

2023 ANNUAL REPORT

November 9, 2023

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

**Re: 2023 Annual Report – Diversity, Equity and Inclusion Advisory Committee
[ADV2023-1101]**

The mandate of the Diversity, Equity and Inclusion Advisory Committee (the Committee) is to provide advice on matters relating to diversity, equity, and inclusion throughout Saskatoon. The Committee provides guidance on a variety of topics including:

- Diversity, Equity, and Inclusion
- Anti-racism
- Anti-oppression
- Homophobia and Transphobia
- Ableism

Committee Membership

Membership on the Committee for the year 2023 was as follows:

- Amanda Guthrie, Chair, Public Representative
- Rashid Ahmed, Vice Chair, Public Representative
- Ali Abukar, Saskatoon Open Door Society
- Abbas Akram, Public Representative
- Pamela Beaudin, Public Representative
- Hillary Gamelin, Ministry of Social Services
- Manvi Ghai, Public Representative
- Jess Hamm, Saskatchewan Intercultural Association
- Dr. Jasmine Hasselback, Saskatchewan Health Authority
- Superintendent Dave Hays, Saskatoon Police Service
- Claudio Jodorkovsky, Public (Resigned in June)
- Tasnim Jaisee, Public Representative (Sept. to Dec.)
- Rhonda Johannson, Ministry of Corrections, Policing & Public Safety
- Julia Jones, Public Representative
- Liz Kuley, Public Representative
- Cornelia Laliberte, Greater Saskatoon Catholic Schools
- Charlene Scrimshaw, Saskatoon Public Schools
- Kelly Tolley, 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-Kapphahn
- Social Development Manager Tenille Thomson
- Director of Indigenous Initiatives, Melissa Cote

Work Plan Goals and Accomplishments

The work plan goals of the Committee in 2023 were as follows. Under each goal, a summary of the accomplishments of the Committee is provided:

1. Collect information and evaluate:
 - a. Cultural Diversity and Race Relations Policy
 - i. The DEIAC reviewed the policy in 2020 and is still awaiting an update from Administration.
 - ii. Deferred to the 2024 work plan.
 - b. Living in Harmony Awards
 - i. The DEIAC has begun conversations on reviewing the current format, goal, and name of the Living in Harmony awards and will continue this work in 2024.
 - c. DEIAC Annual Budget
 - i. The DEIAC reviewed and discussed our annual budget, specifically the budget line for education and awareness co-sponsorship. This discussion resulted in a strong priority of promoting the co-sponsorship with the goal that all funds are successfully awarded.
 - ii. The DEIAC was successful at achieving this goal and will seek the same goal in 2024.
2. Review and evaluate the DEIAC Co-Sponsorship Program
 - a. The DEIAC along with the DEIAC Co-Sponsorship Subcommittee spent a considerable amount of time this year reviewing and improving our education and awareness fund. Historically the fund has been hard to access, burdensome to apply to, and has not successfully awarded all funds. The following changes have now been made for 2024:
 - i. The maximum amount applicants can apply for has now been raised to \$2,000.00 from \$1,000.00.
 - ii. The application and follow up report form have been assessed and rewritten.
 - iii. The fund no longer requires applicants to have another funder, and therefore;

- iv. The name of the fund has been changed from DEIAC Co-Sponsorship to DEIAC Sponsorship.
3. Assess the current number of Committee meetings
 - a. In May the Committee voted to add two meetings to our 2023 annual calendar and three meetings to our future calendar years. With the addition of meeting in March, June and October the DEIAC will now meet nine times throughout the calendar year.
4. Training
 - a. The Committee chose to prioritize other areas of work and defer professional development training for Committee members to 2024.

Appendix 1 provides a summary of key topics and resolutions by meeting, and Appendix 2 provides a summary of 2023 expenditures.

In addition, the following were also completed by the Committee:

1. Held a special meeting in order to receive a presentation from and provide feedback to the Downtown Entertainment and Event District Committee.
2. Received a presentation from Administration on the matter of Daniel Kuhlen – Proposed Bylaw to Address Street Harassment.
 - a. The DEIAC is writing a feedback letter to Administration.

2023 Reports and Communications

Matters Referred by SPC or City Council

1. Identifying and Addressing Systemic Barriers – Public Engagement Pilot Update [CK 4500-1] – Standing Policy Committee on Environment, Utilities and Corporate Services
 - a. Considered January 12, 2023
2. Downtown Event and Entertainment District Plan [ADV2023-0201] – Administrative Report
 - a. Considered February 24, 2023
3. Daniel Kuhlen – Proposed Bylaw to Address Street Harassment [PDCS2023-0410] – Standing Policy Committee on Planning, Development and Community Services
 - a. Considered on June 8, 2023
4. Reconciliation Equity Diversity and Inclusion (REDI) Business Options [EUCS2023-1105] – Standing Policy Committee on Environment, Utilities and Corporate Services
 - a. Considered November 9, 2023

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 and Corporate Services:

1. 2022 Annual Report and 2023 Work Plan [EUCS2023-0305]
 - a. Submitted February 9, 2023
2. Co-Sponsorship Name Change Request [EUCS2023-1108]
 - a. Submitted October 12, 2023
3. Proposed 2024 Budget [EUCS2023-1107]
 - a. Submitted October 19, 2023

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. There were no communications to the local media.

ATTACHMENTS

1. Appendix 1 – 2023 Meeting Summary
2. Appendix 2 – 2023 Expenditures

Yours truly,



Amanda Guthrie
Chair
Diversity, Equity & Inclusion Advisory Committee

Appendix 1 – 2023 Meeting Summary – Key Topics and Resolutions

Meeting	Summary – Key Topics and Resolutions
January	<p>Received an orientation. Amanda Guthrie was appointed Chair and Rashid Ahmed was appointed Vice Chair. Received verbal updates. Report from EUCS on Identifying and Addressing Systemic Barriers – Public Engagement Pilot Update Approved co-sponsorship funding and applications. Reviewed co-sponsorship request application, follow-up report and guidelines, criteria and process.</p>
February	<p>Presentation from Director, Reconciliation Equity, Diversity and Inclusion Calvez. Received verbal updates. Approved 2023 work plan. Approved co-sponsorship application. Established the Grant Subcommittee.</p>
February Special Meeting	<p>Received presentation on Downtown Event and Entertainment District Plan.</p>
April	<p>Meeting did not proceed due to lack of quorum.</p>
May	<p>Approved co-sponsorship funding and applications. Approved to change co-sponsorship maximum to \$2,000.00 and new application deadlines starting in 2024. Received verbal updates.</p>
June	<p>Received verbal updates. Received presentation on Daniel Kuhlen – Proposed Bylaw to Address Street Harassment and approved to send feedback letter to Administration. Approved co-sponsorship funding and applications.</p>

September	Received verbal updates. Discussed work plan items. Approved co-sponsorship funding.
October	Received verbal updates and presentation from Saskatchewan Human Rights Commission. Approved to send letter to the Standing Policy on Environment, Utilities and Corporate Services (SPC-EUCS) regarding co-sponsorship name change request.
October Special Meeting	Approved to send letter to SPC-EUCS requesting 2024 budget increase.
November	Received verbal updates. Approved to send letter to 2024/2025 Business Plan and Budget meeting for Reconciliation Equity Diversity and Inclusion (REDI) Business Options. Approved Sponsorship Application Form. Approved 2023 Annual Report. Approved co-sponsorship funding and applications.

Appendix 2 – 2023 Expenditure

Date	Description	Amount
January 30, 2023	Co-Sponsorship - Pleasant Hill Community Association	\$1,000.00
February 28, 2023	Honorarium - Race Relations Month Opening Ceremony - Senos Timon	\$250.00
February 28, 2023	Honorarium - Race Relations Month Opening Ceremony - Harry Lafond	\$250.00
May 25, 2023	Co-Sponsorship - Reconciliation Saskatoon	\$1,000.00
May 25, 2023	Co-Sponsorship - Black Professionals and Entrepreneurs of Saskatchewan	\$1,000.00
May 25, 2023	Co-Sponsorship - Saskatoon Open Door Society	\$1,000.00
May 25, 2023	Co-Sponsorship - Saskatoon Iranian Cultural Association	\$1,000.00
June 22, 2023	Co-Sponsorship - Saskatoon Cricket Association Inc	\$1,000.00
June 22, 2023	Co-Sponsorship - White Buffalo Youth Lodge	\$1,000.00
September 26, 2023	Co-Sponsorship - Pleasant Hill Community Association	\$1,000.00
September 26, 2023	Co-Sponsorship - Saskatchewan Intercultural Association	\$1,000.00
September 26, 2023	Co-Sponsorship - India Canada Cultural Association	\$1,000.00
September 26, 2023	Co-Sponsorship - Saskatoon Open Door Society	\$1,000.00
September 26, 2023	Co-Sponsorship - Eastview Walk Against Hate	\$500.00
September 26, 2023	Co-Sponsorship - Sklatam Latino-Canadian Business Community	\$1,000.00
December 8, 2023	Co-Sponsorship - Sri Lanka Association of Saskatoon Inc.	\$1,000.00
December 8, 2023	Co-Sponsorship - Pleasant Hill Community Association	\$550.00
December 8, 2023	Co-Sponsorship - Paivand – Iranian Canadian Society for Cultural Dialogue Inc.	\$550.00
	Total	\$15,100.00