

City Criteria for Prioritizing PBA Recommendations and Proposed Focus for 2022-2023

Administration Analysis of PBA Recommendations

Administration analyzed the 24 recommendations from the PBA to determine if any would be addressed by current or planned initiatives.

Of the 24 recommendations:

- 15 do not relate to current, formal City initiatives
- 5 relate to current equity initiatives
- 3 relate to planned equity initiatives
- 1 was forwarded to Saskatoon Police Service

Current and planned initiatives take a general equity approach and are not specific to the Black community.

Administration also conducted a thematic analysis of the recommendations and identified three key themes that cut across various recommendations:

1. Education for City staff.
2. Developing leader to leader relationships.
3. Networking/relationship building opportunities including education/specific communications for the Black community about City processes.

Qualifying Criteria for 2022-2023 Work

The following criteria was used to prioritize components of the 24 Recommendations from PBA that Administration can address or start to address in 2022-2023. The criteria include identifying recommendations or steps that:

1. Have cross departmental impacts and support a “One-City” approach.
2. Are foundational to the success of other recommendations.
3. Are specific to addressing certain needs of the Black community (rather than those that are broader in scope and impact multiple communities).
4. Result in quicker, shorter-term wins in 2022/2023 and prepare the City for longer term work.
5. Mitigate further harm.
6. Are supported by best practices in antiracism, community development and/or an equity approach.

Proposed Focus for 2022-2023

Based on the above criteria, the Administration will focus on the following five areas for 2022- 2023:

1. **Coordinate the Cities response to the PBA recommendations and communicate the Cities progress back to the Black community** - This relates to the first recommendation in the PBA report to develop a strategy for eliminating systemic barriers faced by the Black community and will be essential for coordinating the work identified for 2022-2023 with a “One-City” approach. As many of the other recommendations in the PBA report will be carried out by Human Resources, Public Engagement, and City Clerks, this coordination will

assist in measuring progress and reporting back to the Black community on the work being completed by various departments and divisions.

2. **Develop an overarching internal education strategy** - Education is mentioned in 4 of the 24 recommendations and is seen as foundational for all City staff to move forward with other recommendations. Administration will begin to develop an overarching education strategy that includes evaluating and enhancing existing education programs, conducting a gap analysis, and consolidating and coordinating training. Based on PBA recommendations this overarching strategy would explore additional opportunities for incorporating antiracism education, cultural safety, bias trainings, understandings of human rights, working in multicultural settings/intercultural awareness, (i.e. specific to understanding the diversity of the local Black community) and building cultural competencies.
3. **Work with members of the Black community to explore and develop a strategy for building leader to leader relationships** - The role of leaders at the City and leaders in the Black community is noted in 6 of the 24 recommendations. Administration will begin work with the Black community to co-develop a strategy which will help to identify leaders from the Black community and further define levels of City leadership (political, administration, etc.) where relationships can be developed.
4. **Take a community development approach to networking and relationship building between the City and the Black community** - A community development lens facilitates a participant or community first approach to identify and address issues. Several recommendations relate to building relationships between City staff and the Black community, particularly working with young people to create opportunities for networking, develop greater understandings of community concerns and City processes and in the process create more authentic engagement, recruitment (for jobs as well as volunteer positions on Committees), and targeted communications.
5. **Collection of Baseline Data at the City** – The need for evaluation, reporting back to the Black community, and accountability is emphasized throughout the PBA report. A first step for developing mechanisms for evaluating the implementation of the PBA recommendations, as well as addressing systemic barriers with other communities, is understanding the current state at the City in terms of staffing, engagement participation, and representation on Council Committees- this requires having disaggregated data. For 2022-2023 the City will begin identifying and addressing gaps in data and disaggregating data related to hiring and retention according to enumerated grounds. Longer term steps will include the need to develop a thoughtful evaluation methodology for the project that measures deliverables and outcomes.