

**Diversity, Equity and Inclusion Advisory Committee
2021 Work Plan - Schedule and Status Report
December 23, 2021**

Work Plan Item	Action	Priority	Progress	Assigned To	Completion Date
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.	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.	Ongoing agenda item	Has been added as a standing agenda item.		2021
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. <ul style="list-style-type: none"> • 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. 	2	Focus and review the CDRR Policy for updating. Will be a top priority in 2022.		

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	<p>Collect information on the Living in Harmony Awards and evaluate the impact, effectiveness, and mission of the awards.</p> <ul style="list-style-type: none"> 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. 	4	Deferred to 2022.		
	Collect information on how our annual budget has been used in the past and evaluate the mission and vision of these funds.	5	Deferred to 2022.		
3. Training	<p>The Committee will take part in:</p> <ul style="list-style-type: none"> Anti-Racism training provided by the Saskatchewan Intercultural Association. Two Spirit, Trans, and Queer inclusion training provided by OUTSaskatoon. 	1	<p>OUTSaskatoon provided 2SLGBTQ training on November 24, 2021.</p> <p>Anti-racism training to be provided in 2022.</p>		
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	<p>The Committee will request information on policies and gather feedback:</p> <ul style="list-style-type: none"> Request information from Administration on timelines for implementation or estimated progress, impact, and outcomes on the following: 	3	Reviewing information in this section will come after training and reviewing the updated DEI policy. Deferred to 2022.		

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<p>participation in public life and achievement of social, cultural and economic wellbeing of residents, including:</p> <ul style="list-style-type: none"> • 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 <p>Response to Calls to Action of the Truth and Reconciliation Commission, Calls to Justice of the MMIWG Final Report</p>	<ul style="list-style-type: none"> ○ Procurement Policy – Indigenous procurement framework; ○ Increasing diversity in naming of streets and City infrastructure; and ○ Gender inclusion within City facility washrooms and change rooms. • Mayor has proposed 3 motions that he would like support from the Committee. • 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	Revisit the Communications Subcommittee and discuss what initiatives we should be communicating and whether a sub-committee is necessary or if a larger group discussion can identify targets.	6	We will look at the communication plan once we have enhanced our knowledge base, fund distribution, and policies. This will also be more relevant post pandemic. Deferred to 2022 or 2023.		