



## PUBLIC AGENDA

### CULTURAL DIVERSITY AND RACE RELATIONS COMMITTEE

**THURSDAY, APRIL 9, 2015, 12:00 NOON  
COMMITTEE ROOM "E", CITY HALL**

Ms. C. Laliberte, Chair  
Mr. M. San Miguel, Vice Chair  
Councillor E. Olauson  
Ms. S. Clarke  
Mr. D. Isbister  
Dr. A. Islam  
Ms. N. Javed  
Mr. T. Salah  
Mr. S. Sambasivam  
Mr. D. Santosi  
Mr. C. Sicotte  
Dr. J. Swidrovich  
Mr. K. Tsang  
Ms. T. Wanotch  
Police Chief C. Weighill (alternate - Inspector M. Yuzdepski)  
Ms. K. Wuttunee

1. **CALL TO ORDER**
2. **CONFIRMATION OF AGENDA**
3. **ADOPTION OF MINUTES**
  - 3.1 **Minutes of regular meeting of the Cultural Diversity and Race Relations Committee held on January 15, 2015.**
4. **REPORT OF THE CHAIR (File No. CK. 225-40)**

## 5. REPORTS FROM ADMINISTRATION

### 5.1 Report of the Cultural Diversity and Race Relations Coordinator (File No. CK. 100-10)

*Update attached – B. Sasakamoose Kuffner*

*(The update from the February Cultural Diversity and Race Relations Committee meeting is also attached as that meeting did not proceed due to lack of quorum.)*

#### **Recommendation**

That the information be received.

### 5.2 Report of the Immigration, Diversity and Inclusion Consultant (File No. CK. 100-21)

*Update attached – A. Sora*

*(The update from the February Cultural Diversity and Race Relations meeting is also attached as that meeting did not proceed due to lack of quorum.)*

#### **Recommendation**

That the information be received.

## 6. 2015 EDUCATION AND AWARENESS INITIATIVES (File No. CK. 224-40-1)

Attached is a summary of 2015 expenditures to date.

#### **Recommendation**

That the information be received.

## 7. 2015 EDUCATION AND AWARENESS INITIATIVES CO-SPONSORSHIP (File No. CK. 225-40-10)

Co-Sponsorship Requests have been received from the following two organizations and have been reviewed by the Co-Sponsorship Adjudication Subcommittee who will provide an update at the meeting:

Copies of the Co-Sponsorship requests are attached.

### 7.1 Saskatoon Industry Education Council Contact Conference...Connecting to Youth in the Community April 22, 2015

**7.2 Bedford Road Collegiate  
Bedford Road Collegiate Annual Spring Pow Wow  
April 22, 2015**

A co-sponsorship request has also been received from the following organization a copy of which is attached for review by the Committee:

**7.3 Saskatoon Reggae Festival Inc.  
Saskatoon Reggae and World Music Festival  
July 11, 2015**

**Recommendation**

That the direction of the Committee issue.

**8. 2015-2016 ABORIGINAL STUDENT HANDBOOK – ADVERTISING  
(File No. CK. 225-40-10)**

Attached is a letter from Lori Delorme, Aboriginal Students' Centre, University of Saskatchewan, dated March 18, 2015, for the Committee's consideration.

Last year the Committee authorized placement of a ¼ page ad at a cost of \$100.

**Recommendation**

That the direction of the Committee issue.

**9. 2015 JOANNA MILLER PEACE AWARD (File No. CK. 225-40-10)**

A request has been received from the Saskatoon Peace Coalition regarding a representative from the Committee to participate on the steering committee for the above award.

**Recommendation**

That the direction of the Committee issue.

**10. 2014 ANNUAL REPORT – CULTURAL DIVERSITY AND RACE RELATIONS  
COMMITTEE (File No. CK. 430-20)**

Attached, for the Committee's review and approval, is a draft of the 2014 Annual Report.

Upon approval, the report will be forwarded to the Standing Policy Committee on Environment, Utilities and Corporate Services and referred to City Council for information.

**Recommendation**

That the 2014 Annual Report be approved for submission to the Standing Policy Committee on Environment, Utilities and Corporate Services and referred to City Council for information.

**11. 2013-2014 SASKATOON PUBLIC SCHOOLS - REPORT TO THE COMMUNITY (File No. CK. 225-40)**

A copy of the above-noted booklet will be available for viewing at the meeting.

**Recommendation**

That the information be received.

**12. OPEN DISCUSSION (File No. CK. 225-40-10)**

**13. ADJOURNMENT**

100-10

5.1



**RECEIVED**  
MAR 31 2015  
CITY CLERK'S OFFICE  
SASKATOON

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

**Cultural Diversity and Race Relations Coordinator  
April 2015**

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

## January-April 2015 updates

### CD&RR office

In 2013 The City of Saskatoon participated in a research project being conducted by the City of Thunder Bay on race relations initiatives. We were later recognized by the City of Thunder Bay anti-racism committee for the distinction made between diversity/multiculturalism and anti-racism. They have invited me to speak in Thunder Bay in April 2015. This visit will consist of various networking opportunities and I will participate in discussions on anti-racism initiatives and practices of this municipality.

In 2014 the CD&RR annual report recommended a more deliberate and conscientious inclusion of an anti-racism corporate and public education. It was approved and adopted by city council. The CD&RR office is currently developing an Anti-Racism Public Education implementation Strategy that outlines what the City of Saskatoon is actively doing to work towards the Elimination of Racial Discrimination under the Cultural Diversity and Race Relation Policy.

### Race Relations Month opening ceremony and Living In Harmony Awards

Race Relations Month Opening Ceremony was held Thursday March 5, 1:30 pm council Chambers. This event corresponded with a newcomers bus tour ending at City Hall for participants to attend the ceremony. This seems to work very well and adds to the atmosphere in the gallery of council chambers.

Living In Harmony Awards took place Friday March 18th, 2015 at the Broadway Theatre. Well attended and all went smoothly. This year was the first year this event took place in a public venue. It is recommended that this continue in future years.

List of winners attached.

### CD&RR committee forum

The summary report for the forum held October, 25<sup>th</sup> is attached.

The forum consisted of a short presentation on anti-racism (how it differs from other forms of awareness that are commonly known and practiced i.e. Aboriginal Awareness, Intercultural Competency and Cultural Sensitivity) and then a

presentation by panel members from SAFE (Social Justice and Anti-Racist Anti-oppressive Forum on Education which is a special subject council of the Saskatchewan Teacher Federation). There was then an opportunity for small group discussion/sharing and information and data gathering. 12 people in total were in attendance.

A follow up session is tentatively planned for the later part of May 2015 in

### **Anti-Racism Resource Material**

Recent-Building Bridges of Acceptance brochure nearing completion. Copy attached for committee review.

### **Unified Minds**

Unified Minds is a youth action network committed to working towards the elimination of racial discrimination among the youth population in Saskatoon. The CD&RR office in partnership with the Core Neighbourhood Youth Coop provides opportunities for the "youth voice" to be heard.

The CD&RR Office was approached by the Canadian Roots Exchange organization and the University of Saskatchewan to partner on youth engagement initiatives. A draft partnership agreement has been forwarded.

## 2015 Living In Harmony Awards-Winners

### Film

“Facing Residential School” –Brownell School

“I am not”-Oskayak School

“First Nations Racism”-Dylan Funk

### Art

“Connected”-Jasmine Thomas

“Human”-Jenna Karmark ---2015 Living In Harmony Poster Winner

### Literary

“Living In Harmony” –Dominique Hoffert

Various entries-Father Robinson, Shelia Brown’s grade 3 class

### Community Recognition Award

Melody Wood and Glenda Abbott

## Summary of the Report for the Anti-Racism Forum, held October 25, 2014

Original Authors of the Report: Tim Nickel & Sherry Van Hesteren

### Introduction:

- On October 25, 2014, the City of Saskatoon's Cultural Diversity and Race Relations Unit held a public forum to explore possibilities for increased collaboration among relevant organizations working to eliminate racial discrimination in Saskatoon.
- In attendance at the event were approximately 25 people representing 12 organizations. These organizations included: Saskatoon Open Door Society, Ahmadiyya Muslim Juma'at, CLASSIC, City of Saskatoon, Canadian Federation of University Women, Saskatoon Folkfest, M.C.O.S., Anonymous, Multifaith Saskatoon, Greater Saskatoon Catholic Schools, International Women of Saskatoon, and the Sask Intercultural Association.

### Purpose of the Forum:

- The purpose was threefold: to reflect on the participant's own organization's understanding and progress toward goals; to listen to others, provide feedback and support and explore ways in which more collaboration can be attained; and to provide feedback to the City of Saskatoon as it refines its approach to eliminating racism in the city.
- The forum was a starting point in creating a growing body of knowledge and network in anti-discrimination work.

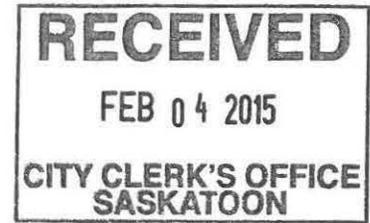
### Structure of the Forum:

- In order to facilitate discussion, these four questions were posed to participants as they worked in both large and small groups:
  - What is your organization doing to achieve its goals of diversity?
  - What success stories do you have to share with us? Best practices?
  - What problems are you currently facing in achieving diversity/eliminating racism?
  - How can the City's Cultural Diversity and Race Relations Diversity committee help in achieving this goal. How can we work collaboratively?
- In addition to these questions, these key themes were explored:
  - **Changing people's minds is foundational to anti-racism work:** Participants believed that the most essential unit of anti-racist work was the elimination and enlightening of racist attitudes and ideas from an individual and familial level. They believed that systemic change first required "buy in" from individuals in positions of power within the system (politicians, executives, voters etc.). Those in positions of power must increase their sophistication in what they believe racism is, and how best to stop it. Additionally, it is important for individual citizens to acknowledge their own role in racism and be able to identify its manifestation in society.

- **The Education System has a significant role to play in the elimination of racism.** Participants believed that the education system is the primary means by which our society shapes the culture and thinking of our citizenry. Participants saw the schools as an obvious place to allocate resources to influence children and youth's thinking and attitudes. A few initiatives were offered, such as the Teaching Treaty in the Classroom initiative and the Citizenship Education initiative. However, frustration remained given the difficulty of achieving favorable outcomes in the classroom. As a forum member pointed out, sustainable results in the classroom are difficult even for teachers with training and experience in anti-racism education.
- **Motivating and encouraging those who understand anti-racism is important since it is difficult work, often requiring significant social risk, and the work often happens in isolation.** There was broad recognition among participants that, at a very personal level, this was very hard work to do, and that society remained racist in both systemic and personal ways. Participants wanted behavioural tools to be able address and deal with racism when it arises spontaneously, so as to avoid getting caught by surprise. Feelings of coming up short in these instances gave way to a desire to have effective things to say or do prepared before instances of racism occur.
- **Increasing individuals' capacity to address racism effectively is an effective use of limited resources.** Participants thought that, in addition to opportunities such as "allies in the work", more general "teaching" approaches to larger groups was crucial in increasing the likelihood of more people understanding anti-racism. Teaching approaches must go beyond simple diversity goals and target racist attitudes and systems that remain strong.
- **Systemic change is the ultimate goal of an anti-racism initiative.** The participants widely agreed that, until the statistics and other indicators reveal that barriers to racial justice are removed, racism exists. While changing individuals' thinking and attitudes is essential and foundational work, without changes to the systems that were created within the context of racist attitudes and thinking, there will be no justice and society will remain racist. The work of dismantling and rebuilding racist systems requires enlightened leaders and access to levers of power. Anti-racism work is ultimately political work.
- **Conclusions:**

  - After the forum, participants were enthusiastic and positive about their experience. They clearly benefitted by the interaction and the chance to voice their stories and ideas. The participants seemed to believe in a balance of:

- *Inwardly* supporting each other through networks and efforts to build capacity and,
- the two-fold *outward* tasks of:
  - Changing Saskatoon's culture (to one that is more aware and less racist) and,
  - Changing racist structures in our society.
- There was a sense among the group that getting together more often would produce momentum and relief from the isolation of their work.
- The facilitators and authors of this report view the work of the people who attended the forum and the work of the Cultural Diversity and Race Relations Diversity Committee to be highly valuable and encourage everyone to be persistent and bold. Future work by your office targeted at this group of like-minded supporters might include skill-building educational experiences or a continuation of the progress made in the October 25<sup>th</sup> session, possibly using Open Source methods planned but not used due to time constraints. Some attention should be paid to the low participant turnout. A debrief of the planning process by the planning committee and others involved might result in changes that increase numbers for future events, if that is desired by the committee.



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

**Cultural Diversity and Race Relations Coordinator  
February 2015**

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

## January 2015 updates

### CD&RR office

The CD&RR coordinator had developed a framework and structured curriculum and will collaborate with various internal division staff to identify the how the role of 'understanding racism' meets the needs of the organization.

An initial three hour "Understanding Racism" session will be piloted using various activities from the Anti-Racism Tool Kit early this year.

Eventually it is the goal to have Understanding Racism as a mandatory course in the Corporate Training Calendar.

In 2013 The City of Saskatoon participated in a research project being conducted by the City of Thunder Bay on race relations initiatives. We were later recognized by the City of Thunder Bay anti-racism committee for the distinction made between diversity/multiculturalism and anti-racism. They have invited me to speak in Thunder Bay in April 2015.

### CD&RR committee forum

The forum report is attached, written by consultants Tim Nickel and Sheri Van Hesteren

The forum consisted of a short presentation on anti-racism (how it differs from other forms of awareness that are commonly known and practiced i.e. Aboriginal Awareness, Intercultural Competency and Cultural Sensitivity) and then a presentation by panel members from SAFE (Social Justice and Anti-Racist Anti-oppressive Forum on Education which is a special subject council of the Saskatchewan Teacher Federation). There was then an opportunity for small group discussion/sharing and information and data gathering. 12 people in total were in attendance.

A follow up session is tentatively planned in the spring of 2015

## **Race Relations Month opening ceremony and Living In Harmony Awards**

Race Relations Month Opening Ceremony will be held Thursday March 5, 1:30 pm council Chambers. All Committee members are encouraged to attend.

Living In Harmony Awards will take place Friday March 18<sup>th</sup>, 2015 at the Broadway Theatre.

The invitation to encourage more digital submissions has been sent out as well as plans to hold a film production class through the Core Neighbourhood Youth Coop in partnership with Oskayak High School and Royal West Collegiate. The products from this "class" will be submitted to the adjudication committee for consideration for an award at the 2015 LIH in an Academy Award inspired event.

Living In Harmony Recognition nominations are being accepted please distribute widely.

Deadline for all submissions is Friday, February 27, 2015.

### **Anti-Racism Resource Material**

Recent-Building Bridges of Acceptance brochure nearing completion. Copy attached for committee review.

### **Unified Minds**

Unified Minds is a youth action network committed to working towards the elimination of racial discrimination among the youth population in Saskatoon. The CD&RR office in partnership with the Core Neighbourhood Youth Coop provides opportunities for the "youth voice" to be heard.

The CD&RR Office was approached by the Canadian Roots Exchange organization and the University of Saskatchewan to partner on youth engagement initiatives. A draft partnership agreement has been forwarded.

**Report for the  
Anti-Racism Forum held October 25, 2014**

**City of Saskatoon:  
Cultural Diversity and  
Race Relations Diversity Committee**

**Date: December 29, 2014**

**Authors: Tim Nickel & Sherry Van Hesteren**

# Report for the Anti-Racism Forum held October 25, 2014

Date: December 29, 2014

Authors: Tim Nickel & Sherry Van Hesteren

*"Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has."*

*Margaret Mead*

## **Introduction**

On October 25, 2014, the City of Saskatoon Cultural Diversity and Race Relations Unit held a public forum to explore the possibilities for collaboration with various relevant organizations working to eliminate racial discrimination in Saskatoon. The unit invited various organizations to the event and distributed and posted a general public notice of the date and goals of the event. Approximately 25 people representing 12 organizations attended. While no concrete predictions of numbers of participants were made, it was a lower number than expected. Possibly impacting the attendance of the event was that a similar, but larger, event was held the day previous in Regina, attracting many of the same interested people and groups.

## **Purpose of the Forum**

The purpose of the forum was threefold:

1. To reflect on participants' own organization's understanding and progress toward goals
2. To listen to others, and provide feedback and support, perhaps even finding ways to collaborate
3. To provide feedback to City of Saskatoon as it refines its approach to eliminating racism in Saskatoon; not a formal needs assessment, but starting to create a growing body of knowledge, and a network

## **Process**

Tim Nickel and Sherry Van Hesteren were asked to facilitate the event and provide a thematic and descriptive report off the facilitated portion of the forum. The facilitators designed a process intended to elicit wide ranging opinions and ideas from the participants, addressing four basic questions put forth by the planning committee:

1. What is your organization doing to achieve its goals of diversity?
2. What success stories do you have to share with us? Best practices?
3. What problems are you currently facing in achieving diversity/eliminating racism?
4. How can the City's Cultural Diversity and Race Relations Diversity committee help in achieving this goal. How can we work collaboratively?

In addition to the discussion and facilitation focused directly on these questions, the participants had time to freely tell the stories of racism and anti-racism in their own lives. Most participants found this part of the event gratifying and useful. Notes and flip-charts were taken while people talked in both large and small groups. These were transcribed by City of Saskatoon staff and formed the basis of this report.

### **Themes**

Several themes arose from the stories and ideas presented by the participants. They are presented below as statements with the data points following them. A summary of the theme follows the data points, and is the authors' attempt to put the theme in a meaningful context and convey the tone of the discussion.

#### ***Social and professional networks are important***

- Importance of Internal networks
- Engage "key" people
- Sometimes small groups are better
- Bridging communities
- Focus on grassroots
- Relationship and trust – building

**Summary** – This theme, while short on many data points, forms a central attitude and assumption of the people attending the event. Most of the other themes below are either attempts to accomplish social and professional networks or may be accomplished by them. The assumption is two-fold and can be described by the following aphorisms:

- Many hands make light work, and,
- A community is more than the sum of its parts

There was a sense that people who either actively work to resist and eliminate racism and those who do not directly do that work but sympathize with it often work in isolation, feeling that they are the only ones or are among only a few who believe in this high ideal. The gathering together, networking and developing of synergistic relationships with other like-minded and dedicated people was seen as essential to addressing the daunting challenges of addressing racism at a systemic level.

### ***Changing people's minds is foundational to anti-racist work***

- Education – of whom, how
- Culturally competent public education
- 90% of people do not have appropriate knowledge
- Public education program
- Best ways to fight discrimination is to have more inform about each other
- Public or community outreach – By whom, action
- Raise awareness / profile – whose awareness, how
- Focus on the commonalities as a foundation from which to start the discussions.

**Summary** – Participants believed that the most essential unit of anti-racist work was the elimination and enlightening of racist attitudes and ideas from individual people's thinking. This included their own (i.e. the participants) and that of their families. They believed that, at all levels, systemic change first required the individuals who hold power in the system (managers, executives, politicians, voters, etc) must increase their sophistication in what they believe racism to be, recognize and acknowledge their own role in racism and to be able to identify its manifestation in society.

### ***The Education System has a significant role to play in the elimination of racism***

- For teachers, hard to translate theoretical knowledge into changing minds in the classroom
- Difficulty in classrooms, how do you focus on achievement for the 20% without jeopardizing the 80%? Need to close gap between 20 and 80
- Idea: Teacher P.D. focused on classroom technique
- For teachers, hard to translate theoretical knowledge into changing minds in the classroom
- Difficulty in classrooms, how do you focus on achievement for the 20% without jeopardizing the 80%? Need to close gap between 20 and 80

**Summary** – Recognizing that the education system is the primary means by which our society shapes the culture and thinking of our citizenry, the participants saw it as an obvious place to allocate resources to influence children and youths' thinking and attitudes. Mention was made of the wide-spread implementation of the Teaching Treaty in the Classroom initiative by the Office of the Treaty Commissioner and the soon to be initiated Citizenship Education initiatives spearheaded by the Saskatchewan Human Rights Commission as examples of broad system-wide positive changes. Frustration remained, though, when it came to anecdotal evidence of the difficulty of achieving sustainable results in the classroom, even for teachers trained and experienced in anti-racist education.

### ***Motivating and encouraging those who understand anti-racism is important since it is difficult work, often requiring significant social risk, and the work often happens in isolation***

- Making space for meaningful opportunities for people to engage in activism
- Difficulty having the difficult conversations

**Summary** – This theme stems from the widely shared experience of people who are aware of the subtle destructive power of racism and racist attitudes and have made courageous attempts to raise the issue or have regretfully failed to do so. There was broad recognition that, at a very personal level, this is very hard work to do and that society remains racist in both systemic and personal ways. Participants wanted behavioural tools to be able to better address challenges as they spontaneously arise. They told poignant stories of being “caught by surprise” by racist attitudes or evidence of such attitudes and, while sometimes successful and sometimes not, always feeling like they came up short in their sense of being prepared with effective things to say or do.

***Increasing individuals’ capacity to address racism effectively is an effective use of limited resources***

- Idea: Teacher P.D. focused on classroom technique
- Organizations coming to the idea of anti-racism with an intention to learn
- Incorporating reflection into all processes and “interrogate” ourselves regularly
- “Tools” what are they and how do you “get the courage” to have the tough conversations
- Process of learning and listening is key
- Knowing yourself is as important and always learning
- The “lived experience” helps a better understanding

**Summary** – This theme is closely related to, but broader than, the previous theme. In addition to the opportunities for “allies in the work” to get better at anti-racist activity, participants thought that more general “teaching” approaches to larger groups is crucial for increasing the likelihood that more people would understand the importance of anti-racist initiatives and would be better able to identify and address systemic problems. While there was recognition that many organizations have some training in place, participants viewed those efforts and positive but insufficient. Organizations need to adopt more and more effective programs. These programs need to go beyond simple diversity goals and target the racist attitudes and systems that remain strong.

***Systemic change is the ultimate goal of anti-racist initiatives***

- First Nations/Métis knowledge content is good BUT does not affect First Nations/Métis grad rates. Systemic or culture change needed
- Need to identify unseen unintended barriers. (criminal record checks as Carte Blanche refusals to hire disadvantaged groups who are over represented in criminal justice system)
- Systemic review: time, effort, resources
- Commit more resources – From whom, advocacy, government

**Summary** – The participants widely agreed that, until the statistics and other indicators reveal that barriers to racial justice are removed, racism exists. While, as described above, changing individuals’ thinking and attitudes is essential and foundational work, without changes to the systems that were created within the context of racist attitudes and thinking, there will be no justice and society will remain racist in its nature. The work of dismantling and rebuilding racist

systems requires enlightened leaders and access to levers of power. Anti-racist work is ultimately political work.

### **Addressing the questions of the committee**

The following section addresses the questions initially posed by the planning committee. To make the most meaning of the responses, the answers to Questions 1 and 2 are presented below associated with the person and group who wrote them. The answers to Questions 3 and 4 are collated under the six themes outlined above. The original transcription of the answers is attached to the report in Appendix A.

#### **Saskatoon Open Door Society – Alleson Mason**

1. *What is your organization doing to achieve its goals of diversity?*
  - Hiring persons from various ethnic backgrounds, countries of origin
2. *What success stories do you have to share with us?*
  - I am a part of the Cultural Bridging team and it is heartening to see the increasing number of institutions that request cultural diversity / intercultural communication workshops.

#### **Ahmadiyya Muslim Juma'at – Saib Khan & Noman Hassan**

1. *What is your organization doing to achieve its goals of diversity?*
  - We have had different programs to show different cultures. We have members from different countries and that way we know about cultures and are bringing people together. We arrange different programs to take the fear factor out of people's heart about Islam.
2. *What success stories do you have to share with us?*

#### **CLASSIC – Ellen Bolger**

1. *What is your organization doing to achieve its goals of diversity?*
  - CLASSIC consults with community members for the systemic initiatives projects, not simply telling people how they can help themselves. People know what is best for them.
2. *What success stories do you have to share with us?*

#### **Canadian Federation of University Women**

1. *What is your organization doing to achieve its goals of diversity?*
  - It has been a very traditional mainstream organization. Now, trying to engage women from diverse backgrounds & educate own membership
2. *What success stories do you have to share with us?*
  - A few new members from minority community joined the organization. More members are showing interest for international immigrant / issue.

#### **City of Saskatoon**

1. *What is your organization doing to achieve its goals of diversity?*
  - Cultural Diversity and Race Relations Committee – this forum.

**Ahmaddiya Muslim Jama'at – Musaddaq Hayat**

1. *What is your organization doing to achieve its goals of diversity?*
  - Ahmaddiyia moment in Islam
2. *What success stories do you have to share with us?*
  - We are creating harmony in different community our moto is Love for Hearted for man

**Greater Saskatoon Catholic Schools – Cornelia Laliberte**

1. *What is your organization doing to achieve its goals of diversity?*
  - Establishing teacher PD that affects changes in teacher pedagogy
2. *What success stories do you have to share with us?*
  - Anti-oppressive committee

**City of Saskatoon – Becky Sasakamoose Kuffner**

1. *What is your organization doing to achieve its goals of diversity?*
  - Targeted recruiting
  - Awareness training
  - Community outreach
  - Employment equity
2. *What success stories do you have to share with us?*
  - Recent approval to proceed with anti-racism education with staff calendar

**International Women of Saskatoon – Saba Keleta**

1. *What is your organization doing to achieve its goals of diversity?*
  - As the result of lack of funding my organization is not doing much on this topic. We need more funding in our city.
2. *What success stories do you have to share with us?*
  - When I was a community worker I organized a workshop & drama on racism and printed a pamphlet in 4 different languages.

**CLASSIC – Krista Cossar**

1. *What is your organization doing to achieve its goals of diversity?*
  - CLASSIC's services are geared towards social justice and access to justice. It gives priority to First Nations & Métis people as well as lower income individuals. We provide free and confidential legal services for those who cannot otherwise afford legal advice or representation.
2. *What success stories do you have to share with us?*
  - I think this forum is a huge success story. I have already learned so much about the inequality facing Saskatoon and systemic and social instances people have experienced. I hope this experience will encourage me to see these injustices and to give me tools to confront them.

### **CLASSIC – Michael Crampton**

1. *What is your organization doing to achieve its goals of diversity?*
  - In addition to traditional advocacy clinics CLASSIC has initiated 'Systemic Initiative Projects' to target structural issues that have been consistently identified as affecting CLASSIC's clients.
2. *What success stories do you have to share with us?*
  - There has been a strong uptake amongst community groups seeking to have CLASSIC volunteers present legal education to empower their community, particularly on the topic of tenant's rights.

### **Sask Intercultural Association / City's Race Relations – Nayyar Stavv**

1. *What is your organization doing to achieve its goals of diversity?*
  - Education – Awareness, advocacy, organizing & mobilizing and empowering racialized citizens.
2. *What success stories do you have to share with us?*
  - One step forward two backward – keeping the struggle alive is the success story – achieved the inclusion of visible minority in target group in employment equity legislation.

### **Saskatoon Open Door Society – Anafit Falilu**

1. *What is your organization doing to achieve its goals of diversity?*
  - In SODS have been recently developed wide range of programs and activities in partnership with First Nations and Métis organization. Most of these programs are in the area of youth programming with understanding that they are the more flexible and ready to learn population which contain and determine future of our society.
2. *What success stories do you have to share with us?*
  - Creating youth culture: very well received (personal) storytelling. Sharing newcomer youth experience presented by high school kids to elementary kids in school.

Question 3. *What problems are you currently facing in achieving diversity / eliminating racism?*

#### ***Social and professional networks are important***

- Outreach
- Knowing who may want to be involved
- Sectors are working in silos: First Nation & Métis service providers; newcomer service providers; mainstream service providers

#### ***Changing people's minds is foundational to anti-racist work***

- Many persons are ignorant about cultures that are outside of their own group, stereotypes.
- The knowledge about different cultures and religions is not spread out properly – lack of awareness and interest sow by the citizens so we can advocate better.
- Lack of awareness, education and interest in the organization and the community at large
- How do we create the "need" to learn?

- Aboriginal Advisor to senior management
2. *What success stories do you have to share with us?*
    - Plain language - Housing Handbook – increase the direct connection of City Employees with Newcomers.

### **Saskatoon Folkfest – Terri Rau**

1. *What is your organization doing to achieve its goals of diversity?*
  - Inclusion
  - New model to participate without being a no families, groups – individuals
  - Last generation – connect – already know
  - Membership capacity building. Buddy system
  - Invite all immigrant SVCS – collaborate
  - Russian, Ukrainian
  - Educate, enlighten, SHINE
2. *What success stories do you have to share with us?*
  - Oromo – Sudan / S. Sudan / S. leonne / Chana / Paterson (many more in city) (normally). Partnerships – on their own – grant and sponsor – SK Culture – RBC

### **M.C.O.S – Asit Sarkar**

1. *What is your organization doing to achieve its goals of diversity?*
  - Engaging stakeholders in diverse cultural communities on a regular basis.
  - Committing financial resources to support “multicultural connections” initiatives
  - Committing resource to better understand issues affecting interactions between First Nations & Métis communities and ethno cultural communities
2. *What success stories do you have to share with us?*
  - New ideas coming from the schools under “Multicultural Education” initiatives
  - Ingraining in stakeholder communities that multiculturalism is “more than song and dance” – (SaskCulture support)

### **Multifaith Saskatoon – Rita Gillies**

1. *What is your organization doing to achieve its goals of diversity?*
2. *What success stories do you have to share with us?*
  - (When requested) we have tours to places of worship for schools and church groups and / or others....

### **Anonymous**

1. *What is your organization doing to achieve its goals of diversity?*
  - CDRR office & Committee / policy / Immigration initiatives
  - Aboriginal leadership initiatives
  - Living in Harmony Awards
  - Respectful workplace & workplace harassment policies
  - Employment Equity Program
2. *What success stories do you have to share with us?*
  - Lots ☺

- Diversity – more ideas to eliminate racism in a celebratory atmosphere
- Not sure – just because we are celebrating doesn't necessarily mean we are doing enough. After 35 years – we can / should do MORE!!
- Apparent conflict between “developing respect for your culture” & “sharing your culture with others”
- I still see racism among minority groups. The problem is no one is addressing the topic.

***The Education System has a significant role to play in the elimination of racism***

- Lack of formal education regarding this issue
- We should committee – teaching student parent

***Motivating and encouraging those who understand anti-racism is important since it is difficult work, often requiring significant social risk, and the work often happens in isolation***

- New settlers not fully appreciative of “equity and anti-racism goals” (inadequate orientation)
- “Knowledge is power”

***Increasing individuals' capacity to address racism effectively is an effective use of limited resources***

- Making connections with marginalized people and giving them meaningful opportunities to participate in activism.
- Making time to incorporate learning into everyone's schedule without “mandating it”.
- Personally, as a young white heterosexual female, I am having difficulties being taken seriously when I have the opportunity to promote diversity or racism. I would love tools to let me handle these situations in a way that gives them due process.

***Systemic change is the ultimate goal of anti-racist initiatives***

- Not enough recognition for initiatives to promote diversity in the workplace
- I feel that issues of race, religion, culture are all interrelated. My group, “Multifaith Saskatoon” put a monthly Multifaith calendar on the Religion Page of the Star Phoenix, from 1986 to about 2006 or so (about 20 years or more – I could check...). It was stopped abruptly without explanation. Requests for explanation were not forthcoming. Also an occasional article by Dr. Julian Pas of U of S Religion Dept. on the meaning of a religious festival (written humorously delightfully) was stopped suddenly. Dr. Pas was simply told they would no longer accept his articles. These 2 stories indicate how our media is making it difficult for our constituents to develop knowledge and empathy for the other. These 2 stories date to the time of a revamping of the staff at the Saskatoon Star Phoenix.
- Broader based education, anti-racism initiatives among staff & senior leaders
- Review policies & procedures & practices with a true diversity & inclusion lens to address systemic barriers & racism.
- Taking to scale to affect outcomes for FNM learners.
- Racism itself
- Lack of leadership buy-in

- Time! The transitory nature of the student volunteers makes maintenance of institutional readiness difficult. Generally, CLASSIC's historic emphasis on serving individual clients has made broad systemic change and community empowerment difficult. SIP is an attempt to add to that approach.
- Entrenched racism which maintains the power relations necessary for certain groups (elites).
- Lack of built-in capacity in system and policy
- Providing specialized service in many case focus on differences of population rather than similarity of need – this promotes cultural, social, racial, discrimination

Question 4: *How can the City's Cultural Diversity and Race Relations Diversity Committee help in achieving this goal? How can we work collaboratively?*

**Social and professional networks are important**

- Work through neighbourhood community associations and ethnic / cultural associations and settlement service organizations.
- Projects and partnerships with the business community.
- Develop collaborative agenda with key stakeholder groups e.g. business, faith groups, school system (other than First Nations and ethno cultural groups), law enforcement and justice, post-secondary sector, community organizations, settlement services sector
- Networking support
- Yes, I'm sure the staff at CLASSIC would love to work collaboratively! Both in referrals of individuals seeking help with legal issues inside CLASSIC's scope and connecting with the other community groups CLASSIC can liaise with. If the committee is organizing public events CLASSIC may be able to send student volunteers who can present legal education.
- Joint funding to encourage connecting and therefore care and therefore social cohesion in community
- More community outreach (what is this?)
  - City
  - Schools
  - University
  - Mosques
  - Churches, etc.

**Changing people's minds is foundational to anti-racist work**

- Cooperating with planning / implementing workshops to enhance cultural awareness.
- City can have a department where we can have conferences on different religions so people can understand the truth about them. As none of the religion teaches wrong thing. Every religion teaches only good. It's some people with no knowledge that make it look bad.
- Organize more awareness raising programs in the community
- Do and document a few exemplary work or events
- Highlight best practices achieved
- Recognition of success
- Redefine what is "Saskatoon's Culture"
- Focus on building a more inclusive community

- Education & awareness / promotion of multiculturalism
- More workshops with the public & provide funding to organizations who can offer workshops and give / provide information to the targeted groups.
- Learning should be formal and informal and should be embedded and included in all public services
- Encourage focus on the commonalities and relationships and care
- Undo previous learnings by focus on common ground as people: common positive, stories, common negative stories
- Cultural activities, cultural
- Multi-cultural Youth Forum

***The Education System has a significant role to play in the elimination of racism***

- Projects that involve youth
- Projects that involve schools
- School involvement

***Motivating and encouraging those who understand anti-racism is important since it is difficult work, often requiring significant social risk, and the work often happens in isolation***

- Be a leader
- These forums are a really great way for me to learn from the community and to share what I have learned. It gives weight to my opinions and gives me the opportunity to learn from perspectives I could otherwise not get to hear.
- We would love your involvement with some of our projects such as the self-advocacy workshop which identifies disempowerment as a major barrier to marginalized people. This project is hoping to host a workshop for empowerment and your specialized skills sound helpful.
- Hold conferences
- Follow up forum to set the process of doing anti-racism work
- Workshops

***Increasing individuals' capacity to address racism effectively is an effective use of limited resources***

- Commit more resources to anti-racism initiatives
- Reward positive achievements through Council action
- Advocacy programs
- Resources

***Systemic change is the ultimate goal of anti-racist initiatives***

- Have marginalized people's voices take priority when creating a consulting on policy in City Council.
- Employ more diverse people.
- Higher profile – work to increase profile of this work as seen as connected to the City of Saskatoon
- Visible minorities – diversity / culture is cool
- Celebrate all groups dates of celebration
- Establish benchmarks for a city with respect for diversity

- Reviewing & updating the CDRR to bring it into the “new age” – language & actions to be updated within this policy
- Systemic barriers
- Gladue Report from Supreme Court
- By a sustained work to draw attention to the following social problems:
  - Poverty and homelessness / housing problems encountered by the First Nations – why? Disproportionate
  - Drop out and incarceration of the First Nation people
  - Why qualified new immigrants can't get into their profession
  - Why people of color / First Nations encounter problems discrimination in accessing services and in public places.
- Advocacy: inclusion of visible minority
- Empowerment work

***Responses that do not fit well into the themes above***

- CLASSIC: walk-in advocacy, appeals for social assistance, rights education, outlining Canadian system (how could the city help?)
- Orientation – integration / bridge mixture
- Undertake multi-year implementation plan
- Settlement and Community: integrating newcomers in Canada, cultural related topics, PD, bank, City of Saskatoon to inspect prayer places, creating youth culture

## **Topics That Remain Live and Unexplored**

At the end of the event, the facilitators asked the participants to write questions or phrases that captured a topic that remained exciting or vexing to them that had not yet been addressed. Some used it as an opportunity to confirm their answers to other questions. Other responses ventured into new territory and possibly shed some light on difficult dilemmas that those who are working intensely in the area must face – particularly the relationship between First Nations experiences and Newcomer experiences and, in general, the readiness (or lack thereof) of many people and groups in Saskatoon to accept the ideas and implications of anti-racism.

- How can organizations within Saskatoon with similar anti-racism mandates get together and collaborate on projects and programs?
- How can we find one another?
- How can we encourage like-minded people, and more importantly those who are ignorant to these issues, to support these programs and get involved?
- Is Saskatoon ready to talk about racism? Can you have a serious anti-racism discussion before the community is ready to acknowledge racism? What are the barriers, political and otherwise, to acknowledging racism?
- Can groups / programs draw the linkage between the history of racism towards people of Aboriginal descent and how that underpins racism towards new Canadians?
- Tools to help where you encounter racism and share
- Education for citizens. Organizations need to make more effort to do outreach.
- Engagement of stakeholders – listening - support projects – funding
- Education and awareness

- Folkfest: educate, global village, inclusion of immigrant societies
- Stereotypes
- Gap with new settlers and First Nations

## Conclusion

After the forum, participants were enthusiastic and positive about their experience. They clearly benefited by the interaction and the chance to voice their stories and ideas. Moreover, they seemed to be bolstered in their spirit to do anti-racism work after a sustained focus on the topic with like-minded individuals. While many of the actionable ideas recorded in this report are variations on the theme of changing peoples' minds through various outreach and educational methods, all of which have some merit, a few promise more highly leveraged influence. The participants seemed to believe in a balance of:

- a) *inwardly* supporting each other through networks and efforts to build capacity and,
- b) the two-fold *outward* tasks of:
  - i. changing Saskatoon's culture (to one that is more aware and less racist) and,
  - ii. changing racist structures in our society.

There was, among the group, a sense that "getting together more often" would produce momentum and relief from the isolation of their work.

The facilitators and authors of this report view the work of the people who attended the forum and the work of the Cultural Diversity and Race Relations Diversity Committee to be highly valuable and encourage you to be persistent and bold. Future work by your office targeted at this group of like-minded supporters might include skill-building educational experiences or a continuation of the progress made in the October 25<sup>th</sup> session, possibly using Open Source methods planned but not used due to time constraints. Some attention should be paid to the low participant turnout. A debrief of the planning process by the planning committee and others involved might result in changes that increase numbers for future events, if that is desired by the committee. Overall, the forum proved to be successful and you should feel proud of the results.

# Appendix A – Transcript of the data gathered at the Forum

## City of Saskatoon Anti-Racism and Public Education and Awareness Forum

- Importance of Internal networks
- Public or community outreach
- Commit more resources
- Raise awareness / profile
- Hold conferences
- Engage “key” people
- Education
- Culturally competent public education
- Focus on grassroots
- 90% of people do not have appropriate knowledge
- Making space for meaningful opportunities for people to engage in activism
- Public education program
- Sometimes small groups are better
- For teachers, hard to translate theoretical knowledge into changing minds in the classroom
- Difficulty having the difficult conversations
- Idea: Teacher P.D. focused on classroom technique
- First Nations/Métis knowledge content is good BUT does not affect First Nations/Métis grad rates. Systemic or culture change needed
- Difficulty in classrooms, how do you focus on achievement for the 20% without jeopardizing the 80%?
- Need to close gap between 20 and 80
- Need to identify unseen unintended barriers. (criminal record checks as Carte Blanche refusals to hire disadvantaged groups who are over represented in criminal justice system)
- Systemic review – time, effort, resources
- Celebrate all groups dates of celebration
- Organizations coming to the idea of anti-racism with an intention to learn
- Relationship and trust – building
- Incorporating reflection into all processes and “interrogate” ourselves regularly

### Take-aways

- Process of learning and listening is key
- Knowing yourself is as important and always learning
- “Tools” what are they and how do you “get the courage” to have the tough conversations
- The “lived experience” helps a better understanding
- Focus on the commonalities as a foundation from which to start the discussions.

## Participant Information Worksheet

### **Saskatoon Open Door Society – Alleson Mason**

1. *What is your organization doing to achieve its goals of diversity?*
  - Hiring persons from various ethnic backgrounds, countries of origin
2. *What success stories do you have to share with us?*
  - I am a part of the Cultural Bridging team and it is heartening to see the increasing number of institutions that request cultural diversity / intercultural communication workshops.
3. *What problems are you currently facing in achieving diversity / eliminating racism?*
  - Many persons are ignorant about cultures that are outside of their own group, stereotypes.
4. *How can the City's Cultural Diversity and Race Relations Diversity Committee help in achieving this goal? How can we work collaboratively?*
  - Cooperating with planning / implementing workshops to enhance cultural awareness.

### **Ahmadiyya Muslim Juma'at – Saib Khan & Noman Hassan**

1. *What is your organization doing to achieve its goals of diversity?*
  - We have had different programs to show different cultures. We have members from different countries and that way we know about cultures and are bringing people together. We arrange different programs to take the fear factor out of people's heart about Islam.
2. *What success stories do you have to share with us?*
3. *What problems are you currently facing in achieving diversity / eliminating racism?*
  - The knowledge about different cultures and religions is not spread out properly – lack of awareness and interest sow by the citizens so we can advocate better.
4. *How can the City's Cultural Diversity and Race Relations Diversity Committee help in achieving this goal? How can we work collaboratively?*
  - City can have a department where we can have conferences on different religions so people can understand the truth about them. As none of the religion teaches wrong thing. Every religion teaches only good. It's some people with no knowledge that make it look bad.

### **CLASSIC – Ellen Bolger**

1. *What is your organization doing to achieve its goals of diversity?*
  - CLASSIC consults with community members for the systemic initiatives projects, not simply telling people how they can help themselves. People know what is best for them.

2. *What success stories do you have to share with us?*
3. *What problems are you currently facing in achieving diversity / eliminating racism?*
  - Making connections with marginalized people and giving them meaningful opportunities to participate in activism.
4. *How can the City's Cultural Diversity and Race Relations Diversity Committee help in achieving this goal? How can we work collaboratively?*
  - Have marginalized people's voices take priority when creating a consulting on policy in City Council.

### **Canadian Federation of University Women**

1. *What is your organization doing to achieve its goals of diversity?*
  - It has been a very traditional mainstream organization. Now, trying to engage women from diverse backgrounds & educate own membership
2. *What success stories do you have to share with us?*
  - A few new members from minority community joined the organization. More members are showing interest for international immigrant / issue.
3. *What problems are you currently facing in achieving diversity / eliminating racism?*
  - Lack of awareness, education and interest in the organization and the community at large
  - Lack of formal education regarding this issue
4. *How can the City's Cultural Diversity and Race Relations Diversity Committee help in achieving this goal? How can we work collaboratively?*
  - Organize more awareness raising programs in the community
  - Work through neighbourhood community associations and ethnic / cultural associations and settlement service organizations.
  - Employ more diverse people.
  - Do and document a few exemplary work or events
  - Commit more resources to anti-racism initiatives

### **City of Saskatoon**

1. *What is your organization doing to achieve its goals of diversity?*
  - Cultural Diversity and Race Relations Committee – this forum.
  - Aboriginal Advisor to senior management
2. *What success stories do you have to share with us?*
  - Plain language - Housing Handbook – increase the direct connection of City Employees with Newcomers.
3. *What problems are you currently facing in achieving diversity / eliminating racism?*
  - Making time to incorporate learning into everyone's schedule without "mandating it".
  - How do we create the "need" to learn?
4. *How can the City's Cultural Diversity and Race Relations Diversity Committee help in achieving this goal? How can we work collaboratively?*
  - Higher profile – work to increase profile of this work as seen as connected to the City of Saskatoon

### **Saskatoon Folkfest – Terri Rau**

1. *What is your organization doing to achieve its goals of diversity?*
  - Inclusion
  - New model to participate without being a no families, groups – individuals
  - Last generation – connect – already know
  - Membership capacity building. Buddy system
  - Invite all immigrant SVCS – collaborate
  - Russian, Ukrainian
  - Educate, enlighten, SHINE
  
2. *What success stories do you have to share with us?*
  - Oromo – Sudan / S. Sudan / S. leonne / Chana / Paterson (many more in city) (normally). Partnerships – on their own – grant and sponsor – SK Culture – RBC
  
3. *What problems are you currently facing in achieving diversity / eliminating racism?*
  - Outreach
  - Knowing who may want to be involved
  - Diversity – more ideas to eliminate racism in a celebratory atmosphere
  - Not sure – just because we are celebrating doesn't necessarily mean we are doing enough. After 35 years – we can / should do MORE!!
  
4. *How can the City's Cultural Diversity and Race Relations Diversity Committee help in achieving this goal? How can we work collaboratively?*
  - Projects that involve youth
  - Projects that involve schools
  - Projects and partnerships with the business community.
  - Visible minorities – diversity / culture is cool
  - Orientation – integration / bridge mixture

### **M.C.O.S – Asit Sarkar**

1. *What is your organization doing to achieve its goals of diversity?*
  - Engaging stakeholders in diverse cultural communities on a regular basis.
  - Committing financial resources to support “multicultural connections” initiatives
  - Committing resource to better understand issues affecting interactions between First Nations & Métis communities and ethno cultural communities
  
2. *What success stories do you have to share with us?*
  - New ideas coming from the schools under “Multicultural Education” initiatives
  - Ingraining in stakeholder communities that multiculturalism is “more than song and dance” – (SaskCulture support)
  
3. *What problems are you currently facing in achieving diversity / eliminating racism?*
  - Apparent conflict between “developing respect for your culture” & “sharing your culture with others”
  - Not enough recognition for initiatives to promote diversity in the workplace
  - New settlers not fully appreciative of “equity and anti-racism goals” (inadequate orientation)

4. *How can the City's Cultural Diversity and Race Relations Diversity Committee help in achieving this goal? How can we work collaboratively?*

- Develop collaborative agenda with key stakeholder groups e.g. business, faith groups, school system (other than First Nations and ethno cultural groups), law enforcement and justice, post-secondary sector, community organizations, settlement services sector
- Undertake multi-year implementation plan
- Highlight best practices achieved
- Reward positive achievements through Council action
- Redefine what is "Saskatoon's Culture"
- Establish benchmarks for a city with respect for diversity
- Focus on building a more inclusive community

#### **Multifaith Saskatoon – Rita Gillies**

1. *What is your organization doing to achieve its goals of diversity?*

2. *What success stories do you have to share with us?*

- (When requested) we have tours to places of worship for schools and church groups and / or others....

3. *What problems are you currently facing in achieving diversity / eliminating racism?*

- I feel that issues of race, religion, culture are all interrelated. My group, "Multifaith Saskatoon" put a monthly Multifaith calendar on the Religion Page of the Star Phoenix, from 1986 to about 2006 or so (about 20 years or more – I could check...). It was stopped abruptly without explanation. Requests for explanation were not forthcoming. Also an occasional article by Dr. Julian Pas of U of S Religion Dept. on the meaning of a religious festival (written humorously delightfully) was stopped suddenly. Dr. Pas was simply told they would no longer accept his articles. These 2 stories indicate how our media is making it difficult for our constituents to develop knowledge and empathy for the other. These 2 stories date to the time of a revamping of the staff at the Saskatoon Star Phoenix.
- "Knowledge is power"

4. *How can the City's Cultural Diversity and Race Relations Diversity Committee help in achieving this goal? How can we work collaboratively?*

#### **Anonymous**

1. *What is your organization doing to achieve its goals of diversity?*

- CDRR office & Committee / policy / Immigration initiatives
- Aboriginal leadership initiatives
- Living in Harmony Awards
- Respectful workplace & workplace harassment policies
- Employment Equity Program

2. *What success stories do you have to share with us?*

- Lots ☺

3. *What problems are you currently facing in achieving diversity / eliminating racism?*

- Broader based education, anti-racism initiatives among staff & senior leaders
- Review policies & procedures & practices with a true diversity & inclusion lens to address systemic barriers & racism.

4. *How can the City's Cultural Diversity and Race Relations Diversity Committee help in achieving this goal? How can we work collaboratively?*

- Education & awareness / promotion of multiculturalism
- Reviewing & updating the CDRR to bring it into the "new age" – language & actions to be updated within this policy
- Advocacy programs
- Systemic barriers
- Gladue Report from Supreme Court

**Ahmaddiya Muslim Jama'at – Musaddaq Hayat**

1. *What is your organization doing to achieve its goals of diversity?*

- Ahmaddiyia moment in Islam

2. *What success stories do you have to share with us?*

- We are creating harmony in different community our moto is Love for Hearted for man

3. *What problems are you currently facing in achieving diversity / eliminating racism?*

- We should committee – teaching student parent

4. *How can the City's Cultural Diversity and Race Relations Diversity Committee help in achieving this goal? How can we work collaboratively?*

**Greater Saskatoon Catholic Schools – Cornelia Laliberte**

1. *What is your organization doing to achieve its goals of diversity?*

- Establishing teacher PD that affects changes in teacher pedagogy

2. *What success stories do you have to share with us?*

- Anti-oppressive committee

3. *What problems are you currently facing in achieving diversity / eliminating racism?*

- Taking to scale to affect outcomes for FNM learners.

4. *How can the City's Cultural Diversity and Race Relations Diversity Committee help in achieving this goal? How can we work collaboratively?*

**City of Saskatoon – Becky Sasakamoose Kuffner**

1. *What is your organization doing to achieve its goals of diversity?*

- Targeted recruiting
- Awareness training
- Community outreach
- Employment equity

2. *What success stories do you have to share with us?*

- Recent approval to proceed with anti-racism education with staff calendar

3. *What problems are you currently facing in achieving diversity / eliminating racism?*

- Racism itself
- Lack of leadership buy-in

4. *How can the City's Cultural Diversity and Race Relations Diversity Committee help in achieving this goal? How can we work collaboratively?*

- Resources
- Networking support
- Be a leader

**International Women of Saskatoon – Saba Keleta**

1. *What is your organization doing to achieve its goals of diversity?*

- As the result of lack of funding my organization is not doing much on this topic. We need more funding in our city.

2. *What success stories do you have to share with us?*

- When I was a community worker I organized a workshop & drama on racism and printed a pamphlet in 4 different languages.

3. *What problems are you currently facing in achieving diversity / eliminating racism?*

- I still see racism among minority groups. The problem is no one is addressing the topic.

4. *How can the City's Cultural Diversity and Race Relations Diversity Committee help in achieving this goal? How can we work collaboratively?*

- More workshops with the public & provide funding to organizations who can offer workshops and give / provide information to the targeted groups.

**CLASSIC – Krista Cossar**

1. *What is your organization doing to achieve its goals of diversity?*

- CLASSIC's services are geared towards social justice and access to justice. It gives priority to First Nations & Métis people as well as lower income individuals. We provide free and confidential legal services for those who cannot otherwise afford legal advice or representation.

2. *What success stories do you have to share with us?*

- I think this forum is a huge success story. I have already learned so much about the inequality facing Saskatoon and systemic and social instances people have experienced. I hope this experience will encourage me to see these injustices and to give me tools to confront them.

3. *What problems are you currently facing in achieving diversity / eliminating racism?*

- Personally, as a young white heterosexual female, I am having difficulties being taken seriously when I have the opportunity to promote diversity or racism. I would love tools to let me handle these situations in a way that gives them due process.

4. *How can the City's Cultural Diversity and Race Relations Diversity Committee help in achieving this goal? How can we work collaboratively?*

- These forums are a really great way for me to learn from the community and to share what I have learned. It gives weight to my opinions and gives me the opportunity to learn from perspectives I could otherwise not get to hear.
- We would love your involvement with some of our projects such as the self-advocacy workshop which identifies disempowerment as a major barrier to marginalized people.

This project is hoping to host a workshop for empowerment and your specialized skills sound helpful.

**CLASSIC – Michael Crampton**

1. *What is your organization doing to achieve its goals of diversity?*
  - In addition to traditional advocacy clinics CLASSIC has initiated 'Systemic Initiative Projects' to target structural issues that have been consistently identified as affecting CLASSIC's clients.
2. *What success stories do you have to share with us?*
  - There has been a strong uptake amongst community groups seeking to have CLASSIC volunteers present legal education to empower their community, particularly on the topic of tenant's rights.
3. *What problems are you currently facing in achieving diversity / eliminating racism?*
  - Time! The transitory nature of the student volunteers makes maintenance of institutional readiness difficult. Generally, CLASSIC's historic emphasis on serving individual clients has made broad systemic change and community empowerment difficult. SIP is an attempt to add to that approach.
4. *How can the City's Cultural Diversity and Race Relations Diversity Committee help in achieving this goal? How can we work collaboratively?*
  - Yes, I'm sure the staff at CLASSIC would love to work collaboratively! Both in referrals of individuals seeking help with legal issues inside CLASSIC's scope and connecting with the other community groups CLASSIC can liaise with. If the committee is organizing public events CLASSIC may be able to send student volunteers who can present legal education.

**Sask Intercultural Association / City's Race Relations – Nayyar Stavv**

1. *What is your organization doing to achieve its goals of diversity?*
  - Education – Awareness, advocacy, organizing & mobilizing and empowering racialized citizens.
2. *What success stories do you have to share with us?*
  - One step forward two backward – keeping the struggle alive is the success story – achieved the inclusion of visible minority in target group in employment equity legislation.
3. *What problems are you currently facing in achieving diversity / eliminating racism?*
  - Entrenched racism which maintains the power relations necessary for certain groups (elites).
4. *How can the City's Cultural Diversity and Race Relations Diversity Committee help in achieving this goal? How can we work collaboratively?*
  - By a sustained work to draw attention to the following social problems:
    - Poverty and homelessness / housing problems encountered by the First Nations – why? Disproportionate
    - Drop out and incarceration of the First Nation people
    - Why qualified new immigrants can't get into their profession
    - Why people of color / First Nations encounter problems discrimination in accessing services and in public places.

## **Saskatoon Open Door Society – Anafit Falilu**

1. *What is your organization doing to achieve its goals of diversity?*
  - In SODS have been recently developed wide range of programs and activities in partnership with First Nations and Métis organization. Most of these programs are in the area of youth programming with understanding that they are the more flexible and ready to learn population which contain and determine future of our society.
2. *What success stories do you have to share with us?*
  - Creating youth culture: very well received (personal) storytelling. Sharing newcomer youth experience presented by high school kids to elementary kids in school.
3. *What problems are you currently facing in achieving diversity / eliminating racism?*
  - Lack of build in capacity in system and policy
  - Sectors are working in silos: First Nation & Métis service providers; newcomer service providers; mainstream service providers
  - Providing specialized service in many case focus on differences of population rather than similarity of need – this promotes cultural, social, racial, discrimination
4. *How can the City's Cultural Diversity and Race Relations Diversity Committee help in achieving this goal? How can we work collaboratively?*
  - Learning should be formal and informal and should embedded and included in all public services
  - Encourage focus on the commonalities and relationships and care
  - Joint funding to encourage connecting and therefore care and therefore social cohesion in community
  - Undo previous learnings by focus on common ground as people: common positive, stories, common negative stories

## **Topics That Remain Live and Unexplored**

### **Krista Cossar:**

- How can organizations within Saskatoon with similar anti-racism mandates get together and collaborate on projects and programs?
- How can we find one another?
- How can we encourage like-minded (and more importantly) those who are ignorant to these issues to support these programs and get involved.

### **Anonymous:**

- Follow up forum to set the process of doing anti-racism work

### **Mike Crampton:**

- Is Saskatoon ready to talk about racism? Can you have a serious anti-racism discussion before the community is ready to acknowledge racism? What are the barriers, political and otherwise, to acknowledging racism?
- Can groups / programs draw the linkage between the history of racism towards people of Aboriginal descent and how that underpins racism towards new Canadians?

### **Anonymous:**

- Multi-cultural Youth Forum
- School involvement
- Bridging communities

**Anonymous:**

- Best ways to fight discrimination is to have more inform about each other
- More community outreach
  - City
  - Schools
  - University
  - Mosques
  - Churches, etc.
- Tools to help where you encounter racism and share
- Education for citizens. Organizations need to make more effort to do outreach.

**Anonymous:**

- Engagement of stakeholders – listening - support projects – funding
- Education and awareness
- Advocacy: inclusion of visible minority
- Empowerment work
- Workshops
- Cultural activities, cultural
- Folkfest: educate, global village, inclusion of immigrant societies
- CLASSIC: walk-in advocacy, appeals for social assistance, rights education, outlining Canadian system
- Settlement and Community: integrating newcomers in Canada, cultural related topics, PD, bank, City of Saskatoon to inspect prayer places, creating youth culture
- Stereotypes
- Gap with new settlers and First Nations
- Recognition of success

# What is Racism?

Racism comes from a false set of beliefs that one's own group is superior and has the right to dominate other groups. Domination gives one group privilege, and the other group experiences of discrimination. This false belief system is created and sustained by society at a great cost. Racism cannot exist if we don't support it.

**Racism** is a set of beliefs and ideas that asserts the superiority of one group over another.

**Stereotypes** are generalizations of a group of people based on the actions or characteristics of a few members of that group.

**Prejudice** is a "pre-judgment" of a person or group in a negative light formed on the basis of stereotypes and usually made without adequate evidence or information.

**Discrimination** is the denial of equal treatment or opportunity. Discrimination results from people acting on stereotypes and prejudices that they hold to be true.

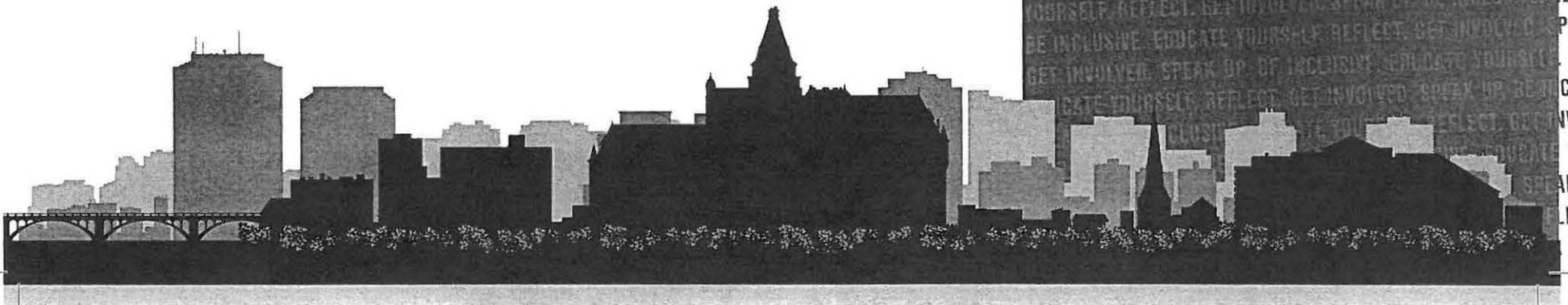


## Cultural Diversity and Race Relations

3130 Laurier Drive  
Saskatoon, SK S7L 5J7  
306-975-3378  
[www.saskatoon.ca](http://www.saskatoon.ca)

I am the Bridge

# Building Bridges of Acceptance in Saskatoon



# I am the Bridge

Saskatoon is a vibrant and diverse city bisected by the South Saskatchewan River. It is known as the 'city of bridges' and for good reason – we have over 250,000 of them. A bridge can be defined as anything that spans an obstacle, and when it comes to racism, everyone must be a bridge.

## How to Be a Bridge

**Speak up.** Don't encourage racist behaviour by laughing along or being complacent, this makes you just as responsible.

**Be inclusive.** Being as inclusive as possible will open you up to new people and places. You will have a deeper understanding of different cultures and the opportunity to gain more friends.

**Educate yourself and others.** Racism must be openly discussed in order to debunk the myths and misconceptions people may have. A great way to get people talking about racism is to set up an anti-racism forum or information session at your school or workplace.

**Reflect on an individual level.** Everyone sees the world through their own "lens". This lens is shaped by many things – existing ideas, family, place of worship or schooling to name a few. You must ask yourself, "How has my understanding of 'x' been shaped by my own personal lens? How might other people interpret 'x'?"

## How to Get Involved

To find out how you can get involved in anti-racism projects, contact any of the following through the Community Development Division at 306-975-3378.

- Cultural Diversity and Race Relations Consultant
- Aboriginal and Inclusion Consultant
- Immigration, Diversity and Inclusion Consultant

Please visit [www.saskatoon.ca](http://www.saskatoon.ca) for more information.

### Unified Minds

Unified Minds is a youth action network dedicated to involving young people in the promotion of positive intercultural relations in our community.



## Racism is a Fact

The large majority of Aboriginal peoples in Saskatoon agree with the statement "I think others behave in an unfair/negative way toward Aboriginal people." Nine in 10 strongly (51%) or somewhat (39%) agree with this statement; only nine percent disagree.<sup>1</sup>

In a sampling of over 3,000 Canadians, 47% of respondents admitted they were strongly, moderately or slightly racist.<sup>2</sup>

Aboriginal people are three times more likely to be the victims of violent crimes than non-aboriginal people.<sup>3</sup>

In a Canadian study, those with English sounding names received interview requests 40% more often than applicants with Chinese, Indian or Pakistani names.<sup>4</sup>

### SOURCES

1. Urban Aboriginal Peoples Study: Saskatoon Report. Toronto: Environics Institute, 2011. p. 40.
2. Fleras, Augie. *Unequal Relations: An Introduction to Race, Ethnic, and Aboriginal Dynamics in Canada*. 7th ed. Toronto: Pearson Canada, 2012. p. 94.
3. "Violence Against Aboriginal Women." Government of Newfoundland and Labrador, 2008. Accessed October 1, 2014. [http://www.gov.nl.ca/VPI/facts/aboriginal\\_women\\_fact\\_sheet.pdf](http://www.gov.nl.ca/VPI/facts/aboriginal_women_fact_sheet.pdf).
4. Cao, Liqun. "Visible Minorities and Confidence in the Police." *Canadian Journal of Criminology and Criminal Justice* 53, no. 1 (2011): p. 4.





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

**Immigration, Diversity and Inclusion Consultant  
April 2015**

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

## **Immigration Overview:**

This report highlights the work and assistance of University of Saskatchewan Intern, Caitlynn Beckett, who is working with the Immigration, Diversity and Inclusion Consultant for the period of January 2015 to April 2015. The following two reports were written or co-written by Caitlynn.

Caitlynn was of great assistance for the Building New Relationships program as well as taking part as a participant. The Bus Tour was coordinated and facilitated by Caitlynn and staff of the Newcomer Information Centre.

Please see the attached two reports for detailed information.

### **1) Building New Relationships Program: First Nations and Newcomers**

The "Building New Relationships Program: First Nations and Newcomers" was offered on February 10-11, 2015 in the Theatre at Cosmo Civic Centre. The program was a partnership between the Office of the Treaty Commissioner, The Ministry of the Economy and the City of Saskatoon. The 51 participants represented a wide range of sectors/organizations including education (post-secondary and secondary/elementary), healthcare, justice, settlement, arts and culture, government and private sector.

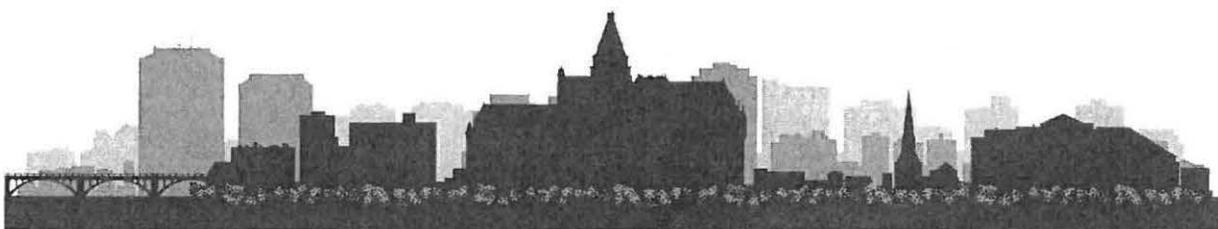
The *Building New Relationships Program: First Nations and Newcomers* has been designed, as the name implies, to assist those working with newcomers to become more informed about First Nations people and the treaties that form the foundation of the Canadian Constitution. In this way, they can then pass this information on to the newcomers they work with in programs such as language classes, employment training programs, literacy classes and health programs.

While Administration developed the partnerships and coordinated this two-day learning event, the intern provided all logistical support to keep it running smoothly as well as compiling all the information and writing the main body of the report.

### **2) March 2015 Welcome to Saskatoon Bus Tour**

This March we partnered with the Newcomer Information Centre (NIC) to invite newcomers from across the city to take part in a bus tour. Highlights included City of Saskatoon sites including the leisure centre, library, Mendel and the Forestry Farm Park and Zoo. The participants also took part in the opening ceremonies for Race Relations Month which took place in Council Chamber. The tour ended with a private audience with his Worship the Mayor who very kindly allowed for many questions and pictures. While administration guided and helped to connect to all the resources, the intern coordinated the bus tour setting the schedule, being the contact with the NIC, researching sites, booking buses, food and tours.

**Building New Relationships Program: First Nations and Newcomers  
February 10<sup>th</sup> and 11<sup>th</sup>, 2015  
Participant Evaluation and Follow up Report**



**Prepared by:**  
**April Sora, Diversity and Inclusion Consultant, Immigration, City of Saskatoon**  
**Caitlynn Beckett, Student Intern, University of Saskatchewan**  
**Prepared For:**  
**Office of the Treaty Commissioner**

**March 2, 2015**



## **Building New Relationships Program: First Nations and Newcomers February 10 and 11, 2015**

### **Introduction**

The “Building New Relationships Program: First Nations and Newcomers” was offered on February 10-11, 2015 in the Theatre at Cosmo Civic Centre. The program was a partnership between the Office of the Treaty Commissioner, The Ministry of the Economy and the City of Saskatoon.

### **Acknowledgements**

A very heartfelt thank-you goes to Lyndon Linklater who was the sole facilitator for the two days and who gave such depth and spirit to the program. Also deep gratitude to Jennifer Heimbecker for all the coordination on behalf of the Office of the Treaty Commissioner.

Much gratitude also to the Ministry of the Economy for funding support.

### **Program Overview**

The *Building New Relationships Program: First Nations and Newcomers* has been designed, as the name implies, to assist those working with newcomers to become more informed about First Nations people and the treaties that form the foundation of the Canadian Constitution. In this way, they can then pass this information on to the newcomers they work with in programs such as language classes, employment training programs, literacy classes and health programs.

In 2011-12 the OTC ran 7 of these workshops in Saskatoon, Lloydminster and Prince Albert to a very positive response. With the last workshop being offered in March of 2012.

### **The Participants**

The 51 participants came mainly from the Saskatoon area with the exception of two individuals who came from Prince Albert. The participants represented a wide range of sectors/organizations including education (post-secondary and secondary/elementary), healthcare, justice, settlement, arts and culture, government and private sector. All materials were provided to the participants including the Building New Relationships Manual, as well as two additional books. Participants indicated on their registration forms the level of knowledge they had of Treaties as “a lot” (5%) “a little” (74%) or “almost none” (15%). This helped the facilitator to adjust the program accordingly.

Anecdotal feedback during the course of the two days was interesting with comments including:

- “This course should be offered on an ongoing basis so everyone can have the chance to take it.”
- “I learned more about Aboriginal culture and treaties in these two days than I learned about other things in 2 years at university.”
- “Will this be offered again soon? I know other people who really wanted to attend but couldn’t this time.”
- “I thought I understood the history of Aboriginal people here in Canada but now I see I didn’t. Now that I really understand I’m really, really mad about what happened.”

As well as Emails including:

- “Thank you again for the amazing opportunity to participate in the Building New Relationships: First Nations and Newcomers workshop. It was very well done, a great cross section of folks working together in our city, and a totally engaging presenter. Brilliant!!!”

### **Summary of Evaluations**

As expressed in many of the evaluations, participants were generally satisfied and inspired by the material covered and the stories shared throughout the duration of the Building Bridges workshop. Particular highlights included the speaker himself, Mr. Lyndon Linklater, the many opportunities for others to share stories and thus the overall feeling of inclusion. Mr. Linklater’s inherent story telling skills, his nonjudgmental, humorous approach and his ability to make people feel comfortable were all aspects very much appreciated by the participants. Specifically, addressing details and myths regarding the Treaties and the Indian Act was a valuable learning experience for those involved. It was very beneficial to hear from someone who has directly experienced the social circumstances created by the treaties and the Indian Act.

Several participants commented that they would have preferred to have more time to delve further into the history and social circumstances of First Nations in Canada. They suggested that more extensive training could include discussion of how to implement what was learned in the workshop; this would include discussion of specific mechanisms and techniques that could possibly be used to inform newcomers. In addition, it should be recognized that the experience of First Nations peoples’ in Canada is complex and varied and that it is easy to oversimplify the experience of all First Nations and therefore we should be open to other interpretations. It would be interesting to follow up this workshop by advertising opportunities to experience First Nations culture such as participating in Pow Wows, Sweat Lodges, et cetera.

## **Recommendations (City of Saskatoon):**

- Offer this program on an ongoing basis once or twice a year – if once offer it in a large group format such as this one with 50-60 people, lecture style. If twice a year break it into two groups of 25 or 30 using a smaller venue.
- For the next workshop offer it to those individuals working directly with newcomers especially from the settlement sector, possibly targeting EAL instructors. Work with service providers to coordinate a Professional Development Day for EAL instructors. Organizations in Saskatoon would include but not be limited to; SK Polytechnic, the UofS Language Centre, Saskatoon Open Door Society, Saskatchewan Intercultural Association, Global Gathering Place.
- If possible would recommend keeping this as a two day program and not cutting it down. The two days were critical for the facilitator to be able to set the stage/create the context, tell the story and connect it to the larger community.
- If, for any reason the program needs to be cut down the minimum should be one day, no less.

## **Participant Evaluation Form Feedback**

### **Presentation:**

- Excellent (37)
- Very Good (9)
- Good (0)
- Fair (1)
- Needs Improvement (0)

#### **\*Comments:**

- Hard to sit for so long
- Nice mix of facts, stories, viewpoints and response to questions
- Excellent way of sharing information through story telling.
- So authentic.
- Very interesting and the time flew by.
- Could have been more structured

### **Content/Topic:**

- Excellent (33)
- Very Good (12)
- Good (2)
- Fair (0)
- Needs Improvement (0)

#### **\*Comments:**

- Would have liked a little more Metis content
- Perfect balance of factual and cultural aspects
- More info in regards to building bridges between cultures

**Speaker(s):**

- Excellent (41)
- Very Good (5)
- Good (1)
- Fair (0)
- Needs Improvement (0)

**\*Comments:**

- Very knowledgeable and funny speaker, the days were not boring at all.
- Excellent storyteller, love the stories
- Nicely presented; casual yet informative

**Overall Evaluation:**

- Excellent (37)
- Very Good (8)
- Good (2)
- Fair (0)
- Needs Improvement (0)

**\*Comments:**

- Very good, keep with the good work.
- Perfect balance of factual and cultural aspects.
- Enjoyed interactive exercise and presentation

**Did this presentation meet your objectives?** Yes (39) or No (2)

**Do you think it is important for everyone to understand the history of treaties?**

Yes (41) or No (0)

**Do you think Treaties should be taught in all schools in Saskatchewan?** Yes (42) or No (0)

**General Comments:**

- Great workshop. It would have been nice to cover some teaching strategies to share the knowledge, especially as a non-Aboriginal person.
- Such good information. I enjoyed hearing Lyndon's perspective. I liked his strategy to help us understand better all these topics. I hope to use them in my work.
- I take for granted my education and understanding of these topics and newcomers absolutely need this education to challenge stereotypes.
- More often occurrence of this kind of workshops in various formats in different organizations (day workshops, teacher education programs...)
- As an immigrant I have a different understanding to the history and traditions of the First Nations people. The stereotypes against the First Nation people became clear now what the reasons behind it is.
- Indian Act should be just as important as teaching treaties when taught in school.

- I think if participants can access to the modules ahead of time, would be better.
- Good job. Information and helpful – appreciate the materials we received – good resources.
- It was nice knowing that the knowledge I've been sharing with my students about treaties and First Nations is accurate (a big reason for that is because of the treaty kits in all the schools).
- Thank you for an engaging presentation. I especially like the stories. This could have been even longer to allow for more time to explore how to engage newcomers and to learn about this history
- This class was very informative in regards to cultural background of our First Nations people and managed to shed light on many of my personal misconceptions.
- Relaxed manner of presenter made it easy to feel included and invited, particularly being a non-First Nations person.
- I particularly appreciated learning about the treaties, Indian Act and other legal agreements and the discrepancies between written and actual actions/communications. Although I learned about treaties in high school, there was little or no critical discussion and it was not really presented with an Aboriginal perspective. It seemed that we learned the written aspects of the treaties, the 'facts', but didn't learn much about the realities, the context or about how treaties affect everyone. It was great to have a more critical discussion with someone so experienced and knowledgeable.
- This course is equally important to be taught to the general population, as much as to the new comers.
- Thank you – Lyndon is a gifted speaker. It was great to take part in such an informative, welcoming and relaxing training session. Great job organizing April!
- The speaker was very knowledgeable and was able to impart his knowledge of First Nations culture in a nonjudgmental way. Very well presented and explained. There were so many things that are clear now.
- It was great to have two full days because of the depth of information. Thank you, Lyndon, for sharing so many great stories, including your family's story. You greatly expanded my understanding of the narrative of who we are as Treaty People.
- Thank you for using your God given gift. You share so generously; deep respect, time, stories (rich in analogies, imagery and authenticity). You are a skilled communicator. You allowed the "hammer of humour" to nail down some important truths and to build in my heart, important understandings. I will remember many of you sayings... Thank you! You honour your family and nation so humbly and powerfully. We are all here together.
- Thank you. I'm very happy to be here. Very good to learn all of this and two thumbs up to the speaker.
- Very nice and educational workshop. I did learn more about Canadian history. I do recommend this workshop for all.
- Very effective way of presenting this knowledge.
- Thank you Lyndon. I truly appreciate your story telling approach and humour. Thank you for the non-threatening opportunity to learn and reflect. Kind Regards.

- I realize that I signed a media waiver and am okay with getting my picture taken in the audience. However, in the beginning when we introduced ourselves it was very intimidating to speak while the camera was being pointed at me and I heard the camera. It threw me off. I understand the need to document this session, but some people aren't comfortable with having a camera aimed at them, especially with such a big lens.
- Thank you for this special gift for my daughter. It is a wise way to build new relations.
- Lyndon is a great speaker! It helped open my eyes to what is happening with the Aboriginal People.
- Any discussion about the history of Canadian colonialism, treaties, and residential schools usually results in arguments and some parties feeling upset or offended – I feel as though Mr. Linklater is able to successfully navigate this minefield in an informative and personable presentation that educated and engages the audience where everyone leaves feeling that they have a better understanding of the historical and contemporary issues that First Nations face on a daily basis, and ways they can make a difference in the future. Thank you to Lyndon and Jennifer from the OTC and April from the City of Saskatoon for this excellent workshop and I look forward to our partnerships in the future. – Ben Bodnaryk, Sask. Intercultural Assoc.
- Recommend offering this workshop more often/regularly as it's important to learn about the history of First Nations since we are all treaty people – it affects everyone! Thank you for providing this workshop! Lyndon is a wonderful speaker. Can you share/post the PowerPoint and materials online?
- Part of the beauty of this presentation is that Lyndon's background, experiences, language experience and personal knowledge bring the facts to life and put a face to the history. His own experience with other cultures makes his presentation that much more powerful. Excellent that common myths were addressed: no tax, free education. Worldview: Great spirit, Living things, Mother Earth.
- Really enjoyed the time spent sharing our own stories with one another and taking time to greet each other. Thank you for a great 2 days of learning and sharing your stories!
- I enjoyed Mr. Linklater's story telling style. He delivered some very important information in a very basic and easy to understand way.
- Having someone who is an actual First Nations person presenting and sharing personal experience makes it very authentic and valued. He is very knowledgeable and experienced facilitator. Thank you for sharing stories that makes us, newcomers, more appreciative of your sacrifices in order to share Mother Earth.
- It was an honour and privilege to learn from Lyndon for 2 full days. I will share the knowledge I have gained for the rest of my life. This is all of our responsibility.
- Treaties education should be in our Canadian schools.
- A very nice demonstration of the effectiveness of the oral tradition. Thanks you! I don't know if this is taught in schools, but it would be nice if we were taught how many First Nations are in Canada, each province and what these nations are.

- It was great. I wish it was longer. There is so much to learn.
- I appreciate Lyndon's extensive knowledge of First Nations culture, including treaties, residential schools and misconceptions.
- Wonderful first hand presentation. Thank you.
- This workshop has been so informative. I only wish all Canadian could have a similar opportunity to learn about their county's history vis a vis the First Nations, Inuit and Metis experience in Canada.
- I'd like another day to give us suggestions for bridging between newcomers to Canada and our aboriginal people – how to implement what we've learned here.
- Well explanation, I know a lot of information about First Nation. Well training.
- I learned new things that will help me in my work.
- I am sorry we ended early – it was so interesting and there is so much to learn – absorb. Still have much to learn about building relationships.
- I want to take more workshops in this area. Thanks for organizing this. Thank the presenter from the bottom of my heart. A trip to reserve in summer time for a Pow Wow will help. Also sweat lodge opportunities will be welcome.
- More opportunity to 'bridge' with other cultures was an expectation – but still very pleased with the full presentation. Diet consideration (knowledge beforehand of food?).
- This topic is pretty sensitive. A large group size makes it difficult to facilitate the types of critical conversations that need to be had. A few key and serious topics were glossed over and simplified.

# Post Event Report City of Saskatoon Bus Tour, March 5<sup>th</sup>, 2015

Written by Caitlynn Beckett

The purpose of this report is to:

- Review the overall success of the event
- Determine key recommendations for future events

## Introduction

This City of Saskatoon Bus Tour was developed in collaboration with the New Comers Information Centre as a way to introduce newcomers to a variety of the services and facilities the City of Saskatoon has to offer. We are hoping to improve the overall experience newcomers have in Saskatoon and want to ensure they know about the many affordable opportunities they have for leisure, fitness and entertainment throughout the city.

## Overall Operational Success

- Although we were assuming that not all the people who had signed up would actually come, we had only one person who didn't show up. In total, we had 45 participants: myself (Caitlynn Beckett), Angela Daigneault from the Newcomer Information Centre (NIC), the photographer Alberto Cortes, and 42 newcomers.
- **Timeline and Summary of Activities:**
  - **8:45 a.m.** – Arrival
  - **9:10 a.m.** – bus arrives
  - **9:25 a.m.** – depart
  - **9:45 a.m.** – Arrived at the Mendel. This short tour was very well done and the newcomers were very interested. We had previously driven by the construction site for the Remai, so this was helpful when discussing plans for the future Arts Centre.
  - **10:15 a.m.** – Left for the Forestry Farm.
  - **10:30 a.m.** – Arrived at the Forestry Farm. The weather was nice, so this was a very enjoyable part of the trip. It seemed that this was the highlight for many people. The bears, wolves, foxes and lynxes were all out and John Moran, Manager of the Saskatoon Forestry Farm Park and Zoo was very informative.
  - **11:15 a.m.** – Left for the Lakewood Civic Centre.
  - **11:30 a.m.** – Cliff Wright Library Tour. Half of the group ate, while the other went for a tour. We then switched after about 20 minutes.

The tour went well and the Library was able to sign about 10 people up for library cards.

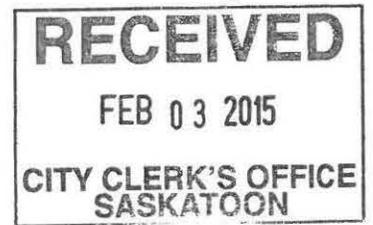
- **12: 30 p.m.** – Tour of the Lakewood Civic Centre. The group t broke up into two smaller groups to take a quick tour of the facilities.
- **1:00 p.m.** – Departure to City Hall.
- **1:15 p.m.** – Arrival at City Hall.
- **1:30 p.m.** – Race Relations Month Ceremony.
- **2:00 p.m.** – Ceremonial raising of the flag. Many people took the opportunity to get photos with the Mayor after the flag raising, as it was a beautiful day outside.
- **2:15 p.m.** – Meet His Worship, Mayor. One common question seemed to address the lack of availability of professional jobs for educated newcomers. Many participants seemed to value this aspect of the tour and were happy for the opportunity to meet and have a photo taken with the His Worship, Mayor.
- **2:30 p.m.** – People were free to leave, although a few stayed to ask additional questions of Angela and myself (Caitlynn).

### Sponsorship and Funding

- The City of Saskatoon, Citizenship Immigration Canada and Ministry of the Economy provided the funding for this tour.

### Community Engagement

- Although these tours are focused on introducing newcomers to City services, which is fantastic, it might also be interesting to have additional tours with different themes.
- Some ideas include:
  - Focusing on local businesses and community/cultural organizations
  - Partnering with Meewasin Valley Authority for the various tours and services they offer (especially in the summer): Beaver Creek, Cranberry Flats, Marr Residence etc. This would include a lot of local history, both cultural and environmental. It would also introduce newcomers to the variety of programming Meewasin offers. When speaking with Kenton Lysak, the Senior Interpreter for Meewasin, he seemed very interested in including newcomers in their programming and events.
  - As an extension of the themes in the Building New Relationships workshop, including tours or events focused on First Nations culture, history and relations would be beneficial. Partnering with various First Nations organizations around the city would be interesting.



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

**Immigration, Diversity and Inclusion Consultant  
January 2015**

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 7 years. Much of this work has been done under the Saskatoon Immigration Initiatives, a tripartite agreement with 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 January 2015**

### **Employment and Economic Development**

#### **1) Contact Conference April 21-22 2014**

"Future Forward: Careers by Design"

Saskatchewan's 11<sup>th</sup> annual career development conference for Career Practitioners, Educators, School Counsellors and HR Professionals

- As part of the Programming Committee work to ensure there is representation from all communities and have worked with the committee to secure the following Keynote speakers:

**Zarqa Nawaz** is the creator and writer of the hit TV series "Little Mosque on the Prairie" and author of the recently released, "Laughing All the Way to The Mosque". Zarqa is going to be the closing keynote for the conference and is also going to do a special presentation for Tommy Douglas/Bethlehem schools.

**Rich Feller Ph.D.** is one of Colorado State University's twelve University Distinguished Teaching Scholars. His publications (with the help of many) include three career books, four film series, the Harrington-O'Shea Career Decision Making System (print, internet and career assessment program used by over 20M), and [www.stemcareer.com](http://www.stemcareer.com).

**Dr. Sean Lessard** is originally from Montreal Lake Cree Nation in Treaty 6 territory. His earlier work as an educator and consultant in teacher education and programming included opportunities within both urban and community settings. Currently his research and publications include topics such as transition to urban school settings and early school leaving. Sean is an Assistant Professor at the University of Regina in Indigenous Education and Core Studies. His most recent program is an inter-generational after school program for urban aboriginal youth in the City of Regina.

For more information please visit the website at <http://www.contactconference.ca/>

## **Settlement/Integration:**

### **1) UofS Winter Orientation for International Students**

In the past few years, the City of Saskatoon has been partnering with the UofS International Student and Study Abroad Centre, the Language Centre and the Aboriginal Student Centre on various activities, most notably the City of Saskatoon bus tour. As such, the City of Saskatoon was asked to bring greetings and welcome approximately 100 new International Students to Saskatoon. Also speaking was the University of Saskatchewan's Provost, Ernie Barber and from the Office of the Treaty Commission, Lyndon Linklater.

### **2) Saskatoon Public Library**

- Presently working with the Carlyle King Branch to develop an outreach workshop to take out to the newcomer community via English as a Second Language classes.

### **3) Bus Tour**

- Worked with the UofS Language Centre Activities Staff to coordinate a bus tour for International students on January 24. The tour connected with the Farmers Market and the Wintershines Festival. Participants had an opportunity to engage in discussions with Farmer's Market vendors and learn about the various products grown and made in and around Saskatoon. The students also visited the Mendel Art Gallery, Lakewood Civic Centre and Cliff Wright Library in addition to touring around the city to see areas such as the Spadina cathedrals and Broadway. There were 35 students in attendance.

In addition to the bus tour, the photographer working on the representative photo library project also took part in the bus tour.

### **4) Arts and Culture Meet and Greet Presentation**

On January 22, 2015 the Arts and Grants Consultant for the City of Saskatoon brought together approximately 60 leaders from the Arts and Culture community in Saskatoon. The gathering was meant to be an opportunity for the community to meet and exchange information on their respective organizations. The Immigration Consultant was asked to do a short presentation on the work being done at the City and how we can support these arts and culture leaders and organizations in the community. Many people asked about the increase in immigration to Saskatoon and how they can connect to the newcomer communities.

## **Education**

### **1) Settlement Support Workers in Schools (SSWIS):**

Attend the joint Coordinating and Advisory Committee meetings on a quarterly basis to keep up to date on the work of the SSWIS as well as to offer any support or information related to the City. Most recent meeting was on January 13/15.

### **2) Intern**

Working with Caitlynn Beckett, intern from the Career Internship Program, Department of Political Studies, University of Saskatchewan (see attachment 1) . Caitlynn is working towards a degree in International Studies with a minor in Biology. She will be working on two main projects: Coordinating and leading the next Newcomer Bus Tour and researching the Local Immigrant Partnership Strategy model to share with the community.

## **Housing:**

### **1) Saskatoon Housing Initiatives Partnership (SHIP)**

- Attended a meeting with Shaun Dyck, Executive Director of the Saskatoon Housing Initiatives Partnership (SHIP) and a member of the community to learn more about SHIP's role in housing in Saskatoon and what possible connections there might be to housing for newcomers. Interesting to note the Homelessness Partnering Strategy funding from Service Canada via SHIP focuses on support projects as opposed to buildings or renovations.

## **Aboriginal/Newcomer Collaborations**

### **1) Building New Relationships training**

- Working with the Office of the Treaty Commissioner (OTC) to offer the Building New Relationships train the trainer program. Met with the OTC to confirm roles and responsibilities and logistics for the upcoming two-day training at Cosmo Civic Centre on Feb. 10 and 11, 2015.

## Attachment 1

### **CAREER INTERNSHIP PROGRAM** **Department of Political Studies** **College of Arts and Science** **University of Saskatchewan**

#### **Purpose of Internship Program**

- The program represents a partnership between the University, the business community, and government and community organizations, which enhances the educational process by providing students with applied experiential learning.
- The program provides an opportunity for senior Arts and Science students to get a valuable learning and skill development experience as well as academic credit through “learning by doing.”

#### **Selection of Interns**

- Students apply to the program by completing an application form which provides important information regarding their academic training, the benefits they seek from the internship, and the contribution they can make in an internship.
- Student applications are reviewed by one or more university faculty members.
- Students are selected as interns by one or more university faculty members based on the following criteria:
  - Must have completed at least the equivalent of two years of university studies (60 credit units).
  - Must have an average of 70% or higher.
  - Must have demonstrated maturity and reliability during their first two years of studies.
  - Must demonstrate that their participation in the program will benefit host agencies.

#### **Placement of Interns with Host Agencies**

- Students are placed with host agencies based on the shared decision of the host agencies, faculty responsible for the program, and the students.

#### **Guidance for and Supervision of Interns**

- Academic guidance and supervision for interns is provided by faculty members.
- Workplace guidance and supervision for interns is provided by the supervisor of the host agency.

#### **Duties of Interns**

- Throughout the 13-week academic term, interns perform an average of 7 hours per week (for a total of 91 hours) of *unpaid* work for the host agency.

The days and times that the work is performed is negotiated between the host agency and the student. Host agencies are encouraged to be flexible with such scheduling because students are also required to live up to their responsibilities for other courses during the academic term.

- Students are required to perform basic clerical, administrative, or research tasks that make a positive contribution to the work of the host-agency.
- The host agency is encouraged to provide students with supervised and appropriate tasks that are doable and which the students have the requisite knowledge and skills to do.

#### **Number of Interns Per Host Agency**

- A host agency may host more than one intern at a time.
- The number of interns per host agency is negotiated between the faculty supervisor and the host agency based on the amount of work that must be performed and the number of interns available.

Contact:

Prof. J. Garcea

[Joe.garcea@usask.ca](mailto:Joe.garcea@usask.ca)

Phone: 966-5222

274 Arts

Department of Political Studies

University of Saskatchewan

S7N 5A5

**Cultural Diversity and Race Relations Committee**  
**2015 EXPENDITURES**

	2015 Budget	2015 Actuals
<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; \$100 for literary work Living in Harmony - Film Category Winner Living in Harmony - Art Winner Living in Harmony - Poster Winner Living in Harmony - Literary Winner	\$3,000.00	\$100.00 \$100.00 \$100.00 \$100.00 \$400.00
<b>Education and Awareness</b>  Saskatoon Open Door Society - Bridging the Gap (January 2015) Bangladeshi Community Association - International Mother Language Day (February 21, 2015) Oskayak High School - Spring Feast and Round Dance (March 27, 2015)* Pleasant Hill Community Association - Community Pow Wow (June 12, 2015)*	\$11,100.00	\$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00
<b>Total Education and Awareness</b>		\$4,000.00
<b>TOTALS</b>	<b>\$15,100.00</b>	<b>\$4,400.00</b>

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

6

7.1

	<b>Cultural Diversity and Race Relations Committee Co-Sponsorship Request Application</b>
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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:	<b>March 15</b> (for projects taking place from July to December) <b>September 30</b> (for projects taking place from January to June)	
Organization Name	<b>Saskatoon Industry-Education Council</b>	
Address: <b>602 Lenore Drive, Saskatoon, SK</b>		
Postal Code: <b>S7K 6A6</b>	Email Address: <b>janet@saskatooniec.ca</b>	
Contact Name: <b>Janet Uchacz-Hart</b>		
Phone Number: <b>306.683.7774</b>	Fax Number: <b>306.657.3999</b>	
Web Address: <b>www.contactconference.ca</b>		
Project Name <b>Contact Conference...Connecting to Youth in the Community</b>		
Project Date: <b>April 22, 2015</b>		
Project Location: <b>TBA</b>		



Project Description (maximum 250 words)

**In conjunction with the Contact Conference ([www.contactconference.ca](http://www.contactconference.ca)) the conference committee headed up by the Saskatoon Industry-Education Council will have two of our keynote speakers, Dr. Sean Lessard and Zarqa Nawaz work with young people in the Saskatoon community to discuss relevant and key issues facing young people today, especially from our aboriginal and immigrant communities. This event will take place on Wednesday, April 22, 2015, location TBA.**

**Both of these speakers have worked with young people and will share their stories and their perspectives on issues that these individuals facing young people today from these two communities. The Contact Conference committee will work with school divisions on a possible connection to curriculum which would assist in designing some pre and post activities along with the discussions on the event day. We have received some funding for the general conference from the Mosaic Company that will provide additional funding for 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?

**Currently have two members of the Contact Committee on the Cultural Diversity and Race Relations Committee: April Sora, Gilles Dorval.**



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

**The opportunity for young people in our community, either aboriginal or from the Immigrant community to discuss youth issues and solutions would be beneficial to all youth.**

Who is your target audience?

**High school students.**

What are the themes and focuses for the event?

**Themes include: issues that aboriginal and immigrant youth are faced with including stereotypes and racism and some connection between these two communities. There may be an opportunity to engage both communities to bring these youth together representing common issues.**

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

**200 young people? Because of the connection that the SIEC has to three school divisions and the Saskatoon Tribal Council, there is opportunity for connections to a large number of youth in our communities.**

How are you promoting the event to the broader community?

**The divisions and community based organization will be part of the communication process for registration purposes.**

Budget Information:

Total Cost of the Project	<b>3,500.00 (primarily speaker fees)</b>
Co-Sponsorship Request	<b>1,000.00</b>
How will Co-Sponsorship be used?	<b>Used to offset costs of the speaker fees.</b>
Other Potential Sources of Revenue	<b>Mosaic Company to sponsor \$2,500.00 to cover the additional speaker fees.</b>

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

**Will work with school divisions to determine topic, length of engagement, location and ties to curriculum.**



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

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

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

Will appear on the [www.contactconference.ca](http://www.contactconference.ca) website as a sponsor. Along with that we provide the City of Saskatoon Logo on all communication materials, acknowledgement at the event itself which could include the opportunity to bring greetings on behalf of the City of Saskatoon.

Other comments

Uchacz Hart  
Signature of Applicant

Jan 14, 2015  
Date

Janet Uchacz Hart  
Name (Printed)

Executive Director  
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.**

 <p><b>City of Saskatoon</b> City Clerk's Office</p>	<p><b>Cultural Diversity and Race Relations Committee</b> <b>Co-Sponsorship Request Application</b></p>
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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:	<p><b>March 15</b> (for projects taking place from July to December) <b>September 30</b> (for projects taking place from January to June)</p>
Organization Name	Bedford Road Collegiate
Address: 722 Bedford Road	
Postal Code: S7L 0G2	Email Address: broomand@spsd.sk.ca
Contact Name Dean Brooman	
Phone Number: 306-683-7657	Fax Number: 306-657-3945
Web Address:	
Project Name: Bedford Road Collegiate Annual Spring Pow Wow	
Project Date: April 22, 2015	
Project Location: Bedford Road Collegiate	



Project Description (maximum 250 words)

Our annual spring powwow will take place on April 22<sup>nd</sup>, 2015, at Bedford Road Collegiate. It is a celebration of promote harmony in our community and as well to welcome spring in a cultural format to our school and wider community.

We see the powwow not only as an important celebration of friendship and cultural sharing, but also an important invitation to the community to share in the gift of bridging cultures in our city. We view this event as an opportunity to see our students contribute, volunteer and grow within the school and wider community.

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 have an organizing committee and would be happy to have representation from your organization. If this is not possible we would like to extend an invitation to join us on the grand entry to the powwow. And to stay and partake in the events during the day.

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

We believe the community impact of our powwow is positive in the short term with the visual display of the many cultures represented at Bedford in our grand entry. We also believe it is also long term in that we are developing positive relationships and encouraging growth of future citizens.

Who is your target audience?

Our powwow is open to the community, citizens and students of Saskatoon and beyond.

What are the themes and focuses for the event?

Youth Engagement, Spring celebration and fellowship in our learning community

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

1200



How are you promoting the event to the broader community?

This event will be promoted via social media and poster with in the public school division and in the city of Saskatoon

**Budget Information:**

Total Cost of the Project	\$6800
Co-Sponsorship Request	\$2500
How will Co-Sponsorship be used?	Funds will be used to support the powwow financial costs and obligations.
Other Potential Sources of Revenue	Other grants and school based dollars

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

Sasktel is a sponsor of our event and we are in the process of writing further grants to different organizations seeking funding.

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

We would invite a committee member to take part in the grand entry and gladly acknowledge your sponsorship over the course of the event. If you have a banner we could also display the banner during the event.

Other comments

Dean Brooman

January 30, 2015

Signature of Applicant

Date

Dean Brooman

Community School Co-ordinator

Name (Printed)

Position

**Please submit this form to:**

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

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

	<b>Cultural Diversity and Race Relations Committee Co-Sponsorship Request Application</b>
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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.

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- 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 and all eligible expenditures must be directly related to the event being sponsored. **Ineligible expenses include: cash prizes, administrative/overhead expenses, third party funding, fundraising and alcohol.**

Events to be considered for co-sponsorship will be open and available to the public for anyone who may be interested in attending or participating.

Application Deadlines:	<b>March 15</b> (for projects taking place from July to December) <b>September 30</b> (for projects taking place from January to June)	
Organization Name	Saskatoon Reggae Festival Inc. (entity # 101127380)	
Address: Suite #2 -919- 10th Ave North, Saskatoon		
Postal Code: S7K 3A3	Email Address: <a href="mailto:saskatoonreggaefestival@gmail.com">saskatoonreggaefestival@gmail.com</a>	
Contact Name Oral Fuentes		
Phone Number: (306) 373- 1385	Fax Number: None	
Web Address: <a href="http://saskatoonreggaefestival.com">saskatoonreggaefestival.com</a>		
Project Name: Saskatoon Reggae and World Music Festival		

 <p><i>City of</i> <b>Saskatoon</b> Project Date and Location: City Clerk's Office</p>	<p><b>Cultural Diversity and Race Relations Committee</b></p> <p><b>Co-Sponsorship Request Application</b></p>
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Date of Event will be on Saturday July 11 at A E Graham Park ( behind Victoria School) off Broadway.



City of  
**Saskatoon**

City Clerk's Office

**Cultural Diversity and Race Relations Committee**

**Co-Sponsorship Request Application**

Project Description (maximum 250 words)

The Festival is a 3 day festival, with 2 days at various Night Clubs in Saskatoon, with the main event at the A E Graham Park. We have free work shops for inner City youths consisting of African drumming and dance, First Nation Drumming, Hoop dancing, Salsa dancing, Rhythm and Rhyme workshop. Apart from Bands that consist of Reggae artists, African drummers, Hawaiian and Irish performers , we are also having various First Nations performers on the Main Stage. We want to create good mentorship for the youth and enjoyable music for all.

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 can use any help we can get to help organize the work shops. To assist at the ticket entrance booths or help out at the Beer Gardens.

The Volunteer Coordinator is Tammy O'Brien: [tammyaobrien@hotmail.com](mailto:tammyaobrien@hotmail.com)



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

**Cultural Diversity and Race Relations Committee**

**Co-Sponsorship Request Application**

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

By creating a celebration of our cultural diversity, and a building of community in the heart of the music and arts centre in Saskatoon. We also want to make this Festival accessible to inner-city kids that can't afford ticket price. Providing passes and various incentives to attend.

Who is your target audience?

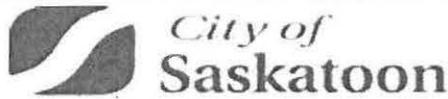
Our target audience is inner City youths and families.

What are the themes and focuses for the event?

Reggae on Broadway....A celebration of Culture.

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

About 1,000



City of Saskatoon

City Clerk's Office

Cultural Diversity and Race Relations Committee  
Co-Sponsorship Request Application

How are you promoting the event to the broader community?

Promotions are providing through:  
StarPhoenix Hot Summer Guide, Tourism Guide, Tourism Radio, Bridges, Planet S, Saskatoon Express, C95, Cruz Fm, CFR, CBC Radio, Global TV, Shaw TV, CTV, Reggae Guide (online), BC Musician Magazine (reaching audiences in BC and Alberta), Facebook Ad, LinkedIn, google, twitter, emails, posters, flyers, Saskatchewan weekend,

Budget Information:

Total Cost of the Project	\$5,300
Co-Sponsorship Request	\$1,000
How will Co-Sponsorship be used?	Towards Performers only
Other Potential Sources of Revenue	Tourism Saskatoon, Chester Burns (WorldsSon), Quinn the Eskimo, Bob Headquarters, Saskatoon World Cup, Tompson Logistics.

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

Escape Sports—providing T-Shirts  
Tourism Saskatoon—Promotions

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

By having your logo on every print material, posters and flyers, recognition at the main event...and also by providing the other benefits listed on the "level of Sponsorships" attached.

Other comments

Thanks for your assistance in advance. We look forward to having you as a partner. There are so many artists that want to come to Saskatoon, but we have a limited budget. Any questions or ideas please let us know. Contact me anytime at [oral\\_f@hotmail.com](mailto:oral_f@hotmail.com), or [saskatoonreggaefestival@gmail.com](mailto:saskatoonreggaefestival@gmail.com) You may also know of any business, individuals that may be a great partner. Ideas and input are welcome. Thanks again—Oral.



*City of*  
**Saskatoon**

City Clerk's Office

*Oral Fuentes*

**Cultural Diversity and Race Relations Committee**

**Co-Sponsorship Request Application**

*March 13th, 2015*

\_\_\_\_\_  
Signature of Applicant

\_\_\_\_\_  
Date

Oral Fuentes

\_\_\_\_\_  
Director

\_\_\_\_\_  
Name (Printed)

\_\_\_\_\_  
Position

**Please submit this form to:**

**Cultural Diversity and Race Relations Committee**

**c/o City Clerk's Office**

**222 Third Avenue North**

**Saskatoon, SK S7K 0J5**

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



## Short History

The Saskatoon Reggae Festival Inc. is a registered non-profit organization aimed at showcasing local, national and international artists and performers. A Celebration of our cultural diversity. This organization runs the present Saskatoon Reggae and World Music Festival, which was formerly called Saskatoon Reggae Festival. The Festival name was change in order to welcome all the various cultural expressions.

The festival originated at the Odeon Events Centre back in 2005 when a group of musicians hosted various Caribbean and Latin parties, with local DJ Juan Valdez. From then the event became Saskatoon ReggaeFest and then grew into the present registered non-profit.

The festival is usually for 3 days, and consist of music, workshops and dance performances at various venues around Saskatoon, with the main Concert Event at an outdoor venue. This young and vibrant festival have celebrated artists and performers from across Canada, consisting of First Nations, Caribbean, Latin and various other ethnic and cultural groups. The Festival goal is to continue to showcase these various cultural groups, while providing a great stay to the many visitors who are making the festival and Saskatoon their destination.

Past performers included Terrance LittleTent, Island Breeze (Hawaii), Sambatoon drumming group, Blakeney Irish School of Dance, Bank Preeyapong (Inner City Hip-Hop), Jason Wilson and Tabarruk, Mikey Dangerous, Culture Brown, Daddy Roy, Natural Mistik, Paul Benjamin, Joseph Ashong, Coffieman, Oral Fuentes Reggae Band, Orlando Martinez, defSol Crew, Dj Juan Valdez, Dj Mike, La Carisma, Kahmaria, Sephoria, Grupo Maya, Ritmo Latino, and Grupo Caracol, Del Mundo Dance Academy, Danza Morena, Mobadass (aka the Steadies), DJ Scott Turner, DJ Heywood, Rational, Roberto Andres, Parab Poet, Jah Cutta, Errol Blackwood, Absofunkinlutely, Solar Rio, Saskatoon Salsa, Eekol and Natural Flavas.

**Mission:**

The Saskatoon Reggae and World Music Festival mission is to celebrate our cultural diversity through music, performing arts and workshops.



# **SPONSORSHIP OPPORTUNITIES**

**July 11 - 2015**

**Main Event Schedule for A E Graham Park,  
Saskatoon**

March 4, 2015

To Whom It May Concern:

Thanks for the opportunity for allowing us to share about the Saskatoon Reggae and World Music Festival. The festival is a young and vibrant festival already attracting visitors from British Columbia, Alberta, Manitoba, Ontario and Saskatchewan. It is great to hear that people are already planning their vacation around the festival. Our desire is to continue to grow and to assist in making Saskatoon and Saskatchewan a primary vacation choice.

Starting the festival a few years back, I envisioned a celebration of our cultural diversity.

It is good to see so many festival supporters coming out year after year. It is also amazing to get various emails from all over the world of artists desiring to perform here in Saskatoon.

Each year as we grow, we see the importance of partnership. These partnerships make it possible to secure artists and performers that desire to showcase here in Saskatoon. Without supporters such as yourself it is impossible to accomplish this dream and vision.

Again thanks for your time, if you have any question feel free to contact myself at (306) 291-0532, or Tyler Franson at (306) 280-8614.

Sincerely,

*Oral*

Oral Fuentes

*Director*

*Saskatoon Reggae Festival Inc.*

Directors:

Kindra Melnychuk    Tammy O' Brien  
Luis Lagos Sr.  
Tyler Franson  
Oral Fuentes

*Festival events are run by over 50 volunteers and supporters*

**2015 Saskatoon Reggae and World Music Festival**  
**:: SPONSORSHIP OPPORTUNITIES ::**



## **:: OVERVIEW ::**

### **Mission**

The Saskatoon and World Music Festival is own by The Saskatoon Reggae Festival Inc. A non-profit organization, whose primary mission is to help bring communities together by promoting and celebrating their cultural diversity.

Our goal is to produce a festival that is open to the general public, which presents a thematically linked program of events and activities for the Saskatoon community to enjoy.

### **Background**

The festival started indoors at the Odeon Events Centre in 2005 and has since moved to an outdoor stage arena. As a young and vibrant festival, we have celebrated artists and performers from across Canada,consisting of Aboriginal, Caribbean, Latin and various other ethnic and cultural groups. Our desire is to continue to showcase these various cultural groups, while providing a great stay to the many visitors who are making our festival and Saskatoon their destination.

### **Schedule of Events**

The Saskatoon Reggae and World Music Festival main event will be held at A E Graham Park (behind the Victoria School, off Broadway) in Saskatoon on Saturday July 11. This will be consist of various cultural-dance and performances, drumming and dance workshops, band performances,great food and many other cultural activities. There will also be satellite performances at various nightclubs on July 9 and July 10.

### **Benefits of Sponsorship Investment**

Saskatoon continues to grow as the cultural hotspot of Canada and as such, we want to capitalize on this by bringing new and fresh talent to the city for everyone to enjoy. As our festival grows, we are constantly looking for partnership/sponsorship opportunities with individuals like yourself, to help us bring this festival to new levels of excitement and success. We are excited to bring the Festival in the Broadway area. This location allows us as a Festival, and you as investors to create community. Without sponsorship the prospects of having a fun and successful festival are non-existent.

## **:: SPONSORSHIP OPPORTUNITIES ::**

### **Gold Sponsorship: \$5,000**

- Listed as Premium sponsor on all signage at all festival activities including radio and television ads, bill-boards
- Foremost logo inclusion on all print and electronic advertising i.e. posters, flyers, newspaper ads, Facebook ads, emails and all electronic communications. Posters minimum of 500 11x17 color posters
- Stage "Naming" by the Sponsor (i.e. The "Sponsor" stage)
- Visible Signage at Main-Stage Event
- On-stage mention at all festival events for Sponsor contributions
- Opportunity for an information booth to be set up and staffed by sponsor at no further charge
- Opportunity for Sponsor Partners to attend and speak publicly and directly to festival goers if so desired
- Complimentary 'Sponsors Passes' to all festival events
- Exclusive VIP tent
- Festival to meet Sponsors requests outside of these parameters

### **Silver Sponsorship: \$3,000**

- Listed as sponsor on all signage at all festival activities
- Logo inclusion on all print and electronic advertising. Minimum of 500 11x 17 color posters
- Logo inclusion under sponsored artists/performer
- On-stage mention at all festival activities
- Signage at Main-Stage
- Complimentary 'Sponsors Passes' to all festival events
- Opportunity for 10x10 Information tent to be set up by Sponsor with no extra cost or fee
- Festival to meet Sponsors requests outside of these parameters

**Bronze Sponsorship: \$1,000**

- Listed as sponsor on all signage at all festival activities
- Logo inclusion on all print and electronic advertising. Minimum of 150 11x17 color posters
- Logo inclusion under supported artists/performer
- On-stage mention at all festival activities
- Complimentary 'Sponsors Passes' to all festival events

**Friends of the Festival: \$500**

- Logo inclusion on festival website
- On-stage mention at festival
- Complimentary festival passes

**:: Additional Sponsorship Opportunities ::**

**Platinum: \$20,000**

- Exclusive naming rights to festival
- All the above sponsorship privileges plus more

**Additional Support:**

Monetary donations of any amount are always welcome. Corporate donations may be negotiated separately from the above sponsorship opportunity.

**Prizes:**

Donation of items or gift certificates are welcome for contests and prize draw.

Thanks in advance for your support.

## Saskatoon Reggae and World Music Festival Commitment Form

*Please check off the sponsorship opportunity that best suits your needs,  
contact us pertaining any ideas or adjustments.*

**Gold Sponsorship \$5,000**

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**Silver Sponsorship \$3,000**

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**Bronze Sponsorship \$1,000**

**Friends of the Festival \$500**

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**Other Amount \$\_\_\_\_\_ or In-Kind Contribution\_\_\_\_\_**

**Signature of Commitment (Please Print):**

*I \_\_\_\_\_ (your name) of \_\_\_\_\_ (company name)  
support the Saskatoon Reggae and World Music Festival 2015 and will honor  
the aforementioned sponsorship contribution of \$ \_\_\_\_\_  
related to \_\_\_\_\_ (sponsorship level) detailed  
above by the date of \_\_\_\_\_*

**Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_  
**Business/Company Name:** \_\_\_\_\_ **Street Address:** \_\_\_\_\_  
\_\_\_\_\_ **City:** \_\_\_\_\_  
**Province:** \_\_\_\_\_ **Postal Code:** \_\_\_\_\_  
**Phone:** \_\_\_\_\_ **Email:** \_\_\_\_\_

**Please Return Sponsorship Commitment Form to:**

Saskatoon Reggae Festival Inc.  
Suite# 2 - 919 -10th Ave  
North Saskatoon, SK.  
S7K 3A3

**All Checks payable to Saskatoon Reggae Festival Inc.**

**:: REFERENCES ::**

**Nowshad (Shad) Ali**, CFRE, CPBA, CPVA TriMetrix  
President & CEO  
On Purpose Leadership Inc.  
C: 306-220-7764  
[www.onpurpose.ca](http://www.onpurpose.ca)

**Kevin Tobin**  
Festival Manager Saskatchewan Jazz Festival Inc.  
phone: 306.653.8350  
fax: 306.934.5014

**Randy Fernets**  
Director of Industry and Sport  
Tourism Saskatoon  
Direct: 306.931.7571  
[rfewrnets@tourismsaskatoon.com](mailto:rfewrnets@tourismsaskatoon.com)

**Susan Propp**  
Account Executive  
CTV Television Inc.  
phone: 306.665.9323  
[susan.propp@bellmedia.ca](mailto:susan.propp@bellmedia.ca)

March 18, 2015

To Whom It May Concern,

I would like to invite your organization or college to place an advertisement in the **2015-2016 Aboriginal Student Handbook**. The Aboriginal Student Handbook is available to Aboriginal students on campus at no cost and is also distributed to prospective students at career fairs and high school presentations throughout the academic year.

This high quality publication provides students with easy access to pertinent academic information, on-campus support programs and campus services. Included in the handbook is a month-by-month day planner, which students refer to daily and find useful in organizing their busy schedules.

Please see the attached prices and specifications for advertising in the handbook. To place a new or existing ad, please complete, sign and return the attached **Insertion Order**. In order to avoid delays in printing, please have your ad **camera ready** and sent directly to us by **Friday, June 12, 2015**.

If you have any questions, please contact me at (306) 966-1604 or [lori.delorme@usask.ca](mailto:lori.delorme@usask.ca). Thank you in advance for your support of this very valuable publication.

Warmest Regards,



Lori Delorme

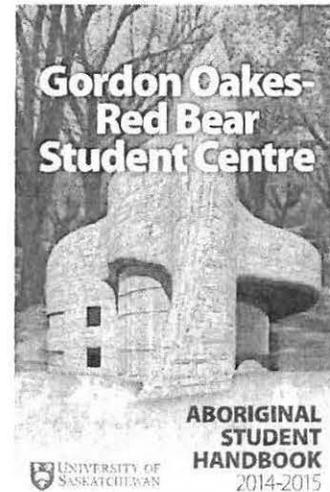
First Year Transition Coordinator

Aboriginal Students' Centre

University of Saskatchewan

## Ad Sizes and Cost

Ad Type	Size (inches)		Cost
	Width	Height	
Full Page Inside (Color)	4.25	7.3	\$350
1/2 Page Horizontal (Color)	4.25	3.5	\$200
1/4 Page Horizontal (Color)	4.25	1.75	\$100
▪ Tabbed Dividers (Full Page - Color)			
▪ Inside Covers (Full Page - Color) <small>(Please include a 0.5" bleed)</small>	4.875	8.0	\$750
Back Cover (Full Page - Color) <small>(Please include a 0.5" bleed)</small>	5.5	8.5	\$900



## Ad Specifications

- Images must be submitted at 300 dpi and placed in the ad at 100%, otherwise the image will print at a low quality.
- Accepted File formats are .jpeg, .pdf, .png, .ai, .psd
- Embed fonts or create outlines on PDF file.
- Cover/tabbed dividers add 0.5" bleed.

For more information or to book an advertisement please contact:

### Lori Delorme

Aboriginal Students' Centre  
University of Saskatchewan  
110 Marquis Hall  
97 Campus Drive  
Saskatoon, SK S7N 4L3

Tel: 306-966-1604

Fax: 306-966-5081

lori.delorme@usask.ca

Website: [students.usask.ca/aboriginal/](http://students.usask.ca/aboriginal/)

#### Contact Information

Business Name		Contact Person	
Work Telephone	Fax	Email	Website
Address – Apt. Number, Street, Box Number			
City or Town		Country	Postal/Zip Code

**Please note this year ALL ADVERTISEMENTS will be on a first-come, first-serve basis**

Circle your top two choices. If your first choice is unavailable, your second choice will be used.

	Size	Cost	Preference
<input type="checkbox"/>	Back Cover (Full Page – Color)	\$900 (1 available)	<input type="checkbox"/> 1 <input type="checkbox"/> 2
<input type="checkbox"/>	Inside Back Cover (Full Page – Color)	\$750 (1 available)	<input type="checkbox"/> 1 <input type="checkbox"/> 2
<input type="checkbox"/>	Inside Front Cover (Full Page – Color)	\$750 (1 available)	<input type="checkbox"/> 1 <input type="checkbox"/> 2
<input type="checkbox"/>	Tabbed Dividers (Full Page – Color)	\$750 (6 available)	<input type="checkbox"/> 1 <input type="checkbox"/> 2
<input type="checkbox"/>	Full Page Inside (Color)	\$350 (10 available)	<input type="checkbox"/> 1 <input type="checkbox"/> 2
<input type="checkbox"/>	1/2 Page Horizontal (Color)	\$200 (10 available)	<input type="checkbox"/> 1 <input type="checkbox"/> 2
<input type="checkbox"/>	¼ Page Horizontal (Color)	\$100	<input type="checkbox"/> 1 <input type="checkbox"/> 2

**Please fax the completed form to (306) 966-5081, Attention Lori Delorme**

#### Aboriginal Students' Centre

Room 110, Marquis Hall ■ University of Saskatchewan ■ Saskatoon, SK S7N 5A3 Canada  
 Email: asc@usask.ca ■ Website: students.usask.ca/aboriginal/asc.php ■ Tel: (306) 966-5790 ■ Fax: (306) 966-5081

**ADVISORY COMMITTEE REPORT**

**TO:** Standing Policy Committee on Environment, Utilities and  
Corporate Services  
**FROM:** Chair, Cultural Diversity and Race Relations Committee  
**DATE:** April 9, 2015  
**SUBJECT:** 2014 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 2014 Chair**

On behalf of the Committee, it is an honor to present the 2014 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. Our mandate is to provide advice to City Council on matters related to our policy. As our city continues to diversify the Committee's role is important. Thanks to people who have served before us, the Committee and the City of Saskatoon are leaders in the country in the area of Cultural Diversity and Race Relations.

In 2014 the Cultural Diversity and Race Relations Committee celebrated its 25<sup>th</sup> Anniversary. We hosted an education and awareness session and a gala dinner. We would like to thank all past committee members for their contributions to fulfilling the Committee's mandate. We also recognize that there is still a lot of work to be done and we look forward to the next 25 years.

The Cultural Diversity and Race Relations Committee is involved in 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 2015.

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 2014 was as follows:

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

## **REPORT**

### **Focus for 2014**

In 2014, 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.

### **Education and Awareness Initiatives**

The Committee participated in the following 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 3, 2014.

The Living in Harmony Awards Ceremony was held on March 21, 2014 at Centennial Collegiate. 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:

### Cultural Conversations

The Committee provided co-sponsorship in the amount of \$1,000 to the Saskatoon Health Region Representative Workforce for the Cultural Conversations education program which ran January – March 2014 at Saskatoon City Hospital, St. Paul's Hospital, and Royal University Hospital. This program was designed to increase cross-cultural understanding and strengthen relationships between Saskatoon Health Region employees, patients, and families and move towards a culturally safe environment.

### Pleasant Hill Community Association Pow Wow

The Committee provided co-sponsorship in the amount of \$1,000 for the 12<sup>th</sup> Annual Pow Wow held in the Pleasant Hill community on June 13, 2014. The goal of the event

was to bring communities together and provide an opportunity to celebrate and learn about Aboriginal culture.

#### 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, 2014. The goal of the event was to educate the community about the rich culture and traditions of the First Nation and Métis.

#### Multiculturalism Day – 50<sup>th</sup> Anniversary BBQ

The Committee provided co-sponsorship in the amount of \$1,000 to the Saskatchewan Intercultural Association for Multiculturalism Day held in Meewasin Park on June 29, 2014. This event was a celebration of multiculturalism through promoting diversity and positive ethno cultural relations in Saskatchewan. This year also marked the 50<sup>th</sup> Anniversary of the organization, and the community was invited to celebrate racial diversity through showcasing different cultural performances.

#### Joanna Miller Peace Award

The Committee provided co-sponsorship in the amount of \$640 to the United Nations Association of Canada, Saskatoon Branch, for the Joanna Miller Peace Award. This award was established in 2013 in memory of the late Joanna Miller to celebrate her many years of peace activism in the Saskatoon community. The 2014 award was presented to Dr. John and Betsy Bury of Saskatoon on September 19, 2014, at City Hall. The Burys began campaigning for peace more than 60 years ago and have been long-time public health activists.

#### 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 \$100.00. 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 Committee received updates on a number of other initiatives that the Coordinator was involved with as follows:

- The 7<sup>th</sup> Annual Youth Leadership Summit – this event was planned by Unified Minds in partnership with the Open Door Society and took place on March 11, 2014. The goal of the youth summit was to promote leadership, but also to develop opportunities to build relationships between Aboriginal and newcomer youth.
- Anti-racism toolkit - developed for distribution to schools.
- Conversation Circles – organized 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.
- Unity walk to celebrate the life and work of Nelson Mandela – this event was planned and hosted in partnership with the Office of the Treaty Commissioner and was held on Friday, July 18, 2014.
- Saskatoon Urban Aboriginal Community Gathering – this event was organized by the City of Saskatoon in partnership with the Saskatoon Tribal Council and the Central Urban Métis Federation Inc., and was held on June 12, 2014. The goal was to give members of the Aboriginal community an opportunity to connect with City staff, to provide participants with information about City of Saskatoon Aboriginal programs and services, and to give Aboriginal residents an opportunity for input on City policy, programs and service delivery.
- Cultural Diversity and Race Relations logo – work on the design of a new logo began in the fall, 2014.

The Committee was pleased to receive the 2013 Annual Report of the Cultural Diversity and Race Relations Coordinator at its May, 2014 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:

- Capacity for Newcomer Settlement and Integration in Saskatoon: Taking Stock for Taking Action – reviewed the report with Committee members and provided an overview of the initiatives that have taken place since 2012 when the focus

groups first began for this report, and assisted with the event to formally share this report back with the community.

- Contact Conference – part of the coordinating committee for the 10<sup>th</sup> Annual career development conference held on April 8 and 9, 2014, put on by Saskatoon Industry Education Council.
- Prairie Prism Event 2014 – attended meetings regarding the event which was held on September 29, 2014.
- Growing Forward: Newcomer Engagement – worked with project coordinators to ensure the newcomer community is given an opportunity to contribute in all phases of the community outreach plan.
- Development of English as an Additional Language (EAL) workshop around the “Safe at Home” booklet produced by the City of Saskatoon. The objective of the workshop was to ensure City of Saskatoon materials are accessible to all.
- Coordinated and participated in a workshop/panel for the Community-University Institute for Social Research (CUISR) two-day conference on quality of life.
- Saskatoon Refugee Coalition – attended meetings and assisted with coordinating World Refugee Day: Walk for Refugees on June 20, 2014.
- Welcome to Saskatoon Bus Tours – coordinated tours to welcome both newcomer Aboriginal and International students to the City of Saskatoon.
- Nagasaki/Hiroshima Peace Day Commemoration August 11, 2014 – worked with the Saskatoon Peace Coalition in partnership with the Saskatoon Japanese Association to coordinate the annual commemoration of the atomic bombing of Hiroshima and Nagasaki, Japan.

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, 2014.

### **25<sup>th</sup> Anniversary of the Cultural Diversity and Race Relations Committee**

The 25<sup>th</sup> Anniversary Gala took place in conjunction with a one-day Forum on Saturday, October 25, 2014.

The Forum consisted of a presentation on anti-racism as well as a presentation by panel members from the Social Justice and Anti-Racist/Anti-Oppressive Forum of Education (SAFE), a Special Subject Council of the Saskatchewan Teachers’ Federation. There was an opportunity for small group discussion/sharing and information gathering following the presentations.

The Gala was a very successful event with remarks from dignitaries, live entertainment, and an international dinner served to past and present members of the Committee, dignitaries, and guests.

## **Focus for 2015**

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, 2014 Chair  
Cultural Diversity and Race Relations Committee