



SASKATOON'S
ARTS & CONVENTION
CENTRE

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May 25, 2018

Governance & Priorities Committee
Office of the City Clerk
City Hall
222 – 3rd Avenue North
Saskatoon, SK
S7K 0J5

Re: Report on Workforce Diversity and Inclusion

At its 2018 Business Plan and Budget Meeting held November 27, 2018, City Council resolved that the Boards of the three arts, culture, and events venue controlled corporations report back to the Governance and Priorities Committee regarding their performance and strategies for workforce diversity and inclusion. Enclosed is TCU Place's report to the Governance and Priorities Committee concerning this request. This report was approved by the TCU Place Board of Directors during its regular business meeting on May 24, 2018.

It is recommended that the Governance and Priorities Committee refer to City Council that the report be approved and received as information.

Please do not hesitate to contact me if there are any questions.

Sincerely,

A handwritten signature in black ink, appearing to read "Bob Korol". The signature is fluid and cursive.

Bob Korol
Chief Executive Officer
TCU Place



REPORT ON DIVERSITY AND INCLUSION

2018 Board Evaluation Cycle
Prepared By: Bob Korol CEO

Background

The purpose of this report is to provide a summary of the progress made by TCU Place towards its long-term strategy (Providing Excellence in Our People) to “Offer an inclusive workplace that embraces diverse backgrounds” and assist in demonstrating that the Facility is an employer of choice. This agenda is also linked into the parent agenda of the City of Saskatoon and is based on TCU Place’s workforce as at March 31st, 2018. This is the first year that TCU Place will be participating in Diversity and Inclusion Reporting.

Employment Equity Representation

The following is a summary of TCU Place’s employee population by equity group as of March 31st, 2018, compared to the Saskatchewan Human Rights Commission (SHRC) goals for employment equity partners in Saskatchewan.

Equity Group	TCU Place	SHRC Target
Aboriginal	4.4%	14.0%
Visible Minority	8.8%	11.0%
Persons with a Disability	1.5%	12.4%
Women	57.4%	46.0%

In order to monitor the Facility’s progress on the initiatives set out below, TCU Place will measure and report these figures to its Board of Directors on a quarterly basis going forward.

2018 Priorities

Within its Human Resource Framework, TCU Place has developed the following initiatives for increasing diversity across its workforce:

- **Strengthen Competencies**
 - TCU Place Leadership meetings to include discussion on various diversity topics including unconscious bias, current terminology, disability awareness and mental health training.

- In conjunction with the City of Saskatoon, develop and distribute managers and supervisors resource materials which outline a 'how to guide" for hiring a diverse workforce and retaining an inclusive workplace.
- Specific training for Managers and Supervisors in delivering diversity and inclusion.
- Through departmental meetings, encourage staff to share part of their cultural background with their work colleagues.
- Complete Aboriginal Awareness training for managers and supervisors.
- Enable an online training module on diversity and inclusion for TCU Place and Contracted Services staff (specifically Eurest Catering).
- **Recruitment and Attraction**
 - Increased social media presence.
 - Participate in work placements with organizations such as Saskatchewan Polytechnic, SIIT and YMCA Women to discuss recruitment and training opportunities/programs for diverse students.
- **Streamlining of Processes**
 - In conjunction with the City of Saskatoon, review and revise the hiring process to improve accessibility and understanding of Diversity and Inclusion.
 - Work with the City of Saskatoon to develop and launch a self-declaration awareness campaign to encourage employees to self-declare – thus enabling a more accurate reflection of our current staffing population in the four equity groups.