

## **ANNUAL REPORT AND WORK PLAN**

February 24, 2023

Secretary, Standing Policy Committee on Environment, Utilities and Corporate Services

**Re: 2022 Annual Report and 2023 Work Plan – Diversity, Equity & Inclusion  
Advisory Committee  
(File No. CK. 225-83)**

The mandate of the Diversity, Equity & Inclusion Advisory Committee (the Committee) is to provide advice on matters relating to the following:

- diversity and inclusion of all citizens within the community
- emerging equity or diversity issues or trends arising in the community
- initiatives to combat racism, acts of prejudice or hate in the community
- initiatives to promote acceptance of all citizens of Saskatoon
- consideration of the Calls to Action of the Truth and Reconciliation Commission in formulating City policies and initiatives
- diversity in naming streets and City infrastructure
- explore barriers faced in accessing city services, information, programs and facilities
- explore barriers to participation in public life and achievement of social, cultural and economic wellbeing of residents
- proposed City of Saskatoon policies, initiatives, and civic programs and services to meet changing needs of a diverse community
- employment and employee awareness policies, initiatives, and civic programs

The Committee also supports education and awareness programs on diversity, equity and inclusion of all citizens in the City of Saskatoon in consultation with the Administration and within the budget allocated by City Council.

### **Committee Membership**

Membership on the Committee for the year 2022 was as follows:

#### **Members**

- Namarta Kochar, Chair, Public Representative
- Amanda Guthrie, Vice Chair, Public Representative
- Ali Abukar, Saskatoon Open Door Society
- Maria Soonias Ali, Citizen Member

- Rashid Ahmed, Public Representative
- Pamela Beaudin, Public Representative
- Hillary Gamelin, Ministry of Social Services
- Manvi Ghai, Public Representative
- Jess Hamm, Saskatchewan Intercultural Association
- Superintendent Dave Hays, Saskatoon Police Service
- Darryl Isbister, Board of Education for Saskatoon Public Schools
- Rhonda Johannson, Ministry of Corrections, Policing & Public Safety
- Julia Jones, Public Representative
- Cornelia Laliberte, Greater Saskatoon Catholic Schools
- Dr. Hortense Tabien, Saskatchewan Health Authority
- Kelly Tolley, Public Representative
- Julie Yu, Public Representative

### **Resource Members**

- Councillor Zach Jeffries
- Immigration, Diversity and Inclusion Consultant April Sora
- Cultural Diversity and Race Relations Coordinator Becky Sasakamoose Kuffner
- Organizational Development Consultant Thiago Prado
- Saskatchewan Human Rights Commission, Executive Director Norma Gunningham-Kapfahn
- Social Development Manager Tenille Thomson

The 2023 membership on the Committee is as follows:

### **Members**

- Amanda Guthrie, Public, Chair
- Rashid Ahmed, Public, Vice Chair
- Ali Abukar, Saskatoon Open Door Society
- Abbas Akram, Public
- Pamela Beaudin, Public
- Hillary Gamelin, Ministry of Social Services
- Manvi Ghai, Public
- Jess Hamm, Saskatchewan Intercultural Association
- Dr. Jasmine Hasselback, Saskatchewan Health Authority
- Superintendent Dave Hays, Saskatoon Police Service
- Claudio Jodorkovsky, Public
- Rhonda Johannson, Ministry of Corrections, Policing & Public Safety
- Julia Jones, Public
- Liz Kuley, Public
- Cornelia Laliberte, Greater Saskatoon Catholic Schools
- Charlene Scrimshaw, Saskatoon Public Schools

- Kelly Tolley, Public

### **Resource Members**

- Councillor Zach Jeffries
- Immigration, Diversity and Inclusion Consultant April Sora
- Cultural Diversity and Race Relations Coordinator Becky Sasakamoose Kuffner
- Director of Indigenous Initiatives Melissa Cote
- Organizational Development Consultant Thiago Prado
- Saskatchewan Human Rights Commission, Executive Director Norma Gunningham-Kapphahn
- Social Development Manager Tenille Thomson

### **Work Plan Goals and Accomplishments**

The work plan goals of the Committee in 2022 were as follows.

- Continue to explore and monitor emerging equity or diversity issues or trends arising in the community to advise to City Council on diversity and inclusion of all citizens within the community.
- Collect Information and Evaluate.
- Training.
- Request, review and provide feedback on proposed and adopted City of Saskatoon policies, initiatives and civic programs and services to meet changing needs of a diverse community and reducing barriers to participation, public life and achievement of social, cultural and economic welling of residents.
- Communications.

In addition, Appendix 1 provides a summary of key topics and resolutions by meeting, and Appendix 2 provides a summary of 2022 expenditures.

### **2022 Reports and Communications**

#### **Matters Referred by SPC or City Council**

1. Governance Review – Advisory Committees – Review of Terms of Reference [File No. CK 225-1 x 255-2] – Governance and Priorities Committee
  - a. Considered on January 13, 2022.

#### **Reports/Recommendations Submitted to City Council:**

1. There were no matters submitted to City Council.

**Reports/Recommendations Submitted to the Standing Policy Committee on Environment Utilities & Corporate Services:**

1. There were no matters submitted to the Standing Policy Committee on Environment Utilities & Corporate Services.

**Reports/Recommendations Submitted to the Governance and Priority Committee:**

1. There were no matters submitted to the Governance and Priority Committee.

**Communication by Committee Representatives (Chair, Vice-Chair, or designate) to the local media:**

1. The Chair was asked by the Saskatoon Star Phoenix to provide a statement for a feature to honour the International Day for the Elimination of Racial Discrimination in March 2022.

**Work Plan for 2023**

- The 2023 Diversity, Equity and Inclusion Advisory Committee Work Plan for 2023 is attached as Appendix 3.

**ATTACHMENTS**

1. Appendix 1 – 2022 Meeting Summary
2. Appendix 2 – 2022 Expenditures
3. Appendix 3 – 2023 Work Plan

Yours truly,



Amanda Guthrie  
**Chair**  
**Diversity, Equity & Inclusion Advisory Committee**

### Appendix 1 – 2022 Meeting Summary – Key Topics and Resolutions

Meeting	Summary – Key Topics and Resolutions
January	<ul style="list-style-type: none"> <li>• Namarta Kochar was appointed Chair and Amanda Guthrie was appointed Vice Chair.</li> <li>• Committee members received an orientation.</li> <li>• Governance and Priorities Committee referred Review of Terms of Reference to the Committee.</li> </ul>
February	<ul style="list-style-type: none"> <li>• Committee received verbal updates.</li> <li>• Committee approved payment of sponsorships for 7<sup>th</sup> Annual Saskatchewan Gay-Straight Alliance Summit, Threads Cultural Conversations 2022 and Annual Diversity Awards Gala.</li> <li>• Committee approved work plan.</li> </ul>
April	<ul style="list-style-type: none"> <li>• Committee received verbal updates.</li> <li>• Committee received update on Cultural Diversity and Race Relations Policy that took place at City Council February 28, 2022.</li> <li>• Committee approved payment of sponsorship for Peace Conference on Reconciliation and Land Justice</li> </ul>
May	<ul style="list-style-type: none"> <li>• Committee received verbal updates.</li> <li>• Committee received update from Work Plan Subcommittee.</li> </ul>
September	<ul style="list-style-type: none"> <li>• Committee received verbal updates.</li> <li>• Committee approved payment of sponsorship for Afro-Fest Black History Month.</li> <li>• Committee received follow-up report and authorized payment to the 7<sup>th</sup> Annual Saskatchewan Gay-Straight Alliance Summit.</li> </ul>
November	<ul style="list-style-type: none"> <li>• Committee received verbal updates.</li> <li>• Committee discussed the 2022 Annual Report.</li> </ul>

	<ul style="list-style-type: none"><li>• Committee received follow-up reports and authorized payment to Greater Saskatoon Catholic Schools, Mennonite Central Committee.</li><li>• Committee approved payment of sponsorship for Newcomer Talking Circles and 2023 Annual Diversity Awards Gala.</li><li>• Committee discussed 2022 Wicahitowin Indigenous Engagement Conference.</li></ul>
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**Appendix 2 – 2022 Expenditure**

<b>Date</b>	<b>Description</b>	<b>Amount</b>
March 2022	Living in Harmony Awards – Graphic Design & Posters	\$832.50
March 2022	Living in Harmony Awards – Awards	\$500.00
August 2022	Co-sponsorship - Annual Diversity Awards Gala	\$1,000.00
August 2022	Co-sponsorship – Threads Cultural Conversations	\$1,000.00
September 2022	Co-sponsorship – 7 <sup>th</sup> Annual Saskatchewan Gay-Straight Alliance Summit	\$1,000.00
November 2022	Co-sponsorship – Virtual Round Dance	\$1,000.00
November 2022	Co-sponsorship – Peace Conference on Reconciliation & Land Justice	\$1,000.00
	<b>Total</b>	<b>\$6,332.50</b>

**Appendix 3– 2023 Work Plan**

Work Plan Item	Action	Priority	Progress	Assigned To	Completion Date
1. Collect Information and Evaluate	Review the Cultural Diversity and Race Relations Policy and related initiatives in preparation for providing advice and recommendations on the development and contents of a new Diversity, Equity & Inclusion Policy. <ul style="list-style-type: none"> <li>• All Committee members provided with the Cultural Diversity and Race Relations Policy.</li> <li>• Intentionally schedule meeting time for open discussion, if necessary create sub-committee, forward recommendations on to Administration.</li> </ul>	1	Focus and review the CDRR Policy for updating.		Completed, awaiting next steps
	Collect information on the Living in Harmony Awards and evaluate the impact, effectiveness, and mission of the awards. <ul style="list-style-type: none"> <li>• Request data from Administration on the number of nominations, number of attendees, number of schools involved, and number of nominators for the past five years.</li> <li>• Intentionally schedule meeting time for an open</li> </ul>	2			

Work Plan Item	Action	Priority	Progress	Assigned To	Completion Date
	discussion on the data and the mission/goals of the awards.				
	Collect information on how our annual budget has been used in the past and evaluate the mission and vision of these funds.  Discuss an increase in the amount eligible for co-sponsorship request	3			
3. Training	The Committee will discuss what training they would like to complete and what is reasonable within timelines.	4			
4. Request, review, and provide feedback on proposed and adopted City of Saskatoon policies, initiatives, and civic programs and services to meet changing needs of a diverse community and reducing barriers to participation in public life and achievement of social, cultural and	The Committee will request information on policies and gather feedback: <ul style="list-style-type: none"> <li>• Request information from Administration on timelines for implementation or estimated progress, impact, and outcomes on the following:                             <ul style="list-style-type: none"> <li>○ Procurement Policy – Indigenous procurement framework;</li> </ul> </li> </ul>	5			

Work Plan Item	Action	Priority	Progress	Assigned To	Completion Date
economic wellbeing of residents, including: <ul style="list-style-type: none"> <li>• Employee awareness policies, initiatives and civic programs</li> <li>• Employment equity targets and progress</li> <li>• Anti-racism work and communications</li> <li>• Ethno-cultural network</li> <li>• 2SLGBTQ inclusion work</li> <li>• Equity lens review</li> <li>• Response to Calls to Action of the Truth and Reconciliation Commission, Calls to Justice of the MMIWG Final Report</li> </ul>	<ul style="list-style-type: none"> <li>○ Increasing diversity in naming of streets and City infrastructure; and</li> <li>○ Gender inclusion within City facility washrooms and change rooms.</li> <li>• Mayor has proposed 3 motions that he would like support from the Committee.</li> <li>• Intentionally schedule open discussion to hear from groups who can give feedback on the City of Saskatoon’s work on anti-racism, ethno-cultural network building, Indigenization and decolonization, and 2SLGBTQ inclusion.</li> </ul>				
5. Co-Sponsorship Subcommittee	Create and implement a subcommittee to address the accessibility and success of the co-sponsorship program.	5			
6. Committee Format	Discuss as a Committee the number of times the Committee meets per year and the composition of the Committee.	6			