

June 25, 2019

Secretary, Standing Policy Committee on Environment,  
Utilities and Corporate Services

**Re: 2019 Work Plan – Diversity, Equity & Inclusion Advisory Committee  
(File No. CK 225-83)**

In 2018, as part of the governance review, the Terms of Reference for the Cultural Diversity & Race Relations Committee were examined and amended, and new Terms of Reference created for the reimagined Diversity, Equity & Inclusion Advisory Committee.

The mandate of the Diversity, Equity & Inclusion Advisory Committee is to provide advice to City Council on policy matters relating to the following:

- diversity and inclusion of all citizens within the community
- emerging equity or diversity issues or trends arising in the community
- initiatives to combat racism, acts of prejudice or hate in the community
- initiatives to promote acceptance of all citizens of Saskatoon
- consideration of the Calls to Action of the Truth and Reconciliation Commission in formulating City policies and initiatives
- diversity in naming streets and City infrastructure
- explore barriers faced in accessing city services, information, programs and facilities
- explore barriers to participation in public life and achievement of social, cultural and economic wellbeing of residents
- proposed City of Saskatoon policies, initiatives, and civic programs and services to meet changing needs of a diverse community
- employment and employee awareness policies, initiatives, and civic programs

The Committee also provides education and awareness programs on diversity, equity and inclusion of all citizens in the City of Saskatoon in consultation with the Administration and within budget allocated by City Council.

Membership on the Diversity, Equity & Inclusion Advisory Committee is as follows:

- Mr. Chris Sicotte, Chair, Citizen Member
- Ms. Namarta Kochar, Vice-Chair, Citizen Member
- Mr. Ali Abukar, Saskatoon Open Door Society
- Mr. Rashid Ahmed, Citizen Member

- Supt. Grant Foster, Saskatoon Police Service
- Ms. Amanda Guthrie, Citizen Member
- Dr. Jasmine Hasselback, Saskatchewan Health Authority
- Mr. Darryl Isbister, Board of Education, Saskatoon Public Schools
- Ms. Julia Jones, Citizen Member
- Ms. Cornelia Laliberte, Board of Education, Greater Saskatoon Catholic Schools
- Mr. Russell McAuley, Saskatchewan Intercultural Association
- Ms. Connie Masuskapoe, Ministry of Social Services (June – December)
- Ms. Nicole Quewezance, Ministry of Social Services (January – May)
- Mr. Howard Sangwais, Ministry of Corrections & Policing
- Ms. Maria Soonias Ali, Citizen Member
- Ms. Elora Stuart, Citizen Member
- Dr. Jaris Swidrovich, Citizen Member
- Mr. Jamal Tekleweld, Citizen Member (January – April)
- Ms. Julie Yu, Citizen Member

### **Work Plan for 2019**

In 2019, the Diversity, Equity & Inclusion Advisory Committee will:

- Explore and monitor emerging equity or diversity issues or trends arising in the community to advise City Council on diversity and inclusion of all citizens within the community
- Review the Cultural Diversity and Race Relations Policy and related initiatives in preparation for providing advice and recommendations on the development and contents of a new Diversity, Equity & Inclusion Policy
- Receive updates and stay informed on City of Saskatoon initiatives related to the policy such as:
  - employee awareness policies, initiatives and civic programs
  - employment equity targets and progress
  - anti-racism work and communications
  - ethno-cultural network
  - LGBTQ2S inclusion work
  - equity lens policy review
  - response to:
    - Calls to Action of the Truth and Reconciliation Commission
    - Calls to Justice of the MMIWG Final Report
- Review and provide feedback on proposed and adopted City of Saskatoon policies, initiatives, and civic programs and services to meet changing needs of a diverse community and reducing barriers to participation in public life and achievement of social, cultural and economic wellbeing of residents
  - Procurement policy – indigenous procurement framework
  - Increasing diversity in naming of streets and City infrastructure

- Explore barriers faced in accessing city services, information, programs and facilities and provide feedback on existing or proposed programs and initiatives aimed at reducing these barriers
- Provide education and awareness programs on diversity, equity and inclusion of all citizens in the City of Saskatoon in consultation with the Administration and within budget allocated by City Council
  - Provide co-sponsorship of events that advance one of the four goals in the CDRR policy
  - Attend and support initiatives that promote inclusion and challenge racism and hate in our community; Engage as a committee with diverse communities in our city
  - Continue the evolution of Living in Harmony awards incorporating stronger focus on anti-racism and other forms of oppression and discrimination
- Monitor the success of the DEIC and to advise City Council on ways for the City of Saskatoon to increase success in working with community organizations, business and labour, all orders of government, and other stakeholders to create an inclusive and diverse community where everyone is welcomed and valued
- Communications
  - Ensure co-sponsorship and partnership opportunities are well advertised in diverse and accessible ways
  - Establish communications committee to explore DEIAC communications channels and establish new mechanisms to engage with community and advance Committee and Council goals
- Training
  - Explore and pursue opportunities for committee education/training on:
    - Anti-racism education
    - LGBTQ2S education

Acknowledging that a limited number of meetings remain before year's end, the Committee has chosen to prioritize the following items for the remainder of 2019:

- Review of the Procurement and Naming policies
- Establishing a communications subcommittee

Yours truly,

**Chris Sicotte, Chair**

Diversity, Equity & Inclusion Advisory Committee