



Recommendations

Below are some recommendations of what the City of Saskatoon should do to begin to solve the problem of systemic barriers that affect members of the Black Community so that in the future there is no such problem anymore. Several of our recommendations are specific to hiring/recruitment, Council committees, or community engagement. However, it is also important to recognize how these three areas intersect, and to be holistic in the development of strategies and also in reporting back to the Black Community. It is time for the City of Saskatoon to:

1. Start developing a strategy for action to fight systemic barriers affecting the Black Community in Saskatoon. According to the respondents, the existing systems with their own policies, practices, and norms continue to create an atmosphere for systemic barriers.
2. Develop an action or strategic plan and a mechanism for evaluation, if or when this project is considered, processed, turned into practice and implemented.
3. Establish equity programs and develop special programs for Black employment in all three areas: Hiring/retention, commissions/boards/committees, and community engagement. Steps should be taken to go beyond tokenism.
4. Help recruiters to become more aware of the unconscious bias they have about Black people. Adopt cultural safety, anti-racism and bias trainings in work places, including in the Saskatoon Police Service, with emphasis on subconscious racism; to ensure that Black people and their rights are protected in the work environments.
5. Educate leaders and public servants about how to work in multicultural settings. Educate people to accept that people have cultural differences and backgrounds; they must come to accept that people are not the same; they do not look the same; no race is better or superior than others; people have different ways of thinking and doing things; and, that people must learn how to appreciate diverse divergent views. Recognize that many Blacks who are hired in Saskatoon feel unwelcomed as they continue to face systemic racism, making retention difficult.
6. Hire or promote Black employees already working within; not bringing a person from outside the organization when there is already a qualified and experienced Black employee.

7. Develop and implement procedures to debias the application processes, for example removing names and addresses of applicants.
8. Hire more Black people into entry level positions and career path them into management positions.
9. Establish a program for hiring Black interns at various levels. Provide training opportunities and offer them permanent jobs and promotions. For example, designated equity positions in Human Resources, Boards, Committees, or Engagement.
10. Build and increase networking opportunities with the Black Community. This should be done by working with schools, settlement agencies and Black community organizations.
11. Incorporate opportunities for Black youth and students to connect to the City through volunteering and mentorship opportunities into City plans and processes.
12. Recruit and retain Black professionals; develop a strategic diversity training program that includes a strategy to connect Black Community members to managers and leaders at the City.
13. Engage with the Black Community; organize workshops and information sessions about the roles of the advisory committees, boards, and commissions, and the importance of Black participation. Teaching them that the advisory committees, boards, and commissions are where important decisions are made that affect the lives of everyone in the community of Saskatoon, including the lives of the visible minorities.
14. Follow-up with Black people who have worked at the City and encourage them to join City boards and committees.
15. Set goals for Black representation on City committees and boards based on current demographic data. Some committees that have a particular impact on Black Community members should have designated spots for members of the Black Community, for example, the Board of Police Commissioners.
16. City staff need to have a basic understanding of the Black Community to properly engage with them. This includes understanding the diversity of the community, issues that are important to the community, and cultural competencies for working with diverse groups.
17. City leaders should work directly with Black Community leaders to understand and address the issues that affect diverse Black Communities.
18. Establish a line of communication with the Black Community and take steps toward working more closely with the Black Community to close the engagement gap. For example, engagements through the Black Community Associations, organizations, and leaders in the City of Saskatoon.
19. Use different communications methods with the Black Community other than the conventional methods of emails. Various ways of communication work effectively with the Black Community,

through means of established Black organizations (including churches and mosques) and community associations and working with Black leaders to reach community members.

20. Engage with the Black Community to educate them about the engagement procedures and processes so that they can participate and lend their voices that would help the City of Saskatoon reshape policies that are more inclusive and reflective of our diverse community.
21. Work with community leaders to educate Black community members about engagement processes and mentor them in participating in civic processes.
22. Find ways to hear from and give Black people opportunities to work and contribute positively to the economy.
23. Engage with Black entrepreneurs in the City of Saskatoon and work in partnership with them and address their concerns. For example, one black small business owner who was interviewed for this report talked about the challenges Black entrepreneurs face when running businesses in the city. They can be reached either through the People Bridge Advocacy or Black Community leaders.
24. The City of Saskatoon Board of Police Commissioners should meet often with Black Communities and their input be considered in decision-making in the areas of policing visible minorities.