



Terms of Reference
Diversity, Equity and Inclusion Advisory Committee

Authority

Section 55 of *The Cities Act*; City Council Resolution – November 20, 2017 and June 25, 2018

Mandate

The function and mandate of the Diversity, Equity and Inclusion Advisory Committee (“DEIC”) shall be to:

1. Provide advice to City Council on policy 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.
2. Provide advice and recommendations on the development and contents of a new Diversity, Equity & Inclusion Policy.
3. Monitor the success of the DEIC and to advise City Council on ways for the City of Saskatoon to increase success in working with community organizations, business and labour, all orders of government, and other stakeholders to create an inclusive and diverse community where everyone is welcomed and valued.
4. Support education and awareness programs on diversity, equity and inclusion of all citizens in the City of Saskatoon in consultation with the Administration and within budget allocated by City Council.

Composition

Voting Members:

Agency Representatives	Citizen Representatives
<ul style="list-style-type: none">• 1 representative of the Board of Education, Saskatoon Public Schools• 1 representative of the Board of Education, Greater Saskatoon Catholic Schools• 1 representative of the Saskatchewan Intercultural Association• 1 representative of the Saskatchewan Health Authority• 1 representative of the Ministry of Social Services• 1 representative of the Ministry of Corrections and Policing• 1 representative of the Open Door Society• 1 representative of the Saskatoon Police Service	<ul style="list-style-type: none">• 1 citizen representative of the First Nations community• 1 citizen representative of the Métis community• 1 citizen representative of the LGBTQ2S community• 1 citizen representative who is a visible minority or newcomer to Canada• 1 citizen representative of the youth community (16 – 23 years old)• 1 citizen representative of the senior citizen community (55+ years old)• 3 additional citizen representatives

The role of Agency Representatives is to act as a liaison between the specific organization they represent, members of the public appointed to the Committee, and the City. They are to provide the unique perspective of their organization, along with their own expertise of specific issues as a member of their particular organization, in making recommendations through the Advisory Committee to assist the City in developing policy related to the mandate of the Committee.

Non-Voting Resource Members:

- 1 Councillor
- 1 representative from the Saskatchewan Human Rights Commission
- Representatives of the City's Administration:
 - Strategy & Transformation Department
 - Community Services Department

Preferred Qualifications

- Representatives of organizations or communities must be members or employees of the organizations or communities they represent
- Knowledge, expertise or interest regarding principles of diversity, inclusion and human rights issues an asset
- Demonstrated commitment to improving diversity, inclusion and human rights in the community
- Ability to commit time to attend meetings and participate in other activities undertaken by the Committee
- Any other qualifications as outlined in Policy C01-003, *Appointments to Civic Boards, Commissions, Authorities, and Committees*

Reporting

The DEIC shall report to City Council through the Environment, Utilities and Corporate Services Committee (“SPC-EUCS”).

The DEIC shall report to the SPC-EUCS as required to update on any major initiative or report back on any matter referred to them by either the SPC-EUCS or City Council.

The DEIC shall submit an annual report outlining the previous year’s accomplishments and a work plan for the upcoming year, to City Council through the SPC-EUCS. The annual report is intended to update City Council on progress goals and initiatives, and to provide an update on any outstanding issues or recommendations within its mandate. This report shall be submitted by March 31 and serve to demonstrate how the Committee remains relevant and current. In considering the report, Council will determine whether it requires continuation of the Committee or any changes to the mandate.

Appointment and Term

Voting Members:

- 2 year, staggered terms, maximum of 3 consecutive terms for citizen representatives (6 years)
- Agency representatives are not subject to a maximum term
- Appointments to be made by City Council

Non-Voting Resource Members:

- Councillor, 4 year (Council) term
- Administration as assigned at the discretion of the General Manager

A Chair and Vice-Chair of the Committee must be elected upon majority vote of Committee membership at its annual organizational meeting.

Mentorship of Youth Member

The Chair, or in the alternative as required, the Vice-Chair of the Committee shall mentor and serve as a role model to the youth member of the Committee.

Quorum

Quorum is met by attendance of a majority of voting members (9).

Subcommittees and Working Groups

- The DEIC may form subcommittees and working groups within its membership as may be necessary to address specific issues within its mandate
- Subcommittees shall draw upon members of the Committee and the Chair of the subcommittee shall be a voting member
- Issues identified outside the DEIC mandate may be the subject of an ad hoc committee established by the SPC-EUCS

Meetings

- Typically meets once per month during each of January, February, April, May, September and November or as otherwise required

- Meetings may be held in person, virtually, or a combination of both (hybrid). Virtual and hybrid meetings are only permitted:
 - Where facilities allow all participants to communicate adequately with each other and, where applicable, enable the public to hear all participants; and
 - Where facilities allow all participants to be seen by each other while speaking and, where applicable, by the public, unless otherwise determined by the Chair
- The City Clerk's Office shall provide administrative support to each meeting of the DEIC

Remuneration and Expense Reimbursement

DEIC members shall serve without receiving remuneration. The following services and benefits are provided to members in accordance with Policy No. C01-003, *Appointments to Civic Boards, Commissions, Authorities, and Committees*:

- Reimbursement of childcare expenses for scheduled DEIC meetings (receipt required)
- Parking and bus ticket expenses
- Hearing & visual assistance

Resource Documents

The Cities Act

Bylaw No. 8174, *The City Administration Bylaw, 2003*

Bylaw No. 9170, *The Procedures and Committees Bylaw, 2014*

Policy No. C01-003, *Appointments to Civic Boards, Commissions, Authorities, and Committees*, which includes the attached *City of Saskatoon Code of Conduct for Members of Civic Boards, Commissions, Authorities and Committees* and *City of Saskatoon Anti-Harassment Policy for Members of Civic Boards, Commissions, Authorities and Committees*

Policy No. C10-023, *Cultural Diversity and Race Relations Policy*

Any other policies as required