

Committee Room "E"
City Hall, Saskatoon, SK
Thursday, January 9, 2014
at 12:10 p.m.

MINUTES

OPEN TO THE PUBLIC

CULTURAL DIVERSITY AND RACE RELATIONS COMMITTEE

PRESENT: Ms. Cornelia Laliberte, Chair
Mr. Mike San Miguel, Vice-Chair
Ms. Jennifer Hingley
Dr. Azharul Islam
Ms. Nayyar Javed
Mr. Toffic Salah
Mr. Sam Sambasivam
Mr. David Santosi
Ms. Karen Schofield
Mr. Keith Tsang
Ms. Tori-Lynn Wanotch
Ms. Kari Wuttunee
Inspector Mitch Yuzdepski on behalf of Police Chief Clive Weighill
Director of Aboriginal Relations Dorval
Director of Community Development Lacroix
Cultural Diversity and Race Relations Coordinator Sasakamoose Kuffner
Immigration, Diversity and Inclusion Consultant Sora
Committee Secretary Long

1. 2014 Membership – Cultural Diversity and Race Relations Committee
(File No. CK. 225-40)

The Committee Secretary reported that City Council, at its meeting held on December 2, 2013, adopted a recommendation of its Executive Committee that the following be appointed and reappointed to the Cultural Diversity and Race Relations Committee for the terms indicated:

For 2014:

Councillor T. Davies
Dr. Azharul Islam
Ms. Nayyar Javed
Mr. Toffic Salah
Mr. Michael San Miguel
Mr. Keith Tsang

Ms. Tori-Lynn Wanotch
Ms. Kari Wuttunee

To the end of 2015:

Mr. David Santosi, Ministry of Social Services
Mr. Christopher Sicotte, Public-Métis Community

In addition, the following members have already been appointed to the Committee to the end of 2014:

Ms. Sharon Clarke, Saskatoon Health Region
Ms. Jennifer Hingley, Board of Education for Saskatoon Public Schools
Ms. Cornelia Laliberte, Board of Education, Greater Saskatoon Catholic Schools
Mr. Sam Sambasivam, Saskatchewan Intercultural Association
Ms. Karen Schofield, First Nations Community
Police Chief Clive Weighill (or designate Inspector Mitch Yuzdepski)

Ms. Cornelia Laliberte, Chair, asked everyone at the table to introduce themselves for the benefit of the new members.

Mr. Marno McInnes explained that he was the new Director of Human Resources and was attending the meeting as an observer. Ms. Phoebe Fosseneuve explained that she was in attendance on behalf of Sharon Clarke, Saskatoon Health Region Representative who was unable to attend.

RESOLVED: that the information be received.

2. Appointment of Chair and Vice-Chair for 2014
Cultural Diversity and Race Relations Committee
(File No. CK. 225-40)

The Committee Secretary advised that the Committee is required to appoint a Chair and Vice-Chair for 2014. Ms. Cornelia Laliberte was Chair for 2013 and Mr. Mike San Miguel was Vice-Chair.

Discussion followed and Cornelia Laliberte was nominated for Chair and Mr. Mike San Miguel was nominated for Vice Chair.

RESOLVED: that Ms. Cornelia Laliberte be reappointed as Chair and Mr. Mike San Miguel as Vice-Chair, for 2014.

3. 2012 Employment Equity Report
(File No. CK. 4500-1)

The Committee Secretary distributed a copy of the City of Saskatoon 2012 Employment Equity Report, which was presented to City Council in December, and advised that Mubarka Butt, Manager, Employment and Total Compensation and Jodi Fick-Dryka, Diversity Coordinator, would be in attendance to present the report.

Ms. Fick-Dryka provided background information regarding the report, which is submitted annually to the Human Rights Commission, and highlighted the key points. Ms. Butt outlined the statistics.

They asked the Committee to share the document (which is available on the City of Saskatoon's website) and to encourage people they know to apply for positions with the City. They also asked the members to share any information regarding best practices with them.

Ms. Butt also provided information regarding the Shared 2013 Initiatives, which included: Diversity Business Case and Strategic Plan; Diversity Training and Awareness; Regular Exit Interviews; and Celebrate Diversity and Inclusion.

Discussion followed and questions were asked by the Committee, with the following information being provided and suggestions being made:

- The document can be found at www.saskatoon.ca. Once there, search for "Employment Equity Report".
- It was suggested that, with respect to the number of women that were hired, data be broken down more (i.e. aboriginal women, women with disabilities, etc.). When desegregating by gender, you get a different picture regarding successes. It was explained that the City works from a template which is provided by the Human Rights Commission to prepare the report; however, they will look at obtaining more of a breakdown of some of the statistics for the Committee. Ms. Nayyar Javed offered to provide information to the City to assist them.
- No temporary visible minority groups were hired. Most of these groups come with a closed work permit, and the City does not do that.
- Union employees were involved in the focus group, but not as union representatives. It was agreed that it is important to involve the unions from the beginning.
- The change in statistics for aboriginal employees could be the result of more engagement than in the past.
- Need to look at upper management and opportunities for advancement.

- The City does not currently track credentials of employees; however, it is a goal for 2014, as the intent is to implement new technology that will allow for the tracking of that kind of information.
- There is an error in the report in the last sentence of the first paragraph on Page 19. It should say, "role model program".
- In the past, any employee leaving the City would need to contact Human Resources and request an exit interview. In 2013, employees were contacted and given the option to participate.
- Steps are being taken to ensure that there is a culture of no discrimination; however, there are some indicators that the City needs to do a better job of communicating that there are things, such as the Harassment Policy, in place. The City is also establishing a group that will act as a sounding board and as champions of employment equity.
- A communication plan will be put into place once a strategy for the Business Plan is in place. The unions will be involved.
- The intent of "Economic Value" is to show that businesses will benefit from employment equity.

RESOLVED: that the information be received.

4. Orientation for Newly-Appointed Members
Cultural Diversity and Race Relations Committee
(File No. CK. 225-40)

The Committee Secretary provided a meeting schedule for the Cultural Diversity and Race Relations Committee, which provides an overview of the general focus of each of the meetings of the Committee for the year. She also distributed a copy of the Committee's Terms of Reference.

Ms. Lynne Lacroix, Director of Community Development, outlined the role of the Committee and its relationship with City Council. She asked that the members keep in mind that City Council is looking at them to be the voice of the community.

Discussion followed regarding members being able to identify themselves when talking to people about cultural diversity and race relations on subjects such as employment equity.

RESOLVED: that the Committee Secretary look into whether something, such as business cards, can be provided to members to show that they are a member of the Committee.

5. Minutes

RESOLVED: that the minutes of the meeting held on September 12, 2013, be approved.

6. 2013 Education and Awareness Initiatives
Cultural Diversity and Race Relations Committee
(File No. CK. 225-40-10)

The Committee Secretary reported that the Cultural Diversity and Race Relations Committee has a budget of \$11,100 for education and awareness, which includes co-sponsorship of related initiatives. In 2013 the Committee allocated \$8,600 for co-sponsorships. Attached is a copy of expenditures for 2013.

It was explained that the Committee will be asked to make recommendations at certain times of the year, and that applications are on the website.

The Committee Secretary was asked to send the members a copy of the Guidelines and Criteria Process.

RESOLVED: that the information be received.

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

The Committee Secretary distributed a copy of the October 2013 and January 2014 updates 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.

Ms. Sasakamoose Kuffner provided additional information as follows:

- Her office, as well as the Mayor's Office, received a number of enquiries regarding recognizing Nelson Mandela, and whether the City would be providing a Book of Condolences. As a result, the City will be developing a policy regarding when a Book of Condolences should be provided.
- July 18 has been officially declared Nelson Mandela Day and the City is looking at ways it can participate. They will be partnering with other organizations.
- Working with Centennial Collegiate on International Day of Discovery.

Ms. Sasakamoose Kuffner also 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., and asking that the Committee issue a statement. She explained that one of the issues with submitting a statement is that it doesn't provide educational awareness on why it is inappropriate.

She asked that the item be included on the February agenda for discussion. In the meantime, she will look into whether other ethnic groups are used as mascots, etc. Ms. Jennifer Hingley advised that she will also provide information to the meeting in February from the Public School Board, as they have received requests from many aboriginal groups who use images themselves, and they receive as many requests to keep them as they do to have them removed.

RESOLVED: that the matter be placed on the February agenda.

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

The Committee Secretary submitted the September-October 2013 and November-December 2013 updates from Ms. April Sora, Immigration, Diversity and Inclusion Consultant, regarding the Immigration Initiatives.

Ms. Sora distributed a copy of the Winter 2013 Community News newsletter and advised that it provides a good overview and includes an article on education for people who are new to the country and culture, regarding how to use the Housing Handbook.

RESOLVED: that the information be received.

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.

10. Cultural Diversity and Race Relations Committee
2014 Meeting Dates
(File No. CK. 225-40)

The Committee Secretary reported that the following is the schedule of meetings for 2014 (12:00 noon):

- Thursday, January 9 (1 to 1 ½ hour meeting);
- Thursday, February 13 (2 to 2 ½ hour meeting);
- No meeting in March (to provide an opportunity for Committee members to attend the March events for Cultural Diversity and Race Relations Month);
- Thursday, April 10 (1 to 1 ½ hour meeting);
- Thursday, May 22 (2 to 2 ½ hour meeting);
- Thursday, September 11 (2 hour meeting); and
- Thursday, November 13 (2 hour meeting).

RESOLVED: that the information be received.

The Chair advised that, due to the time, the remainder of the agenda items will be considered at the next meeting.

The meeting adjourned at 1:30 p.m.

Ms. Cornelia Laliberte, Chair