

Background

The following table outlines Council resolutions, Administration's reports, as well as events and community engagement related to the work on Addressing Systemic Barriers at the City of Saskatoon (City).

June 2019	Council approves the City's Public Engagement Policy (C02-046). The policy adopted key foundational principles that underlie the City's approach to public engagement, which are: Inclusivity; Early Involvement; Decision-Making; Transparency and Accountability; Open and Timely Communication; Relationship Building; and Evaluation. All public engagement activities are to be guided by these foundational principles.
May 2020	The murder of George Floyd in 2020 sparked global outrage relating to viral incidents of police brutality and anti-Black racism and exposure of systemic barriers in many institutions.
Summer 2020	City officials and administration reach out to members of the Black community to discuss issues of anti-Black racism and systemic barriers.
August 2020	City Council puts forward three motions to identify and address systemic barriers in the areas of employment, public engagement, board, and committee representation. (Motion 1 , Motion 2 , and Motion 3)
May 2021	<p>Administration reported back to the Governance and Priorities Committee in May 2021, recommending a "One-City" strategic approach (Link to Governance and Priorities Committee report).</p> <p>At the May 31st City Council meeting, a letter was submitted by the members of the Black community who met with City officials in the summer of 2020. The letter highlighted that there was no clear reference to racism in the report or how those with lived experience would guide the work (Link to letter). Council endorsed the "One-City" strategic approach as well as the following motions:</p> <p>"1. That the Administration establish an internal advisory committee and an external advisory committee, each made up of people with lived experience and subject matter expertise in these areas to advise and guide both short- and long-term priorities, approaches, and opportunities within this work; and</p> <p>2. That the Administration report back by October with the guidance of these committees on short term steps that could be taken and advice on how to make the overall process as effective as possible. That this reporting includes a recommended process for regular reporting to Council and/or its committees."</p>
June 2021	A systemic barriers project team was established to specifically address the three motions.

Fall 2021	The project team met with members of the Black community for guidance on creating an external Advisory Group and was told that there is a need to consult separately with different groups, have additional conversations with the diverse Black community, and that the engagement should be led by a member of the Black community.
October 2021	The Governance and Priorities Committee received the Reconciliation, Equity, Diversity and Inclusion 2022-2023 Business Plan and Budget Options Report . The report outlined plans to amalgamate some existing core staff from Community Services, Human Resources, and Strategy & Transformation into a dedicated REDI Department, as well as budget requests to support work in the REDI space, including Addressing Systemic Barriers.
December 2021	The City Council approves the 2022-2023 Business Plan and Budget. \$150,000 capital funding was approved for the Systemic Barriers Project work for 2022/2023. (Link to City Council resolution and report)
December 2021	Based on community advice, the project team launches a pilot project for engagement with the Black community, contracting the People Bridge Advocacy to lead the work.
January 2022	Council approved the 2022-2025 Strategic Plan with the addition of Reconciliation, Equity, Diversity, and Inclusion as a Council Priority area. The plan notes that the work will “prioritize listening to the voices of those with lived and living experiences, ensuring they occupy a prominent role in leading the work and making relevant decisions” (p.31). Many of the outcomes and key actions identified in the Strategic Plan relate directly to addressing systemic barriers at the City in the area of hiring and retention, public engagement, and Committees of Council. Most notable, is the action to “work with local organizations that focus on matters of relevance to BIPOC, people with disabilities and 2SLGBTQQIA+ communities to better understand their needs and support efforts to address the inequities they experience.” (p.32) (Link to City Council resolution and report)
June 2022	The Reconciliation, Equity, Diversity and Inclusion (REDI) 2021 Annual Report was received by the Standing Policy Committee on Environment, Utilities and Corporate Service Committee, provided an update on work Addressing Systemic Barriers, including work that had begun on a pilot pre-engagement project with members of the Black community.