

City of Saskatoon's Response to the Truth and Reconciliation Commission's Calls to Action and Responsibilities

December 2017 Update

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

RELATED CITY INITIATIVE	PLANNED INITIATIVES - 2017	PROGRESS 2017	PLANNED INITIATIVES 2018
<p>Action #3: Fully Implement Jordan's Principle.</p> <p>Jordan's Principle is a "child first" principle to resolve jurisdictional disputes between governments regarding payment for government services provided to First Nations children. Jordan's principle is mainly applicable to federal and provincial government services for children.</p> <p>The City does not consider First Nation status as a factor in providing services to its residents. Some recreational and cultural programs are targeted to all Aboriginal people. Some City services, such as discounted leisure access and transit passes, are offered to all low-income people.</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>	<p>* The Leisure Access program continued to support access to City of Saskatoon leisure centres for low-income residents including Aboriginal residents.</p>	<p>No new initiatives planned, the Leisure Access Program is an ongoing program.</p>
<p>Action #40: Create Aboriginal-specific victim services.</p> <p>The SPS currently has Aboriginal program components for victim services.</p>	<p>*Continue current Aboriginal components of victim services.</p>	<p>*SPS employs two full-time Indigenous Resource Officers in its Victim Services office and a Missing Persons Liaison who works with all families and with the Missing and Murdered Indigenous Women and Girls (MMIWG) action groups. *SPS Police also has the Indigenous Relations Consultant (IRC) who works in the Cultural Resources Unit who creates partnerships with various agencies within the community, some of which include victim advocacy groups and MMIWG and men (and boys).</p>	<p>* SPS to continue current Indigenous components of victim services. Members of the Indigenous Resource Officer Section are also part of the Saskatchewan Association of Police Affiliated Victim Services who are in the process of planning a conference in March 2018 called "Trail us your Story".</p>

RELATED CITY INITIATIVE	PLANNED INITIATIVES - 2017	PROGRESS 2017	PLANNED INITIATIVES 2018
<p>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> <p>The City co-chairs the Saskatoon Aboriginal Community Action Plan (SACAP) committee which addresses quality of life issues for Aboriginal citizens.</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 Wiclitowin Speaker Series in 2017.</p>	<p>*Participation has continued in the Collaborative Funders Partnership.</p> <p>*Wiclitowin Speaker Series 2017 included 1) Chief Wilton Littlechild (142) 2) Birth of a Family viewing (120) 3) Orange Shirt Day Speaker Event (131)</p> <p>*SACAP applied for a 3 year agreement for Federal Funding to assist in increasing the quality of life for Aboriginal citizens in Saskatoon.</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 Wiclitowin Speaker Series in 2018</p> <p>*Assist with developing a collaborative strategy with the community in addressing Aboriginal Citizens quality of life issues</p>
<p>The Kitaskinaw Project was conducted to discover the "lay of the land" for programs and services for Saskatoon's First Nations, Métis, and Inuit people. 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). The project, the first of its kind in Saskatoon, took a holistic approach to better understand Saskatoon's Aboriginal community in relation to programs and services.</p>		<p>*Kitaskinaw recommendations are being considered with emphasis on offering a wider array of Indigenous in more parts of the city</p>	
<p>The City provides capacity building supports to Aboriginal community-based organizations including the work of the Saskatoon Collaborative Funders Partnership on outcomes and evaluation. The City works with the United Way on community-based leadership development for Aboriginal and other under-represented groups.</p>			

RELATED CITY INITIATIVE	PLANNED INITIATIVES - 2017	PROGRESS 2017	PLANNED INITIATIVES 2018
	<p>*Complete the Regional Plan and continue to involve First Nations partners in planning and land use.</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 were negotiated and received by City Council regarding Yellow Quill First Nation's reserve designation of the First Nations' Bank property. Compatible Land Use Agreements will also be drafted for Thunderchild First Nation once the land purchase agreement terms are met. We also had introduction discussions with Kahkewistahaw First Nation who recently selected a 40 acre parcel in the Hampton Village Business Park.</p>	<p>Initiate implementation of the Regional Plan, which includes amending the North West and South East Concept Plans. Continue to involve First Nations partners in planning and land use. Work with Thunderchild First Nation and Kahkewistahaw First Nation as they work through the reserve designation process, as well as the development process. Continue ongoing dialogue regarding planning issues of common interest through revival of the Broader Regional Committee (led by SREDA)</p>
	<p>*The SPS has the Chiefs Advisory Committee which is comprised of First Nations and Métis Elders and of Cultural Advisors. This committee was formed in the 1990s with the intention of directly advising the Chief of Police on matters related to Indigenous people in and around Saskatoon. *SPS also has an Advisory Committee called SPACOD--Saskatoon Police Advisory Committee on Diversity, which is made up of numerous community, social justice, diversity, and other advocate groups and organizations. This was formed in the early to mid 2000's. Members from Indigenous organizations also sit on this committee.</p>	<p>*The (Police) Chiefs Advisory Committee meets four times per year to advise the Chief and Executive members on topics and issues relevant to the Indigenous community. *SPACOD meets 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 provide recommendations that the SPS be inclusive and treat all fairly. Both of these committees have been asked to be part of the selection process for the new Chief of Police.</p>	<p>*Continue quarterly meetings with the SPS Chiefs Advisory Committee and SPACOD. If important police events occur in Saskatoon that warrant that either of these committees convene on an emergency basis, this will be accommodated. *The Missing Person Liaison Officer is also exploring how to allow for better access to an Elder within the SPS building on a regular basis with a regular schedule.</p>

RELATED CITY INITIATIVE	PLANNED INITIATIVES - 2017	PROGRESS 2017	PLANNED INITIATIVES 2018
<p>Action #47: Reform laws and policies based on European sovereignty over Indigenous peoples and lands.</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. *SPS will continue their policy review to avoid discrimination.</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. *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. *SPS has also begun to undertake a policy review to ensure inclusion and systemic discrimination are avoided in its 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 (IRC). This person resigned in August 2017 to go back to teaching, so the process is currently underway to hire the new IRC.</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. *SPS will continue its policy review to avoid discrimination. The new IRC will review current policy with the assistance of the SPS Planning Unit to determine what policies may or may not ensure inclusion and which policies possibly unconsciously promote systemic discrimination/bias.</p>
	<p>*Review the application and recruitment process for City boards, committees, and commissions to further increase Aboriginal participation.</p>		

RELATED CITY INITIATIVE	PLANNED INITIATIVES - 2017	PROGRESS 2017	PLANNED INITIATIVES 2018
<p>Action #57: Educate public servants on the history of Aboriginal peoples, inter-cultural competency, conflict resolution, human rights, and anti-racism</p> <p>Saskatoon Public Library Anti-racism Training</p>			<p>New in 2017. SPL employees are participating.</p>
<p>Saskatoon Public Library Aboriginal Awareness Training</p>		<p>Ongoing participation</p>	<p>Ongoing employee training sessions for new employees</p>
<p>Saskatoon Public Library Participation in W/ichitowin conference</p>		<p>Ongoing participation</p>	<p>Sent SPL employees to the conference</p>
<p>Corporate cultural awareness workshops are held every year.</p> <p>In 2014, approximately 2.5% (80) of City employees attended Aboriginal cultural awareness and general cultural competency workshops. Corporate training workshops include the following:</p> <ul style="list-style-type: none"> - Conversations for Aboriginal Inclusion (2/year available for all employees) - Fundamentals of Cultural Competency Workshop (1/year available for all employees) - Intercultural Problem Solving Strategies (1/year available for managers) <p>Corporate training is also offered on Resolving Conflicts Constructively (2/year available for managers)</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>POLICE UPDATE: *A total of 104 employees participated in the following four Aboriginal workshops held in 2017:</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 continued to host Elder's Teachings at the Saskatoon Police Service building. They also brought in an Indigenous story teller and the "Boys with Braids" presentation to share cultural information with SPS employees and members of the public. SPS In-Service Recruit Training has added a day of diversity education for the newest recruits which is primarily focused on Indigenous history and experience, but it also allows the new recruits to learn about Islam and the LGBTQ2S+ experience.</p> <p>HR UPDATE: Created the Pathway to Reconciliation Program for all City employees. The "Pathway" is made up of a number of courses that respond to TRC Call to Action #57. These courses include: Aboriginal Awareness training (Mandatory), Blanket Exercise, Understanding Racism, Fundamentals of Cultural Competency, and Resolving Conflict. Once an employee completes all of these courses they will be recognized a Reconciliation Ambassador. A Reconciliation Ambassador is an employee that has made their own personal commitment to Reconciliation, understands the history and culture of Aboriginal people, and values diversity in the workplace.</p> <p>Hosted a speaking event for Orange Shirt Day to help educate CoFs employees on Indian Residential School experiences.</p>	<p>POLICE UPDATE: *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>*SPS to continue hosting the Elder's Teaching sessions. Plans are to open up portions of the Recruit In-Service Training day to other employees (sworn and civilian) and to host the Blanket Exercise as part of this training. The Chief has approved training time for any recruit that wishes to partake in one of the police sweat lodge ceremonies (as part of the In-Service training) with our lead Elders.</p> <p>HR UPDATE: Continue offering the Pathway to Reconciliation Program. Reconciliation Ambassadors will begin to form a Community of Practice at the City of Saskatoon.</p> <p>Expand on Orange Shirt Day educational activities for City of Saskatoon staff.</p>

RELATED CITY INITIATIVE	PLANNED INITIATIVES - 2017	PROGRESS 2017	PLANNED INITIATIVES 2018
<p>Anti-racism initiatives have been identified as a new focus beginning in 2015, and the Race Relations and Cultural Diversity Committee and Coordinator developed new corporate and community initiatives to reduce racism:</p> <ul style="list-style-type: none"> - Anti-racism print resources were developed for staff and interested groups; and - "Understanding Racism" sessions were developed and are accessible to staff. 	<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>	<p>The Saskatoon Police Service hosted the 7th Annual Race Against Racism in September, 2017. A change was implemented this year in that a cultural expo was planned and hosted by a newly formed committee consisting of representatives from the Saskatoon Tribal Council, Central Urban Métis Federation Inc. Saskatoon Open Door Society, Saskatchewan Intercultural Association, Immigrant Women of Saskatoon and the Global Gathering Place. Other cultural booths were available to showcase at the event. *hosted Anti-Racism Conference 2017 (October 27, 2017)</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. * The Race Against Racism will continue with more focus placed on the cultural expo. The message of the race is, and always will be, the primary goal for the event.</p>
	<p>*Publish the Indigenous Communications Handbook in early 2017.</p>	<p>A public launch was held on June 29th, at the Saskatchewan Indigenous Cultural Centre for the ayislnowak: A Communications Guide, a tool developed in partnership with OTC and SICC for City employees to broaden awareness and understanding of Aboriginal cultural traditions and practices. The document is now available digitally on the City website and hard copy by request.</p>	<p>Update the document as needed, as well as incorporate content into Corporate Aboriginal Awareness Training and Supervisor 101 Training. Postcards introducing the resource and providing information on where it is available will be developed and included as part of these training materials. We will continue to work with the Metis community to elaborate on the Metis content in the Guide.</p>
	<p>*Continue to incorporate presentations on Aboriginal culture in regularly scheduled meetings.</p>		
	<p>*Complete the assessment of making Aboriginal Awareness training mandatory and options for delivering the training.</p>	<p>Aboriginal Awareness - facilitated by John Lagimodiere is the mandatory training being offered to staff. In 2017, up to the end of Q3, we had 454 employees attend the course.</p>	<p>Aboriginal Awareness - There are two sessions a month scheduled until December 31, 2018 to accommodate all CoS Staff.</p>
	<p>*The new Individual Development Plan template and Business Planning templates are expected to be approved in 2017 for implementation.</p>		

RELATED CITY INITIATIVE	PLANNED INITIATIVES - 2017	PROGRESS 2017	PLANNED INITIATIVES 2018
	<p>*Include another book with Aboriginal content for the 2017 Diversity Book Club and identify other professional development opportunities with Aboriginal content.</p>	<p>Three City initiatives celebrated June National Aboriginal History Month: 1. Book Review: Clearing the Plains by James Daschuk. 12 employees took part in the book review. 2. REDx Talk: Allies - What I Know Now by Dr. Liam Haggarty. 10 employees discussed different ways we all can become allies. 3. Blanket Exercise hosted by Canadian Roots Exchange. 15 employees took part.</p>	<p>The City will continue to offer Aboriginality focused Learning and Development opportunities within the month of June to support National Aboriginal History Month. A Book Review and REDx Talk will be offered in addition to other professional development opportunities with Aboriginal content.</p>
<p>Since the early 2000's, the Saskatoon Police Service has hosted quarterly sweat lodge ceremonies utilizing SPS Elders where staff and community members are invited to attend.</p>	<p>*Explore having the Elders connected to Indigenous Youth and the Police in some fashion.</p>	<p>*Sweat lodge ceremonies continue. *The Chief's Advisory Committee has now expanded to include 16 Elders and Cultural Advisors. *Within the last five years, several Elders have passed away. In 2016 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. In 2017, the Elders have been asked to participate in the criteria selection for the new Chief of Police. Member of SPACOD have also been asked to patrate in this process.</p>	<p>* SPS to explore having the Elders connected to Indigenous youth and the police in some fashion. This was put on hold in 2017 due to the resignation of the Indigenous Relations Consultant and with the announced retirement of Chief Weighill.</p>
<p>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.</p>			
	<p>*Continue to identify relevant material to forward to the National Centre for Truth and Reconciliation.</p>		<p>*Continue to identify relevant material to forward to the National Centre for Truth and Reconciliation.</p>

RELATED CITY INITIATIVE	PLANNED INITIATIVES - 2017	PROGRESS 2017	PLANNED INITIATIVES 2018
<p>Actions #87 and #88: Support the development and recognition of Aboriginal athletes.</p> <p>The City's Aboriginal Lifeguard Program and Fitness Leader Certification Program help Aboriginal people gain lifeguard and fitness certifications leading to employment with the City and other organizations.</p>	<p>*Complete the evaluation of the Aboriginal Lifeguard Program.</p>	<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>* An unplanned, but extremely valuable initiative for 2017 was that two Saskatoon Police Service Members were asked to participate with Team Saskatchewan at the North American Indigenous Games as chaperons to the athletes. The Police Chief granted them paid absences from their regular duties to participate.</p> <p>Community Services Update: *during first half of year met with consultant to develop evaluation tools to review programs such as the Aboriginal fitness Leadership Preparatory program and the Aboriginal Lifeguard Program. Evaluations to be completed in 2017.</p>	<p>*Complete the evaluation of the Aboriginal Lifeguard Program.</p> <p>Community Services Update: *continue to review partnerships and linkages at the city and community to offer sports and certifications.</p>

RELATED CITY INITIATIVE	PLANNED INITIATIVES - 2017	PROGRESS 2017	PLANNED INITIATIVES 2018
<i>Summary of Recommendations not Directed but Applicable to Municipal Governments</i>			
<p>Actions #30 & #38: Eliminate over-representation of Aboriginal people, particularly youth, in custody.</p> <p>Saskatoon Police Services (SPS) has made reconciliation efforts with Aboriginal people a priority. All recommendations from the Neil Stonechild Inquiry were implemented.</p>	<p>*Identify City opportunities to utilize the social enterprise model and hold an educational forum for interested community-based organizations.</p>	<p>Identified stakeholders within the community.</p>	<p>*Identify City opportunities to utilize the social enterprise model and hold an educational forum for interested community-based organizations.</p>
	<p>*Continue SPS programs for youth, including Cadets, scholarships, bursaries, summer student position, and recruitment.</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 are 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>* Several years ago the SPS implemented a paid summer student position for qualified Indigenous students. This past year's student was Sarah Bear from the Meadow Lake Tribal Council area and a graduate of the APP Program.</p>	<p>*Continue SPS programs for youth, including Cadets, scholarships, bursaries, summer student position, and recruitment. * A review of the current summer student program will be done to see if it can be more effective in affecting more potential applicants. This may mean having two students for a shorter period of time.</p>

RELATED CITY INITIATIVE	PLANNED INITIATIVES - 2017	PROGRESS 2017	PLANNED INITIATIVES 2018
<p>The Saskatoon Board of Police Commissioners includes Aboriginal representation to provide an Aboriginal lens in governance.</p>	<p>*Continue Aboriginal representation with the Saskatoon Board of Police Commissioners to provide an Aboriginal lens in governance.</p>		
<p>The City participates in the Housing First Initiative with the United Way and other partners. Since its launch in April 2014, 28 of Saskatoon's most vulnerable citizens have been housed. A 2013 Simon Fraser University study found that housing the homeless in market rental apartments can reduce interaction with the justice system.</p>	<p>*The Community Action Plan and a funding request to implement the deliverables will be considered by City Council in 2017.</p>		
<p>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. This includes the "Wanska" program which contributes to prevention and re-integration of youth that are involved with justice issues</p>	<p>*Two Alumni Leadership Development workshops will be held in January 2017. *Continue to delivery the Atoske youth development program in Summer 2017.</p>	<p>*Delved one Atoske youth development camp in July 2017. *Two alumni leadership development workshops will be held, October 15, and 29, 2017.</p>	<p>*Plan two more Alumni Leadership Development workshops in February/March 2018. *In partnership with STC, Potash and GDI plan to another Atoske camp for summer 2018.</p>
<p>Action #53: Collaborate to develop and implement an action plan, promote public dialogue for reconciliation, and monitor and report annually on reconciliation efforts</p>			
	<p>*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.</p>	<p>Reconciliation Saskatoon utilized as a case study through Tamarack Institute in Evaluating Community Input.</p>	<p>Reconciliation Saskatoon Committee will work with Saskatoon Community Foundation on Vital Statistics Report. *Continue to work with the "Sensemaking Sub-Committee to identify metrics and explore methods of evaluation.</p>

RELATED CITY INITIATIVE	PLANNED INITIATIVES - 2017	PROGRESS 2017	PLANNED INITIATIVES 2018
<p>The City of Saskatoon has partnered with Saskatoon Tribal Council, Gabriel Dumont Institute, CUMFI, OTC, and faith-based groups in various initiatives to promote dialogue on reconciliation and Aboriginal inclusion (e.g. Urban Aboriginal Gathering, Kisiskinaw, Wicinitowin Conference, etc.)</p>	<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>*The City participated in the Saskatoon Reconciliation Committee (SRC) with the following achievements:</p> <ol style="list-style-type: none"> 1) Linked the City website to the OTC website on Reconciliation which included selfies on "What Reconciliation Means to Me" 2) Social media clinic for Reconciliation members 3) Social media with each event related to reconciliation held by the SRC's 58 partners (e.g. Rock your Roots event). 4) Held monthly stakeholder meetings. 	<p>Continue to co-chair Reconciliation Saskatoon Committee collaborating on Community Educational Initiatives.</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>*SPS is included in the partnership committee and implemented various initiatives as part of reconciliation such as Elder's Teachings and the MMIWG which was unveiled in 2017. The Sisters in Spirit annual awareness walk will begin and end at this monument in October 2017.</p> <p>* The SPS sits on committees for the National Aboriginal Day planning and the Federation of Sovereign Indigenous Nations annual powwow committee when the event is scheduled for Saskatoon.</p> <p>* The SPS supports and will participate in Orange Shirt Day activities in Saskatoon.</p>	<p>*The SPS will be involved with reconciliation and Calls to Action activities for 2018.</p> <p>* The Saskatoon Police Service Cultural Resource Unit will set up their tipi at community events when requested. This has been done for many cultural events (ie: culture camps), at schools, in partnership with TRC events, National Aboriginal Day, the Saskatchewan Polytechnic's Indigenous Student Center and also in partnership with the SIIT Wellness Conference in the past. This initiative will continue in 2018.</p>
	<p>*The "I am the Bridge" public education campaign is set to launch in March 2017, corresponding with Race Relations Month.</p>	<p>"I am the bridge" public education/billboard campaign launched in June and generated much public dialogue and garnered national attention. This campaign was very successful in raising awareness of racism and creating public dialogue.</p>	<p>Ongoing implementation of the "I am the bridge" campaign series will consist of a social media and online presence consistent with anti-racism public education. The administration will continue to implement the Anti-Racism public education implementation strategy.</p>
	<p>* Complete the YXE youth strategy</p>	<p>*A Consultant was hired to meet with the youth visioning committee to develop a strategy, by December 2017.</p>	<p>*A provincial youth symposium is being planned for January 2018.</p> <p>*Development of an implementation plan based on the strategy.</p>
		<p>Hosted event in Jan 2017. More events are planned for Feb 2018.</p>	

RELATED CITY INITIATIVE	PLANNED INITIATIVES - 2017	PROGRESS 2017	PLANNED INITIATIVES 2018
<p>Action #69: Call upon Library and Archives Canada to make information available on Aboriginal peoples and residential schools.</p> <p>The Saskatoon Public Library (SPL) has a significant collection of books and films and programming related to Aboriginal history, culture, and residential schools. SPL provided programming to the City's northern guests during the 2015 wildfires.</p>	<p>*SPL initiated Read for Reconciliation for the community, encouraging reading books with Aboriginal content. (see www.saskatoonlibrary.ca/reconciliation)</p>	<p>SPL sent employees to participate in the walk, as well as provided entertainment and activities throughout the day.</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>*Issued a community challenge in 2017 to read for reconciliation.</p> <p>*Other libraries in Canada are using adopting our Read for Reconciliation program.</p>	
<p>Saskatoon Public Library promotion of Aboriginal Storytelling Month.</p> <p>Saskatoon Public Library increased hours at Dr. Freda Ahenakew and Mayfair Branches to provide the core neighbourhoods access to services that are similar to our suburban libraries.</p>	<p>Participated in provincial Aboriginal Storytelling month 2017 (Feb).</p> <p>New hours are effective October 2017.</p>		
<p>Saskatoon Public Library CEO is part of a national committee that created recommendations for the Canadian Federation of Library Associations to respond to the Truth & Reconciliation Commissions calls to action. Libraries across Canada are adopting these.</p> <p>Saskatoon Public Library ongoing focus on intergenerational programming and Indigenous content programming.</p>	<p>Ongoing.</p>		
<p>Saskatoon Public Library 50 days of Cree via social media.</p> <p>Saskatoon Public Library held a blanket exercise in the spring at Round Prairie Branch with the Committee for Aboriginal Library Services.</p>	<p>Ongoing.</p> <p>We shared a new Cree word every day for 50 days on social media in 2017.</p> <p>Completed.</p>		
<p>Saskatoon Public Library participated in Orange Shirt Day.</p>	<p>We created book displays, provided orange shirts for employees, and had residential school support workers at two locations for patrons who were triggered by our participation.</p>		

RELATED CITY INITIATIVE	PLANNED INITIATIVES - 2017	PROGRESS 2017	PLANNED INITIATIVES 2018
Saskatoon Public Library supported needs of displaced families due to wildfires.	During the fires we added more public computers, and added additional employees and programming to support the families during this time at our Rusty Macdonald branch.		
Action # 79: Participate in a strategy to commemorate Aboriginal peoples' history and contributions to Canada.			
	<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 (NCP) Bridge in honor of Aboriginal peoples' contribution to Saskatoon.</p>	<p>*NCP Naming Project is underway; nominations closed Oct 31 now the selection process begins in consultation with partnering organizations, elders and survivors.</p>	<p>NCP Naming Committee will select 4 names and produce educational vignettes for the community to view. The NCP name will be chosen in the Fall of 2018.</p>
The Library on 20th Street was rededicated	The Library on 20th Street branch was re-named Dr. Fred Ahenakew in February 2017.		

RELATED CITY INITIATIVE	PLANNED INITIATIVES - 2017	PROGRESS 2017	PLANNED INITIATIVES 2018
<p>Public art installations recognize Aboriginal culture and contributions including Chief Whitecap and John Lake statue, Gabriel Dumont statue, Land of Berries, and Spirit of Alliance. War of 1812 Monument (gifted from Whitecap Dakota First Nation in 2014). In 2015, the City and SPS partnered with the STC on developing the Missing and Murdered Aboriginal Women's commemoration artwork.</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. *Acquisition of the "Land of Berries" neon-light art installation. *Unveil the MMAW commemorative sculpture in front of the SPS building in spring 2017. *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>*Artist Gordon Reeve was selected to fabricate the sculpture "Where Our Paths Cross" in Victoria Park. The site of the sculpture was blessed in June. *Darren Gowan's "The bison are coming home" was installed on Sept. 28 on Central Avenue. *Tony Stallard and Joseph Naytowhow and Kenneth Williams will be installing their neon-light Cree syllabic artwork in the side of the Sask. Craft Council building on Broadway at end of Oct. *Emmanuel Jarus' giant mural of "mother, father and child" was finished and is now visible on the side of the First Nation Bank Building in September. *Community Development in partnership with the Public Art Advisory Committee is exploring opportunities to commission more Métis and First Nation artworks into it collection including artworks for interior installation in civic facilities.</p>	<p>Continue with SPS involvement in Indigenous awareness campaigns and to get involved with First Nations and Métis organizations and people as much as possible to continue fostering police legitimacy within the community. The Saskatchewan Indigenous Institute of Technology has recently suggested that we work on partnering on certain events in order to connect their students with the Saskatoon Police Service officers.</p>
	<p>*Continue to provide funding and support of Wanuskewin.</p>	<p>*Annual funding for 2017 was allocated to Wanuskewin Heritage Park</p>	<p>*Continue to provide funding and support of Wanuskewin.</p>

RELATED CITY INITIATIVE	PLANNED INITIATIVES - 2017	PROGRESS 2017	PLANNED INITIATIVES 2018
	*Continue to encourage dignitaries and emcees to recognize Treaty 6 Territory and Homeland of the Métis in opening remarks at events.		*Continue to encourage dignitaries and emcees to recognize Treaty 6 Territory and Homeland of the Métis in opening remarks at events.
Action #92: Ensure Aboriginal peoples have access to jobs, training and education opportunities; and they benefit from economic development.			
Senior Management participated in a workshop on "Duty to Consult" and what that means for the City's developments.	*Initiate dialogue with First Nation rights-holders and stakeholders and bring forward Official Community Plan amendments that emphasize Aboriginal inclusion.	Long Range Planning is leading the review of the City OCP, Regional Planning will participate to ensure Aboriginal Inclusion language is incorporated where needed.	The City Official Community Plan is being reviewed and will incorporate Aboriginal Inclusion language. * Aboriginal Employment Strategy
	Hire a Aboriginal Employment Consultant and Truth and Reconciliation Coordinator.	Waiting on approval for positions, hire person by end of 2017 start in 2018.	*sign MOU with SIIT (workforce, project partnerships) Refresh City of Saskatoon Aboriginal Employment Strategy
			Host the 2018 International Aboriginal Tourism conference in partnership with Whitecap Dakota First Nation and Wanuskewin.
The City has consulted with Aboriginal people in regional planning discussions. First Nations with land holdings in Saskatoon and area have been engaged in the City's planning discussions.	*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. *Identify potential opportunities for the City to partner with First Nation Treaty Land Entitlement (TLE) landholders within Saskatoon for land development.	As of September, 2017 all five partner municipalities endorsed in principle, the P4G Regional Plan and supporting documents. The Regional Plan will undergo legal review to prepare it to become the P4G Official Community Plan. A P4G District Planning Agreement and P4G Zoning Bylaw will be prepared over the next year to accompany the P4G OCP for submission to the Minister of Government Relations for approval.	There will be required public consultation prior to approval of the bylaws. First Nations will be encouraged to participate.
First Nation Community Profiles highlighting 11 First Nations with land holdings within the City were published through a partnership with SREDA. The two-page profiles are intended to promote economic development opportunities and highlight key attributes of each First Nation including leadership, strengths and assets.	*Engage First Nations in review and approval of two new First Nation Community Profiles. *Add new Profiles to City of Saskatoon website and SREDA website, and provide for First Nations use.	Community Profiles have been drafted for Fishing Lake First Nation, Thunderchild First Nation and finalized and posted on the City website for Kahkewistahaw First Nation.	Work with the communities to finalize the Community Profiles for Thunderchild and Fishing Lake. A new Community Profile may be required for Sakimay First Nation pending notice of land selection.

RELATED CITY INITIATIVE	PLANNED INITIATIVES - 2017	PROGRESS 2017	PLANNED INITIATIVES 2018
<p>The City of Saskatoon is a SHRC Employment Equity Partner and in 2014 adopted SHRC's new recommended target for Aboriginal employees to comprise 14% of the City's workforce. A Human Resources Diversity and Inclusion Action Plan and a Human Resources Aboriginal Employment Action Plan have been developed and various initiatives have been implemented by the City to increase job readiness, training, and employment of Aboriginal people.</p>	<p>*Investigate options for participating in the Export Aboriginal Recruitment program with Saskatchewan First Nations Natural Resource Centre of Excellence.</p>	<p>Work began over the summer of 2017 on the Developer's Resource, which will include tools and information in digital format to ease people through development processes. Focus will be on developing and interactive tool accessible from all types of devices.</p>	<p>*Launch the Developer's Resource in 2018 with a focus of making the tool available in compatible digital formats.</p>
<p>The Director of Aboriginal Relations chairs the Saskatoon Aboriginal Employment Partnership (SAEP) to engage a wide range of stakeholders in Aboriginal inclusion initiatives. Through this initiative, the partnership with SREDA, STC, GDI, SIIT, the private sector, and community-based organizations connects Aboriginal people with employment and business opportunities.</p>	<p>*Finalize the establishment of the non-profit organization to administer the SAEP. *Develop and begin to implement a communication plan. *Develop the SAEP website. *Complete an Aboriginal employee supply/demand report. *Hold an Industry Forum to share results of reports and best practices.</p>	<p>Completed Wanska Report and held Industry Forum in the Winter of 2017.</p>	<p>We will continue to look for opportunities to work with Aboriginal Planning Students, when possible.</p>

RELATED CITY INITIATIVE	PLANNED INITIATIVES - 2017	PROGRESS 2017	PLANNED INITIATIVES 2018
	<p>*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.</p>	<p>March 2017 - City Council directed Administration to prepare a Memorandum of Understanding (MOU) with the Saskatoon Tribal Council that outlines a joint ownership model for the hydropower facility. June 2017 - The Saskatoon Tribal Council, City of Saskatoon, University of Saskatchewan, and Meewasin Valley Authority participate in a Sweat Ceremony and Water Ceremony to signify the importance of partnership. August 2017 - City Council approved the MOU with the Saskatoon Tribal Council. September 2017 - The Saskatoon River Park Association presents a business plan for the whitewater park at a Special Meeting of City Council's Governance & Priorities Committee. October 2017 - The FNPA submits an Unsolicited Power Proposal to SaskPower for the Hydropower Project November 15, 2017 - MOU Signing at the FNPA Western Canadian Indigenous Renewable Energy Forum (Tribal Chief Arcand and Mayor Clark).</p>	<p>Continue with the project feasibility study.</p>

RELATED CITY INITIATIVE	PLANNED INITIATIVES - 2017	PROGRESS 2017	PLANNED INITIATIVES 2018
	*Continue to support the Indigenous Recruiter position.		*Continue the summer student program with the SPS Cultural Resources Unit; however we wish to explore how to make it more beneficial for the student and the Service. This includes the possibility to affect more than one student.
	*Continue the summer student position with the SPS Cultural Resources Unit.	*The summer student position in the Cultural Resources Unit allows candidates to explore policing as a career option and the SPS Human Resources to evaluate the individual as a potential candidate for a full-time position.	* The SPS will continue to partner with community based organizations to host events in our gymnasium. We are also going to pilot a diversity cadet program in January 2018 for high school students with a diverse background, including Indigenous youth.
Saskatoon Public Library installed courtesy phones at Dr. Freda Ahnewkew, Mayfair and Frances Morrison Central Branches- allows people who don't own phones to connect with agencies, family etc.	Effective 2017.	*The SPS co-hosted, along with the Saskatoon Open Door Society, a volunteer Career Fair which was attended by various Indigenous people.	
Saskatoon Public Library offers practicum placements to students from SIIT- students from the Mental Health & Wellness Program – who interact with library patrons at Frances Morrison Central Library.	Effective 2016 & ongoing.		
Saskatoon Public Library increased the number of computers available at the same three branches to better serve people who live in core communities. This has also resulted in a decrease in patron incidents at Frances Morrison Central.	Effective 2017.		

RELATED CITY INITIATIVE	PLANNED INITIATIVES - 2017	PROGRESS 2017	PLANNED INITIATIVES 2018
<p>Action #93: Provide inclusive information about Aboriginal peoples to newcomers</p> <p>The City of Saskatoon, in partnership with OTC offered a two-day train the trainer program "Building New Relationships Program: First Nations and Newcomers" in February of 2015. Fifty-one participants who work with newcomers and from across many sectors took part. This information helped to address the shortfall in information provided by the federal government in citizenship kits.</p>	<p>The City will implement the new approach to procurement, focusing on cost effectiveness, environmental responsibility, sustainability, and inclusion of Aboriginal suppliers and contractors.</p> <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. 	<p>*Partnered with the community and the Institute for Canadian Citizenship to host two citizenship ceremonies. One was under the theme of "Welcome to Treaty 6 Territory". The event took place at Wannuskewin.</p> <p>* Worked with the Newcomer Information Centre (NIC) to bring 40 newcomers to the Walk for Reconciliation</p> <p>*Partnered with the NIC to provide a bus tour for the Building Bridges program at the UoFS (a collaborative group from the International Student and Study Abroad Centre and the Aboriginal Student Centre).</p>	<p>Pending funding,</p> <p>*offer one Building the New Relationships train the trainer program with the OTC</p> <p>* Partner with the Newcomer Information Centre to do two bus trips: an awareness session and bus trip to a Pow Wow and: a trip to the Walk for Reconciliation : possibly a third working with the Building Bridges group at the UoFS.</p>