

rRemai mModern

Remai Modern Workforce Diversity and Inclusion Report

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Executive Director and CEO

Remai Modern is committed to developing programming and initiatives that welcome and engage local Indigenous communities and foster their active participation in all our programs. This has been a key priority in our first operating year, recognized this year by Eagle Feather News in a front-page headline "Remai Modern embraces Indigenous Culture."

We are also as committed to supporting diversity and inclusion amongst our staff, volunteers, artists, stakeholders and audiences. To that end in August of 2018 the Board approved the following objective and key aims in its strategic plan:

We will ensure that our people (staff, Board, volunteers) reflect the diversity of the region; and in 2019 we aim to develop a comprehensive workforce diversity strategy and appoint a full time Indigenous Relations Manager.

The presence of staff from Indigenous communities and visible minorities is increasing at Remai Modern, but we want to go further. To that end we recently engaged an Interim Director of Human Resources with a target to appoint someone into this position full-time in 2019. The Director will be responsible for developing a comprehensive diversity workforce strategy that will include tactics, initiatives, measures and plans towards achieving the following targets set by the City of Saskatoon, which are based on the goals of the Saskatchewan Human Rights Commission:

- Aboriginal: 14.0% of total workforce
- Persons with Disabilities: 12.4% of total workforce
- Visible Minority: 11.0% of total workforce
- Women in Underrepresented Occupations: 45.0% in unrepresented occupations

We will report that strategy to Council when completed. We are aiming to have the strategy complete by May 2019