

<p align="center"><b>City of Saskatoon's Response to the Truth and Reconciliation Commission's Calls to Action and Responsibilities December 2018 Update</b></p>			
<p><b>Summary of Applicable Recommendations Directed to Municipal Governments or All Levels of Government</b></p>			
<p><b>RELATED CITY INITIATIVE</b></p>	<p><b>PLANNED INITIATIVES 2018</b></p>	<p><b>PROGRESS 2018</b></p>	<p><b>PLANNED INITIATIVES 2019</b></p>
<p><b>Action #3: Fully Implement Jordan's Principle.</b></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>No new initiatives planned, the Leisure Access Program is an ongoing program.</p>	<p>*SPS continues to strive in developing programs that relate to this "child first" perspective: Strengthening Families, Youth Advisory Committee, Peacekeeper Cadets Program, Cadet Orientation Police Studies (C.O.P.S.), Youth Police Academy, Diversity Disco, Summer Reading Camps, partnership programming with FASD Network, BBBS, etc. SPS recognizes that engagement is vital both at elementary and secondary school levels. All programs are status-blind but there is a stronger focus on connecting with inner-city community schools.</p>	<p>*SPS will continue to engage with the community and develop/expand programming for children/youth such as the Peacekeeper Cadet program when possible. SPS is looking to expand the Youth Advisory Committee with youth accessing community organizations beyond just the school systems. The Indigenous Engagement Strategy that SPS plans to develop in 2019 will also have youth input to strengthen relations with future generations.</p>
<p><b>Action #40: Create Aboriginal-specific victim services</b></p>			
<p>The SPS currently has Aboriginal program components for victim services.</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 "Tell us your Story".</p>	<p>SPS Victim Services hosted a knowledge keeper to provide a Sweatlodge ceremony teaching and a sweat ceremony &amp; feast for Victim Services support staff and SPS members; diversifying the support staff (volunteers) of Victim Services; utilizing an Elder in residence as support to victims and families; staying closely connected to community through cultural events, ceremonies and committee involvement. Through client feedback surveys the Ministry can receive evaluation on the services being provided through the Indigenous Resource Officer positions.</p>	<p>Victim Services will continue to maintain and enhance Indigenous-specific support services to the community. Its Indigenous Resource Officers are also part of the Saskatchewan Association of Police Affiliated Victim Services who are in the process of planning a conference hosted in Saskatoon March 2019 called "Tell us your Story" where Indigenous elders, survivors and youth are amongst its guest speakers.</p>

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<b>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.</b>			
<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 Wicahitowin 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>Wichitowin Speaker Series - hosted 3 sessions.</p> <p>Reconciliation Saskatoon started awareness sessions: anti racism, trauma informed conversations, treaty/reconciliation 101, LGBTQ2S.</p> <p>Wicahitowin Conference had 600 participants.</p> <p>SACAP is progressing have incorporated status and have hired a consultant. Secured 4 year funding Indigenous and Northern Affairs.</p>	<p>SACAP Work Plan.</p> <p>Indigenous Knowledge Advisory Board (U of S and Planning).</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>Corporate Indigenous Engagement Strategy</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>	<p>Develop and deliver workshops to community based organizations based on survey of needs.</p>	<p>Held two workshops to enhance the capacity of community based organizations.</p>	<p>Hold two more capacity building workshops with CBOs.</p>

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	<p>Baseline inventory report has been completed, providing a framework for identifying, organizing and chartering aspects of green infrastructure, including governance, land allocation, green network, storm water services, heritage and culture.</p>	<p>Develop a comprehensive communication and engagement strategy, including rights holders and stakeholders from a variety of backgrounds and interest groups. Specific input is being requested in respectfully identifying culturally significant 'assets' with input from the Indigenous community.</p>	<p>The Engagement strategy is in it's preliminary planning stages. Introductory meeting has been held with Wanuskewin Heritage Park to discuss opportunities for partnership and collaboration.</p>
	<p>*The Planning and Development Division continues to dialogue with First Nations partners on a variety of planning initiatives including Regional Plan (endorsed Sept, 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 Continue to involve First Nations partners in planning and land use. Work with 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>Implementation of the Regional Plan, which includes preliminary dialogue with Wanuskewin Heritage Park officials to establish the view shed (important sight lines). Host special agreement signing ceremony with Thunderchild First Nation, as municipal negotiations for urban reserve creation are completed. Work with Kahkewistahaw First Nation as they work through the reserve designation process, as well as the development process. Have introductory dialogue with Peter Ballantyne Cree Nation leading to indicating their land selection on the P4G Regional Land Use Map. Work with Yellow Quill First Nation to announce Saskatoon's 6th urban reserve anticipated to be finalized in the fall, 2018. Provide planning support to celebrate the 30th anniversary of Muskeg Lake Cree Nation's urban reserve in Sutherland.</p>
	<p>*Continue quarterly meetings with the SPS Chief's 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>	<p>SPS Chief's Advisory Committee and SPACOD continue to meet quarterly with discussions on how to enhance their involvement around adding input to reviewing policies and procedures of the SPS. Bridging between the Chief's Advisory and SPACOD through committee representatives that sit at one another's tables to share information, ideas and input. Developing plans for having an elder in residence for the SPS team to access and also having an Indigenous women's council.</p>	<p>SPS to develop an Indigenous Engagement Strategy which will refer to UNDRIP and have active consultation with the Indigenous communities throughout the ongoing development, implementation and evaluation phases. Included in this will be the Indigenous Recruitment Strategy being developed by HR and the Indigenous/Diversity Recruitment Officer.</p>

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<b>Action #47: Reform laws and policies based on European sovereignty over Indigenous peoples and lands.</b>			
	<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 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>*SPS policy review continues to be in progress with consultations happening internally and with the public to ensure matters of concern are being addressed within the foundation of the policing system- its policies and procedures.</p>	<p>*SPS plans to address community concerns, around the use of racial descriptors, within our communication strategy, policies and procedures, etc. SPS plans to have objectives and goals in its Indigenous Engagement Strategy to continue to develop best practices around policy and procedure development and review..</p> <p>*Community Services UPDATE The policy review process this year has grown a little bit from last year due to both the interest of Pro Bono Canada and the number of students offering their work on this project. There are 5 students this year. Each student has chosen a policy to review on their own and they will then review in pairs. The policy review will be supervised by practicing licensed lawyer who is director of the Systemic Initiatives Project. The policies they have chosen are:</p> <p>CO1-025 Anti Harassment Investigation Policy CO2-032 Internal Audit Charter C10-005 Promotion of Parks and Recreation Facilities to review CO9-004 Condominium Approvals CO7-026 Disabled Parking Zones Policy</p>

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<b>Action #57: Educate public servants on the history of Aboriginal peoples, inter-cultural competency, conflict resolution,</b>			
Saskatoon Public Library Anti-racism Training.			Planning for more sessions in 2019.
Saskatoon Public Library Aboriginal Awareness Training.	Ongoing employee training sessions for new employees.		Continuing into 2019.
Saskatoon Public Library Participation in Wicahitowin conference.		Sent 20 SPL employees to the conference.	Will attend in 2019.
<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"> <li>- Conversations for Aboriginal Inclusion (2/year available for all employees)</li> <li>- Fundamentals of Cultural Competency Workshop (1/year available for all employees)</li> <li>- Intercultural Problem Solving Strategies (1/year available for managers)</li> </ul> <p>Corporate training is also offered on Resolving Conflicts Constructively (2/year available for managers)</p>	<p><b>POLICE UPDATE:</b> *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><b>HR UPDATE:</b> 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>	<p>POLICE UPDATE: *SPS-HR update: Diversity Training Recruit – Diversity Awareness (26 hours) received at the Saskatchewan Police College by all recruits; Provincially Mandated -Cultural Relations (32 hours)-required for all officers - Introduction to Management (2 hours) Introduction to File Management (1 hour) Leadership in Police Organizations (3 hour); Provincially Offered -Field Trainer (1 hour) - Using the Internet as an Intelligence Tool (1 hour); In-Service Opportunities -Recruit In-Service Training (8 hours) -2017 Patrol In-Service (3 hours); Conferences/Meetings-Restorative Justice Conference - Okihtcitawak Initiative -Wicahitowin Aboriginal Engagement Conference -Indigenous Gang Reduction Strategy -Diverse Voices Family Violence Conference; Lunch &amp; Learn/Community Opp -Pleasant Hill Community Smudge Walk -Sixties Scoop Sharing Circles -MMIP Gathering -Metis Cultural Days</p> <p>* SPS has continued to host Elders/Diversity Lunch and Learns to SPS staff and community (8 sessions planned; 6 completed thus far for 2018). SPS partnered with Correctional Service of Canada to offer the Blanket Exercise to staff of both services. Blanket exercise was offered as part of the SkPC Cultural Course</p>	<p>*SPS will be reviewing its training courses in the development of its Indigenous Engagement Strategy to ensure that educational opportunities are available on history of Indigenous peoples, inter-cultural competency, conflict resolution, human rights, and anti-racism. SPS- Cultural Resource Officer and Indigenous Relations Consultant to continue participating in the Pathway to Reconciliation program and look at connecting SPS to these opportunities.</p>

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<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"> <li>- Anti-racism print resources were developed for staff and interested groups; and</li> <li>- “Understanding Racism” sessions were developed and are accessible to staff.</li> </ul>	<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 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>SPS hosted the 8th Annual Race Against Racism: 323 participants in the race with a total of 500 people in attendance but due to inclement weather the Cultural Expo had to be cancelled. SPS hosted the annual Diversity Breakfast to commemorate the International Day for the Elimination of Racial Discrimination, the 1st Diversity Disco and provide community presentations on hate crimes. Indigenous Relations Consultant and Cultural Relations Unit sit on the Saskatoon Anti-Racism Network. Active member of Reconciliation Saskatoon and co-chaired the 2018 Rock Your Roots walk for reconciliation. Interpreter refresher training is scheduled for November 2018. Partnered with the Newcomer Information Centre (NIC) to offer regularly scheduled on-site police presentations to newcomers.</p>	<p>SPS plans to continue hosting events, committee work and maintain active partnerships that promote anti-racism work from 2018 with an additional plan to host a multi-faith event similar to the 2017 Islam Awareness Day. .</p>
	<p>A public launch was held on June 29th, at the Saskatchewan Indigenous Cultural Centre for the ayisinowak: 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>ayisiyiniwak is now part of the on-boarding information, provided to all new COS employees. Work with community partners is underway (OTC, SICC and Metis Community Partners) on ayisiyiniwak: 2nd edition, further enhancing educational content in several sections, including additional ceremonial information and a new chapter dedicated to Metis content. Anticipated completion fall 2018. Guide has been in high demand by many external user groups and has been shared at many conferences/events throughout 2018.</p>
		<p>Aboriginal Awareness - There are two sessions a month scheduled until December 31, 2018 to accommodate all CoS Staff.</p>	

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		The City will continue to offer Aboriginally 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.	
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.	* 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.	*SPS continues to strengthen its relationship with the Indigenous communities through hosting traditional ceremonies like smudging, sweat lodge ceremonies, pipe ceremonies, a calling home ceremony and feasts, etc. The Cultural Resource Unit also works within the community to support Indigenous involvement- setting up and offering the SPS tipi to be raised at different events, active community committee involvement (FSIN Powwow, Metis Cultural Days, etc.) On June 1st, 2018 SPS honoured the MMIWG statue in front of SPS with the first of the four honouring feasts.	*SPS plans to look at how to connect the Chief's Advisory Committee, SPACOD and the Youth Advisory Committee to offer a sharing of knowledge and information. SPS can then recognize common themes and concerns brought forward within the committees and make relevant plans to address them.
<b>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</b>			
		*Continue to identify relevant material to forward to the National Centre for Truth and Reconciliation.	

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<b>Actions #87 and #88: Support the development and recognition of Aboriginal athletes.</b>			
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.	*Complete the evaluation of the Aboriginal Lifeguard Program.	In process of hiring a consultant for Lifeguard evaluation.	continue to review partnerships and linkages at the city and community to offer sports and certifications.

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<b>Summary of Recommendations not Directed but Applicable to Municipal Governments</b>			
<b>Actions #30 &amp; #38: Eliminate over-representation of Aboriginal people, particularly youth, in custody.</b>			
<p>*Continue SPS programs for youth, including Cadets, scholarships, bursaries, summer student position, and recruitment. *</p> <p>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>	<p>*Identify City opportunities to utilize the social enterprise model and hold an educational forum for interested community-based organizations.</p>		

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	<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>	<p>*SPS continues to offer opportunities for youth such as Peacekeeper Cadets, scholarships, bursaries, summer student position, and recruitment. A review of the current summer student program was done to see if it can be more effective in affecting more potential applicants. This year, SPS hosted two summer students for a shorter period of time. The HUB intervention model and Strengthening Families are working towards building healthy structures for vulnerable persons and families within our community. SPS helped Okihcitawak Patrol Group (OPG) establish itself as a public safety patrol initiative.</p>	<p>*SPS will continue its commitment to work alongside the community to address the overrepresentation of Indigenous people in custody. It will continue youth programming as a pro-active initiative to engaging youth prior to being exposed to the justice system. SPS will continue to engage with community to address the systemic factors that can lead to overrepresentation such as poverty, homelessness, mental wellness, addictions, access to education and employment, etc.</p>
<p>The Saskatoon Board of Police Commissioners includes Aboriginal representation to provide an Aboriginal lens in governance.</p>			

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<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 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>*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>Two Atoske Camps were held in July and August, in partnership with GDI and Nutrien.</p>	<p>Host Atoske Camps for 2019.</p>
<p><b>Action #53: Collaborate to develop and implement an action plan, promote public dialogue for reconciliation, and monitor and report annually on reconciliation efforts</b></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>	<p>Evaluation Information Meetings held.</p>	<p>National Indian Brotherhood application submission to provide funding to create a regional residential school survivors, possibly national.</p>
<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, Kitsakinaw, Wicahitowin Conference, etc.)</p>	<p>Continue to co-chair Reconciliation Saskatoon Committee collaborating on Community Educational Initiatives.</p>	<p>Co Chair. Reconciliation Saskatoon meetings held monthly. Creation of "ConnectR" website (Partnership with Reconciliation Saskatoon). hosted by City of Saskatoon. Youth Champions group created for the ConnectR project.</p>	<p>Continue to upload information and promote ConnectR website.</p>

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	<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>SPS has active membership within Reconciliation Saskatoon and co-chaired the 2018 Rock Your Roots' walk for reconciliation. SPS has the potential opportunity to look more deeply at its own reconciliation efforts through the support of Reconciliation Saskatoon meetings are being set up to discuss this further. The SPS-Cultural Resource Unit continues to raise the SPS tipi at various events and have been requested to assist other community organizations (OUT Saskatoon, Saskatoon Tribal Council, CUMFI and City of Saskatoon) with raising their own tipis in a culturally appropriate manner. The Indigenous Relations Consultant sat on committees supporting Orange Shirt Day and Metis Cultural Days. SPS sits on the FSIN Powwow planning committee and provides a presence at the weekend events; the SPS Eagle Staff carried during the event because of this established partnership.</p>	<p>SPS will continue to be an active participant in Reconciliation Saskatoon and engage in community initiatives to promote public dialogue as well as continue our commitment those initiatives listed in our 2018 progress. The Indigenous Engagement Strategy being developed by SPS plans to also encompass action plans, dialogues, monitors and reports at focus on reconciliation.</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>*A provincial youth symposium is being planned for January 2018 .</p> <p>*Development of an implementation plan based on the strategy.</p>	<p>A YXE Youth Speaks youth symposium was held in early 2018 and a follow-up meeting with community allies was held in the fall.</p>	<p>Continued work YXEyouthspeaks on developing a youth strategy.</p>
		<p>SPL sent employees to participate in the walk, sponsored the walk, as well as provided entertainment and activities throughout the day.</p>	<p>Planned to continue in 2019.</p>
<p><b>Action #69: Call upon Library and Archives Canada to make information available on Aboriginal peoples and residential</b></p>			

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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.			
Saskatoon Public Library promotion of Aboriginal Storytelling Month.		Hosted programs in 2018 Aboriginal Storytelling Month.	Hosting programs in 2019 Aboriginal Storytelling Month.
Saskatoon Public Library increased hours at Dr. Freda Ahenakew and Mayfair Branches to provide the core neighborhoods access to services that are similar to our suburban libraries.			
A Reconciliation Reading Room was opened at Frances Morrison Central Library in 2016.		Collection development ongoing.	Collection development ongoing.
Saskatoon Public Library launched a WiFi hotspot lending program to offer free internet to people in their homes and collaborated with the Saskatoon Foodbank & Learning Centre for distribution.		Pilot project launched.	Pilot ongoing.
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.		Continued participation of the CEO on this committee.	Continued participation of the CEO on this committee.
Saskatoon Public Library ongoing focus on intergenerational programming and Indigenous content programming.		Ongoing.	Ongoing.
Saskatoon Public Library 50 days of Cree via social media.			Planning programming for 2019 year of Indigenous Languages.
Saskatoon Public Library - Land Acknowledgments.		Land acknowledgment before all programs and events.	Land acknowledgment before all programs and events.
<b>Action #79: Participate in a strategy to commemorate Aboriginal people's history and contributions to Canada</b>			

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Saskatoon Public Library held a blanket exercise in the spring at Round Prairie Branch with the Committee for Aboriginal Library Services.		Featured at Round Prairie Branch in spring 2018.	
Saskatoon Public Library hosted Library and Archives Canada exhibition: Hiding in Plain Sight - discovering the Metis nation in the archival records of library archives Canada.		Participated in 2018.	Planning to participate in 2019.
Saskatoon Public Library participated in Orange Shirt Day.		Participated in 2018.	Planning to participate in 2019.
Action # 79: Participate in a strategy to commemorate Aboriginal peoples' history and contributions to Canada.			
	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.	NCP Naming Committee chose name "Chief Mistawsis Bridge". Official opening ceremony held October 2, 2018	Developing educational strategy material with community partners, Mistawsis FN, U of S and STC.
Saskatoon Public Library - (New collection) Oral History Archive.			Planning to develop an oral history archive with community partners beginning in 2019. Initial stakeholder meeting began in 2018.
<b>Action #92: Ensure Aboriginal peoples have access to jobs, training and education opportunities; and they benefit from economic development</b>			
The Library on 20th Street was rededicated.			
Saskatoon Public Library - Round Prairie Branch naming.			
	Host the 2018 International Aboriginal Tourism conference in partnership with Whitecap Dakota First Nation and Wanuskewin.	International Indigenous Tourism Conference was success held at TCU in October 2018.	
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.	There will be required public consultation prior to approval of the bylaws. First Nations will be encouraged to participate.		

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<p>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.</p>	<p>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.</p>	<p>Work with the communities who have land interests (reserves and land holdings) in and around Saskatoon to finalize the Community Profiles for Thunderchild and Fishing Lake.</p>	<p>Thunderchild First Nation Community Profile is now available on the City website. The Community Profile for Peter Ballantyne Cree Nation is being drafted. Fishing Lake Community Profile is still pending formal sign off by the Band.</p>
<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>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>Planning and Development Division continues to collaborate across various work groups, on the Developer's Handbook. Regional Planning, received capital budget extension of funds to roll out a comprehensive marketing strategy to provide the materials to First Nations and others who may be looking to develop in Saskatoon and region, once it has been completed (proposed to begin in 2019). Anticipated completion date for the draft document is December, 2018.</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>We will continue to look for opportunities to work with Aboriginal Planning Students, when possible.</p>	<p>Received seed money to develop educational material for employers and Indigenous work sectors to increase the employment of Aboriginal people</p>	<p>Finalize educational material working with Business and Community organizations supporting Aboriginal employment</p>
	<p>Continue with the project feasibility study.</p>		

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	*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.	SPS Cultural Resources Unit hosted two Indigenous summer students over two months this year instead of one student for four months to expand opportunity.	SPS will review the change and see if it is beneficial to the students as well as the service to continue this way.
	* 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.	SPS continues to host and attend opportunities (such as career fairs, speaking engagements, presentations, tours of the service, cultural events, etc.) to enhance Indigenous and Diversity recruitment within the service. In January 2018, the Diversity Adventure Program for high school students was piloted.	A review of the Diversity Adventure Program will be completed with community organizations involved who recruited the youth. Due to transition within the Cultural Resource Unit, the Diversity Program may be put on hold until January 2020. The SPS Indigenous Engagement Strategy will explore new ways of increasing recruitment and retention of Indigenous persons within the service.
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.		Ongoing.	Ongoing.
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.		Ongoing.	Ongoing.

RELATED CITY INITIATIVE	PLANNED INITIATIVES 2018	PROGRESS 2018	PLANNED INITIATIVES 2019
Saskatoon Public Library added two Outreach Workers (with social work background) to connect people to services.		Hired in 2018.	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.		Ongoing.	Ongoing.
Regional Planning.	Provided a work study opportunity to an Indigenous Planning student for the fall and winter terms, in coordination with the U of S Regional and Urban Planning Program and Saskatchewan Professional Planning Institute.	2018 partnered with Saskatoon Tribal Council to hire a Summer Planning Intern.	Summer Planning Internship is complete. Capital Project fund extension provides opportunity to consider a similar partnership in the future. A new partnership with Gabriel Dumont Institute is providing continued employment on a casual basis through the university fall semester.
<b>Action #93: Provide inclusive information about Aboriginal peoples to newcomers</b>			
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.	Pending funding, *offer one Building the New Relationships train the trainer program with the OTC. * 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 U of S.	Negotiated with Federal funder, Immigration, Refugees and Citizenship Canada to direct funding to 30 registrations for the Wicihitowin Aboriginal Engagement Conference October 17-18, 2018. Included Tipi Teachings and Beading with 110 newcomer and refugee youth at City Hall. Worked on SIA coordinating committee to mentor leader in event planning for Reconciliation Forum for newcomers Included Indigenous activity in the Prairie Prism event.	Pending funding, *offer one Building the New Relationships train the trainer program with the OTC. * support newcomer involvement in Reconciliation Saskatoon.