

## 2SLGBTQQAI+ City of Saskatoon Recent Initiatives Overview

The following is a list of recent and current initiatives aimed at building and providing support and services to the 2SLGBTQQAI+ Community in Saskatoon.

### Building support for 2SLGBTQQAI+

- Public acknowledgements of pronouns by City Council and by Administration.
- Public endorsement of Annual Pride Month through social media posts and application of Pride logos on City Vehicles.
  - Employee opportunities for planning and participation in various activities during Pride Month.
- Gender inclusive washrooms and access policy at Leisure Centres.
  - Continuing support to provide safe and inclusive recreation experiences for transgender individuals.
- A statement of inclusion signage rolled out at all Leisure Centres.
- Staff training and awareness sessions for Leisure Centre staff regarding 2SLGBTQQAI+ Community.
- The Transgender Inclusion Working Group was established for ongoing engagement related to programs, services and infrastructure with our recreation and leisure facilities.
- Recreation and Community Development hosted a workshop in partnership with Saskatchewan Parks & Recreation Association: Inclusion in Action – Gender Equity in Recreation and Parks.
- Staff participated in the webinar 2SLGBTQQAI+ Inclusion in Parks & Recreation.

## **Strategic Plan Priority Area Outcomes**

### Goal: The City's workforce is reflective of the population of Saskatoon.

- Educational Sessions includes a 2SLGBTQQAI+ 101 course for all employees.
- Developing tools and processes for job descriptions and job postings that use inclusive language and remove systemic barriers and bias.
- Establishing community and academic partnerships to support inclusive recruitment.
  - City of Saskatoon recruitment information sessions specifically focused on reaching equity-seeking groups.

### Goal: The City is successful at identifying and eradicating systemic and institutionalized oppression, racism and discrimination.

- Respectful and Harassment Free Workplace policy that includes language related to gender identity and sexual orientation.
- Piloted a Systemic Barriers Training Project for City employees to develop methodologies to identify and dismantle systemic barriers.
  - i. Undergoing a systematic sector review of municipal best practices and literatures to identify best practices in identifying and dismantling systemic barriers.

- Equity Tools and resources using the Triple Bottom Line Equity Toolkit for Projects.
- Collaborate with union working groups to address barriers to diversity and inclusion in collective agreements.

Goal: City Council, Administration, and community decision-making bodies are reflective of the Saskatoon community.

- Diversity, Equity and Inclusion Advisory Committee of City Council – provides advice to City Council on policy matters relating to diversity, equity and inclusion in the community, including 2SLGBTQQAI+.
- City Strategic Plans include a Strategic Goal "to offer an inclusive workplace that embraces diverse backgrounds".
  - Our values of People Matter and Respect One Another speak to the valuing of diversity and bringing your whole self to the workplace.
  - Commitment to continuously build equitable and accessible services.