

**ANNUAL REPORT AND WORK PLAN**

January 13, 2022

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

**Re: 2021 Annual Report and 2022 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 supports education and awareness programs on diversity, equity and inclusion of all citizens in the City of Saskatoon in consultation with the Administration and within the budget allocated by City Council.

**Committee Membership**

Membership on the Committee for the year 2021 was as follows:

- Namarta Kochar, Chair, Citizen Member
- Amanda Guthrie, Vice Chair, Citizen Member
- Julie Yu, Citizen Member
- Ali Abukar, Saskatoon Open Door Society
- Rashid Ahmed, Citizen Member
- 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 (June – December)
- Maria Soonias Ali, Citizen Member
- Superintendent Dave Haye, Saskatoon Police Service
- Jess Hamm, Saskatchewan Intercultural Association
- Howard Sangwais, Ministry of Corrections, Public Safety and Policing
- Manvi Ghai, Citizen Member
- Pamela Beaudin, Citizen Member
- Dr. Hortense Tabien, Saskatchewan Health Authority

The 2022 membership on the Committee is as follows:

- Namarta Kochar, Chair, Citizen Member
- Julie Yu, Vice Chair, Citizen Member
- Ali Abukar, Saskatoon Open Door Society
- Rashid Ahmed, Citizen Member
- Darryl Isbister, Board of Education, Saskatoon Public Schools
- Julia Jones, Citizen Member
- Cornelia Laliberte, Board of Education, Greater Saskatoon Catholic Schools
- Maria Soonias Ali, Citizen Member
- Superintendent Dave Haye, Saskatoon Police Service
- Jess Hamm, Saskatchewan Intercultural Association
- Manvi Ghai, Citizen Member
- Pamela Beaudin, Citizen Member
- Amanda Guthrie, Citizen Member
- Dr. Hortense Tabien, Saskatchewan Health Authority
- Hillary Gamelin, Ministry of Social Services
- Rhonda Johansson, Ministry of Social Services

### **Work Plan Goals and Accomplishments**

The work plan goals and status for the Committee in 2021 are listed in Appendix 1.

### **2021 Reports and Communications**

#### **Matters Referred by SPC or City Council**

1. Truth and Reconciliation Commission of Canada Calls to Action Update - April 2021 – Standing Policy Committee on Environment, Utilities and Corporate Services.

2. Governance Review - Advisory Committees - Terms of Reference - The Governance and Priorities Committee.
3. 2020 Diversity and Inclusion Report - Standing Policy Committee on Environment, Utilities and Corporate Services.
4. College Corridor Plan - Progress Update - Standing Policy Committee on Planning, Development and Community Services.

### **Reports/Recommendations Submitted by the Standing Policy Committee on Environment, Utilities and Corporate Services:**

1. 2020 Diversity and Inclusion Report – November 1, 2021.
2. Triple Bottom Line and Local Energy Access Partnership Update - November 1, 2021.

### **Work Plan for 2022**

In 2022 Committee will:

#### ***Subcommittee to complete***

1. **Continue to 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:
    - Through the standing item on the agenda, the Committee members will continue 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:**
  - Action:
    - That the Administration provide a draft of the updated Cultural Diversity and Inclusion Policy.
    - Request that the Administration to review the impact, effectiveness, and mission of the Living in Harmony Awards and present to the Committee for review and consideration.
    - Evaluate how the annual budget of Committee has been allocated and used, and consider whether revisions should be made.
3. **Training**
  - The committee will take part in:
    - Saskatchewan Intercultural Association - Anti-racism Education

**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, public life and achievement of social, cultural and economic welling of residents, including:**

- Procurement Policy – indigenous procurement framework;
- Increasing diversity in naming of streets and City infrastructure;
- Gender inclusion within City facility washrooms and change rooms; and
- Receive updates on work being conducted as per 2020 City Council motions to identify and eliminate racist and systemic barriers in areas of engagement, committees of council and within Human Resources

**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.

**ATTACHMENTS**

1. Appendix 1 – 2021 Diversity, Equity and Inclusion Advisory Committee 2021 Work Plan – Schedule and Status Report

Yours truly,



**Namarta Kochar, 2022 Chair**  
Diversity, Equity & Inclusion Advisory Committee