



PUBLIC MINUTES

DIVERSITY, EQUITY AND INCLUSION ADVISORY COMMITTEE

May 8, 2025, 12:00 pm

Committee Room E, Ground Floor, City Hall

- PRESENT:**
- Tasnim Jaisee, Public, Chair
 - Daniel Ash, Public, Vice Chair, via teleconference
 - Ali Abukar, Saskatoon Open Door Society
 - Abbas Akram, Public, via teleconference
 - James Brayshaw, Public
 - Hillary Gamelin, Ministry of Social Services
 - Jess Hamm, Saskatchewan Intercultural Association
 - Jeffrey Hendren, Public
 - Emma Wintermute, Public, via teleconference
- ABSENT:**
- Dr. Jasmine Hasselback, Saskatchewan Health Authority
 - Liz Kuley, Public
 - Cornelia Laliberte, Greater Saskatoon Catholic Schools
 - Chandrelle Marshall, Saskatoon Public Schools
 - Brenda Reynolds, Ministry of Corrections and Policing
 - Kole Roth, Public
 - Superintendent Dale Solie, Saskatoon Police Service
- ALSO PRESENT:**
- Councillor Jasmin Parker
 - Director, Reconciliation, Equity, Diversity and Inclusion, Stryker Calvez
 - Director of Indigenous Initiatives, Melissa Cote
 - Saskatchewan Human Rights Commission, Robin Mowat, via teleconference
 - Immigration, Diversity and Inclusion Consultant, April Sora
 - Committee Assistant M. Lasby
 - Committee Assistant Kristina Sipes

1. CALL TO ORDER

The Chair called the meeting to order on Treaty 6 Territory and the Traditional Homeland of the Métis People. Roll call was confirmed.

2. CONFIRMATION OF AGENDA

Moved By: J. Hendren

That the agenda be confirmed as presented.

CARRIED

3. DECLARATION OF CONFLICT OF INTEREST

Member Ali Abukar declared a conflict of interest with respect to agenda item 7.1 due to his involvement with the Saskatoon Open Doors Society.

Member Jess Hamm declared a conflict of interest with respect to agenda item 11.3.3 due to her involvement with the Saskatoon Intercultural Association.

4. ADOPTION OF MINUTES [CK 225-83-1]

Moved By: H. Gamelin

That the minutes of the Diversity, Equity and Inclusion Advisory Committee meeting held on April 10, 2025, be approved.

CARRIED

5. UNFINISHED BUSINESS

6. REFERRALS FROM COUNCIL OR STANDING POLICY COMMITTEE

7. EDUCATION AND AWARENESS INITIATIVES - SPONSORSHIP [CK 225-83]

7.1 Welcome to (My Country)

A Sponsorship Request application from Saskatoon Open Door Society for their event, Welcome to (My Country), taking place in July and August 2025, was provided.

Having previously declared a conflict of interest, Ali Abukar excused himself from the meeting at 12:21 p.m.

The Sponsorship Subcommittee reviewed the Sponsorship Request application from Saskatoon Open Door Society for their event, Welcome to (My Country), taking place in July and August 2025. The Subcommittee reviewed the application against the Matrix and determined it meets all requirements for funding approval. It was noted that this event was approved by the Committee in previous years without issue. The Subcommittee recommended the Committee approve the request.

The Committee discussed that there is no limit on the number of times an organization can apply for sponsorship and that previous years the budget has not been fully utilized.

Moved By: J. Hendren

That the Committee approve the Sponsorship Request application from Saskatoon Open Door Society.

CARRIED

Ali Abukar re-entered the meeting at 12:26 p.m.

8. BUDGET - STATEMENT OF EXPENDITURES FOR 2025 [CK 1704-5]

The Statement of Expenditures was provided for the Committee's information.

The Committee made no changes to the budget at this time, though a correction was noted on the spreadsheet. They discussed the requirement for follow-up reports from applicants in order to receive their sponsorship funds, with Administration clarifying that reports are submitted after events occur, meaning some will be received in the fall. The Chair suggested the Sponsorship Subcommittee send reminders if no report is received within six months of the event.

Cost-sharing for the Living in Harmony event was also discussed, with the possibility of a 50/50 split and a focus on using previously unused funds. The Committee considered reallocating \$3,000 to strengthen member development, currently at \$1,100, to better support training and team-building initiatives. While there was agreement on enhancing engagement and development, members emphasized maintaining support for Race Relations Month and finding ways to involve educators without increasing their workload.

Moved By: A. Akram

That the information be received.

CARRIED

9. COMMITTEE REVIEW

The City Clerk's Office provided a presentation on the role and process of the Committee.

The City Clerk's Office delivered a presentation outlining the role and function of advisory committees, providing additional context regarding the Committee's

advisory capacity within the City's governance structure. Committee members expressed interest in strengthening communication with City Council and emphasized the value of engagement. Administration highlighted existing avenues for involvement, including the option for the Committee to submit letters with recommendations to Council or SPC.

Members discussed the Committee's history and legacy, suggesting a milestone celebration and improved visibility through tools like a one-page visual and potential social media presence.

Moved By: E. Wintermute

That the information be received.

CARRIED

10. WORK PLAN CONSIDERATION

10.1 Policy Review - Replacing the Cultural Diversity and Race Relations Policy [CK 225-83]

The Policy Advisory Subcommittee monthly report dated April 29, 2025, was provided for the Committee's information.

This matter was on the agenda for the Committee to discuss the draft objectives and goals for a proposed policy update.

The Committee reviewed the draft objectives and goals for updating the Cultural Diversity and Race Relations Policy, with the Policy Advisory Subcommittee's monthly report provided for context. Discussion clarified that the policy is intended for the Corporation of the City, not the broader community, though community consultation would be part of the development process. Members emphasized the importance of explicitly including terms like "race relations" and "racism" in the policy, while also aiming for inclusive and accessible language. There was agreement that the updated policy should model leadership in equity and inclusion, even if it cannot be enforced outside the City. The Committee also supported including a policy review timeline of five years.

Moved By: J. Brayshaw

That the Committee recommend approval of the proposed policy goal and statement with changes as noted.

CARRIED

10.2 Sponsorship Subcommittee - Revised Forms and Matrix

Due to loss of quorum at the April 10, 2025 meeting, this matter was deferred to the May 8, 2025 meeting of the Committee.

The Sponsorship Subcommittee monthly report dated April 1, 2025, revised terms of reference, matrix and sponsorship forms were provided for the Committee's information.

The Sponsorship Subcommittee presented their monthly report, including revised terms of reference, updated sponsorship forms, and a matrix. The Subcommittee discussed changes made to the matrix, including colour coding and refined wording for clarity.

The Subcommittee clarified that applications are assessed at the Subcommittee level and only referred to the Committee for final approval if the matrix requirements are met.

A quorum requirement was added to the terms of reference, now set at 50% plus one. The importance of having an odd number of members to avoid tie votes was discussed, and members were encouraged to express interest in joining a Subcommittee.

Moved By: A. Abukar

That the revised terms of reference, matrix and sponsorship forms be approved.

CARRIED

10.3 Membership Composition Review

Due to time constraints, this matter was deferred to the June 12, 2025, meeting of the Committee.

Moved By: H. Gamelin

That this matter be deferred to the next meeting.

CARRIED

11. VERBAL UPDATES

11.1 Report of the Chair [File No. CK 225-83]

Chair Tasnim Jaisee noted the importance of attending Subcommittee meetings. She reminded the Committee to provide notice to the respective

Subcommittee chairs at least 24 hours in advance if unable to attend. The Committee also discussed changes to the meeting agenda format, with Verbal Updates occurring later in the Agenda. Members were encouraged to provide feedback on its effectiveness.

11.2 Committee or Resource Member Update [CK 225-83]

This is a standing item on the agenda to provide an opportunity for a Committee or Resource Member to update on issues, trends, events, etc. that pertain to the Committee's mandate.

11.2.1 April Sora, Diversity and Inclusion Consultant

The verbal update on the following topics was deferred to the June 12, 2025, meeting of the Committee:

- Community gatherings;
- Asian Heritage Month - Threads of Asia;
- Indigenous Storytelling;
- Funders Workshop, and
- Community Consultation #2 with individuals with lived refugee experience.

11.2.2 Melissa Cote, Director of Indigenous Initiatives

Resource Member Melissa Cote introduced herself to Committee.

11.2.3 Jess Hamm, Saskatchewan Intercultural Association

Member Jess Hamm provided a verbal update on upcoming events.

Upcoming Events and Important Dates:

- World Refugee Day – June 20
 - A related event will be held on June 19 from 11:00 a.m. to 3:00 p.m.
- National Indigenous Peoples Day – June 21

- Rock Your Roots Walk on June 20, including a Pipe Ceremony in the early morning and the walk at 10:00 a.m.
- Volunteer registration deadline: June 11 (support roles include driving Elders, guiding participants, and event coordination)
- National Indigenous History Month & Pride Month – June
 - May 26 – Flag Raising Ceremony at 8:00 a.m. (National Indigenous History Month)
 - June 26 – Pride Parade. The Saskatchewan Intercultural Association will have a float. Members interested in participating are encouraged to contact Member Jess Hamm.

Members are invited to send any event details to Committee Assistant Kristina Sipes for distribution.

11.2.4 Jeffrey Hendren, 2SLGBTQIA+ Representative

Member Jeffrey Hendren provided a verbal update on Yom HaShoah - Holocaust Memorial Day.

The committee discussed the approximately 300 Jewish residents in Saskatoon and the growing concerns within the community regarding the current global climate, particularly rising antisemitism.

On a positive note, attendees appreciated the presence of City Council and Administration at the event. Leaders from various faith groups, including an imam, Christian pastors, and priests, attended gatherings to stand in solidarity with Saskatoon's Jewish community. This show of unity and support from religious and civic leaders across the city was nice to see.

11.3 Subcommittee Updates [CK 225-83]

11.3.1 Sponsorship Subcommittee

The Sponsorship Subcommittee monthly report dated April 24, 2025, was provided.

This matter was deferred to the June 12, 2025, meeting of the Committee.

11.3.2 Living in Harmony Awards Subcommittee

11.3.3 Planning and Development Subcommittee

11.3.4 Policy Advisory Subcommittee

12. ADJOURNMENT

The meeting adjourned at 1:59 p.m.

T. Jaisee, Chair

K. Sipes, Committee Assistant