

Looking Ahead to 2022 – Initiatives and Activities Planned for 2022

Recruitment and Retention

- Key initiatives being planned for 2022 will be to continue work on each of the four strategic intents noted in the report, and include:
 - Development of a procedure manual and tool for hiring managers to analyze jobs responsibilities, education and skills and continue to develop/update job descriptions using inclusive language.
 - Development of an equivalency framework to be used in all competitions and to identify essential vs preferred qualification.
 - Continuation of virtual trainings for all people leaders on Diversity, Equity, and Inclusion (DEI) matters.
 - Utilize social media and Indigenous job boards to support for Indigenous recruitment.
 - Setting up Diversity and inclusion working groups with the Unions.
 - Finalizing the communication plan and messages for all internal staff so they can better understand the roles they have to play in the DEI strategy.
 - Development of Self-Declaration plan, process, and form.
 - Undertaking a self-declaration communication campaign.
 - Conducting the self-declaration survey of all employees and collating the responses.
 - Finalization of the DEI Dashboard that presents the DEI metrics reports in upcoming annual reports and performance to be shared with all leaders.
 - Development of Communication Strategy to support community events related to Indigenous cultural activities and other multicultural annual events.
 - Continue partnerships with lived experience groups and establishment of terms of reference.
 - Continue preparation of Monthly Cultural Awareness campaigns and activities including articles, interviews etc.
 - Implement Gender Pronouns at beginning of all the interviews.
 - Hold workshops on COS application process, resume writing and covering letters, interview preparation, and hold a series of mock interviews and provide opportunity for practice.
 - Developing a formalized Accountability Framework for the entire organization, which will be key to the full success of the DEI goals.

Inclusive Public Engagement:

- Hiring the new Public Engagement Advisor position to build out the public engagement framework, administering advisory groups that reflect Saskatoon's diverse community, such as the Indigenous Technical Advisory Group.
- Increasing coordination and consistency among the projects and for shared standards of practice.
- Creating and providing training and resources to the organization.
- Building out the engagement framework and administrative procedures to achieve the objectives of the Public Engagement Policy.

- Actively building and strengthening relationships with organizations that support a diversity of community groups.
- Providing advice and review on a public engagement strategy to enhance overall delivery particularly with equity deserving groups.

Recreation and Community Development:

- Continue working with the Transgender Inclusion Working Group to provide safe and inclusive recreation experiences for transgender individuals.
- Develop a framework for a community-wide safety and well-being strategy that defines and evolves the City's role in addressing social challenges.
- Implement the Culture Plan with a focus on providing opportunities for BIPOC artists.
- Secure an agreement in principle for the funding and operation of an enhanced White Buffalo Youth Lodge that serves as a city centre recreation facility.

Other Projects and work planned for 2022 and forward

- Legacy Review and Renaming of John A. MacDonald Rd.
- Office of the Matriarch.
- Community Safety and Well-Being Community Framework for action.
- Indigenous Procurement Strategy.