

**City of Saskatoon's Response to the Truth and Reconciliation Commission's Calls to Action and Responsibilities
December 2016 Update**

Summary of Applicable Recommendations Directed to Municipal Governments or All Levels of Government

PLANNED INITIATIVES - 2016	PROGRESS- 2016	PLANNED INITIATIVES - 2017
Action #3: Fully implement Jordan's Principle.		
<p>The City of Saskatoon (City) will continue to implement a "child first" principle in providing City programs and services. For those residents that face cost as a barrier, the Leisure Access Program for Low-Income Residents provides free access to civic centre drop-in programs, outdoor pools and one free registered program. Applications are available to individuals at all of our civic centres. Applications are also available to agencies that work with low-income clients.</p>	<p>* The Leisure Access program continued to support access to City of Saskatoon leisure centres for low-income residents including Aboriginal residents.</p>	<p>*Continue to implement a "child first" principle in providing City programs and services including discounted leisure centre access and transit passes for all low-income residents.</p>
Action #40: Create Aboriginal-specific victim services		
<p>The Saskatoon Police Service (SPS) currently has Aboriginal program components for victim services.</p>	<p>*SPS employs two full-time Indigenous Resource Officers - a Missing Persons Liaison who works with all families and with the Missing and Murdered Indigenous Women action groups. *Saskatoon Police also has the Indigenous Relations Consultant who works in the Cultural Resources Unit who created partnerships with various agencies within the community, some of which include victim advocacy groups and missing and murdered indigenous women and men.</p>	<p>*Continue current Aboriginal components of victim services.</p>

PLANNED INITIATIVES - 2016	PROGRESS- 2016	PLANNED INITIATIVES - 2017
Action #43: Adopt the United Nations Declaration on the Rights of Indigenous Peoples supporting Aboriginal rights to culture, employment, health, education and other issues, and facilitate their full participation in all matters that concern them.		
<p>Continue to implement recommendations from the Kitaskinaw Report. Kitaskinaw was a collaborative effort led by the City, Saskatoon Tribal Council (STC), the United Way of Saskatoon and Area, and Gabriel Dumont Institute (GDI).</p> <p>*The Saskatoon Collaborative Funders Partnership is continuing the work on outcomes and evaluations and providing educational sessions to community-based organizations including Aboriginal organizations.</p> <p>*The Wicahitowin Speaker Series, a partnership with the Saskatoon Health Region, United Way, and Aboriginal Friendship Centres of Saskatchewan, was initiated. The series targets community-based organizations that provide services to Aboriginal citizens in Saskatoon. All representatives from City of Saskatoon Boards and Commission are invited to attend.</p>	<p>*The Saskatoon Collaborative Funders Partnership held a workshop on the value of an evaluation framework for community organizations.</p> <p>*In 2016, Wicahitowin Speaker Series included 1) John Lagimodiere on Aboriginal awareness with a focus on the impacts of residential school (250 participants in two sessions); 2) Eugene Arcand presented on Indian residential school survivors stories (180 participants); and 3) Blanket exercise, an experiential learning exercise simulating the historical relationship between the Crown and First Nations based on the Indian Act (40 participants).</p>	<p>*Continue to participate with the Saskatoon Collaborative Funders Partnership.</p> <p>*Continue to implement recommendations from the Kitaskinaw Report.</p> <p>*Continue the Wicahitowin Speaker Series in 2017.</p>
	<p>*The Planning and Development Division continues to dialogue with First Nations partners on a variety of planning initiatives including Regional Plan (completion in April 2017), Urban Reserve creation and Compatible Land Use Agreements (two urban properties-Yellow Quill First Nation and Thunderchild First Nation; and Moosomin First Nation who has land located in the jointly managed Corman Park - Saskatoon Planning District), urban and rural land holdings development, engagement for the Saskatoon Office Policy Review, and servicing/roadway discussions held jointly with Transportation and Utilities Department, etc.</p>	<p>*Complete the Regional Plan and continue to involve First Nations partners in planning and land use.</p>
<p>*The SPS has a Chief's Elders Advisory Committee which is comprised of First Nations and Métis Elders and Cultural Advisors which was implemented in the 1990s.</p> <p>*SPS has an Advisory Committee called SPACOD-- Saskatoon Police Advisory Committee on Diversity which is made up of numerous community, social justice, diversity, and numerous other advocates.</p>	<p>*The Police Chief's Elders Advisory committee met four times to advise the Chief and Executive members on topics and issues relevant to the Aboriginal community.</p> <p>*SPACOD met quarterly to discuss ways in which the Police can serve the community better. This committee gets its strength from the connections that the SPS has with the community and it allows its members to voice opinions and recommendations that the SPS be inclusive and treat all fairly.</p>	<p>*Continue quarterly meetings with the SPS Chief's Elders Advisory Committee and SPACOD.</p>

PLANNED INITIATIVES - 2016	PROGRESS- 2016	PLANNED INITIATIVES - 2017
Action #47: Reform laws and policies based on European sovereignty over Indigenous peoples and lands.		
<p>Employ an analyst to complete a review of City of Saskatoon policies, programs, and services with an Aboriginal lens. Review and update the Cultural Diversity and Race Relations Policy .</p>	<p>*A Johnson Shoyama graduate intern started working on the review of policies. Research on equity and inclusion/ policy of other municipalities is complete as well as criteria to prioritize policies for review. A Partnership with Community Legal Assistance Services for Saskatoon Inner City (CLASSIC) was formed to provide legal framework and jurisprudence to equity and inclusion lens being developed.</p> <p>*The community notification process for Urban Reserve creation was updated to reflect the intent of the Calls to Action. The process continues to include an awareness and education component but also celebrates the achievement and provides more flexibility.</p> <p>*SPS has also begun to undertake a policy review to ensure inclusion and systemic discrimination are avoided in their documents. In 2011, an Aboriginal Relations Consultant was hired to review policies within the SPS and to help develop a Strategic Plan regarding Aboriginal relations and engagement. In 2016, an additional person was hired on permanently, now called the Indigenous Relations Consultant.</p>	<p>*The graduate intern will continue to work with CLASSIC applying the equity and inclusion lens developed by the Systemic Initiatives Project. The goal is to have three to five policies reviewed and presented with recommendations/ alternatives by June 2017.</p> <p>*SPS will continue their policy review to avoid discrimination.</p>
	<p>*Aboriginal representation on City of Saskatoon boards, committees, and commissions was actively sought (e.g. Municipal Planning Commission, Saskatoon Public Art Advisory Committee, Board of Police Commissioners, Library Board)</p>	<p>*Review the application and recruitment process for City boards, committees, and commissions to further increase Aboriginal participation.</p>

PLANNED INITIATIVES - 2016	PROGRESS- 2016	PLANNED INITIATIVES - 2017
Action #57: Educate public servants on the history of Aboriginal peoples, inter-cultural competency, conflict resolution, human rights, and anti-racism.		
<p>*Continue promotion by Strategic and Business Planning Division including corporate-wide emails and communication to Division Directors about relevant corporate training opportunities:</p> <p>*Conversations for Aboriginal Inclusion includes the following TRC learning objectives: history of Aboriginal peoples, including the history and legacy of residential schools, Treaties and Aboriginal rights, Aboriginal-Crown relations.</p> <p>*Fundamentals of Cultural Competency Workshop includes intercultural competency, conflict resolution, human rights and anti-racism</p> <p>*Intercultural Problem Solving Strategies includes intercultural competency, conflict resolution, human rights, and anti-racism.</p> <p>*Resolving Conflicts Constructively includes conflict resolution.</p>	<p>*A total of 104 employees participated in the following four Aboriginal workshops held in 2016:</p> <ol style="list-style-type: none"> 1. Conversations for Aboriginal Inclusion (spring and fall sessions) 2. Fundamentals of Cultural Competency Workshop 3. Intercultural Problem Solving Strategies 4. Resolving Conflicts Constructively <p>*SPS hosted two sets of four Elder's Teachings attended by 400 people. A positive outcome is that several community agencies now want to partner with SPS and the Elders to bring these teachings into the community. A local community college has already completed one set of four sessions.</p>	<p>*Continue to offer and promote corporate training programs that contribute to the Call to Action to increase awareness of civic employees about Aboriginal culture.</p> <p>*Continue hosting the Elder's Teaching sessions.</p>
<p>Implement anti-racism training sessions for civic staff.</p>	<p>*Understanding racism sessions were delivered to several City sections and the SPS.</p> <p>*University of Saskatchewan Anti-Racism Professor Verna St. Denis from the College of Education is developing three stage learning modules, including various anti-racism learning tools appropriate for civic staff in all roles in the organization.</p> <p>*SPS hosts the annual breakfast to commemorate the International Day for the Elimination of Racial Discrimination every March.</p> <p>*SPS, in partnership with the City and the Running Room hosted its 6th annual Race Against Racism in 2016, which was attended by over 400 participants, volunteers, and SPS staff.</p>	<p>*The three module curriculum and learning toolkit will be delivered to civic staff with a focus to promote anti-racism among senior leadership.</p>

PLANNED INITIATIVES - 2016	PROGRESS- 2016	PLANNED INITIATIVES - 2017
	*Indigenous Communications Handbook - Under the guidance of the Aboriginal Relations Director and Regional Planning Section, a draft handbook is being developed for civic employees to create more awareness and understanding of cultural traditions and protocols, and learn tools and strategies to improve dialogue with First Nations. The draft handbook is being reviewed by the Office of the Treaty Commissioner (OTC) and Saskatchewan Indian Cultural Centre (SICC) for feedback on cultural content.	*Publish the Indigenous Communications Handbook in early 2017.
<p>Incorporate presentations on Aboriginal culture at regularly scheduled employee meetings by Aboriginal and community organizations (e.g. OTC, Saskatchewan Human Rights Commission (SHRC), etc.)</p> <p>Incorporate Aboriginal Awareness at the 2016 Fall Leadership Forum.</p>	<p>*The 2016 Fall Leadership Forum attended by 445 senior managers and union executive included a one-hour presentation by John Lagimodiere on Aboriginal Cultural Awareness. All senior management were asked to make a personal commitment to reconciliation.</p> <p>*City Solicitor's Office staff participated in a retreat at Wanuskewin Heritage Park, which included treaties, land claims, residential schools, the TRC Calls to Action report, how First Nations and Métis cultures differ, and how First Nations' government and taxation laws generally work.</p>	*Continue to incorporate presentations on Aboriginal culture in regularly scheduled meetings.
Report to Executive Committee with a plan for increased professional development and training for employees, with a long-term target of 100 percent participation.	*A mandatory half-day Aboriginal Awareness training outline has been developed. "Train the Trainer" is being evaluated as an option for delivering the training.	*Complete the assessment of making Aboriginal Awareness training mandatory and options for delivering the training.
<p>Incorporate a section under professional development in the Individual Development Plan template to allow for self-directed diversity education including Aboriginal cultural awareness.</p> <p>Incorporate Aboriginal training in the Business Planning template.</p>	*The revisions to the Individual Development Plan and Business Planning templates are underway.	*The new Individual Development Plan template and Business Planning templates are expected to be approved in 2017 for implementation.

PLANNED INITIATIVES - 2016	PROGRESS- 2016	PLANNED INITIATIVES - 2017
Increase Aboriginal content for professional development coordinated by Strategic and Business Planning.	<p>*Three City initiatives celebrated June National Aboriginal History Month:</p> <ol style="list-style-type: none"> 1. Book Review: The Education of Augie Merasty, A Residential School Memoir: 17 staff took part in this book review held at the SPS. Two elders shared their own personal experiences in residential schools and invited participants to smudge with them. 2. TED Talk: Owning My Identity by Cadmus Delorme: 12 participants discussed the importance of understanding Aboriginal Culture and how this applies to the workplace. 3. Read for Reconciliation Program was held in partnership with the City and SPL. City employees were encouraged to "Read for Reconciliation". For each book an employee reads off of the SPL recommended books they can enter their name for a draw 	*Include another book with Aboriginal content for the 2017 Diversity Book Club and identify other professional development opportunities with Aboriginal content.
Work with City of Saskatoon Workplace Inclusion Champions and other internal groups and union executives to devise future plans based on how to respond to the calls to action in a collaborative way.	*Added Reconciliation to agenda for regular meetings with Inclusion Champions and Union Executives in 2016.	*Continue regular meetings with Inclusion Champions and Union Executives in 2017.
Since the early 2000's, the SPS has hosted quarterly sweat lodge ceremonies utilizing SPS Elders where staff and community members are invited to attend.	<p>*Sweat lodge ceremonies continue.</p> <p>*The Elders Advisory Committee has now expanded to include 16 Elders and Cultural Advisors.</p> <p>*Within the last five years, several Elders have passed away. The SPS Cultural Room was named to honor SPS's two Lead Elders. Previous to that, the Elders on the Advisory Committee were all awarded with special SPS badges.</p>	*Explore having the Elders connected to Indigenous Youth and the Police in some fashion
Action #77: Work collaboratively with the National Centre for Truth and Reconciliation to identify and collect copies of all records relevant to the history and legacy of the residential school system, and to provide these to the National Centre for Truth and Reconciliation.		
Work with the City Archivist to identify any relevant material and forward these to the National Centre for Truth and Reconciliation.	*OTC has been working with the City Archivist around identifying relevant material.	*Continue to identify relevant material to forward to the National Centre for Truth and Reconciliation.

PLANNED INITIATIVES - 2016	PROGRESS- 2016	PLANNED INITIATIVES - 2017
Actions #87 and #88: Support the development and recognition of Aboriginal athletes.		
<p>Evaluate the Aboriginal Lifeguard program Implement the Fitness Leader Certification Partnership with the U of S</p> <ul style="list-style-type: none"> • Support Aboriginal organizations in hosting major sports events, such as the North American Indigenous Games, in Saskatoon 	<p>*The Aboriginal Fitness Leader Certification preparatory program was delivered in partnership with the U of S. An evaluation of this program is currently underway.</p>	<p>*Complete the evaluation of the Aboriginal Lifeguard Program.</p>
Summary of Recommendations not Directed but Applicable to Municipal Governments		
PLANNED INITIATIVES - 2016	PROGRESS- 2016	PLANNED INITIATIVES - 2017
Actions #30 & #38: Eliminate over-representation of Aboriginal people, particularly youth, in custody.		
<p>Reduce recidivism through social enterprise opportunities for Aboriginal people to gain work experience as an alternative to crime, in public works activities.</p>	<p>*Meetings have been held with Str8Up and the Saskatoon Fire Department to discuss social enterprise opportunities for participants to gain work experience.</p>	<p>*Identify City opportunities to utilize the social enterprise model and hold an educational forum for interested community-based organizations.</p>
	<p>*2016/2017 was the third year of Saskatoon Police Cadets, which works with younger children to provide positive role models and activities. One program goal is prevention, in hopes that these young people will not be recruited into the gang lifestyle and will avoid being in conflict with the justice system. The SPS recognized that working with 12-18 year old vulnerable youth was already too late. Therefore, the Cadet program was offered to children as young as eight. Although it is a diverse group, the majority of the youth were First Nations and Métis.</p> <p>*The SPS Indigenous Recruiting officer works closely with SK Polytechnic Aboriginal Police Prep Program in an effort to identify potential candidates for recruitment. The SPS also awards two scholarships to students from this program.</p> <p>*The SPS provided two bursaries for the Saskatoon Indian and Métis Friendship Centre Aboriginal Graduation. This has been taking place for over 15 years.</p> <p>*The SPS has recently implemented a paid summer student position for qualified Indigenous students.</p>	<p>*Continue SPS programs for youth, including Cadets, scholarships, bursaries, summer student position, and recruitment.</p>

PLANNED INITIATIVES - 2016	PROGRESS- 2016	PLANNED INITIATIVES - 2017
Continue Aboriginal representation with the Saskatoon Board of Police Commissioners to provide an Aboriginal lens in governance.	*The current Chair of the Saskatoon Board of Police Commissioners is an Aboriginal woman from a Saskatchewan First Nation community.	*Continue Aboriginal representation with the Saskatoon Board of Police Commissioners to provide an Aboriginal lens in governance.
The Saskatoon Housing Initiatives Partnership (SHIP) and the United Way are producing a new Community Action Plan to Address Homelessness for Saskatoon. The governance structure - a broad community-based organization to lead and "own" the Plan - is being determined. The City has committed to enter into a contract with a service in the community to ensure that the Plan's recommendations are carried out.	*The Community Action Plan was released to the public on National Housing Day, November 22, 2016.	*The Community Action Plan and a funding request to implement the deliverables will be considered by City Council in 2017.
The City partners with STC, Potash Corp. and other community organizations in the Urban Aboriginal Leadership program which provides healthy alternatives for youth to participate in the community and economy. Continue participation in the "Atoske" and "Wanska" (Lift Up) youth leadership programs.	* One session of the Wanska youth development program was delivered in the winter of 2016. * Three two-week Atoske youth leadership programs were delivered in the summer of 2016. SPS participated in the Atoske program via tours and presentations to participants. * Three Atoske alumni events were held in 2016 (Business Etiquette, Anti-Racism, and Self-Branding), with 10 alumni receiving certificates of completion.	*Two Alumni Leadership Development workshops will be held in January 2017. *Continue to delivery the Atoske youth development program in Summer 2017.
Action #53: Collaborate to develop and implement an action plan, promote public dialogue for reconciliation, and monitor and report annually on reconciliation efforts		
The City is partnering with United Way, Saskatoon Tribal Council, Central Urban Métis Federation Inc. (CUMFI), Saskatoon Health Region (SHR), SREDA, Aboriginal Friendship Centres of Saskatchewan (AFCS), and other community partners in the Saskatoon Community Action Partnership (SACAP). The organizations are working with "urban matters" a social enterprise organization and expect to have the following by the end of March 2016: *Vision and Goals *Community Action Plan Framework *Summary of State of the Environment *Community Priorities *Framework Document	*The Saskatoon Reconciliation Committee (SRC) now includes 42 partners which are working together towards a high quality of life for Aboriginal peoples in the Saskatoon region. *Funding was received from INAC to develop a Saskatoon Aboriginal Community Action Plan. A work plan has been developed.	*Continue to partner with the SRC to create positive change in areas of economic and social inclusion of Indigenous peoples. *Create and pilot test an 'evaluation tool' to determine change in attitudes, understandings, and relationships in response to cultural competency development initiatives and events, including Reconciliation Saskatoon efforts. *Continue to work with the "Sensemaking Sub-Committee to identify metrics and explore methods of evaluation.

PLANNED INITIATIVES - 2016	PROGRESS- 2016	PLANNED INITIATIVES - 2017
<p>The City and its partners have a Communication Framework with the theme: "Reconciliation Begins with Me". Examples of components include</p> <ul style="list-style-type: none"> *Development of Reconciliation brand * Shared development of OTC website focusing on Reconciliation *Collection of videos of What Reconciliation means *Materials for organizations to use with their employees *News releases and media scrums *Radio and print ads *Social media *Stakeholder meetings 	<p>*The City participated in the Saskatoon Reconciliation Committee (SRC) with the following achievements:</p> <ol style="list-style-type: none"> 1) Developed a reconciliation brand, logo, and flag 2) Held three flag raising ceremonies (City, SaskPolytechnic, and SHR) 3) Linked the City website to the OTC website on Reconciliation which included selfies on "What Reconciliation Means to Me" 4) Social media clinic for Reconciliation members 5) Social media with each event related to reconciliation held by the SRC's 42 partners (e.g. Rock your Roots event). 6) Developed a learning kit for organizations to use to educate their employees about TRC Calls to Action and Reconciliation. 7) Held monthly stakeholder meetings. 	<p>*The SRC will continue to promote events, (e.g. Red Shirt Day, Rock your Roots), educational opportunities, and commitments to reconciliation by the SRC partners.</p>
	<p>*SPS is included in the partnership committee and implemented various initiatives as part of reconciliation. E.G. Elder's Teachings, Missing and Murdered Indigenous Women Memorial (to be erected and unveiled in 2017). The SPS sits on committees for the National Aboriginal Day planning and the Federation of Sovereign Indigenous Nations annual powwow committee.</p>	<p>*The SPS is undertaking planning for reconciliation and call to action activities for 2017. Tentative plans include partnerships with external agencies to bring the Elder's Teachings to youth and their mentors within the child welfare system; and to present to a National Conference in Halifax in 2017 re the Reconciliation Saskatoon initiative partnership.</p>
<p>Report on the City's annual progress in contributing to increasing the well-being and inclusion of Aboriginal people living in Saskatoon, including progress on the Kitsakinaw Report and Urban Aboriginal Community Gathering recommendations.</p>	<p>One of the Kitsakinaw recommendations was to Implement a public anti-racism campaign.</p> <ul style="list-style-type: none"> *An anti-racism poster series was launched at the SaskTel Soccer Centre in conjunction with the Saskatoon World Cup soccer tournament, and expanded to the Hank Ruys soccer centre. *The "I am the Bridge" public education campaign collected videos using one-story web-based collection platform to develop a video montage of anti-racism education messages that will be used to create citizen-to-citizen public education. 	<p>*The "I am the Bridge" public education campaign is set to launch in March 2017, corresponding with Race Relations Month.</p>

PLANNED INITIATIVES - 2016	PROGRESS- 2016	PLANNED INITIATIVES - 2017
<p>Follow up on the feedback from the YXE youth speaks event to address racism through developing an implementation strategy.</p> <p>Encourage youth involvement/ voting in the municipal election</p>	<p>* A follow-up YXE Speaks youth forum was held in December and a community steering committee is working on the strategy.</p> <p>* Two voter information sessions were held for community-based organizations working with Aboriginal and other community members</p>	<p>* Complete the YXE youth strategy</p>
<p>City representatives attended a December 3, 2015 event hosted by the Conference Board of Canada to discuss best practices to advance reconciliation. The Conference Board will prepare a report on the proceedings.</p>	<p>*The Conference Board of Canada reported on proceedings in "We. Us. Them - A Reconciling Narrative." which included action advice for individuals, businesses, post-secondary institutions, and provincial and federal governments. The report highlighted the City of Saskatoon's municipal leadership in declaring the Year of Reconciliation and response to the Calls to Action.</p>	
<p>Action #69: Call upon Library and Archives Canada to make information available on Aboriginal peoples and residential schools.</p>		
<p>Continue to update the collection of books and films related to Aboriginal history, culture, and residential schools, and offer related programming.</p>	<p>*The SPL initiated Read for Reconciliation for the community, encouraging reading of books with Aboriginal content. (see www.saskatoonlibrary.ca/reconciliation)</p>	<p>*Continue to update the collection of books and films related to Aboriginal history, culture, and residential schools, and offer related programming.</p>
<p>Action # 79: Participate in a strategy to commemorate Aboriginal peoples' history and contributions to Canada.</p>		
<p>Educate the Aboriginal community-at-large on City naming processes and continue to identify opportunities for Aboriginal names for City streets, parks, etc. A report was presented to Council in December 2015 detailing how Planning and Development will work to improve the diversity of names on the Names Master List. Further collaborations will be made with identified community and educational organizations, including presentations at public events.</p>	<p>*A targeted awareness campaign, including presentations and printed brochures, was directed at individuals and Aboriginal organizations, to enhance the profile of the Naming Policy and encourage diversity of submissions.</p> <p>*The composition of the Naming Advisory Committee changed to include a Diversity Inclusion Consultant.</p> <p>*Louis Riel Industrial Park was named.</p> <p>*The new Stonebridge library branch was named Round Prairie in honor of the Métis.</p> <p>The Library on 20th Street Branch was named Dr. Freda Ahenakew branch.</p> <p>*Names recommended for addition to the Names Master List include Amisk (Cree word for beaver), Gallagher (after Joseph Charles Gallagher- notable James Smith First Nation member and athlete), and Misaskwatomina (Cree word for Saskatoon Berry)</p>	<p>*Review naming policies in 2017.</p> <p>*Continue to incorporate consultations with Aboriginal people on the naming of more Saskatoon infrastructure.</p> <p>*Involve the Saskatoon Reconciliation Committee (SRC) in the process to engage the community, the Elders, and Indian Residential School Survivors to recommend a name to City Council for the new North Commuter Parkway Bridge in honor of Aboriginal peoples' contribution to Saskatoon.</p>
<p>Continue to provide organizational support for the Saskatchewan World Indigenous Festival for the Arts (SWIFFA).</p>	<p>*The City provided a Profile Saskatoon Grant in 2015 and ongoing in-kind support in 2016 for the SWIFFA which was held in Saskatoon on August 24 and 25, 2016.</p>	

PLANNED INITIATIVES - 2016	PROGRESS- 2016	PLANNED INITIATIVES - 2017
<p>Continue to partner to ensure that public art in Saskatoon recognizes Aboriginal peoples' history and contributions. The City is applying for funding from Heritage Canada for public art that would recognize Aboriginal Peoples' history and contributions to Saskatoon.</p> <p>A memorial piece for Missing and Murdered Aboriginal Women (MMAW) is planned.</p>	<p>*The City - STC partnership for a Canada 150 Crossing Path's Reconciliation Commemorative Art Project was approved with a \$250,000 grant from Canadian Heritage to STC. The City's contribution is cash and in-kind support. An RFQ- call for artists was issued in December.</p> <p>*A desired outcome of Saskatoon's Placemaker Program is to celebrate and represent the First Nations and Métis communities, and to create opportunities for Indigenous community groups. Placemaker projects awarded in 2016 include "Untitled" and "pawcikewin isi kakahcipitaman - Catch YOUR Dream - T'a ghanaste huschu" by artists Heike Fink and Joseph Naytowhow. This collaborative art, installed on 33rd Street and Avenue E, crafted during free public workshops by the Saskatoon community, expresses hopes and wishes for reconciliation.</p>	<p>*Work on Canada 150 Crossing Path's Reconciliation Art Project. Artist/artist team to be selected. First round of community engagement to begin.</p> <p>*Acquisition of the "Land of Berries" neon-light art installation.</p> <p>*Unveil the MMAW commemorative sculpture in front of the SPS building in spring 2017.</p> <p>*Install 'Untitled' by indigenous artist and sculptor Darren Gowan, a carved stone bison sculpture, roughly 2 metres high, on Central Avenue and 112th Street in early 2017.</p> <p>*Explore opportunities for acquiring public art commissioned by First Nations artists or focused on a First Nations theme as part of City of Saskatoon permanent collection.</p>
	<p>*In 2016 and several years previous, the SPS has been involved in numerous Aboriginal awareness campaigns. Two examples include Sisters in Spirit, Missing and Murdered Indigenous Men and we have been involved in numerous others over the years. In addition, the SPS has been involved with Lady Justice walks and the Walk for Freedom (awareness of human trafficking)</p>	<p>Continue with SPS involvement in Aboriginal awareness campaigns</p>
<p>Aboriginal contributions to Saskatoon's development are acknowledged through the raising of the Treaty Six flag and Métis Nation of Saskatchewan flag which fly in Civic Square on a permanent basis.</p>	<p>*Continued raising the Treaty 6 flag and Métis Nation of Saskatchewan flag in Civic Square.</p>	<p>*Continue raising the Treaty 6 flag and Métis Nation of Saskatchewan flag in Civic Square.</p>
<p>The City contributes annual funding for the operation of Wanuskewin Heritage Park and participates in its board governance.</p>	<p>*The City renegotiated its land lease agreement with Wanuskewin Heritage Park in support of the Park's desire to pursue UNESCO World Heritage Site status. The lease provision allows for an expanded land base that helps the park to meet UNESCO's buffer criteria, helping to protect and maintain the ecology and biodiversity of the site. It will also allow Wanuskewin to return a small herd of plains bison to the native prairie habitat.</p>	<p>*Continue to provide funding and support of Wanuskewin.</p>

PLANNED INITIATIVES - 2016	PROGRESS- 2016	PLANNED INITIATIVES - 2017
<p>Saskatoon dignitaries are encouraged to utilize opening remarks recognizing Aboriginal people, and developed in a process led by the University of Saskatchewan Teaching, Learning, and Academic Resources Committee of Council:</p> <p><i>As we gather here today, I would like to welcome you to Treaty 6 Territory and Homeland of the Métis. We pay our respects to the First Nations and Métis ancestors of this place and we reaffirm our relationship with one another.</i></p>	<p>*Recognition of Treaty 6 Territory and Homeland of the Métis has been used at an increasing number of events by dignitaries and emcees in 2016.</p>	<p>*Continue to encourage dignitaries and emcees to recognize Treaty 6 Territory and Homeland of the Métis in opening remarks at events.</p>
<p>Action #92: Ensure Aboriginal peoples have access to jobs, training and education opportunities; and they benefit from economic development.</p>		
<p>Planning and Development is reviewing the Official Community Plan to enhance wording regarding voluntary engagement with First Nations and Métis in the planning process.</p>	<p>*A review of the Official Community Plan is underway and includes special emphasis on Aboriginal inclusion.</p>	<p>*Initiate dialogue with First Nation rights-holders and stakeholders and bring forward Official Community Plan amendments that emphasize Aboriginal inclusion.</p>
<p>Partnership for Growth (P4G), in which the City is a partner, continues to engage with First Nations and provide opportunities for input into the Regional Plan. Engagement with specific First Nations is being undertaken in addition to stakeholder and public engagement. * The Broader Regional Committee (BRC), which is led by SREDA, continues to engage with First Nations and encourage collaboration in the broader region. * Planning and Development continues to engage with First Nations and provide information relating to planning and land development considerations within the City and the region.</p>	<p>*Collaboration continued between the Saskatoon North Partnership for Growth (P4G), of which the City of Saskatoon is a partner, and First Nations regarding the Regional Plan and addressing First Nations' development plans. One-on-one meetings were held with First Nations, and First Nations were invited to all public events, to provide an update on the Regional Plan project and obtain feedback. Aboriginal inclusion policies will be included in the Regional Plan.</p>	<p>*The next round of engagement on the Regional Plan will occur from December 2016 to February 2017, using a similar approach to the 2016 engagement. The Regional Plan is anticipated to be completed by April 2017.</p> <p>*Identify potential opportunities for the City to partner with First Nation Treaty Land Entitlement (TLE) landholders within Saskatoon for land development.</p>

PLANNED INITIATIVES - 2016	PROGRESS- 2016	PLANNED INITIATIVES - 2017
<p>* Additional First Nation Community Profiles are being created for new First Nations land holdings within the City and the region.</p> <p>* The City is partnering with the Federation of Saskatchewan Indigenous Nations, Indigenous & Northern Affairs Canada, the Ministry of Government Relations, the City of Regina, and SREDA to produce a three-part conference series called 'Prosperity Through Partnerships', focusing on creating wealth through land claims.</p>	<p>*The First Nation Community Profiles were all updated in 2016 to reflect updated governance and contact information. Two new Profiles, for Fishing Lake First Nation and Thunderchild First Nation, are in the process of being drafted.</p> <p>*'Prosperity Through Partnerships' Conference Series - the collaboration continues between the partnering agencies, and a new three part series of workshops will occur over winter 2016/2017. The first event took place in December 2016 in Saskatoon with approximately 120 participants.</p>	<p>*Engage First Nations in review and approval of two new First Nation Community Profiles.</p> <p>*Add new Profiles to City of Saskatoon website and SREDA website, and provide for First Nations use.</p> <p>*A scholarship fund has been created as a legacy to the 'Prosperity Through Partnerships' conference series. The funds are available to any Aboriginal student enrolled in the Regional and Urban Planning program at the University of Saskatchewan.</p> <p>*Two Prosperity through Partnership events are scheduled for January and March 2017.</p>
<p>Continue work identified in the Diversity and Inclusion Action Plan and Aboriginal Employment Action Plan.</p> <p>Report progress to Council in 2016.</p>	<p>*The City partnered with the Saskatoon Tribal Council to provide work experience for a recent environmental engineering graduate.</p> <p>*Regional Planning in collaboration with the Director of Aboriginal Relations, hired a planning intern in partnership with the Saskatoon Tribal Council's Summer Employment Program. The work program for the intern included research for the <u>Indigenous Communications Handbook</u>.</p>	<p>*Investigate options for participating in the Export Aboriginal Recruitment program with Saskatchewan First Nations Natural Resource Centre of Excellence.</p>
<p>Phase Two of the Saskatoon Aboriginal Employment Partnership is underway with a new governance model. Key activities include</p> <p>*Community engagement with government, businesses, education and training institutions, service providers</p> <p>*Three forums with First Nation and Métis Economic Development Corporations</p> <p>*Networking forum to develop partnerships in the business community</p> <p>*Creation of a Community Action Plan with partners</p> <p>*Developing an evaluation framework with measures</p> <p>*Developing economic development toolkits for Aboriginal Economic Development Corporations</p> <p>*Showcasing Saskatoon's Progress</p>	<p>*SAEP partnered in the WIBF, the three "Prosperity through Partnership" conferences, and the Métis Economic Development Forum.</p> <p>*Partnered with the U of S to complete the "City of Bridges First Nations and Métis Economic Development in Saskatoon and Region" which highlighted best practices.</p> <p>*Finalized the SAEP logo.</p>	<p>*Finalize the establishment of the non-profit organization to administer the SAEP.</p> <p>*Develop and begin to implement a communication plan.</p> <p>*Develop the SAEP website.</p> <p>*Complete an Aboriginal employee supply/demand report.</p> <p>*Hold an Industry Forum to share results of reports and best practices.</p>

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Explore opportunities for Aboriginal partnerships for clean energy production.	*Various partnership options for hydropower development were evaluated and the Saskatoon Tribal Council (STC) was identified as the best option. Basic interests were established for the City to enter into further discussions with STC. The partnership would enhance economic, employment and training opportunities for Aboriginal people.	*Bring forward a report to City Council recommending that the City enter into discussions with the STC for the purpose of studying the feasibility of constructing and operating a hydropower station at the Saskatoon Weir
Continue to provide organizational support for the World Indigenous Business Forum (WIBF) and report to Council on results of WIBF in Fall, 2016.	*In addition to the Profile Saskatoon Grant of \$150,000 provided in 2015, the City continued to provide in-kind support for the WIBF held August 23 to 25. Nearly one-thousand Aboriginal leaders and entrepreneurs from throughout the world attended, with an estimated economic impact of \$3 million for Saskatoon. *Hosted a 13 person Chile delegation of Indigenous community leaders, government officials, and business people.	*The Director of Aboriginal Relations will serve as the honorary WIBF Ambassador for the 2017 WIBF in Chile.
Create the Indigenous Recruiter position as a distinct position within the Cultural Resources Unit.	*In 2016, the SPS created the Indigenous Recruiter position within the Cultural Resources Unit. The Indigenous Recruiting Officer attends many locations within Saskatoon and the province. He offers mentorship through assisting with the recruitment process, including practice entrance exams.	*Continue to support the Indigenous Recruiter position.
The SPS has a paid summer student position in the Cultural Resources Unit. This program began several years ago as an extension to unpaid practicum placements.	*The summer student position in the Cultural Resources Unit allowed a candidate to explore policing as a career option and the SPS Human Resources section to evaluate the individual as a potential candidate for a full-time position.	*Continue the summer student position with the SPS Cultural Resources Unit.
Co-host a Career Fair with the Saskatoon Open Door Society.	*The SPS co-hosted, along with the Saskatoon Open Door Society, a volunteer Career Fair which was attended by various Indigenous people.	
	The City is undertaking transformational change in our approach to procurement. Corporate policies and procedures are being developed to ensure our procurement processes focus on cost effectiveness, environmental responsibility, sustainability and inclusion of Aboriginal suppliers and contractors.	The City will implement the new approach to procurement, focusing on cost effectiveness, environmental responsibility, sustainability, and inclusion of Aboriginal suppliers and contractors.

PLANNED INITIATIVES - 2016	PROGRESS- 2016	PLANNED INITIATIVES - 2017
Action #93: Provide inclusive information about Aboriginal peoples to newcomers		
<p>Partner with Institute for Canadian Citizenship (ICC) and OTC to host a citizenship ceremony that includes a focus of First Nations and Métis peoples and their contributions. Ongoing work on the One Story and Moving Stories projects</p>	<ul style="list-style-type: none"> •Partnered with the community and the ICC to host two citizenship ceremonies, one with a First Nations theme and one with the theme of Homeland of the Métis. The SPS hosted the Citizenship Ceremony in February 2016. • Partnered with the Office of the Treaty Commissioner to host two-day Building New Relationships workshops for people working with newcomers. Session topics included a History of Aboriginal people, Culture, Treaties, Indian Act, Residential Schools, and the TRC. A total of 43 people took part. • Worked with local Settlement organizations to coordinate participation of newcomers in the Year of Reconciliation community celebration "Rock Your Roots" and "Walk for Reconciliation". Approximately 120 newcomers attended. • Continued work with Aboriginal and Newcomer youth through the Moving Stories storytelling project. The project included presentations and the development of a film from their stories that was presented at a public screening with approximately 150 people in attendance. 	<ul style="list-style-type: none"> • Host two more citizenship ceremonies (one with the SPS). • Hold a Building New Relationship workshop. • Implement Phase 3 of Moving Stories working with Newcomer and Aboriginal communities sharing stories.