
Equity Policy Review

Recommendation

That the report of the General Manager, Corporate Performance Department, dated March 13, 2017, be forwarded to City Council for information.

Topic and Purpose

The purpose of this report is to address an Inquiry made by Councillor D. Hill on July 21, 2016, regarding a review of current equity policies.

Report Highlights

1. A review of the City's equity policies is currently underway.
2. A review of the Cultural Diversity and Race Relations Committee will be included as part of the comprehensive governance review of the governance structures, models, practices, and procedures of boards and committees, including advisory committees.

Strategic Goal

This report supports the strategic goal of Continuous Improvement.

Background

On July 21, 2016, the following inquiry was made by Councillor D. Hill:

“Would the Administration please report on what would be involved to conduct a review of our current equity policies to be more inclusive of community diversity. Please include what, if any, portion of that review would include an evaluation and review of the Cultural Diversity and Race Relations Committee.”

Report

The Equity and Inclusion Policy Review Process

During the 2016 Budget and Business Plan review process, City Council considered a report from the Administration outlining the City's response to the Truth and Reconciliation Commission Calls to Action, including an initiative to review City policies and programs with an Aboriginal lens to identify potential systemic or institutional discrimination and ensure they are inclusive to Aboriginal people.

The Cultural Diversity and Race Relations office within the Community Services Department was also developing an initiative to review City policies from an equity and inclusion perspective. These two initiatives have been combined into one diversity and inclusion review initiative that received funding in the 2016 budget. This initiative is

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currently underway and includes a review of the literature and investigates best practices.

The process will include a review of the City Council Policy C10-023 Cultural Diversity and Race Relations Policy, including the section that states “The workforce will be representative of the population of Saskatoon.” to ensure that the language and responsibilities are updated and relevant.

Governance

A capital project was approved with the 2017 Business Plan and Budget for a Comprehensive Governance Review of the governance structures, models, practices, and procedures of boards and committees including advisory committees. This will include a review of the Cultural Diversity and Race Relations Advisory Committee. The intent is to conduct research, collect and analyze information, and meet with appropriate stakeholders. The Administration will make recommendations to the Governance and Priorities Committee for their consideration and ultimately to City Council for approval.

In response to the inquiry about a review of the Cultural Diversity and Race Relations Advisory Committee, the typical process for any change to an existing Advisory Committee’s mandate is to first have it reviewed by the Governance and Priorities Committee. Recommendations for change could come forward from the Committee itself or the Administration.

Communication Plan

All changes to policy will be communicated to employees with an emphasis on managers and supervisors.

The Administration created a video to promote our diverse workplace, and it can be found on the City’s website at

<https://www.saskatoon.ca/city-hall/careers-city/diversity-inclusion>

This video is used as a recruitment tool and it is shared with all new employees during orientation and onboarding.

Policy Implications

The policy implications are described within the body of this report.

Other Considerations/Implications

There are no financial, environmental, privacy or CPTED implications or considerations.

Due Date for Follow-up and/or Project Completion

The Administration will report back on the results of the policy review by fall of 2017 and the governance review in late 2017.

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Public Notice

Public Notice pursuant to Section 3 of Policy No. C01-021, Public Notice Policy, is not required.

Report Approval

Written by: Catherine Gryba, General Manager, Corporate Performance Department

Reviewed by: Lynne Lacroix, Director of Recreation and Community Development
Joanne Sproule, City Clerk

Approved by: Catherine Gryba, General Manager, Corporate Performance Department

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