



City of
Saskatoon

Office of the City Clerk

222 - 3rd Avenue North
Saskatoon, SK S7K 0J5

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February 5, 2014

Ms. Cornelia Laliberte, Chair
Mr. Michael San Miguel, Vice-Chair
Councillor T. Davies
Police Chief Clive Weighill
Ms. Sharon Clarke
Ms. Jennifer Hingley
Dr. Azharul Islam
Ms. Nayyar Javed

Mr. Toffic Salah
Mr. Sam Sambasivam
Mr. David Santosi
Ms. Karen Schofield
Mr. Christopher Sicotte
Mr Keith Tsang
Ms. Tori-Lynn Wanotch
Ms. Kari Wuttunee

Dear Committee Members:

NOTICE OF MEETING
CULTURAL DIVERSITY AND RACE RELATIONS COMMITTEE

Please take note of the following meeting of the above-noted Committee.

DATE: Thursday, February 13, 2014

TIME: 12:00 noon

PLACE: Committee Room E, Ground Floor, South Wing, City Hall

A copy of the agenda is attached.

Please notify the City Clerk's Office two days before the meeting if you are unable to attend.

Yours truly,

Joyce Fast, Secretary

Cultural Diversity and Race Relations Committee

JF:aam

Attachment

cc: City Manager
General Manager, Community Services Department
General Manager, Corporate Performance Department
Director of Aboriginal Relations
Director of Community Development
Director of Planning and Development
Cultural Diversity and Race Relations Coordinator, Community Development
Immigration, Diversity and Inclusion Consultant, Community Development
Inspector Mitch Yuzdepski, Saskatoon Police Service

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AGENDA

(OPEN TO THE PUBLIC)

CULTURAL DIVERSITY AND RACE RELATIONS COMMITTEE

THURSDAY, FEBRUARY 13, 2014, AT 12:00 NOON
COMMITTEE ROOM E, GROUND FLOOR, SOUTH WING, CITY HALL

1. Minutes - of meeting held on January 9, 2014.

2. Cultural Diversity and Race Relations Committee – 25th Anniversary
(File No. CK. 225-40)

This item is being placed on the agenda for an update from the Cultural Diversity and Race Relations 25th Anniversary Planning Committee, as well as to determine the budget amount for the celebration.

3. 2014 Education and Awareness Initiatives
Co-Sponsorship Request
(File No. CK. 225-40-10)

Attached is a Co-Sponsorship Request Application from Mahasti Khakpour, Saskatchewan Intercultural Association, for the 50 Years of Embracing Multiculturalism event to be held on June 29, 2014, at Meewasin Park. The Co-Sponsorship Request is in the amount of \$1,000.

4. Appointment of Ad Hoc Subcommittees
(File No. CK. 255-40)

While the Committee does not have the authority to appoint long-term ad hoc subcommittees, it would be appropriate to appoint short-term ad hoc subcommittees established for a specific purpose. The ad hoc subcommittees will report to the full committee for final determination of all matters. Ad hoc subcommittees will typically be appointed at the January meeting for the following:

- a) Adjudication and reporting on co-sponsorship requests received relating to Cultural Diversity and Race Relations education and awareness initiatives; and
- b) Adjudication of Living in Harmony contest submissions and assistance with the Living in Harmony Awards and Opening Ceremonies.

**AGENDA
(OPEN TO THE PUBLIC)
CULTURAL DIVERSITY AND RACE RELATIONS COMMITTEE
THURSDAY, FEBRUARY 13, 2014
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The ad hoc subcommittees are to include the Chair and at least two other members, with Administrative staff as advisors (Cultural Diversity and Race Relations Coordinator or Immigration, Diversity and Inclusion Consultant, depending on availability).

Attached is further information regarding the co-sponsorship adjudication deadlines and review process, as outlined in the Co-Sponsorship Guidelines, Criteria and Process dated December 5, 2011.

For 2013 the ad hoc subcommittees consisted of the following members:

Co-Sponsorship Adjudication Ad Hoc Subcommittee:

Ms. Sharon Clarke, Ms. Kari Wuttunee, Inspector Mitch Yuzdepski

Adjudication of the Living in Harmony contest submissions Ad Hoc Subcommittee:

Ms. Caroline Cottrell, Ms. Karen Schofield, Ms. Cornelia Laliberte

The Committee is requested to appoint ad hoc subcommittee members for 2014.

5. Capacity for Newcomer Settlement and Integration in Saskatoon: Taking Stock for Taking Action
(File No. CK. 100-21)
-

Attached is an excerpt from the minutes of meeting held on January 9, 2014. Ms Sora will continue with her presentation of the report.

(Members are reminded to bring their copies of the report as it will not be redistributed).

6. Communication to Council
From: David Durkin
Date: December 10, 2013
Subject: Commemoration for the late Nelson Mandela
(File No. CK. 205-5)
-

City Council, at its meeting held on January 6, 2014, considered the above-noted letter with respect to the death of Nelson Mandela. Council passed a motion that the matter be referred to the Administration and the Cultural Diversity and Race Relations Committee to consider and report on a form of commemoration (naming, statue, etc.) in recognition of the late Nelson Mandela.

The letter referred to above is attached.

**AGENDA
(OPEN TO THE PUBLIC)
CULTURAL DIVERSITY AND RACE RELATIONS COMMITTEE
THURSDAY, FEBRUARY 13, 2014
Page 3**

7. Inappropriate Use of Aboriginal Images for Mascots/Slogans
(File No. CK. 100-10)

At the meeting of the Committee held on January 9, 2014, Ms. Sasakamoose Kuffner advised that she has received information about a movement that is taking place to stop the inappropriate use of aboriginal images for mascots, slogans, etc.

This item is being placed on the agenda for further discussion.

8. Update from Cultural Diversity and Race Relations Coordinator
(File No. CK. 100-10)

Ms. Becky Sasakamoose Kuffner, Cultural Diversity and Race Relations Coordinator, will provide an update regarding initiatives she is involved in through the Cultural Diversity and Race Relations Office.

9. Update from Immigration, Diversity and Inclusion Consultant
(File No. CK. 100-21)

Attached is an update from Ms. April Sora, Immigration, Diversity and Inclusion Consultant, regarding the Immigration Initiatives.

10. Aboriginal Relations Year End Review & Looking Ahead
(File No. CK. 100-10)

Attached, for the Committee's information, is a copy of the above-noted report.

11. Open Discussion by Committee Members
(File No. CK. 225-40-10)

This is a new standing item on the agenda to provide Committee members an opportunity to have an open discussion/sharing time for approximately 10-15 minutes.

12. Next Meeting Date
(File No. CK. 225-40)

The next meeting of the Committee will be held on April 10, 2014, at 12:00 noon in Committee Room E, Ground Floor, South Wing, City Hall.

 City of Saskatoon City Clerk's Office	Cultural Diversity and Race Relations Committee Co-Sponsorship Request Application
<p>The Cultural Diversity and Race Relations Committee was established by City Council to monitor and provide advice to City Council on the Cultural Diversity and Race Relations Policy. The Committee also has a mandate to provide education and awareness initiatives on cultural diversity and race relations issues.</p>	
<p>The Committee provides education and awareness by undertaking some of its own initiatives and by supporting organizations in the community on initiatives that support one or more of the following four community outcomes of the Cultural Diversity and Race Relations Policy (copy attached):</p> <ul style="list-style-type: none"> <input type="checkbox"/> The workforce will be representative of the population of Saskatoon; <input type="checkbox"/> There will be zero tolerance for racism and discrimination in Saskatoon; <input type="checkbox"/> Community decision-making bodies will be representative of the whole community of Saskatoon; and <input checked="" type="checkbox"/> There will be awareness and understanding in the community regarding the issues, and acceptance of the various cultures that make up Saskatoon. 	
<p>Please indicate which of the above community outcome(s) your project is addressing.</p>	
<p>Note: The Committee's intent is to provide education throughout the year, not just in the month of March. This will be part of the Committee's consideration of your co-sponsorship request. The event or project must take place in Saskatoon.</p>	
Application Deadlines:	March 15 (for projects taking place from July to December) September 30 (for projects taking place from January to June)
Organization Name	Saskatchewan Intercultural Association (SIA)
Address: 1702-20 th Street West, Saskatoon, SK	
Postal Code: S7M 2Z1	Email Address: execdir@saskintercultural.org
Contact Name Mahasti Khakpour	
Phone Number: (306) 978-1818	Fax Number: (306) 978-1411
Web Address: www.saskintercultural.org	
Project Name: 50 Years of Embracing Multiculturalism	
Project Date: June 29, 2014	
Project Location: Meewasin Park (off of Spadina Crescent East, near Whiteswan Drive)	



City of
Saskatoon
City Clerk's Office

Cultural Diversity and Race Relations Committee
Co-Sponsorship Request Application

Project Description (maximum 250 words)

Saskatchewan Intercultural Association (SIA) since its inception in 1964 has always remained committed to the promotion of multiculturalism in the society. The proposed project will provide SIA with an opportunity to celebrate its 50 years of service in bolstering multiculturalism in addition to celebrating Canada Multiculturalism Day by creating a fun filled event, which will showcase the diverse cultural fabric of Saskatoon through multi-cultural performing arts presentations. The event will take place at Meewasin Park of Saskatoon. The performing groups will represent the cultural diversity of the city. The expected number of participants is 350. Traditional food will be served to the participants.

What opportunities are there for a Cultural Diversity and Race Relations Committee Member(s) to be on the organizing committee (if you have one) for the event and what other participation opportunities are there for the Committee?

In order to have some Aboriginal perspective, we would value representation of an Aboriginal member from your committee.

What community impact are you hoping to achieve through this event?

The proposed event is expected to enable culturally/ ethnically diverse Canadian communities in Saskatoon to appreciate Canada's cultural, ethnic, linguistic and geographic diversity, and promote cross cultural respect and understanding coupled with a sense of belonging to culturally multi-colored Saskatoon and Canada.

Who is your target audience?

Saskatoon's culturally and ethnically diverse communities; and specifically newcomers from these community segments are the primary target audience.

What are the themes and focuses for the event?

The emphasis is on enlightening newcomers on First Nations cultural history & treaties

How many people do you anticipate will participate in your event?

350 participants are expected to attend the event.



**City of
Saskatoon**
City Clerk's Office

**Cultural Diversity and Race Relations Committee
Co-Sponsorship Request Application**

How are you promoting the event to the broader community?

Budget Information:

Total Cost of the Project	29,925 CAD
Co-Sponsorship Request	1,000 CAD
How will Co-Sponsorship be used?	The co-sponsorship will be used towards the fees of the performing artists
Other Potential Sources of Revenue	Canadian Heritage

What other groups or partners will your project involve and how will they be involved?

-NIL-

How will you acknowledge the City of Saskatoon Cultural Diversity and Race Relations Committee as a co-sponsor of your event?

The SCDRRC will be acknowledged through printed project publicity materials including (Posters, Flyers); community radio and on site announcements.

Other comments

21 Jan, 2014

Signature of Applicant

Date

Mahastl Khakpour

Executive Director

Name (Printed)

Position

Please submit this form to:

**Cultural Diversity and Race Relations Committee
c/o City Clerk's Office
222 Third Avenue North
Saskatoon, SK S7K 0J5**

If you have any questions, please call Joyce Fast, Committee Assistant at (306) 975-3240.

**GUIDELINES, CRITERIA AND PROCESS
REVIEW OF CO-SPONSORSHIP OPPORTUNITIES -
CULTURAL DIVERSITY AND RACE RELATIONS COMMITTEE**

December 5, 2011

Guidelines

Since the Cultural Diversity and Race Relations Committee does not have the authority to provide funding in the form of grants, the following guidelines have been developed for responding to requests for co-sponsorship:

- 1) The initiative must fall within the mandate of the Committee (see attached Terms of Reference of the Cultural Diversity and Race Relations Committee).
- 2) The event or initiative must take place in Saskatoon.
- 3) Wherever possible, members of the Cultural Diversity and Race Relations Committee will be involved on the planning committee for the event or initiative being co-sponsored, if there is such a planning committee, from the early stages of development, so there is a tie in to the work of the Committee and to ensure that there is a connection to the mandate of the Committee.
- 4) Application and follow-up reporting forms have been developed and must be completed for all co-sponsorship requests. There are two deadline dates: September 30 (for events from January to June) and March 15 (for events from July to December). [See application forms attached.]
- 5) All follow up reports on the event or initiative are required prior to processing any co-sponsorship payments. All reporting must be completed by December 1st.

Review Criteria

- 1) Further areas to be considered during review of co-sponsorship requests:
 - a. Target Audience;
 - b. Themes and focuses identified by the Committee;
 - c. Event reach (number of people attending, whether it is anticipated that there will be good attendance by diverse communities in Saskatoon, and what is being doing to promote the event beyond the organization);
 - d. Planning/participation involvement by the Committee;
 - e. Opportunities to link with the work of the Committee and to create awareness about what the Committee is about and what it is focusing on;
 - f. What co-sponsorship is being requested and the intent for the use of the co-sponsorship.

- 2) Time of year of event -- since the Committee wishes to help raise awareness throughout the year as opposed to primarily being concentrated on the month of March activities
- 3) The level of co-sponsorship to be provided by the Committee will be between \$500 and \$1000.

Process for Review/Processing

- 1) All requests will be reviewed according to the established criteria.
- 2) At the first meeting in January, an ad hoc subcommittee will be established to review the co-sponsorship applications received. The ad hoc subcommittee will include the chair and at least 2 other members, with administrative staff as advisors (Cultural Diversity and Race Relations Coordinator and Immigration Community Resource Coordinator) depending on availability.
- 3) For applications received by the March 15 deadline, the ad hoc subcommittee will review and report with recommendations to the April meeting of the Committee for approval. For the September 30 deadline, the ad hoc subcommittee will review the applications and report to the November meeting of the Committee.
- 4) Once the Committee has made its determination whether to support and to what extent, Committee members will indicate their willingness to be on the planning committee for the event. The Deputy City Clerk will notify the group advising of the approval, subject to submission of the final reporting following the event.
- 5) All documentation relating to the event (posters or any other type of written material), must include the City logo and be reviewed by the City Clerk's Office, the Communications Branch, as well as the Community Services Department through the Cultural Diversity and Race Relations Office and the Community Development Branch Manager. Depending on the resources available, some lead time will be needed for this.
- 6) Once approval has been received (i.e. all criteria met; all supporting documentation provided; all written material received and reviewed, including the final report), the Deputy City Clerk will arrange for a cheque to be sent to that organization.

CULTURAL DIVERSITY AND RACE RELATIONS COMMITTEE

AUTHORITY City Council Resolution – April 10, 1989, and Council and Committee Procedure Bylaw No. 8198, as amended.

PURPOSE The function of the Committee shall be to monitor and provide advice to City Council on issues relating to the Cultural Diversity and Race Relations Policy.

COMPOSITION

Total membership	18
Appointed/Nominated by City Council	18

The membership shall be appointed in such a way as to ensure that at least 50% is made up of members who are representative of the visible minorities.

Board of Education, Saskatoon Public Schools – 1 (two-year term)

Board of Education, Greater Saskatoon Catholic Schools – 1
(two-year term)

Saskatoon Police Services – Chief of Police or designate – 1
(two-year term)

Saskatchewan Intercultural Association – 1 (two-year term)

Saskatoon Health Region – 1 (two-year term)

Public, First Nations Community (Public) – 1 (two-year term)

Public, Métis Community (Public) – 1 (two-year term)

Ministry of Social Services – 1 (two-year term)

Ministry of Corrections, Public Safety and Policing – 1 (two-year term)

General Public – Up to 8 (one-year term)

City Councillor – Up to 2 (one-year term)

MANDATE

(a) To provide advice to City Council on policy matters relating to cultural diversity and race relations, as set out in Cultural Diversity and Race Relations Policy C10-023.

(b) To provide advice and input to City Council on specific issues identified in the community with respect to the Cultural Diversity and Race Relations Policy, which require review by City Council.

CULTURAL DIVERSITY AND RACE RELATIONS COMMITTEE
CONTINUED

- (c) To monitor the success of the Cultural Diversity and Race Relations Policy, based on data provided by the Administration, and to advise City Council on ways for the City of Saskatoon to increase the success in working "with community organizations, business and labour, all orders of government, and other stakeholders to create an inclusive community, where ethno-cultural diversity is welcomed and valued, and where everyone can live with dignity and to their full potential, without facing racism or discrimination" to achieve the following four community outcomes:
- The workforce will be representative of the population of Saskatoon;
 - There will be zero tolerance for racism and discrimination in Saskatoon;
 - Community decision-making bodies will be representative of the whole community of Saskatoon; and
 - There will be awareness and understanding in the community regarding the issues, and acceptance of the various cultures that make up Saskatoon.
- (d) To provide education and awareness programs on cultural diversity and race relations issues, if the Committee so wishes and if a budget is approved by City Council, provided that the Administration is consulted prior to the implementation of each initiative to ensure that there is no duplication of services and that it supports the Cultural Diversity and Race Relations Policy.
- (e) To prepare and update, in consultation with the Administration, a brochure and/or provide information on the City's website, describing the Committee's mandate, membership, qualifications, recent activities, regular meeting schedule and how the public can contact the Committee.

REPORTING

- (a) The Cultural Diversity and Race Relations Committee reports to City Council through the Planning and Operations Committee.
- (b) The Cultural Diversity and Race Relations Committee will submit an annual report on its activities to the Planning and Operations Committee and City Council.

CULTURAL DIVERSITY AND RACE RELATIONS COMMITTEE
CONTINUED

- (c) The Cultural Diversity and Race Relations Committee is to submit a detailed budget request to the Planning and Operations Committee for review and approval prior to the request being placed in the Operating Budget estimates for consideration by the Budget Committee.

QUALIFICATIONS

- (a) A level of community involvement on related issues;
- (b) Demonstrated commitment to improving race relations in the community;
- (c) Knowledge and understanding of the concepts; and
- (d) Ability to commit time to attend meetings and other activities.

QUORUM

A quorum is a majority of the members.

TERM

Members are appointed for one and two-year terms.

MEETINGS

(January, February, April, May, September and November)
Day-----Thursdays
Time-----12:00 noon

File No. CK. 225-40

The following is an excerpt from the minutes of meeting of the Cultural Diversity and Race Relations Committee (Open to the Public) held on January 9, 2014:

9. Capacity for Newcomer Settlement and Integration in Saskatoon: Taking Stock for Taking Action
(File No. CK. 100-21)
-

The Committee Secretary distributed a copy of Clause 6, Report No. 16-2013 of the Planning and Operations Committee, which was adopted by City Council at its meeting held on October 7, 2013, regarding a report entitled Capacity for Newcomer Settlement and Integration in Saskatoon: Taking Stock for Taking Action.

Ms. Sora began a review of the report. She advised that the stakeholders will be brought together on February 27 and asked the members of the Committee to save the date.

RESOLVED: that Ms. Sora continue with her presentation of the report at the next meeting.

RECEIVED
DEC 11 2013
CITY CLERK'S OFFICE
SASKATOON

1145 Avenue L. So.
Saskatoon S7M 1Z7
December 10, 2013

Initiative regarding: **Nelson Mandela International Day**

To The Mayor and Council:

On Monday December 9 I phoned to the mayor's office to see what the City of Saskatoon was doing to honour the life of Nelson Mandela and was disappointed to find out that the City was not doing anything.

Today I saw in the Saskatoon *Star Phoenix* (page 3) that Hillcrest Memorial Gardens was having a memorial for Mr. Mandela. Fine, I thought, good for them, but that is a private company and as such does not reflect a public City response. I noticed in the article by Hannah Spray that Brenda Zeman had asked City Hall to host a book of condolence for Nelson Mandela. I remember that such a book was opened for Lady Diana and for Jack Layton. In this article I learned that the City was flying its flags at half-mast but that was all. Again, I was disappointed. By then I had confirmed that city halls in other Western Canadian cities had opened books of condolence.

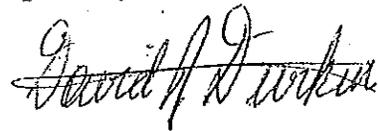
I am left wondering why the mayor and council and the Committee on Cultural Diversity and Race Relations have been silent on the passing of Nelson Mandela.

In closing I would ask that the City of Saskatoon follow the wonderful example of the Mayor of Prince Albert and recognize July 18, 2014 as **Nelson Mandela International Day**. I refer you to the article in the Prince Albert *Daily Herald* from December 9. Note that it explains the City of Prince Albert is following the lead of the United Nations and the Federation of Canadian Municipalities.

Thank you for your attention to this matter.

P.S. WOULD LIKE ^{TO} SPEAK
AND ~~BE~~ READ ^{this} INTO
MINUTES OF JAN 6th/14
MEETING.

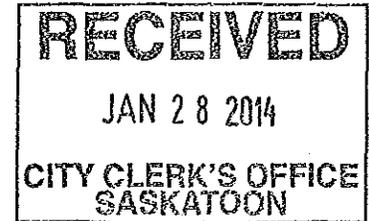
Respectfully,



David Durkin

PH 306 653 5597

DD DEC 11/13



**Update for
The Cultural Diversity and Race Relations Committee**

**Immigration, Diversity and Inclusion Consultant
January 2014**

Prepared by:
April Sora, Immigration, Diversity and Inclusion Consultant
Community Development Branch, City of Saskatoon
(306) 975-8459

Immigration Overview:

The City of Saskatoon's Community Development Branch has been working in the area of immigration and integration for approximately 6 years. Most of this work has been done under the Saskatoon Immigration Project (SIP) thanks to the generous support of both the Federal (CIC) and Provincial (Economy) governments.

Reports related to major initiatives can be found on the City of Saskatoon website: www.saskatoon.ca/go/immigration, look under 'Resources'.

Updates for January, 2014

Employment and Economic Development:

- 1) As part of the organizing committee for "Contact" the 10th annual career development conference (April, 2014) have been working on the Programming committee keynotes and breakouts for the conference as well as coordinating registration.

The registration is now up and on-line at

Keynote Speakers will be:

Pat Katz: In over twenty-five years as a speaker and consultant, Pat has inspired tens of thousands of people to accomplish what matters most in ways that bring more peace of mind. By reducing the impact of overload and overwhelm in the workplace, she helps organizations and their leaders generate stronger results, deepen engagement, and create a more satisfying work and life experience for all. Clients call on her to help them boost energy, fuel enthusiasm and inspire insight.

Gabrielle Scrimshaw is a young professional with a passion to create social impact. Born and raised in Saskatchewan, Gabrielle is a member of the Hatchet Lake First Nation. She has studied international business and policy in Australasia, Asia, the Americas and Europe. She co-founded a national not-for-profit for Aboriginal Professionals and was named the 2013 First Nations Youth Achiever by Indspire.

Michael Furdyk is the Co-founder and Director of Technology for TakingITGlobal.org, a global online community engaging hundreds of thousands of youth in over 200 countries and territories. With the ability to speak accessibly about new technologies, he underscores the importance of continued investment in new technology and new skill.

Settlement/Integration:

- 1) Attending meetings for Prairie Prism Event 2014. This is an event that first took place many years ago and was revived in 2012 to be part of Culture Days celebrations. There are already 8-10 organizations committed to being on the planning and coordinating committee. The plan so far is to follow the model of the 2012 event with ethno-cultural performances, artisan tables and workshops, community information tables, storytelling and sharing of food.

January activities included the completion of one funding proposal and have started working on another proposal to submit within in the next few weeks.

2) Plain Language

In order to ensure that information from the City of Saskatoon is accessible to all:

- Working with Communications and Customer Service to develop guidelines for the City of Saskatoon to promote the use of Plain Language in all communications.
- Have scheduled a pilot workshop on Plain Language for Communications and Marketing staff as well as some other colleagues whose work relies heavily on communications. The workshop is scheduled for February 10, 2014.

3) Growing Forward: Newcomer Engagement

- Working with the Growing Forward project coordinators to ensure the Newcomer community is given an opportunity to contribute in all phases of the community outreach plan. Growing Forward! Shaping Saskatoon is the City's aim to create more transportation choices and building places that bring people together as we move towards becoming a city of a half a million people. In order to realize this the City is embarking on a public engagement project to share information and hear what residents have to say.

- 4) In the process of planning the winter bus tour with the Newcomer Information Centre (NIC). Considering connecting the bus tour to the March 3 launch, of the Cultural Diversity and Race Relations Awareness Month, which is being hosted in City Council Chambers.

Education:

- 1) Background to Settlement Support Workers in Schools (SSWIS:

Settlement Support Workers in Schools (SSWIS) is a partnership that includes Saskatoon Open Door Society, the Boards of Education and Citizenship and Immigration Canada. It is a school based outreach program to help newcomer students and their families settle into their school and community.

The SSWIS program focuses on newcomer families who have been in Canada a short time and on newcomers that have unresolved "first year settlement needs. Families with long term settlement issues or who need intensive support are referred to settlement counsellors and other community services. SSWIS provide services to all categories of newcomers such as Government Sponsored Refugees (priority), Independent Sponsored, Private Sponsored, Employment Related Immigrants, International Students, Secondary Immigrants, and Canadian Citizens who are the children of immigrants. Meetings are quarterly. The last meeting was in December.

Housing:

- 1) Safe at Home – Developed an English as an Additional Language (EAL) workshop around the Safe at Home booklet produced by the City of Saskatoon
 - Objective of the workshop : To ensure City of Saskatoon materials are accessible to all.
 - Scheduled a pilot workshop on January 28 with the Global Gathering Place.

Objective of Immigration, Diversity and Inclusion Consultant, associated with this Safe at Home workshop: to develop the workshop and materials and if necessary, to co-facilitate with the Neighbourhood Planning Consultant until he/she feels comfortable presenting on their own. Due to the nature of the position in Planning there may be ongoing need to 'train the trainer' when there is a rotation of positions and a new person is asked to do it.

Aboriginal/Newcomer Relations

- 1) Continuing to work with the Aboriginal Diversity and Inclusion Consultant to connect the City's ATOSKE (Aboriginal student employment training) program to summer employment opportunities with Agriculture and Agri-Food Canada (AAFC). The degree of participation of AAFC has not been confirmed but we are looking at a half day (as part of the 4 day program) to introduce the participants to the federal government's on-line registration and application system (Federal Student Work Experience Program – FSWEP) and a tour of the AAFC Research Centre.

- 2) Took part in a conference call with Judy Shum (United Way Saskatoon) and Baldwin Wong (City of Vancouver, Social Planner) to hear from Mr. Wong about the "Dialogues" project in Vancouver. This is an ongoing initiative to increase understanding and strengthen relations between Aboriginal and immigrant communities in Vancouver. It is a collaborative project with 27 community partners and a possible model for future initiatives here in Saskatoon.

Federal/Provincial/Municipal Partnership

"Capacity for Newcomer Settlement and Integration in Saskatoon: Taking Stock for Taking Action". The report was presented to the Planning and Operations Committee on October 1 and to City Council on Monday October 6

The community event, to formally share this report back with the community and begin discussions on the "taking action" and moving forward, is being planned and has been set for February 27, 2014. His Worship the Mayor, has accepted the invitation to bring greetings. A "save the date" has gone out and the e-invite will be sent in shortly.

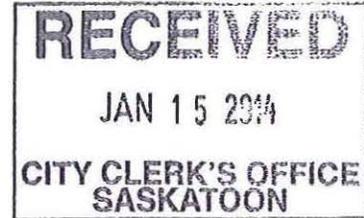
Closing Remarks:

Working on projects such as the Plain Language workshop, the Growing Forward collaboration and the Housing workshops are all very positive steps towards the City of Saskatoon working to connect with the newcomer community in a way that is advantageous for all. This is also in ensuring the programs and services provided by the City are accessible to newcomers.

We are looking forward to publicly beginning the community conversation about the Taking Stock for Taking Action report at the Feb. 27 event which should prove to be very unique and memorable.



100-10



January 15, 2014

City of Saskatoon
Cultural Diversity and Race Relations Committee
c/o Ms. Joyce Fast, Committee Assistant
City Clerk's Office

Dear Ms. Fast:

Re: Aboriginal Relations Year End Review & Looking Ahead

Please find attached a synopsis capturing our aboriginal outreach over the past two years. The review is not all encompassing, but I think it provides you with an insight to the work being conducted between our Service and many partners.

Thank you for your continued support and we look ahead to the future.

Yours truly,

Clive Weighill
Chief of Police
Enclosure
/clt

2012 & 2013

**ABORIGINAL RELATIONS
YEAR END REVIEW & LOOKING AHEAD**



**Monica Goulet , MBA
Aboriginal Relations Consultant
Saskatoon Police Service**

September 2013

Clive Weighill, Chief
Saskatoon Police Service
City of Saskatoon
Saskatoon, SK

Dear Chief Weighill:

I am pleased to present to you the 2012 final year end report regarding Aboriginal relations and the Saskatoon Police Service.

I have been mandated by the service to assist in identifying, facilitating and strengthening existing and new partnerships within the First Nations and Métis communities.

This report builds on the findings of previous annual reports; however due to the considerable developments in 2012, I wished to document them in a more innovative format.

It contains information gathered throughout 2012 including an overview of the mandate, structure, observations, conclusions and recommendations for 2013.

As a member of the Cultural Resource Unit, I thank you for your leadership in sponsoring and supporting these initiatives.

It is an honour and a pleasure to serve as the Aboriginal Relations Consultant for the Saskatoon Police Service and I thank you for your confidence in asking me to lead such important projects during this time of transition. These initiatives are critical strategies for building trust and faith with the Aboriginal community as recommended in the Commission on Indian & Métis and Justice Reform and the Neil Stonechild Inquiry.

Sincerely,

Monica Goulet, MBA
Aboriginal Relations Consultant
Saskatoon Police Service

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Cultural Resource Unit (CRU) Members at WANUSKEWIN POW WOW

INTRODUCTION

In a strategic effort to move forward and improve community partnerships and relations between the Saskatoon Police Service and members of the First Nations and Métis communities, several new initiatives were undertaken in 2012. These new directives included high profile participation in the Truth and Reconciliation Commission of Canada National Event held in Saskatoon; increased communication and understanding with relevant community partners; and new recruiting initiatives and strategies conducted outside the municipality of Saskatoon.

It was a very positive and productive year and these projects will be further expanded during the course of this report.

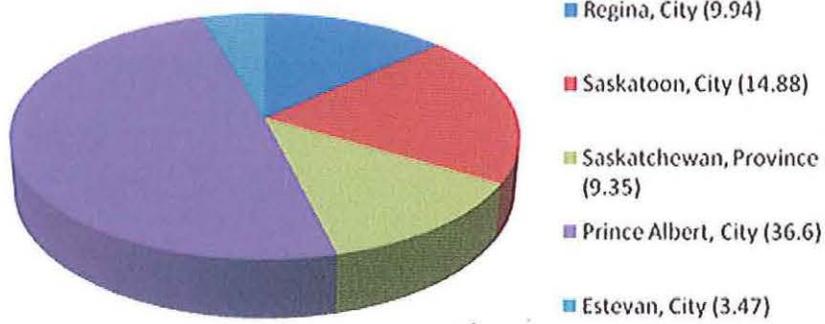
STATISTICAL DATA

On the following pages, I have charted data received from Statistics Canada and the City of Saskatoon regarding municipal and provincial Aboriginal populations¹. These graphs have been included to illustrate the size of Aboriginal populations, median age and comparison of spoken languages.

This statistical information is relevant in providing context and baseline data for further analysis and consideration in developing new recruiting and inclusiveness strategies.

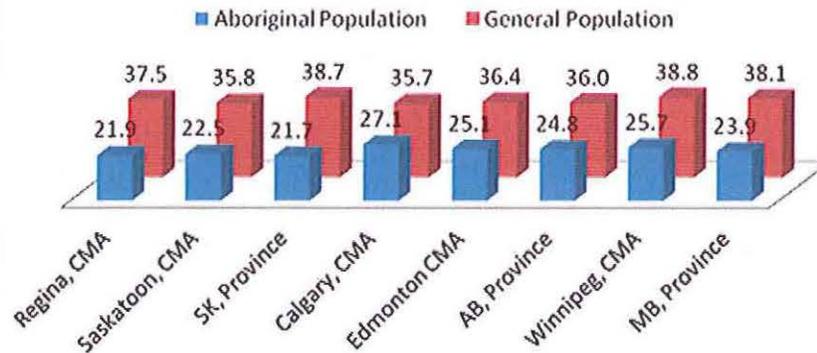
¹ Statistical raw data provided in December 2012 by Bill Holden from the Planning section of the City of Saskatoon.

Aboriginal Identity (Stats Can, 2006)

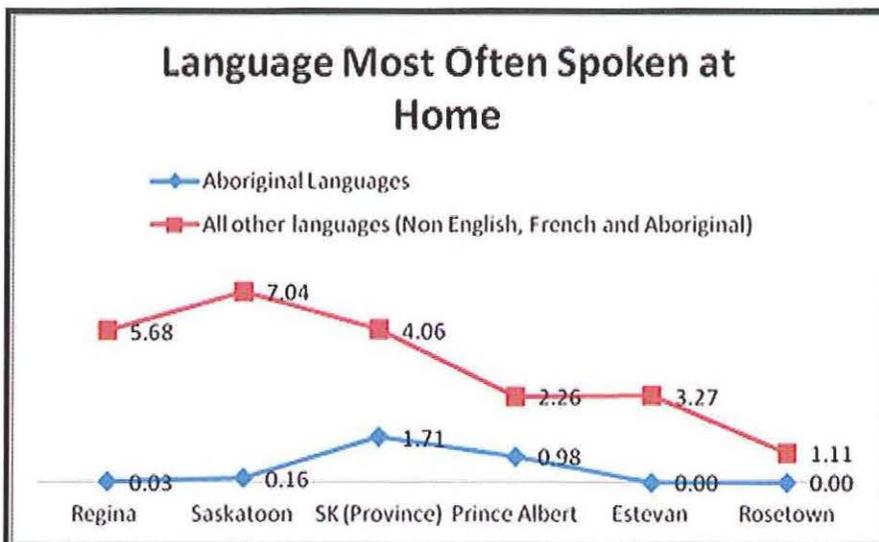
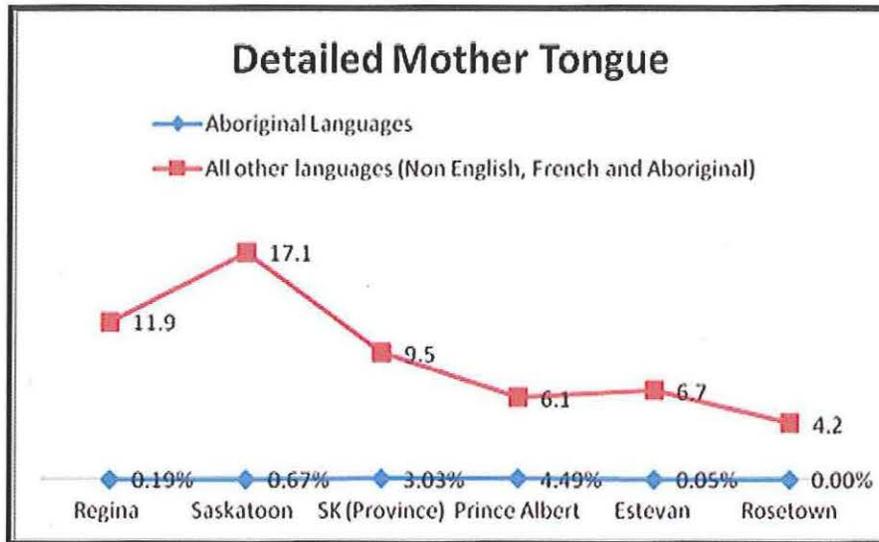


Median Age of Residents

Median Age of Residence (Stats Can, 2006)



¹ Statistical raw data provided in December 2012 by Bill Holden from the Planning section of the City of Saskatoon.



Operational Investigators Course on Diversity

This data underscores the growing demographics of the Aboriginal community. It is very valuable and important to have updated statistical data when delivering diversity training. Spoken Aboriginal languages are predominantly Cree, Dene, Saulteaux and Sioux in Saskatchewan. This has implications for the Interpreter Training Program, and the cultural respect signified when we provide service in these languages.

¹ Statistical raw data provided in December 2012 by Bill Holden from the Planning section of the City of Saskatoon.



Chief Weighill making Expression of Reconciliation at TRC, Deputy Chief Chatterbok and CRU members

SHOWING RESPECT

The Truth and Reconciliation Commission of Canada (TRC)

National Event: Saskatoon, June 21-24, 2012

The Saskatoon Police Service is acutely aware that strong community relationships are built on a solid foundation of mutual respect and trust. These elements are not merely awarded by showing up, but are achieved through commitment and genuine interest in learning and sharing each others triumphs and hardships. It is in the latter that the Cultural Resource Unit (CRU) took the initiative to participate in the Truth and Reconciliation Commission (TRC) National Event² held in June 2012.

² "The TRC will host seven national events in different regions across Canada. The national events will engage the Canadian public and provide education about the history of the residential schools system, the experience of former students and their families and the ongoing legacies of the institutions within communities. The national events will also be opportunities to celebrate regional diversity and honour those touched by residential schools." <http://www.trc.ca/websites/trcinstitution/index.php?p=3>

Being willing to walk beside someone in their pain is just as significant as walking beside them in their success. At the TRC, the members of the CRU had the opportunity to witness both. They listened to the stories of horror and abuse and learned from survivors how they had traveled through their individual journeys with hope and healing.

The CRU members listened to the pain; participated in ceremonies and were available to talk with attendees and field a variety of questions and comments. This experience culminated with Chief Weighill's honest and sincere address to attendees and his presentation of a forage cap into the Bentwood box.

In a final goodwill gesture, the Chief, Deputy Chief Chatterbok and some members of the CRU participated in the Cedar Brushing ceremony in the Survivors' Healing Lounge.

STRENGTHENING COMMUNITY PARTNERSIPS

Chief's Advisory Committee on First Nations & Métis



Back Row L to R: Chief Weighill with special guest and speaker: Howard Walker, a residential School survivor. Ron Thompson, Ted Quewezance, Walter Linklater, Fred & Patricia Buffalo.

Front Row L to R: Maggie Pochay, Nancy Linklater, Maria Linklater, Linda Young, Monica Goulet

This Advisory committee, comprised of key elders in the community has a crucial role with respect to cultivating a meaningful, ongoing relationship between and the Saskatoon Police Service and the Aboriginal community. Approximately 12 well respected Elders in the Saskatoon community can contact and request a meeting with the Chief and members of the police executive as issues arise.

These meetings have been ongoing for several years and provide an opportunity for open communication between the two entities in a forum where new and ongoing issues of concern may be discussed in a frank and safe manner. They have been a critical and vital link to members of the Aboriginal community and the Saskatoon Police Service

During 2012, the Chief's Advisory Committee on First Nations & Métis, the Chief and members of the Police Service met four times and participated in two sweats together. Civilian members of the Police Service were also invited to attend.

In addition, a blessing ceremony of the new Police Headquarters was held.

Métis Nation of Saskatchewan

Throughout the past year, the Chief continued to meet with Métis Nation of Saskatchewan in an official and impromptu basis. Similar to the process the Chief's Advisory Committee on First Nations & Métis has in calling meetings with the police executive, the Chief and members of the CRU take time to meet with members of the Métis Nation to actively problem solve and identify potential issues.

They have a publication entitled "Landscape". They generously provided advertising outlining our recruitment process and also wrote a feature profile on Métis Police Officer, Sgt. Dale Amyotte. These are included in the appendix. Members of the Saskatoon Police Service routinely participate at the annual Back to Batoche Days,



Chief Clive Weighill and Saskatoon Police Service summer student Brandon Roberts participating in 2013 Back to Batoche Grand March with MNS and other dignitaries.

Saskatoon Tribal Council (STC)

The Police Service continued and maintained their ongoing relationship with this community partner through a series of meetings held in 2012. A highlight of this process was the decision made by STC to take the lead and work collaboratively with the Service to develop a memorial for missing and murdered Aboriginal women at the new police station. They have generously agreed to share the costs for this important memorial.

A steering committee comprised of members from the Saskatoon Police Service, Saskatoon Tribal Council, Sasipenita and the University of Saskatchewan Art Dept. are currently working to put out a national call for Expressions of Interest.

Peacekeepers Leadership Development Program

This program evolved as a grass roots collaborative approach designed to meet the needs of “at-risk” youth from a First Nations and Métis holistic perspective which includes cultural components and challenging physical activities. Key partners have been the John Howard Society, the Saskatoon Tribal Council and the Catholic and Public School Divisions. The project is intended to continue the evolution of the program into a form that can annually produce an effective First Nations/Métis cadre of youth leaders in the Saskatoon community. These leaders will work collaboratively with their First Nations/Métis communities and associations to provide a positive link and build relationships between members of the Saskatoon Police Service and First Nations and Métis youth.

Meeting to discuss Chief’s Youth Advisory committee with CUMFI, SICC and Children’s Advocate





Portrait of Dahleen Bosse-Muskego presented to parents Herb & Pauline Muskego ,daughter Faith and her father

SASIPENITA

A highlight was the presentation of this portrait of Dahleen Bosse Muskego that was gifted to her parents, Herb & Pauline Muskego. This portrait by artist Roger Jerome was commissioned by Sasipenita Exhibit Inc. as part of the pilot Exhibit on the "Strength and Endurance of Aboriginal Women". On behalf of Sasipenita, the Police Chief gifted this to the parents of Dahleen Bosse; it was viewed as a healing gesture and demonstrates the commitment of our service to righting historic wrongs. Clearly, our Police Service is for all people, including Aboriginal!

MISSING AND MURDERED ABORIGINAL WOMEN MARCHES

Members of our Cultural Relations Unit and members of our Executive consistently participate in marches organized by Iskwewuk E-wichiwitochik (Women Walking Together), a Saskatoon group.

The program seeks to support families of victims by providing a forum through which the victim's families can share their struggles and stories with the community. This increases awareness and empathy toward the issue of violence against women. The group organizes vigils, walks, and fundraisers. The group also attempts to gain media coverage and public service announcements to increase public awareness of the issue of Aboriginal women going missing and being murdered.

Some of the partner organizations involved are: Amnesty International, Saskatchewan Human Rights Commission, University of Saskatchewan Native Studies, University of Saskatchewan Native Knowledge Centre, SIAT, Public Service Alliance Commission, Saskatchewan Aboriginal Women's Circle Corp., Kinsmen Activity House, University of Saskatchewan Ariel Sallows Chair, Oskayak High school, E-Gadz, Saskatchewan Indian and Métis Friendship Centre and Saskatoon Police Services..

VICTIM SERVICES: ABORIGINAL RESOURCE OFFICER & MISSING PERSON LIAISON OFFICER

The Saskatoon Police Service Victim Services currently has three programs under one umbrella: Victim Services, Aboriginal Resource Officer Programs, and Missing Person Liaison Officer.

The Aboriginal Resource Officer Program (ARO) works within Victim Services to provide support for Aboriginal victims of crime and traumatic events. They provide: crisis intervention and support, information about the criminal justice system, referrals to appropriate services, assistance with applications for victims compensation and/or restitution/victim impact statements, court orientation and support and case updates and they also inform clients about the procedures that police must follow in specific situations.

The Aboriginal Resource Officers have worked cohesively with the Aboriginal community, Saskatoon Police Service, educational institutions and community organizations to inform and/or share information on crime prevention support on victims of crime and their families.

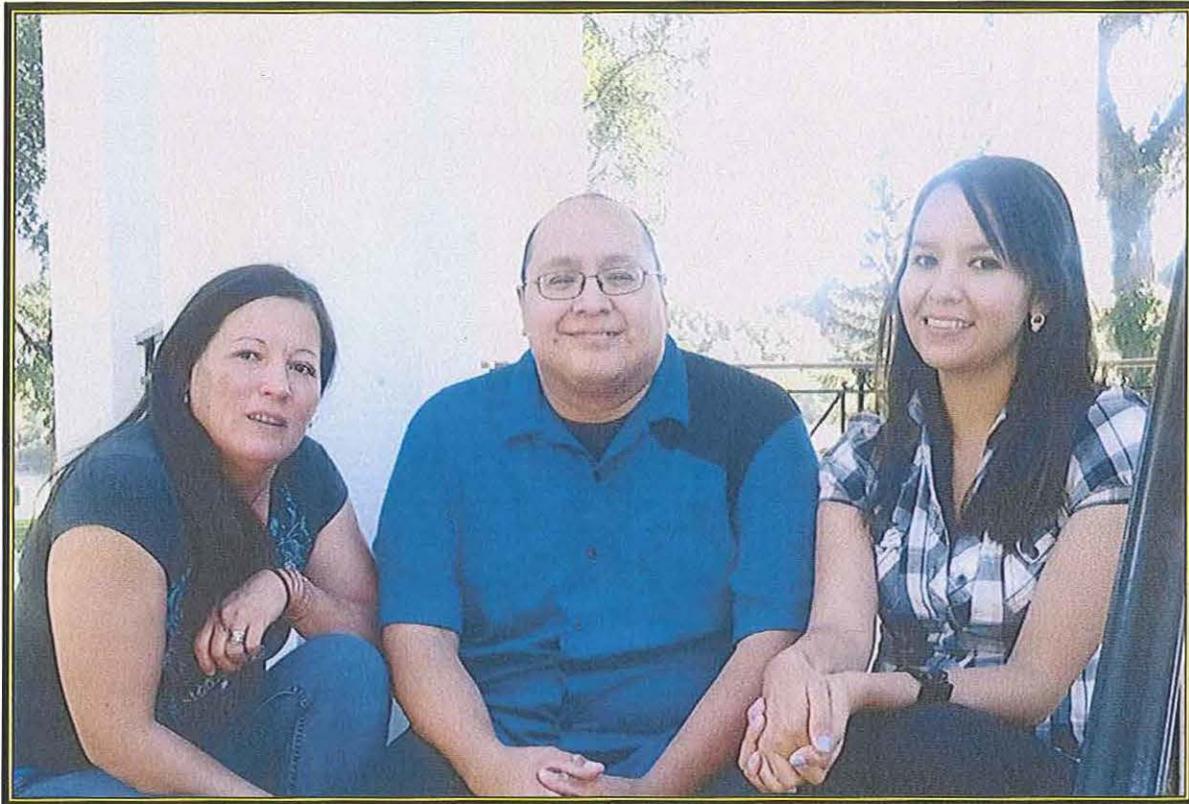
ARO staff have accompanied and assisted clients to the Victim/Witness Program for court orientation and to Crown Prosecutors' office for court preparation. They also work with clients in providing court support, accompaniment and transportation to court.

The ARO program continues to develop and strengthen relationship with Police members. Through the past year the ARO's have assisted the Saskatoon Police Service in developing community based connections through providing information services, as a team. Some of the services they assist with include: taking statements at Saskatoon Police Service Headquarters and with interviews and home visits. They liaise with various organizations which has allowed them to be more visible within the community and to share information with other agencies.

The Missing Persons Liaison provides direct support to families of missing persons by offering support through listening, critical thinking, priority management, supporting hope, and the Family Toolkit. Information about the missing person's investigation, search and rescue procedures, Missing Persons Legislation, and specialized counseling for ambiguous loss is also provided. Referrals to appropriate agencies for various issues such as counseling, childcare/respice, financial aid and estate issues are also available.

Missing Persons Liaisons provide consultation to all Police-based Victim Services Units within Saskatchewan. This makes support services available to all families of missing persons in Saskatchewan.

VICTIM SERVICES: ABORIGINAL RESOURCE OFFICER & MISSING PERSON LIAISON OFFICER



Dorothea Swiftwolfe

Curtis Poochay

Jennifer Strongarm

ABORIGINAL & DIVERSITY RECRUITMENT

The Saskatoon Police Service has taken an active role in attracting Aboriginal and culturally diverse people to careers with the Service. In March 2009, the Saskatoon Police Service, with the assistance of the Saskatchewan Police Aboriginal Recruiting Committee (SPARC), created a diversity recruiter position. As part of the position's mandate, the diversity recruiter conducts recruiting campaigns at schools, community events, and at First Nations and Métis centres on a regular basis. The diversity recruiter also liaises with the Aboriginal Police Preparation Program on various SIAST campuses in Saskatchewan.

Throughout the past year, the Diversity Recruiter has travelled to North Battleford and as well as the One Arrow and Ahtahkakoop First Nations as part of the strategic plan for outreach to First Nations and Métis communities. Cst. Marc Belanger delivered presentations that focused on ways of attracting Aboriginal men and women to a career with the Saskatoon Police Service .

TREATY FOUR CITIZENS' POLICE ACADEMY

The Treaty Four Citizens' Police Academy is an interactive two-week program that gives participants hands-on experience and information on many facets of policing. Participants attend daily lectures, fitness classes, and drills, and receive mentoring on a daily basis. In addition, the students are certified in First Aid and Level-C CPR. Upon completion of the program, participants who are interested in a career in policing and who meet the qualifications are invited to participate in the hiring competition with the

police service of their choice. Cst. Belanger takes an active role within this program by being a mentor to the participants. He also delivers lectures, provides drill instruction and administers SIGMA preparation classes. He provides guidance during the application process and actively recruits the participants towards a career with the Saskatoon Police Service.

ABORIGINAL POLICE PREPARATION PROGRAM

The Aboriginal Police Preparation Program is offered by SIAST on campus in Prince Albert, Regina, and Saskatoon, and at various off-campus locations throughout the province. It consists of 28 weeks of instructor-led training in the professional skills necessary for success in the policing field, such as basic investigative techniques, criminal law, and interpersonal communication skills. These programs provide training that greatly enhances students' chances of being successfully recruited into careers in municipal, federal, or Aboriginal police services. Cst. Belanger attends the campuses in Saskatchewan where he actively liaises and mentors. When requested Cst. Belanger will assist with presentations, provide lectures and assist in fitness classes as well as scenario based training and SIGMA preparation classes during the 28 week program. This is all part of Cst. Belanger's recruiting strategy to attract Aboriginal men and women to a career with the Saskatoon Police Service.



Instructor Neil Wylie and Cst. Marc Belanger with Saskatoon APP students

SASKATCHEWAN POLICE ABORIGINAL RECRUITING COMMITTEE (SPARC)

I have recently joined this Committee and look forward to learning new ideas from other Police agencies. Their mission is to improve policing services by developing coordinated strategies that recruit, retain and support Aboriginal people. Ultimately, their vision is to have all policing services representative of Saskatchewan communities in which Aboriginal people fully participate!

I am excited about our future as our Police Service, with help from our partners, continues to build on this momentum!

Lac La Ronge

In November 2011, as part of our strategic plan to outreach to First Nations and Métis communities, Chief Weighill, Sgt. Nadon and I traveled to meet with the Chief and Council of the Lac La Ronge Indian Band (LLRIB)³. We met them in Hall Lake and we were delighted to participate in a wonderful traditional feast consisting of rabbit, fish and bannock. The reception was very warm and developed into a meaningful, constructive and critical conversation.

Chief Weighill delivered a presentation that focused on the ways in which our Saskatoon Police Service had worked to develop and increase trust with the Aboriginal community, post-Neil Stonechild inquiry. He shared the positive results of the Inshtrix Research and the introduction of GPS monitoring in all police vehicles. These examples highlighted how the Service had implemented various recommendations put forward to increase monitoring and maintain trust.

A key goal for our visit was to attract more First Nations and Métis people to work for our Police Service. This led to a discussion identifying limited employment opportunities for many skilled and ready to work members of the Lac La Ronge Indian Band. (This band includes the communities of Stanley Mission, Sucker River, Hall Lake, Little Red River, La Ronge and Grandmother's Bay.)

The Chief and Council expressed the need to explore off reserve employment opportunities for their members and wished to have an on-site visitation of the Saskatoon Police Service. This interest was based on establishing a better understanding of the Service's recruitment process for both civilian and officer positions. The target groups identified as being most able to benefit from these types of discussions were active job seekers and outreach workers.

From the Service's perspective, it was determined that if the LLRIB was going to journey all this way, it may be wise to expose them to the rich array of jobs, educational opportunities and supports available for First Nations & Métis who may choose to migrate to urban centres such as Saskatoon. We put out an invitation to our community partners and ended up having to limit participation to the University of Saskatchewan, City of Saskatoon, STC, Saskatchewan Indian Institute of Technology and Potash Corporation. The resulting recruiting event was held in Saskatoon from April 11-13, 2012.

³ Located in north central Saskatchewan, the Lac la Ronge Indian band is the largest First Nation in the province. It is one of the ten largest bands in Canada and had a population of 9247 as of May 13, 2011. <http://www.llrib.org/>

On April 13th, the recruiting information sessions were focused on the Saskatoon Police Service. In addition to the prayers provided by Elders Walter & Maria Linklater and Chief Clive Weighill's opening presentation, Sgt. Ernie Louttit and Cst. Kerishia Bird spoke to the group assembled. Both members shared stories on how and why they became police officers; their experiences within the Saskatoon Police Service and provided encouragement regarding recruitment and pursuing similar career paths.

A highlight was the surprise visit from TRC Commissioner Wilton Littlechild.

North Battleford

On the evening of September 5th, we participated in a recruiting and informational meeting in North Battleford at the request of City Councillor Ray Fox. The framework of this discussion was provided through a presentation. An important message to the audience was the need to recruit more First Nations and Métis members into the Saskatoon Police Service. The recommendations of the Neil Stonechild Inquiry and the attendant response taken by the Service were also reviewed.

The Chief also outlined the process involved in the Public Complaints Commission, advised of the five civilian participants and indicated how this results in an overall better system so 'the police are not policing themselves'. Chief Weighill concluded his presentation by acknowledging the financial contribution made by the Saskatoon Health Region towards funding paramedics to work with the police members in providing care and attention to individuals in police detention cells.

This format was valuable and a number of requests were made by individuals who wished for a similar presentation in Saskatoon. Planning is underway.

Looking Forward

The relationship between the Saskatoon Police Service and our partners in the First Nations and Métis communities has increased positively since the recommendations provided in The Commission of Inquiry into Matters Relating to the Death of Neil Stonechild⁴.

This type of partnership cannot exist without leadership, vision and a genuine desire to improve relations and communication. As with any process, it is important to ensure the interests of each party are reflected in planning through consultation, dedication and a concerted effort by all parties. This sets the baseline for developing, facilitating and nurturing positive interactions between our service and the First Nations and Métis communities.

It is in this context that I am most proud of the innovative work and cutting edge projects our Service has been involved in over the past year. This also includes the continued cultural awareness training of our junior and senior members. It provides an opportunity to acknowledge and celebrate the positive direction we are moving in, as a police service!

⁴ <http://www.justice.gov.sk.ca/stonechild/finalreport/part7.pdf>

I anticipate future partnerships will continue to grow through community initiatives such as the Cree class being offered by the Service in 2014.

These projects cannot exist without a solid foundation between First Nations, Métis and the Saskatoon Police Service. I am very pleased to report this relationship has been strengthened over the past year through the basic principles of mutual respect and genuine interest in identifying issues, addressing them and collectively moving forward.

SHARING OUR STORY OF SUCCESS!!!!

As the Aboriginal Relations Consultant, I am asked to speak to other agencies regarding the status of our relationship with the Aboriginal Community, in addition to the Operational Investigators Courses.

An excerpt from the training provided to the Children's Advocate and Ombudsman's Office garnered the following feedback:

The information from this training that will most benefit you was:

The diversity that is out there and how we need to work together to make it a better community!

- Awareness of policing activities occurring in our community.
- Keeping in perspective how impactful life events and experiences are on children/youth/families, etc. Each story shared is sacred and should be given the utmost respect.
- Tangible information about the initiatives the Police Service is working on in support of the great messages Chief Weighill is out there sharing.
- Projects, focus of the unit – reminder from Tyson's story about what we need to continue doing.
- New model.

DEVELOPING A VIDEO OF OUR STORY

As we reflect on the many positive developments of 2012, a key story emerged that encapsulated the historic juncture that we occupy. A result of our meetings with Chief Wilton Littlechild and the results of our Inshtrix Survey reveal an exciting and positive trend. We have been in consultations with a noted filmmaker in our community as we work towards the fruition of chronicling the amazing story of the Saskatoon Police Service and how we have been consistently moving forward in building a more positive and trusting relationship with many members of the Aboriginal community.



Aboriginal Relations Consultant Goulet and Inspector Jerome Engele at U of S Pow Wow

POW WOWS and EVENTS ATTENDED

Sisters in Spirit Marches

Greater Saskatoon Catholic and Saskatoon Public School Division Pow wows, feasts and Pipe ceremonies

National Aboriginal Day events

Federation of Saskatchewan Indian Nations (FSIN) and Dakota Dunes Pow Wow

ABORIGINAL LEADER'S COMMENTS

"We appreciate the effort Chief Weighill and the Saskatoon Police Service have been making to build relations with Métis Nation-Saskatchewan."

President Robert Doucette Métis Nation-Saskatchewan

"2012 was truly a memorable Saskatchewan year for many reasons: I had the privilege of participating with the SPS as they hosted youth on career development from La Ronge, an invitation to speak at the National Police Association's General Assembly to the outstanding Truth and Reconciliation Commission's National Event!

As the former Chairperson of the Justice Reform Commission, I was very encouraged by the significant progress made in improving police services in the past 10 years. I'm sure that the inclusion of an Elders Council and a Community Advisory Committee by Chief Weighill contributed to the vast improvement of relationships among all Saskatoon residents and visitors. This is true in other areas but we, of course, still have ongoing work to do on Reconciliation. The gesture of Reconciliation presented by the Saskatoon Police Services was truly heartfelt by the TRC of Canada. Thank you to everyone involved, in particular: Chief Weighill, Monica Goulet, Gilles Dorval and Eugene Arcand".

Chief Wilton Littlechild

"The active engagement between the Saskatoon Police Service and the Saskatoon Tribal Council has continued to build the foundation of respect between First Nations and law enforcement in Saskatoon. 2012 was a year of building upon our successes and furthering our commitment to making Saskatoon a better place to live, which will ultimately lead to the improved quality of life for First Nations, and the betterment of the Saskatoon community.

Tribal Chief Felix Thomas, Saskatoon Tribal Council

Careers

Métis candidates being recruited for policing careers



The Saskatchewan Police Aboriginal Recruiting Committee (SPARC) is looking to attract Métis Nation and First Nations candidates into careers in the policing sector.

The vision of SPARC is to have all Policing Services representative of Saskatchewan communities in which Aboriginal people fully participate.

Their mission is to improve Policing Services by developing coordinated strategies that recruit, retain, and support Aboriginal people.

Staff Sergeant Tim Settee is a recruiting strategist that is continuing to implement a police recruiting strategy to attract and retain Aboriginal candidates into the profession. The strategy was initially developed in 2005 and has progressively developed to where it is today.

For more information, contact:

Staff Sergeant Tim Settee
Recruiting Strategist
Office: 306-953-2457
Cell: 306-940-6218
Email: tim.settee@gov.sk.ca

Why choose a career in Policing or Justice?

- It is a challenging and rewarding career.
- It allows for personal growth.
- Is an opportunity to serve your community.
- It offers opportunities for movement into different areas of policing.
- Provides on-going training and access to academic upgrading.
- Offers a great salary with good benefits.

To become a police officer in Saskatchewan, candidates must:

- Be 18 years old or older and have a minimum of Grade 12 or equivalent.
- Have an uncorrected visual acuity of 20/60 in both eyes or better, 20/40 in one eye, and 20/100 in the other eye or better without visual aids, correctable to 20/20 or 20/30.
- Have a valid driver's licence, a good driving record, and a clear criminal record or have a granted pardon for any past offences.
- Be in good health, mentally and physically, fit for duty, and be of good moral character and habits.
- Must also have a good command of the English language, both written and oral.
- Have obtained a Standard First-Aid Certificate and a CPR, Basic Life Support, Level 'C' Certificate with the previous two years.

To be considered a more attractive candidate, applicants should:

- Be active in their community and participate in volunteer activities.
- Maintain a high level of fitness
- Develop their communications, both written and verbal, as well as their interpersonal skills
- Maintain a good driving record.
- Be three years clear of any drug or criminal activity.

What is involved in the recruiting process?

- SIGMA / RPAT (written exam)
- POPAT /PARE (physical test)
- Completion of the Ethics and Integrity questionnaire
- Interview
- Medical and eye examination
- Must undergo a polygraph test
- A second interview, which is often the final interview
- A job offer
- Municipal Police College (18 weeks)
- RCMP Cadet Training (24 weeks), English or French language
- RCMP Aboriginal Community Constable Training (21 weeks)

Partner Programs

Aboriginal Police Preparation Program: (28 weeks) contact: www.slast.sk.ca

- SIAST in Prince Albert, Saskatoon and Regina
- Dumont Technical Institute, Meadow Lake
- Cumberland College, Nipawin.

Treaty 4 Citizens Police Academy: Two weeks – coordinated by Regina Police Services and held at the Saskatchewan Police College.

Contact:

- Regina Police Service: 306-777-6476
- Saskatoon Police Services: 306-260-5145
- RCMP: 306-780-6407

RCMP programs

Aboriginal Pre-Cadet Training (APTP) offers Canadian Aboriginal candidates, age 19-29, the opportunity to experience daily police work. It is a 17-week summer program with three weeks training and 14 weeks on-the-job training.

RCMP Community Cadet Corps is for youth, aged 12-18, and features marching drills, organized sports, career planning, field trips, drug and alcohol education, language and culture, and participation in community awareness projects.

Law Enforcement Career Profiles



A/Sgt Dale Amyotte #464
D Patrol – East Division Supervisor
Saskatoon Police Service

I am a Constable who has been employed with the Saskatoon Police Service for more than 12 years. I am next on the promotion list for the rank of Sergeant and expect to be promoted in April 2013. I am currently assigned as an acting Sergeant in Patrol for the East Division. In this role, I am responsible for several Constables and managing the day-to-day issues that face Patrol.

I grew up in rural Prince Albert, the youngest of three boys. My two brothers also work in the criminal justice system. My oldest brother works with Federal Corrections and our middle brother is a lawyer. I attended Osborne elementary school near Prince Albert and graduated from Carlton Comprehensive High School.

Music is a big part of the Métis culture and as a result I learned several instruments, including the fiddle, and continue to make this a part of my life.

Out of high school my plan was to become a carpenter and I worked for a year as an

apprentice with a general contractor. I spent a great deal of time in northern Saskatchewan working on different First Nations, building health clinics and schools. I found the work

rewarding but repetitive. Then one day, while working on a job site, I observed a police car driving by. Intrigued by the idea of a career in law enforcement, I did some research and soon applied to the Prince Albert Police Service. Although I made it to the final interview process, it turned out I was too young - they were looking for someone with more life experience.

However, from that point on I made up my mind that becoming a police officer was what I was going to do.

I then attended two years at the University of Saskatchewan and found that I enjoyed the city of Saskatoon. A little older and wiser, I applied to the Saskatoon Police Service in January 2000 and by August of the same year was attending Saskatchewan Police College in Regina and was a member of the Service.

The term, "Never the same day twice," helps to explain our profession to someone who has never experienced what we do. It is hard to explain the many types of calls we attend in a day. One minute I may be dealing with a minor traffic infraction and the next be

involved with a major incident. We often deal with good people in difficult situations. I find it very rewarding to make a positive difference in people's lives.

In terms of recruitment, some Aboriginal people have pre-conceived ideas of the police and what we do which may act as a barrier to many potential applicants.

Fortunately, the recruiting department has been strategically expanded to offer assistance to Aboriginal applicants and you will find that the members of our Human Resources Department are great to deal with. The Saskatoon Police Service is culturally inclusive, employing people from across several minority groups.

The application process is also less expensive which I found to be a barrier when I applied.

The first tip I have for young Métis people pursuing a career in policing is to keep a clean record. Stay away from crime and drugs. Be selective of your friends. Do your research.

Most police services have great websites and human resource departments with staff members waiting to answer your questions. Be confident and proud of yourself as a Métis person and you'll find there are no limits to what you can achieve.



Cpl. G.D. (Greg) Gardiner
NWR - Processing Unit, Royal Canadian Mounted Police

I work for the National Recruiting Processing Centre in Regina which handles the applicant Selection Process and my job is to determine the suitability of an applicant at any stage of the RCMP selection process.

I was born and raised in Île-à-la-Crosse. I applied for and gained summer employment with the RCMP straight out of high school and became hooked on the lifestyle. I worked in a number of different capacities during that time, including Auxiliary Constable and jail guard.

I then attended Depot RCMP training in 2001 and from there was posted to Dillon, Radisson, Big River, Turnor Lake, and Regina.

I have always loved every aspect of the job, from front-line policing and dealing with the public to working with a community to solve any given problem. I also enjoy the mobility part of it. Living and serving in many communities over the years has given me

opportunity to gain some long-lasting friendships. I especially like having the opportunity to work anywhere in Canada at different levels and aspects of policing.

There are lots of opportunities for Aboriginal candidates within the RCMP. Constable Charles Gladue is currently the full-time Aboriginal recruiter working in Saskatchewan. For more information on any upcoming opportunities, contact him at charles.gladue@rcmp-grc.gc.ca.

Speaking from experience, a big obstacle for Métis applicants is getting past the RCMP entrance exam. Many applicants come into the exam (RPAT) unprepared, not really knowing how to prepare or study for the exam.

Also, our mobility policy means that officers are expected to make several moves to differing posts within their careers and some would find it difficult to adjust to this lifestyle if attached to their home community and culture.

There is a great deal of information available on our website, however I would suggest that the first step is to attend a RCMP career presentation presented by one of Saskatchewan's pro-active recruiters.

The RCMP also offers a pre-employment seminar to anyone interested in applying, which covers in detail all the steps and stages of the RCMP regular member selection process.

Another avenue is to gain some experience through our APTP (summer student program) or Auxiliary Constable Program. If an applicant who comes into our selection process is physically and mentally fit, educated, driven, and has led a good lifestyle, I'm positive he/she will have no difficulties.

The RCMP is always hiring and there is no greater time to apply than today. Please get ahold of our pro-active recruiters for information on the application process.

SUMMARY

Throughout 2012 and 2013, our Police Service maintained a clear, strong consistent message identifying and addressing where our Service has been, where it is going and how we may all work collaboratively to bring about positive change.

This message was relayed to the public through various opportunities including meetings with the Board of Police Commissioners and members of the First Nation and Métis communities. This information was not mere rhetoric as evidence of our strengthened relationship with the Aboriginal community was borne out in the results compiled in the Inshtrix survey. This data indicated that the public perception of our Police Service was increasing not only in the general public, but in First Nations and Métis communities as well.

This resulting confidence and respect for our Police Service was built through hard work and healing between our communities. It has not been easy. However, Chief Weighill has provided strong leadership and modelled commitment to improving relations and this has been supported by our members through the work they conduct on a daily basis.

We need to continue to listen, learn, respond and share interests with First Nations, Métis and other key community stakeholders. It has often been said that it takes a village to raise a child. The same principal can be applied to our efforts in building our community partnerships. It takes commitment, consistent effort, active participation and open communication to repair, heal and move forward in a productive manner from our negative history. However, we are on the right track and the effort is being noted and acknowledged!