



*City of*  
**Saskatoon**

Office of the City Clerk

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

ph 306•975•3240  
fx 306•975•2784

May 13, 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. Chris 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, May 22, 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, MAY 22, 2014, AT 12:00 NOON  
COMMITTEE ROOM E, GROUND FLOOR, SOUTH WING, CITY HALL

1. Minutes - of meeting held on April 10, 2014.
2. Cultural Diversity and Race Relations Committee – 25<sup>th</sup> Anniversary  
(File No. CK. 225-40)

Attached is an excerpt from the minutes of meeting of the Cultural Diversity and Race Relations Committee held on April 10, 2014.

This item is being placed on the agenda for an update from the Cultural Diversity and Race Relations 25<sup>th</sup> Anniversary Planning Committee.

3. 2014 Education and Awareness Initiatives  
Co-Sponsorship Request  
Saskatoon Indian and Métis Friendship Centre  
(File No. CK. 225-40-10)

Attached is a Co-Sponsorship Request Application from the Saskatoon Indian and Métis Friendship Centre, for National Aboriginal Day to be held on June 21, 2014, at Friendship Park. The Co-Sponsorship Request is in the amount of \$1,000.

For the Committee's information, the Co-Sponsorship Adjudication Ad Hoc Subcommittee members Cornelia Laliberte, Mitch Yuzdepski, Sam Sambasivam, and Chris Sicotte reviewed the application and will provide a recommendation to the Committee.

4. 2014 Education and Awareness Initiatives  
Cultural Diversity and Race Relations Committee  
(File No. CK. 225-40-10)

The Committee has a budget of \$11,100 for education and awareness, to include co-sponsorship of related initiatives.

To date, the Committee has allocated \$6,000 for the 25<sup>th</sup> Anniversary Celebration, \$100 for the University of Saskatchewan Student Handbook, and \$4,000 for co-sponsorships. Also, proposed above (Item 3) is a further \$1,000 for co-sponsorship. If approved, the education and awareness portion of the Committee's 2014 budget will be spent for 2014.

**AGENDA  
(OPEN TO THE PUBLIC)  
CULTURAL DIVERSITY AND RACE RELATIONS COMMITTEE  
Thursday, May 22, 2014  
Page 2**

Attached for your reference is a summary of 2014 expenditures to date.

5. Anti-Racism Education Initiatives and  
2013 Cultural Diversity Race Relations Year-End Report  
(File No. CK. 100-10)

For the Committee's information, attached is a copy of Clause 4, Report No. 7-2014 of the Planning and Operations Committee, which was adopted by City Council at its meeting held on May 5, 2014.

6. Year-End Report – Immigration Initiatives – 2013 to 2014  
(File No. CK. 100-21)

For the Committee's information, attached is a copy of Clause 5, Report No. 7-2014 of the Planning and Operations Committee, which was adopted by City Council at its meeting held on May 5, 2014.

7. 2013 Annual Report  
Cultural Diversity and Race Relations Committee  
(File No. CK. 430-29)

Attached, for the Committee's review and approval, is a draft of the 2013 Annual Report.

Upon approval, the report will be forwarded to the Planning and Operations Committee and referred to City Council for information.

8. Update – Communications to Council  
From: David Durkin  
Date: December 10, 2013  
Subject: Commemoration for the Late Nelson Mandela  
(File No. CK. 205-5 x 100-10)

For the Committee's information, attached is an excerpt from the minutes of meeting of City Council held on April 14, 2014, regarding the above-noted matter.

**AGENDA**  
**(OPEN TO THE PUBLIC)**  
**CULTURAL DIVERSITY AND RACE RELATIONS COMMITTEE**  
**Thursday, May 22, 2014**  
**Page 3**

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

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

10. 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.

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 September 11, 2014, at 12:00 noon in Committee Room E, Ground Floor, South Wing, City Hall.

**The following is an excerpt from the minutes of meeting of the Cultural Diversity and Race Relations Committee (Open to the Public) held on April 10, 2014:**

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

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Cultural Diversity and Race Relations Coordinator Sasakamoose Kuffner provided an update from the Cultural Diversity and Race Relations 25<sup>th</sup> Anniversary Planning Committee.

Ms. Sasakamoose Kuffner indicated that it has been a challenge for the Anniversary Planning Committee to meet, but informal discussions have been held. Different venues were visited, looking at suitability for holding an anti-racism forum in conjunction with an evening event, including: Prairieland Park and Western Development Museum. She indicated that for the type of event being planned, that the Anniversary Planning Committee will look for corporate sponsorship in addition to the \$6,000 earmarked from the Cultural Diversity and Race Relations Committee's budget.

Discussion followed.

RESOLVED: that the information be received and that the Anniversary Planning Committee provide a further update at the next meeting.

RECEIVED

3



City of Saskatoon  
City Clerk's Office

APR 28 2014  
Cultural Diversity and Race Relations Committee  
Co-Sponsorship Request Application  
CITY CLERK'S OFFICE  
SASKATOON

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.

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):

- 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.

Please indicate which of the above community outcome(s) your project is addressing.

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.

Application Deadlines:	March 15 (for projects taking place from July to December) September 30 (for projects taking place from January to June)	
Organization Name	The Saskatoon Indian & Metis Friendship Centre	
Address: 168 Wall Street, Saskatoon SK		
Postal Code: S7K 1N4	Email Address: sharon.sullivansimfc@yahoo.ca	
Contact Name Sharon Sullivan		
Phone Number: 306-244-0174	Fax Number: 306-664-2536	
Web Address: www.simfc.ca		
Project Name: National Aboriginal Day Event		
Project Date: June 21, 2014		
Project Location: Friendship Park		



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City Clerk's Office

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

Project Description (maximum 250 words)

Each year on June 21<sup>st</sup> (National Aboriginal Day) SIMFC, the aboriginal community, and the Saskatoon community get together for one day at the Friendship Park in Saskatoon where they showcase and celebrate aboriginal culture. There is music, food, and vendor/information tables where they sell aboriginal art and jewellery, clothing, etc. At lunch time (12 p.m.) there is free soup, bannock, fruit and cake given out to anyone who wishes to attend this event.

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?

-We do have a NAD committee which our sponsors and/or committee members are welcome and invited to join this committee. The committee meets and they will get together with SIMFC staff to plan and organize this event. There is also an opportunity for sponsors to volunteer the day of this event.

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

-Aboriginal Culture Awareness.

Who is your target audience?

-Targeting aboriginal community members, and non aboriginal adults, elders and school age children.

What are the themes and focuses for the event?

-This event is to celebrate aboriginal culture, aboriginal themed.

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

-The annual event usually has 2000-3000 people attend.



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

How are you promoting the event to the broader community?  
-Through our website, social media v.i.a. Facebook, T.V. newspapers, newsletters, posters and word of mouth.

**Budget Information:**

Total Cost of the Project	\$26,925.00
Co-Sponsorship Request	\$1,000.00
How will Co-Sponsorship be used?	-Food (open event for the public)
Other Potential Sources of Revenue	-Sasktel -Sask Energy -Race Relations committee -Peace Hills Trust -Miscellaneous sponsorships -Affinity Credit Union

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

SIMFC will be partnering with the Jazz Festival for the use of the stage.

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

-The City of Saskatoon Cultural Diversity and Race Relations will be recognized on our signage, and will be announced on the microphone at the day of the event.

Other comments



Signature of Applicant

APRIL 25 2014

Date

BRAD BIED

Name (Printed)

BOARD CHAIR

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.

<b>Cultural Diversity and Race Relations Committee</b>		
<b>2014 EXPENDITURES</b>		
	<b>2014 Budget</b>	<b>2014 Actuals</b>
<b>City Clerk's Office</b>		
<b>Member Development/Travel, Conferences, Meetings</b> (including Committee Planning Session/Retreat)	\$1,000.00	\$0.00
<b>Cultural Diversity and Race Relations Month</b> (To include Art, Literary and Recognition Awards; Framing of Artwork; Buses for School Children to Attend March 1 and 21 events; Printing of Poster) Living in Harmony Awards - \$100 for artwork; \$50 for literary work	\$3,000.00	\$0.00 \$1,517.96 \$1,517.96
<b>Education and Awareness</b>	\$11,100.00	
Cultural Conversations (Saskatoon Health Region People and Partnerships) (Jan-Mar 2014)*		\$1,000.00
50 Years of Embracing Multiculturalism (SK Intercultural Association) (June 29, 2014)*		\$1,000.00
Pleasant Hill Pow Wow (Pleasant Hill Community Association) (June 14, 2014)*		\$1,000.00
Joanna Miller Peace Award (UNAC Saskatoon) (September 22, 2014)*		\$1,000.00
25th Anniversary Celebration		\$6,000.00
U of S Aboriginal Students' Centre Handbook Ad		\$100.00
<b>Total Education and Awareness</b>		\$10,100.00
<b>TOTALS</b>	<b>\$15,100.00</b>	<b>\$11,617.96</b>

\*Note - These are approved. Payment is forwarded once follow-up report considered by the Committee.

The following is a copy of **Clause 4, Report No. 7-2014** of the **Planning and Operations Committee**, which was **ADOPTED** by City Council at its meeting held on **May 5, 2014**:

**4. Anti-Racism Education Initiatives and 2013 Cultural Diversity Race Relations Year-End Report**  
**(Files CK. 100-10 and RS. 430-8)**

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**RECOMMENDATION:** that the information be received and forwarded to the Cultural Diversity and Race Relations Advisory Committee for information.

Attached is a report of the General Manager, Community Services Department dated April 14, 2014, providing an update on the activities and initiatives undertaken by the Cultural Diversity and Race Relations Coordinator in 2013 and highlighting the shift in the focus of the Coordinator from primarily promoting multiculturalism and cultural awareness to also include a comprehensive anti-racism and equity education initiative.

The Planning and Operations Committee reviewed the report with the Administration and supports the above recommendation.

**TO: Secretary, Planning and Operations Committee**  
**FROM: General Manager, Community Services Department**  
**DATE: April 14, 2014**  
**SUBJECT: Anti-Racism Education Initiatives and 2013 Cultural Diversity Race Relations Year-End Report**  
**FILE NO.: CK. 100-10 and RS. 430-8**

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**RECOMMENDATION:** that a copy of this report be forwarded to City Council and the Cultural Diversity and Race Relations Advisory Committee for information.

### **TOPIC AND PURPOSE**

This report provides an update on the activities and initiatives undertaken by the Cultural Diversity and Race Relations (CDRR) Coordinator in 2013 and highlights the shift in the focus of the CDRR Coordinator from primarily promoting multiculturalism and cultural awareness to also include a comprehensive anti-racism and equity education initiative.

This report includes considerations based on a series of surveys, community engagement focus groups, and public consultation initiatives carried out and/or facilitated over the past number of years. This public input, followed by a comprehensive literature review of various internal and external studies, has helped formulate a plan for how the City of Saskatoon (City) and the community partners can address racism and race relations that more strategically meet the objectives and outcome statements of the CDRR Policy No. C10-023.

### **REPORT HIGHLIGHTS**

1. Understanding the root causes of racism, and the complex and specific ways that racism operates, is essential in order to develop effective actions to eliminate or address racial discrimination.
2. Anti-racism education is based in theory and is the practice of identifying, challenging, and changing the values, structures, and behaviours that perpetuate racism at a personal, institutional, and systemic level.
3. Community conversations, research, and key initiatives tied to anti-racism have created a solid foundation for including anti-racism education in ongoing planning, public education and awareness campaigns, policy considerations, and future work plans for the CDRR Coordinator.

### **STRATEGIC GOALS**

The work of the CDRR Coordinator in addressing racism and discrimination is most closely connected to the Strategic Goal of Quality of Life. The long-term strategy is to strengthen relations with local Aboriginal organizations and to build capacity within the community to address a broad range of issues and build consensus around collaborative responses. The four-year priority is to develop partnerships and programs with Aboriginal organizations that will assist in enhancing economic, employment, and

training opportunities. This report is also connected to the Strategic Goal of Continuous Improvement where the City works to ensure an inclusive workplace that embraces diverse backgrounds. Anti-racism education also supports aspects of the implementation of the Immigration Action Plan and the Culture Plan.

## **BACKGROUND**

Municipal governments, as well as other levels of government, along with local and national organizations, share responsibility and have an important role to play in combating racism, discrimination, and fostering equality and respect for all citizens.

To demonstrate our commitment, in 2004, City Council adopted the CDRR Policy No. C10-023, wherein the vision statement reads:

“The City of Saskatoon will work 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.”

In 2005, with a vision to promote and protect human rights and fight racism through coordination and shared responsibility, the Canadian Commission for the United Nations Educational, Scientific and Cultural Organization (UNESCO) created a network of municipalities across Canada. In June 2005, Saskatoon became the first member of the Canadian Coalition of Municipalities against Racism and Discrimination (CCMARD), and in May 2008, the City signed the official declaration of the CCMARD.

Within the CCMARD, municipalities are urged to develop their own plan of action for addressing racism within the three areas of municipal responsibility:

- i) the municipality as a guardian of the public interest;
- ii) the municipality as an organization in the fulfillment of human rights; and
- iii) the municipality as a community, sharing responsibility for respecting and promoting human rights and diversity.

In developing a plan for addressing racism and discrimination, CCMARD encourages municipalities to take a participative approach that will engage Aboriginal peoples and initiate dialogue among diverse communities. To do this, the City has engaged the community by undertaking a number of race relations perception surveys conducted in 2006, 2008, and 2009, followed by adult and youth focus groups on the topic of race relations. The main objective for these focus groups was to gather recommendations on how the City and the community partners could address race relations and racism, as well as guide future activities of the CDRR office. Another objective was to provide a safe, open discussion to explore race relations issues.

Subsequent to the focus group discussions, a series of “Conversation Circles” were undertaken. The Conversation Circle was a series of four conversations with

representatives from various disciplines within the community. The Conversation Circles focused on topics previously identified in various external and internal studies, surveys, and reports, on the realities and challenges of race relations in Saskatoon. The following report provides a summary of what was heard during the Conversation Circles related to addressing racism, and highlights initiatives already underway.

## **REPORT**

Within Saskatoon, racism and discrimination continue to perpetuate the historical disadvantage experienced by Aboriginal peoples and other diverse groups, many of whom are members of Saskatoon's most economically and socially marginalized communities. Issues of inequality and racism are deep rooted and complex, requiring an analysis, not only of racism, but other closely related concepts that can create barriers to achieving our corporate Strategic Goals of Quality of Life and Continuous Improvement, as well as the community outcome statements contained within the CDRR Policy No. C10-023.

Before one can stop racism, they must understand exactly what it is, and how to identify it so that the tools used to address it are effective, and the measures of success are appropriate. Attachment 1 provides a list of key terms and concepts related to racism and discrimination.

### **Conversation Circles – Understanding and Addressing Root Causes of Racism**

From the four Conversation Circle discussions and the literature review, a number of points of consideration and suggestions for areas of focus were raised related to addressing racism. Below is a summary of the key points raised for both understanding and addressing racism. See Attachment 2 for additional information on these points.

- a. Stereotyping and prejudice both play a role in racial discrimination.
- b. Systemic racial discrimination is prevalent in Canada and particularly in Saskatchewan. The terms "racism" and "discrimination" can present challenges for people, and often, attempts are made to soften this language or to use euphemisms.
- c. Normalization of racism refers to a process through which ideas and actions come to be seen as "normal" in everyday life.
- d. Normalization of racism in Saskatchewan manifests itself in the realities that Aboriginal people in Saskatchewan have the highest rates of: incarceration, school dropout, health disparities, skills gap, unemployment, substance abuse, and suicide.
- e. The systemic or institutionalised racism that perpetuates societal inequities places the blame on the (Aboriginal) community instead of establishing an accountability framework with those who have any real power to create sustainable changes.
- f. Many of these societal inequities are entrenched in the history of relations between Aboriginal peoples and the nation-state.

- g. Exploring cross cultural differences and misunderstandings is an important exercise for organizations to undergo to understand and recognize diversity, but eliminating racism requires naming the issues we are working to address.
- h. Naming racism and other forms of discrimination is powerful in the struggle to eliminate them and also validates the experiences of marginalized communities.
- i. Although the promotion of diversity and multiculturalism is important, cultural celebrations do not educate people how to make change and to address racism.
- j. Racism and other forms of discrimination are learned attitudes and behaviours. Eliminating discrimination requires a process of “unlearning” long-held beliefs, a willing openness, and commitment.
- k. Often resistance to anti-racism work comes from ignorance and a lack of opportunities for education.
- l. Providing educational opportunities for community stakeholders, Council members, municipal employees, potential funders, and local businesses is an important step in creating an understanding of the issues and helping to facilitate change.

### Anti-Racism Education

Anti-racism education is defined as “an action-oriented strategy for institutional, systemic change to address racism and the interlocking systems of social oppression.” Anti-racism education came about in reaction to pressures from local community political struggles which demanded that the Canadian government display action consistent with ideas of democracy, social justice, and equity (Dei & Sefa 1996).

Anti-racism not only examines diversity in the context of race relations and ethnicity, but also examines the power imbalances between racialized people and non-racialized people.

Anti-racism is:

- a) a tool that helps to identify and define the cultural gaps that lead to widespread social inequality and achieving authentic forms of equity;
- b) a tool that makes cross-cultural understanding an effective way to create change in positive and equitable ways;
- c) the active process of identifying and elimination racism by changing systems, organizational structures, policies, practices, and attitudes so that power is redistributed and shared equitably; and
- d) the practice of identifying, challenging, and changing the values, structures, and behaviours that perpetuate systemic racism.

In the context of municipal government, anti-racism practice involves: developing new policies and procedures; anti-racism education for staff professional development; reviewing hiring practices to ensure diversity; examining corporate training material to identify racial bias; developing anti-racism training material, resources, and strategies; and ensuring inclusive practice.

### 2013 Anti-Racism Initiatives

In addition to the work above, other anti-racism education initiatives undertaken in 2013 by the CDRR Coordinator include:

- a) identifying and building partnerships with organizations who share similar anti-racism philosophies, policies, and practices so the City may work collaboratively with them to create a better quality of life for all citizens;
- b) linking anti-racism education to the annual Living In Harmony Awards by providing an educational activity kit through our school division partners. The toolkit included a number of activities designed to challenge students about their own experiences and the experiences of others with regard to race from both a personal and legal perspective. (i.e. human rights legislation); and
- c) providing anti-racism public education by way of presentations, workshops, facilitation, conferences, and panels to a number of community groups and employers within Saskatoon.

### Next Steps

The activities being planned for the coming year will continue to work towards achieving positive race relations and increased understanding and awareness of our culturally diverse community. This will include delivering anti-racism education sessions, both internally for the Corporation, as well as to community stakeholders and other organizations.

The CDRR Coordinator will also work in consultation with the Organization Development and Training staff, Strategic and Business Planning Division, and the Diversity Coordinator, Human Resources Division, on developing anti-racism training material to include in the corporate training.

### **PUBLIC AND/OR STAKEHOLDER INVOLVEMENT**

The shift to focusing on anti-racism education is a direct result of the feedback and comments heard during the original focus group discussions and the subsequent Conversation Circles.

### **COMMUNICATION PLAN**

A copy of this report and all subsequent anti-racism education toolkits and resources will be posted on the CDRR webpage.

### **PUBLIC NOTICE**

Public Notice, pursuant to Section 3 of Public Notice Policy No. C01-021, is not required.

**ATTACHMENTS**

1. Defining Concepts and Terms Related to Racism and Discrimination
2. Conversation Circles and Literature Review Summary

Written by: Becky Sasakamoose Kuffner  
Cultural Diversity and Race Relations Coordinator

Reviewed by: “Kevin Kitchen” for  
Lynne Lacroix  
Director of Community Development

Approved by: “Randy Grauer”  
Randy Grauer, General Manager  
Community Services Department  
Dated: “April 19, 2014”

cc: Murray Totland, City Manager

## Defining Concepts and Terms Related to Racism and Discrimination

### *Stereotype*

The generalization of characteristics of a whole group to all its members. Stereotyping exaggerates the uniformity within a group and its distinction from other groups.

### *Prejudice*

A frame of mind which tends to pre-judge a person or group in a negative light. This negative judgment is usually made without adequate evidence. These negative attitudes are often not recognized as unsoundly based assumptions because of the frequency with which they are repeated. They become "common sense" notions that are widely accepted, and are used to justify acts of discrimination.

### *Discrimination*

The denial of equal treatment, civil liberties, or opportunity to individuals or groups with respect to education, accommodation, health care, employment, or access to services, goods, or facilities. Discrimination may occur on the basis of race; nationality; gender; age; religious, political, or ethnic affiliation; marital or family status; sexual orientation; physical, developmental, or mental disability. Discrimination, whether intentional or unintentional, is unfair and based on prejudice, ignorance, fear, or stereotypes. Discrimination imposes burdens on, or denies opportunities to, individuals or groups and is unfair because it is not based on actual academic or job performance, or any other form of competence.

### *Race*

Race refers to categories and hierarchies society has created to describe entire groups of humans, mostly based on their physical bodily features. Although these categories have no scientific basis, they take on important cultural meanings and social realities. Because of the historical and current importance of these social realities, we cannot dismiss or discount racial categories. If we think in terms of 'colour-blind' policies or say that race does not matter, we hide proof of racism and we prevent solutions that counter racism. To address racism, we must acknowledge race.

### *Racism*

Racism is defined as views, practices, and actions reflecting the belief that humanity is divided into distinct biological groups called races and that members of a certain race share certain attributes which make that group, as a whole, less desirable, more desirable, inferior, or superior. Racism is a set of implicit or explicit beliefs, assumptions, and actions based upon this idea that one racial group is superior to another. Racism is often confused with bias or prejudice or with ethnocentrism. In Canada, we understand racism to be a system, process, action, or event in which one group of people exercise abusive power over others on the basis of skin colour and racial heritage.

Racism can be systemic (it manifests in dominant organizational and institutional structures and programs) or individual (individual thought or behaviour patterns). It can be direct or indirect, intended or unintended, overt or covert.

What is important to understand is that it is perpetuated by inequalities of power and privilege, resources, and opportunities that have social and economic consequences for victims and also those who benefit from racism.

Racism is a combination of stereotyping and prejudice that operates on a dynamic of power. With racism, there is an assumed sense of superiority which uses that power dynamic to create privilege for the power holder. Some forms of racism are not hard to identify. Overt racism is plain to see. "Blacks need not apply" is one United States (U.S.) example. When racial discrimination becomes normalised or a natural part of the way things are done, it is "systemic" and can become very hard to detect. Racism is purposeful in that it uses a power dynamic to justify and uphold social, economic, and political disparities based on stereotypes and prejudices. Understanding racism involves examining the existence of power structures that give certain racial groups benefits and privileges that other groups do not have. Eliminating racism involves dismantling these structures and reconstructing them in ways that do not allow the power differential among racial groups to benefit some more than others.

Racism = Racial Prejudice + Power

### *Anti-Racism*

Anti-racism is the acknowledgment that racism exists in our society, and recognition that racism is perpetuated through uneven distribution of power. It promotes the elimination of all types of racism and the unlearning of racism. Anti-racism seeks to identify and change policies and practices that promote racism, as well as provides skills and strategies for changing attitudes and behavior.

## Conversation Circles and Literature Review Summary

In addition to the perspectives and information discussed during the Conversation Circles, this summary is also informed by the perspectives of the Royal Commission on Aboriginal People 1996, the City of Saskatoon Race Relations Perceptions surveys 2007, the Urban Aboriginal Peoples Study 2011, and the Canada West Foundation, which exclusively focuses on the policies that shape the West's quality of life.

Clearly defining anti-racism as an action based in theory and practice that analyzes and critiques racism on personal, institutional, and systemic levels is essential to moving forward. Further, understanding the complex and specific ways that racism operates is the key to being able to develop effective actions to eliminate or address it.

Stereotyping and prejudice both play a role in racial discrimination. Systemic racial discrimination is prevalent in Canada, and particularly in Saskatchewan. The terms "racism" and "discrimination" can sometimes present challenges for people, and often attempts are made to soften this language or to use euphemisms. This aversion and/or the use of euphemisms actually normalizes racism.

Normalization refers to a process through which ideas and actions come to be seen as "normal" and become taken-for-granted or "natural" in everyday life. Normalization of racism in Saskatchewan manifests itself in the facts that Aboriginal people in Saskatchewan have the highest rates of: incarceration, school dropout, health disparities, skills gap, unemployment; substance abuse, and suicide. These societal inequities are directly and indirectly related to social, economic, cultural, and political inequities, including poverty, social exclusion, racism, and discrimination.

The systemic or institutionalised racism that perpetuates this inequality places the blame on the (Aboriginal) community instead of establishing an accountability framework with those who have any real power to create sustainable changes.

Many of these societal inequities exact a high personal toll and are entrenched in the history of relations between Aboriginal peoples and the nation-state. While we may talk about Aboriginal populations in general terms, we must appreciate the individual effects of the collective burden of a history of discriminatory practices, unjust laws, and economic or political disadvantage.

Exploring cross cultural differences and misunderstandings is an important exercise for organizations to undergo to understand and recognize diversity, but eliminating racism requires naming the issues we are working to address. Whiteness, superiority, and dominant western or European paradigms must also be examined as part of the process.

Naming racism and other forms of discrimination is powerful in the struggle to eliminate them and also validates the experiences of marginalized communities. When we don't name racism or racist discourses, it only enhances the ideas that some are superior to

others based on their race. Although the promotion of diversity and multiculturalism is important, cultural celebrations do not educate people how to make change and to address racism.

Racism and other forms of discrimination are learned attitudes and behaviours. Eliminating discrimination requires a process of “unlearning” long-held beliefs, a willing openness, and commitment. It is a process that can be very difficult for some people and even more difficult within large organizations.

Often resistance to anti-racism work comes from ignorance and a lack of opportunities for education. This is true for those who exhibit blatant biases towards marginalized groups, as well as for those who refuse to acknowledge there is a problem. Providing educational opportunities for community stakeholders, Council members, municipal employees, potential funders, and local businesses is an important step in creating an understanding of the issues and helping facilitate change.

Anti-racism is a tool that makes cross-cultural understanding an effective way to create change in positive and equitable ways. Municipal governments, other levels of government, and local and national organizations share responsibility and have an important role to play in combating racism and discrimination. The basis for this acknowledgement rests in the unique strengths and capacities that make local government a critical actor in efforts to foster equality and respect for all citizens. These include:

- a) being the major political force within the local community;
- b) governing the delivery of essential services within the local community;
- c) having the capacity to influence public opinion and bring diverse interests together for the common good;
- d) being a stable and ongoing entity in the community;
- e) being uniquely positioned to act quickly, and implement initiatives that lead to quick and meaningful changes;
- f) having the ability to implement, in a concrete way, the international law instruments ratified by the federal government; and
- g) having the moral authority to sway other organizations (voluntary and private sector) and governments to address issues that have an impact on the local community.

The following is a copy of **Clause 5, Report No. 7-2014** of the **Planning and Operations Committee**, which was **ADOPTED** by City Council at its meeting held on **May 5, 2014**:

**5. Year-End Report – Immigration Initiatives – 2013 to 2014**  
**(Files CK. 100-21 and RS. 220-48)**

**RECOMMENDATION:** that the information be received and forwarded to the Cultural Diversity and Race Relations Advisory Committee for information.

Attached is a report of the General Manager, Community Services Department dated April 9, 2014, providing an update on the activities and initiatives carried out and facilitated in 2013 to 2014 by the Immigration, Diversity and Inclusion Consultant in the Community Development Division, Community Services Department.

The Planning and Operations Committee reviewed the report with the Administration and supports the above recommendation.

**TO: Secretary, Planning and Operations Committee**  
**FROM: General Manager, Community Services Department**  
**DATE: April 9, 2014**  
**SUBJECT: Year-End Report - Immigration Initiatives – 2013 to 2014**  
**FILE NO.: CK. 100-21 and RS. 220-48**

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**RECOMMENDATION:** that a copy of this report be forwarded to City Council and the Cultural Diversity and Race Relations Advisory Committee for information.

### **TOPIC AND PURPOSE**

This report provides an update on the activities and initiatives carried out and facilitated in 2013 to 2014 by the Immigration Diversity and Inclusion Consultant in the Community Development Division, Community Services Department.

### **REPORT HIGHLIGHTS**

1. The work done in the area of Settlement and Integration Initiatives includes activities in the community where the City of Saskatoon (City) works to bring people together through conversation, collaboration, and action. Examples include: implementing bus tours of various points around the city, including civic centres; representing the City on various settlement and integration committees; conducting community presentations; and submitting informational articles for newsletters.
2. The work done in the area of Outreach and Intercultural Development includes activities intended to build capacity within the City to help meet the needs of all residents with an emphasis on the needs of newcomers. This includes ensuring the City's programs and services are accessible to all. This work involves bringing people together within the organization through conversation and collaboration. Examples of this work include Plain Language workshops and strategy, outreach project on housing and neighbourhood safety with the staff from Neighbourhood Planning, and Lunch and Learns for summertime activities.

### **STRATEGIC GOAL**

Within the Strategic Goal of Quality of Life, it is emphasized that Saskatoon is a warm, welcoming people place where culture thrives and where diverse traditions, religions, and languages are respected and celebrated. The many initiatives within the Immigration Action Plan have contributed, and will continue to contribute, to the Strategic Goal of achieving a better quality of life and becoming a city where every citizen feels a sense of belonging.

### **BACKGROUND**

The Administration continues to work, both internally and externally in the community, to

raise awareness around immigration and augmenting the welcoming nature of our municipality. Once again in 2013 to 2014, the immigration staff resources and initiatives have been made possible primarily due to funding received from the federal and provincial governments. This report focuses on activities specifically undertaken in 2013 to 2014.

## **REPORT**

As part of the implementation of the Immigration Action Plan, the Administration carried out activities both internally, within the corporation, as well as externally in the community. The involvement of the City in immigration initiatives provides opportunities to link and share resources and expertise with other community and government partners to address settlement and integration needs of newcomers. Since newcomers are engaged in all sectors of the community, there is a continued emphasis on multisectoral collaborations that bring people and organizations together to address the settlement, economic, social integration, and civic integration needs of newcomers.

### **Settlement and Integration Initiatives**

In supporting the settlement and integration of newcomers, the Administration raised awareness to help understanding about immigration needs in a multitude of ways.

- a. Taking Stock for Taking Action - Hosting the “Making the Connection” event to present the Taking Stock report back to the community. The community forum was intended to share the highlights from the report, talk briefly about the recommendations for the City and the community in addressing the needs of newcomers, and to talk about the next steps. Approximately 100 people were in attendance.
- b. Culture Plan - Partnered with arts groups with a goal of diversity and interculturalism. As stated in the Culture Plan, its about “a change in mindset from a focus on multiculturalism to an investment in building towards an ‘intercultural city’ where cultural interaction is emphasized above and beyond mere celebration of difference.”
  - i) worked with The Saskatoon Symphony Orchestra (SSO), SaskEnergy, and the four settlement agencies to welcome over 100 newcomer adults and children to the SSO’s Family Series at the Western Development Museum. With tickets for a family costing \$72, this would not have been possible for many families if not for the sponsorship provided by SaskEnergy.
  - ii) complimentary Film Festival tickets from Paved Arts were also distributed via the Language Centre, the International Student and Study Abroad Centre, and the Aboriginal Student Centre.
- c. Committee Work - Ensuring the intercultural lens is a part of various conversations in the community by taking part in committees such as Prairie Prism, Saskatchewan Intercultural Association’s 50<sup>th</sup>

Anniversary/National Multiculturalism Day Celebration, Contact Conference, Saskatoon Settlement Coordinating Committee, Settlement Support Workers in Schools, and the Saskatoon Refugee Coalition. Key community information is collected at these meetings in order to share with the broader community and help to make connections as they are needed.

The Administration also provides support through presentations to groups such as:

- i) Nursing students: "Immigration and Communication";
  - ii) Employment Training Program: "Communication in the Workplace";
  - iii) International Students: "Welcome to Saskatoon!"; and
  - iv) Next Up: "Immigration and Security".
- d) Discover Saskatoon Bus Tours for Newcomers - In partnership with the University of Saskatchewan and the Newcomer Information Centre, the Administration offered two bus tours of Saskatoon civic facilities and attractions. Each tour hosted between 35 to 40 people from many different countries, speaking many different languages.

This year, the spring Newcomer Bus Tour was coordinated with the March 3 ceremony at City Hall for Race Relations Month. The tour included visits to the Mendel Art Gallery, the Forestry Farm Park and Zoo, Lakewood Civic Centre, and the Cliff Wright Library. The final stop on the tour was at City Hall to join in the Race Relations Opening Ceremony. Following the formal ceremony, His Worship, the Mayor, joined the group in Council Chambers for a private, informal "chat". The guests were given the opportunity to ask questions, as well as share information about themselves with the Mayor.

### Outreach and Intercultural Development

Ensuring that the City is providing programs and serves in a way that is accessible to all has been part of several activities this year. This also provides the opportunity for civic staff to have the opportunity to work directly with newcomers and learn the challenges they face in a new culture and city.

- a) Plain Language – As a way of working towards an increased awareness and use of plain language, the Administration coordinated a pilot Plain Language workshop for civic staff. Fifteen staff attended representing Business Administration, Strategic and Business Planning, Corporate Revenue, Communications, Recreation and Sport and Community Development Divisions. Following the pilot workshop, staff has been meeting with the Organization and Employee Development Supervisor to develop strategies around incorporating Plain

Language into all employee training and development.

- b) Housing Handbook/Safe at Home - To ensure information from the City is accessible to all, a Plain Language workshop for the Housing Handbook was developed. This type of outreach helps increase the opportunities for authentic interaction between civic employees and newcomers in their own learning environments where they are more comfortable.

The role of the Immigration Consultant was to develop the workshop and Plain Language materials, co-facilitate with the Neighbourhood Planning staff, and transition to have the Neighbourhood Planning staff take the lead. Going forward, to ensure consistency in the presentations and connection to the newcomer community, the Immigration Consultant will develop a “train the trainer” resource for these types of workshops. The workshops are being included in the next Housing Business Plan and were highlighted in the Neighbourhood Planning Annual Report.

- c) Lunch and Learns for Settlement and Community Workers - Coordinated City information sessions for settlement and community members working with newcomers. Information highlighted in these sessions included:
- i) Playgrounds and Paddling Pools;
  - ii) Leisure Access Programs; and
  - iii) Community Association Programs and how to get involved.

The presentations took place in the community at the Saskatchewan Intercultural Association and at Global Gathering Place.

## **PUBLIC NOTICE**

Public Notice, pursuant to Section 3 of Public Notice Policy No. C01-021, is not required.

Written by: April Sora, Immigration Diversity and Inclusion Consultant

Reviewed by: “Lynne Lacroix”  
Lynne Lacroix  
Director of Community Development

Approved by: “Randy Grauer”  
Randy Grauer, General Manager  
Community Services Department  
Dated: “April 19, 2014”

cc: Murray Totland, City Manager

**ADVISORY COMMITTEE REPORT**

**TO:** Secretary, Planning and Operations Committee  
**FROM:** Chair, Cultural Diversity and Race Relations Committee  
**DATE:** April 23, 2014  
**SUBJECT:** 2013 Annual Report  
Cultural Diversity and Race Relations Committee  
**FILE NO.:** CK. 430-29

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**RECOMMENDATION:** that the information be received and forwarded to City Council as information.

**Message from the 2013 Chair**

On behalf of the Committee, it is an honor to present the 2013 annual report. I would like to express our appreciation to City Council and Administration for their continued support of the Cultural Diversity and Race Relations Committee with fulfilling its mandate. Our mandate is to provide advice to City Council on matters related to our policy. As our city continues to diversify our committee's role is important. Thanks to people who have served before us, our committee and the City of Saskatoon are leaders in the country in the area of Cultural Diversity and Race Relations.

The Cultural Diversity and Race Relations Committee is involved numerous community based events and celebrations which honor the diversity of our community. We would like to thank the organizations we have worked with on this endeavor and look forward to continued work in 2014.

The Cultural Diversity and Race Relations Committee will continue to support zero tolerance for racism and discrimination and will continue to work with community organizations and embrace the ethno-cultural traditions.

**BACKGROUND****Mandate**

The mandate of the Cultural Diversity and Race Relations Committee is to monitor and provide advice to City Council on issues relating to the Cultural Diversity and Race Relations Policy. The Committee also has a mandate to provide education and increase awareness of issues in the community relating to the policy, in consultation with the Administration.

**Committee Membership**

Membership on the Cultural Diversity and Race Relations Committee for the year 2013 was as follows:

Ms. Cornelia Laliberte (Greater Saskatoon Catholic School Board Representative);  
 Mr. Michael San Miguel (General Public Representative);  
 Mr. Sam Sambasivam (Saskatchewan Intercultural Association Representative);  
 Ms. Karen Schofield (Public—First Nations Community Representative);  
 Ms. Caroline Cottrell (General Public Representative);  
 Ms. Nayyar Javed (General Public Representative);  
 Ms. Jennifer Hingley (Saskatoon Public School Board Representative);  
 Ms. Sharon Clarke (Saskatoon Health Region Representative);  
 Mr. Brian Morin (Public—Métis Community Representative, January—April, 2013);  
 Mr. Keith Tsang (General Public Representative);  
 Mr. David Santosi (Ministry of Social Services Representative);  
 Ms. Kari Wuttunee (General Public Representative);  
 Dr. Azharul Islam (General Public Representative, May 2013—December 2013);  
 Ms. Tori-Lynn Wanotch (General Public Representative, May 2013—December 2013);  
 Police Chief Weighill (Saskatoon Police Service Representative—Alternate Representative—Inspector Mitch Yuzdepski); and  
 Councillor Troy Davies (City Council Representative).

## **REPORT**

### **Focus for 2013**

In 2013, the Committee continued its focus on the educational and awareness aspect of its mandate through the provision of co-sponsorships to groups in the community for initiatives promoting intercultural harmony and addressing cultural diversity and race relations issues. Through these events, the Committee hoped to increase the awareness about the Committee and to highlight the positive initiatives in the community. The Committee participated in the following education and awareness initiatives:

### **Education and Awareness Initiatives**

#### **Cultural Diversity and Race Relations Month**

City Council proclaimed March as Cultural Diversity and Race Relations Month in Saskatoon. Opening ceremonies were held in the Council Chambers on March 1, 2013.

The Living in Harmony Awards Ceremony was held on March 21, 2013 at E.D. Feehan High School. As in the past, awards were presented for the Living in Harmony Art and Literary Contests. Recognition Awards were also presented to individuals and organizations to recognize their efforts in promoting intercultural harmony in the community. The Committee assisted with the adjudication of these awards.

There were a number of other events held in the community during the month of March to increase the awareness of issues relating to cultural diversity and race relations.

Information about these events was included on the Cultural Diversity and Race Relations webpage.

### **Co-Sponsorship Initiatives**

As part of its education and awareness mandate, the Committee continued to support community groups in their efforts to provide education and increase awareness of cultural diversity and race relations issues. The Committee's intent is to try to expand its reach through these opportunities and to assist others in hosting cultural diversity and race relations events throughout the year.

In considering co-sponsorship requests, the Committee reviewed the following:

- How the request fits in with the Committee's mandate;
- Whether the event takes place in Saskatoon, which is a requirement;
- Participation levels requested by Committee members on the planning committees for the events (to provide an opportunity for the Committee to provide input wherever possible and to create awareness about the Committee and its role);
- The target audience and event outreach (number of people attending, whether it is anticipated there will be attendance by diverse communities in Saskatoon and what is being done to promote the event beyond the organization hosting the event);
- Themes and focuses; and
- Time of year of the event to help raise awareness throughout the year.

The Committee provided co-sponsorship for the following events:

#### **Spring Feast and Round Dance**

The Committee was once again invited to participate in the spring feast and round dance organized through Oskayak High School. The Committee provided co-sponsorship in the amount of \$1000 for the Spring Feast and Round Dance held on March 22, 2013 at Oskayak High School.

#### **African Cultural Gala**

The Committee provided co-sponsorship in the amount of \$1,000 to Communauté des Africains Francophones de Saskatchewan Inc. for the 2013 African Cultural Gala held at Ecole Canadienne Francaise on March 15-16, 2013. The African Cultural Gala is the biggest African event in Saskatchewan.

#### **Contact Conference**

The Committee provided co-sponsorship in the amount of \$1,000 to Saskatoon Industry Education Council who worked with Unified Minds: Youth Action Network for the Contact Conference held on April 24, 2013 at Nutana Collegiate. The keynote speaker,

Ashley Callingbull, worked with young people in the Saskatoon community to discuss relevant and key issues facing young Aboriginal people today.

#### Mobilize! For our Community's Wellbeing

The Committee provided co-sponsorship in the amount of \$1,000 to the University of Saskatchewan/Saskatoon Health Region joint project for the Mobilize! For our Community's Wellbeing event held on May 13, 2013 at Station 20 West. The goal of the event was to raise awareness and understanding about those who are marginalized in our community.

#### National Aboriginal Day

The Committee provided co-sponsorship in the amount of \$1,000 to the Saskatoon Indian and Métis Friendship Centre for National Aboriginal Day held in Friendship Park on June 21, 2013. The goal of the event was to educate the community about the rich culture of the First Nation and Métis.

#### Pleasant Hill Community Association Pow Wow

The Committee provided co-sponsorship in the amount of \$1,000 for the 11th annual Pow Wow held in the Pleasant Hill Community on June 14, 2013. The goal of the event was to bring communities together and provide an opportunity to celebrate and learn about the Aboriginal culture.

#### Hiroshima/Nagasaki Peace Day

The Committee provided co-sponsorship in the amount of \$600 to the Saskatoon Peace Coalition for Hiroshima/Nagasaki Peace Day which was held on August 6, 2013 in Rotary Park.

#### Global Peace Party

The Committee provided co-sponsorship in the amount of \$1,000 to the University of Saskatchewan Global Peace Alliance for the Global Peace Rally on October 3, 2013. One of the goals of the event was to increase dialogue, reduce prejudices, and encourage understanding of one another among the diverse members of the community both on and off campus.

#### Joanna Miller Peace Award

The Committee provided co-sponsorship in the amount of \$1,000 to the United Nations Association of Canada, Saskatoon Branch, for the Joanna Miller Peace Award. This new award was established in memory of the late Joanna Miller to celebrate her many years of peace activism in the Saskatoon community. The award was presented to Darlene Okemaysim-Sicotte on behalf of Women Walking Together, on September 21, 2013. Women Walking Together is a group that advocates for missing and murdered

aboriginal women and their families, organizes walks and marches, and provides support for families of victims.

### University of Saskatchewan Aboriginal Students' Centre Handbook - CD&RR Committee Ad

As an opportunity to increase the awareness of the existence of the Committee and its role, the Committee placed an ad in the University of Saskatchewan Aboriginal Students' Handbook at a cost of \$200.00. The ad included the purpose of the Committee and a link to the City's website regarding additional Cultural Diversity and Race Relations information.

### **Updates from the Cultural Diversity and Race Relations Coordinator**

Through regular updates from the Cultural Diversity and Race Relations Coordinator, the Committee was made aware of initiatives happening at the administrative level regarding the Cultural Diversity and Race Relations Program. This is an important component of Committee meetings to increase awareness of what the administrative priorities are and making the connection with the Committee's focuses.

The Coordinator continues to play a key role in organizing events for Cultural Diversity and Race Relations Month and in engaging youth at the host school in helping to organize the Living in Harmony Ceremony. This was an important element in connecting to the Committee's focus on youth at the elementary and high school levels and creating an awareness of cultural diversity and race relations at an early age.

The Cultural Diversity and Race Relations Coordinator represented the Committee and the City of Saskatoon on the panel at the University of Saskatchewan Leadership Conference; as well as presented at an Anti-Racism conference.

The Committee received updates from the Coordinator on a number of other initiatives, including:

- conversation circles to gather recommendations on how the City of Saskatoon and other community partners could address race relations, racism and guide future activities of the Cultural Diversity and Race Relations Office;
- development of an anti-racism toolkit to be distributed to schools; and
- working with Unified Minds to focus on young people who aren't particularly engaged in civic or cultural diversity and race relations issues.

The Committee was pleased to receive the 2012 Annual Report of the Cultural Diversity and Race Relations Coordinator at its May meeting. The annual report, which was submitted to City Council, addresses priorities and initiatives for the year, along with the progress in terms of the community outcomes of the Cultural Diversity and Race Relations Policy.

## **Updates from Immigration Diversity and Inclusion Consultant**

The Committee continued to receive regular updates from the Immigration Diversity and Inclusion Consultant on immigration initiatives. A few of the many initiatives undertaken by the Immigration Diversity and Inclusion Consultant are highlighted below:

- providing bus tours for international students on campus and newcomers to Saskatoon;
- providing a workshop with Open Door Society to bring women who had been through the programs and women presently in programs together to share stories;
- working with the Greater Saskatoon Catholic School Board on identifying what the needs are for newcomer students and how those needs can be addressed;
- attending Saskatoon Refugee Coalition meetings regularly to keep informed of the situation of refugee residents in Saskatoon as well as those who may be coming in the near future;
- working with the International Student and Study Abroad Centre at the University of Saskatchewan;
- continuing to work with Human Resources on including cultural competency and anti-racism training in the corporate training calendar;
- developing resource materials for use in City programs and for other groups;
- providing information sessions for various departments regarding immigration issues; and
- presenting information to community associations regarding volunteer recruitment and opportunities to engage immigrants.

The Committee appreciates and supports the work of the Immigration Diversity and Inclusion Consultant in continued efforts to address issues faced by immigrants and working with other levels of government and community agencies and organizations in addressing barriers and in creating an inclusive and welcoming community. The Committee was pleased to review the annual update regarding immigration initiatives, as presented to City Council in May.

### **Focus for 2014**

The Committee will continue to focus on youth initiatives and to support learning and awareness opportunities between Aboriginal and immigrant communities. The Committee will also look at ways to involve families and increase awareness and understanding of cultural diversity and race relations issues in our community.

The Cultural Diversity and Race Relations Committee will continue to participate in events during Cultural Diversity and Race Relations Month and to co-sponsor events throughout the year to assist the Committee in achieving its education and awareness mandate.

The Committee, through the organizations represented on the Committee, and through its connections with other groups in the community, hopes to continue to build on the awareness of the 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.

The Committee will continue to look for more opportunities to share information about the successes of community partners in meeting the above outcomes and in celebrating their efforts in creating 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, as set out in the Cultural Diversity and Race Relations Policy. The Committee looks forward to further opportunities to advise City Council on ways to continue to create an inclusive and welcoming community.

Submitted by,

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Ms. Cornelia Laliberte, 2013 Chair  
Cultural Diversity and Race Relations Committee

The following is a copy of **Clause 6, Report No. 6-2014** of the **Planning and Operations Committee**, which was **ADOPTED** by City Council at its meeting held on **April 14, 2014**:

**6. Communications to Council**

**From: David Durkin**

**Date: December 10, 2013**

**Subject: Commemoration for the Late Nelson Mandela  
(Files CK. 205-5 X 100-10 and RS. 205-1)**

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- RECOMMENDATION:**
- 1) that the report of the General Manager, Community Services Department, dated March 19, 2014, be received as information; and
  - 2) that Nelson Mandela's name be submitted to the Naming Advisory Committee for consideration.

Attached is a report of the General Manager, Community Services Department dated March 19, 2014, providing an update on activities to honour the life of Nelson Mandela.

Your Committee has reviewed this report with the Administration, which included a discussion regarding forwarding Nelson Mandela's name to the Naming Advisory Committee for consideration, and supports the above recommendations.

**TO: Secretary, Planning and Operations Committee**  
**FROM: General Manager, Community Services Department**  
**DATE: March 19, 2014**  
**SUBJECT: Communications to Council**  
From: David Durkin  
Date: December 10, 2013  
Subject: Commemoration for the Late Nelson Mandela  
**FILE NO.: CK. 205-5, x CK. 100-10 and RS. 205-1**

---

**RECOMMENDATION:** that a copy of this report be forwarded to City Council and the Cultural Diversity and Race Relations Advisory Committee for information.

### **TOPIC AND PURPOSE**

This report provides an update on the activities already underway and being planned in response to a letter received by City Council requesting that City Council proclaim July 18, 2014, as Nelson Mandela International Day and requesting information about what the City of Saskatoon (City) of was doing to honour the life of Nelson Mandela (see Attachment 1).

### **REPORT HIGHLIGHTS**

Since the death of Nelson Mandela, a number of activities and initiatives commemorating his passing have already happened. More activities are being planned to be undertaken in 2014 by the Cultural Diversity and Race Relations (CDRR) Coordinator and the broader community.

### **STRATEGIC GOALS**

The initiatives noted in this report, plus the work of the CDRR Advisory Committee and CDRR Coordinator, are most closely connected to the Strategic Goals of Continuous Improvement and Quality of Life. The long-term strategies include offering an inclusive workplace that embraces diverse backgrounds and supports community building through direct investment, community development expertise, and support to volunteers in the community.

### **BACKGROUND**

At its January 6, 2014 meeting, City Council considered a letter with respect to the death of Nelson Mandela. City Council passed a motion that the matter be referred to the Administration and the CDRR Committee to consider and report on a form of commemoration in recognition of the late Nelson Mandela.

### **REPORT**

On December 6, 2013, people around the world responded to the news that Nelson Mandela, South Africa's first black president and anti-apartheid icon, had passed away.

### Activities Commemorating the Late Nelson Mandela

The City's recognition of Nelson Mandela's passing was a customary act of flying the flag at half mast in an expression of honour and collective sorrow.

A number of inquiries were made to various departments of the City, asking how else the City was going to honour the life of the iconic world leader, including requests for proclamations, books of condolences, statues, etc.

Shortly after the passing of Mr. Mandela, a letter dated December 10, 2013, requested that the City adopt the example of other cities by recognizing July 18 as Nelson Mandela International Day.

At its December 16, 2013 meeting, City Council approved a request, put forward by the Federation of Canadian Municipalities, to proclaim July 18, 2014, as Nelson Mandela International Day.

To help celebrate Black History Month, on February 28, the Continental African Community of Saskatoon hosted an event as a tribute to Nelson Mandela. His Worship represented the City at this event, and the Administration provided grant support for this event.

With March being proclaimed CDRR month, the CDRR Committee and Coordinator have also incorporated a tribute to the life, work, and legacy of the late Nelson Mandela at all activities being hosted during March. During the March 3 opening ceremonies for CDRR Month, a tribute to Nelson Mandela was shared by John Parry, the Prairies Representative to the National Board of the United Nations Association in Canada. On March 21, a short visual presentation on Mandela's inspiring life was shown during the Living In Harmony Awards to mark the International Day for the Elimination of Racial Discrimination. This short presentation was followed by a description linking Mandela's messages to the outcome statements in CDRR Policy No. C10-023 that guide the work of the CDRR Committee and Coordinator.

### Next Steps

As the July 18 Nelson Mandela International Day approaches, the CDRR Coordinator will work closely with the Public and Catholic School divisions and community organizations to engage and offer potential opportunities to the student body and/or clients with issues regarding racism and discrimination. The CDRR Coordinator will encourage participation and collaborative involvement in activities.

### **PUBLIC AND/OR STAKEHOLDER INVOLVEMENT**

Members of the public and/or special interests groups, looking to engage in various collaborative activities in their planning and outcomes to commemorate Nelson Mandela

and to address race relations in Saskatoon, can inquire about working in partnership with ongoing initiatives of the CDRR Coordinator. Also, members of the CDRR Committee are encouraging community-based organizations to organize and host cultural diversity community events throughout the year. This year, there will be a special emphasis on events or activities to honor Nelson Mandela.

### **COMMUNICATION PLAN**

The communication plan for sharing information about community activities being planned for Nelson Mandela International Day will be publicized through Public Service Announcements, the CDRR monthly calendar of events, and will be posted on the City's website under "C" for Cultural Diversity.

### **PUBLIC NOTICE**

Public Notice, pursuant to Section 3 of Public Notice Policy No. C01-021, is not required.

### **ATTACHMENT**

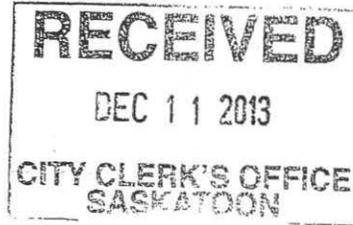
1. Letter from David Durkin dated December 10, 2013

Written by: Becky Sasakamoose-Kuffner  
Cultural Diversity and Race Relations Coordinator

Reviewed by:                   "Lynne Lacroix"                    
Lynne Lacroix  
Director of Community Development

Approved by:                   "Randy Grauer"                    
Randy Grauer, General Manager  
Community Services Department  
Dated:                   "March 30, 2014"                  

cc: Murray Totland, City Manager



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

AI)

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 <sup>TO</sup> SPEAK  
AND ~~BE~~ READ <sup>this</sup> INTO  
MINUTES OF JAN 6th/14  
MEETING.

Respectfully,

A handwritten signature in black ink that reads "David Durkin".

David Durkin

PH 306 653 5597

DEC 11/13



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

**Cultural Diversity and Race Relations Coordinator  
May 2014**

Prepared by:  
Becky Sasakamoose Kuffner  
Cultural Diversity and Race Relations Coordinator  
Community Development Branch, City of Saskatoon  
(306) 975-7826

## **May 2014 updates**

The CD&RR Coordinator presented the office's annual report to the Planning and Operations Committee April 29<sup>th</sup>. Highlights of the report include a shift in the main focus of the office from celebrating multicultural diversity to incorporating anti-racism education and awareness initiatives both internally to City of Saskatoon staff as well as to organizations in the community. Next steps will be to develop a structured curriculum followed by collaboration with various internal division staff to identify and meet the needs of the organization. Eventually it is the goal to have Understanding Racism as a mandatory course in the Corporate Training Calendar.

Planning for the 25<sup>th</sup> Anniversary of the CD&RR committee continues. I have requested the availability of the Mayor to attend the event on the 25<sup>th</sup> of October. Discussion at the last meeting raised the issue of the need to access corporate sponsorship to hold the type of event we are currently hoping to have. I have looked into various possibilities to determine if the City would be eligible to receive partnership/ sponsorship/grant dollars. DDCDC (Dakota Dunes Community Development Corp), Mosaic, and Cameco. The City is not eligible to receive community grant funding from these orgs. As it is not a registered charity or non-profit organization. An application has been submitted to Potash Corp. and I still have to look into MCOS-(the Multicultural Council of Saskatchewan), SaskCulture, and the Canadian Race Relations Foundation. Regular updates to follow as planning progresses.

In the early fall I had asked the marketing department to mock up some options to our current logo. It was my concern that the current logo was 1. Slightly difficult to see, and 2. given the multi-coloured lettering not reflective of the serious nature of racism. Please review the draft logos attached and provide feedback to move forward.

In light of the death of the Late Nelson Mandela, the City was requested to host a book of condolences to honour his life, work, and legacy. The only two other public figures to be recognized in this way were Lady Di, and Jack Layton. The City did not host a book of condolences for Mr. Mandela, however City council did request that administration present a report on the possible development of a policy on when/if the City should host books of condolences. This report will be presented to Planning and Operations on May 27<sup>th</sup>.

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

**Immigration, Diversity and Inclusion Consultant  
May 22, 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](http://www.saskatoon.ca/go/immigration), look under 'Resources'.

## **Updates for April- May 2014**

### **Employment and Economic Development:**

- 1) As part of the organizing committee for "**Contact**" the 10th annual career development conference (April 8 and 9 ,2014) have been working on the Program committee confirming keynotes and breakouts for the conference as well as helping with the format of the agenda and registration coordination.

The conference took place and was a great success with over 200 registrants from Saskatoon, Regina, Prince Albert and North Battleford. There was good support this year in particular from the Regional Colleges and SIAST. Mental Health was a topic area much in demand and will be included again next year.

The Immigration Consultant from the City co-emceed this year with John Lagomodiore of Eagle Feather News.

- 2) Met with Councillor Don Mitchell of Moose Jaw who has requested participation from the City of Saskatoon in their "Sustainable Forum Planning Meeting" taking place Sept. 15-20 in Moose Jaw. The Immigration Consultant will help to coordinate presentations addressing one or more of the following topics:

- Diverse and inclusive labour-force issues.
- Settlement and inclusion strategies for immigrant and aboriginal families
- Retention strategies for youth and young families.

The Immigration Consultant will work with the Social Development Manager and the Director of Aboriginal Relations at the City of Saskatoon to coordinate one or two presentations for the Forum.

### **Settlement/Integration:**

- 1) **Saskatoon Refugee Coalition:** Attending meetings and helping to coordinate **World Refugee Day: Walk for Refugees on June 20, 2014** from 11am to 1pm. The plan is to start the walk at the Vimy Memorial and walk up 20<sup>th</sup> to 3<sup>rd</sup> and along third to City Hall where there will be a celebration to honour refugees and their contributions to the City of Saskatoon.

- 2) Attending Coordinating Committee meetings for the **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. The committee has been working on establishing funding through grants as well as private sponsorships, promotions and programming. Prairie Prism 2014 will take place on the afternoon of Sept 28, 2014.
- 3) **Plain Language:** Following this workshop a meeting took place with the Organization and Training Development Supervisor for the City who attended the workshop. The objective of the meeting was to identify some next steps with regards to developing a Plain Language strategy for the City of Saskatoon.
- 4) Attending meetings of the coordinating committee for the **Saskatchewan Intercultural Association's National Multiculturalism Day** event which is scheduled for June 29, 2014 at Meewasin Park.
- 5) **Saskatoon Settlement and Integration Coordinating Committee (SCC)**  
The purpose of the SCC is to bring together immigrant-serving agencies, groups and government funders to explore strategies and initiatives which will ensure that the needs of immigrants and refugees are being met. The committee meets quarterly. The last meeting took place at the Global Gathering Place on April 22.

### **Housing:**

- 1) In partnership with the Neighbourhood Planning staff will continue to connect with the Newcomer community to offer plain language-friendly workshops on the two publications, the **Housing Handbook and Safe at Home**.

### **Aboriginal/Newcomer Collaborations**

#### **1) Building Bridges to Understanding: A Community Endeavour**

- The Hindu community opened up their temple and invited the public in to host an evening of cultural sharing. The guest speaker was "Indian Ernie" Louttit with guest presenter, Robert Doucette. The evening was a very unique sharing of information, stories and knowledge between and amongst the many newcomer, Aboriginal and non-aboriginal communities in our City. Mr. Doucette kindly brought many treasured artefacts from his personal collection including beaded moccasins and jackets, a Hudson Bay coat, quill artwork, first print books and a display outlining the history of the Residential School system. The evening ended with a feast of Indian curries, rice, vegetables and sweets with baked and fried bannock to accompany it all.

A very special thanks goes to Mr. Sam Sambasivam and Mrs. Anu Kashyap for bringing everyone together for this community event.

2) The City, via the Immigration Consultant has been asked to **participate and coordinate a workshop/panel for The Community-University Institute for Social Research (CUISR) two-day conference on quality of life** with a special focus on indigenous people's quality of life. There is a confluence of three projects—Saskatoon Quality of Life studies, 2013 edition, Urban Aboriginal Knowledge Network's QOL study, and the Metropolis funded three-city study of immigrants' QOL—on which they have built this symposium. The conference will take place on May 15-16, 2014.

The panel will include;  
Dr. Joe Garcea, UofS,  
Jennifer Heimbecker, Office of the Treaty Commissioner  
Jesse Hamm, Saskatchewan Intercultural Association  
April Sora, City of Saskatoon

3) Working with the Office of the Treaty Commissioner to talk about the possibility of partnering with the City of Saskatoon to offer the "Building New Relationship" **train the trainer Treaty Awareness program for Settlement Workers**. The intent of this program is to give settlement workers the tools to be able to share information about First Nations history with newcomers as early as possible when they arrive. Awareness would then come from a reliable source rather than word of mouth.

#### **4) Welcome to Saskatoon Bus Tour Fall 2014**

Partnering with the International Student and Study Abroad Centre and the Aboriginal Student Centre to run the Fall 2014 City Bus Tour to welcome both newcomer Aboriginal and International students to the City of Saskatoon. The Immigration Consultant will work with the coordinators at both centres who will help to register students as well as have input on the tour destinations.

#### **Federal/Provincial/Municipal Partnership**

Presently in negotiations to amend present agreement with our federal partner, Citizenship Immigration Canada as well as to confirm our next agreement with our provincial partner.

#### **Closing Remarks:**

In working with this tripartite partnership, the fiscal year begins in April so this is the beginning of new projects and plans as well as continuing with ongoing work. The increase in time spent working with Aboriginal/Newcomer Collaborations is of particular interest as 3 of the 4 activities have been community initiatives.