and Reconciliation Commission."

Triple Bottom Line Policy

In October 10, 2019, City Council adopted the [Triple Bottom Line Policy](#) (C08-001) - This is an approach to sustainability whereby environmental health and integrity, social equity and cultural well-being, and economic prosperity and fiscal responsibility are integrated into decision making in a way that produces equitable solutions and mitigates undesirable trade-offs. The Policy came into effect on January 1, 2020.