

Report to City Council

March 2022

2021-22

RESPONSE TO THE TRC CALLS TO ACTION

Ongoing Reconciliation Efforts

- Land acknowledgments at all events and programs, in addition to inviting Knowledge Keepers for prayer at relevant meetings.
- Wîcihitowin Indigenous Engagement Conference Organizing Committee member.
- 4 Seasons of Reconciliation (3 hour online reconciliation education) for all SPL employees.
- Participation in Indigenous Storytelling Month.
- City of Saskatoon MMIWG2S advisory group member.
- Reconciliation Saskatoon steering committee member.
- Provide supports to the Saskatoon Residential School Survivors Circle.
- Participation and support for Rock your Roots Walk for Reconciliation.
- Participation in Orange Shirt Day.
- Ongoing intergenerational programming and Indigenous content programming.
- Reconciliation Reading Room at Frances Morrison Central Library.
- New central library design infused with the spirit of this community, Treaty 6 Territory and the Homelands of the Métis.
- Participation in Saskatoon's Extreme Weather Initiative.

Call #92

- Articles changed in the CUPE 2669 Collective Agreement (Jan 2021 – Jun 2023) to reflect more inclusive practices:
 - Personal, Public, Religious, and Cultural Holidays

We removed the two extra paid public holidays (Easter Monday and Boxing Day) that revolved around the Christian calendar, and added two personal, religious, or cultural holidays of the employee's choosing.

- Maternity, Adoption, and Parental Leave
We added language to include “permanent or long-term primary legal guardianship of a minor”.
 - Compassionate and Bereavement Leave
We added to the descriptions under “Special Circumstances” to include an individual with whom the employee has a “cultural, and/or religious relationship”.
 - Jury and Witness Duty
We added the instance where an employee may be “required to attend or participate in a sentencing circle or other restorative justice processes”.
 - Leave without Pay
we added “an elected position representing First Nation, Métis, or Inuit communities, or elected position on a Tribal Council” to the list of public office.
 - Discipline
We added “a First Nation, Métis, or Inuit Knowledge Keeper” as an option for who the employee may choose to have present in a disciplinary process.
- A Memorandum of Agreement with CUPE 2669 was signed to provide designated positions for applicants with First Nation, Métis and/or Inuit heritage. The designated positions are as follows:
 - Reference Librarian (1 full-time position)
 - Neighbourhood Librarian (2 full-time positions)
 - Senior Library Service Associate (2 full-time positions)
 - Library Service Associate (12 part-time positions)
 - Central Service Associate (4 part-time positions and 1 full-time position)
 - Programming Associate (2 part-time positions)

2022 Planned Reconciliation Initiatives

- Ongoing consultation with Knowledge Keepers Advisory Committee to support the new central library project.
- Formalized, “Honouring Indigenous Perspectives: We embrace First Nation and Métis ways of knowing, being and doing” as an organizational value in our 2022-2027 Strategic Plan.

Call #59

- Incorporate anti-racism training into employee training requirements.

Call #69

- Begin to better reflect the community by curating and expanding the First Nation and Métis collections.
- Begin to help preserve Indigenous knowledge and histories by creating an oral stories collection.
- Begin to develop a plan to make the Local History Collection more representative of First Nation and Métis histories.
- Host Indigenous Storytelling Month events and programs.
- Provide an Indigenous post secondary institute with hotspots for students.

Call #79

- Create online Oral Storytelling Collection and begin with stories from Residential School Survivors.