

PUBLIC AGENDA

CULTURAL DIVERSITY AND RACE RELATIONS COMMITTEE

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

Ms. C. Laliberte, Chair
Mr. M. San Miguel, Vice Chair
Councillor T. Davies
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
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. **PRESENTATION – KITASKINAW PROJECT and URBAN ABORIGINAL COMMUNITY GATHERING INITIATIVE (File No. CK. 5615-1)**

Director of Aboriginal Relations Gilles Dorval and Ms. Ashley Kayseas, Director of Aboriginal Relations for the United Way will provided a presentation regarding the above. Copies of the above-noted reports are attached.

Recommendation

That the information be received.

5. REPORT OF THE CHAIR (File No. CK. 225-40)

6. REPORTS FROM ADMINISTRATION

6.1 REPORT OF THE CULTURAL DIVERSITY AND RACE RELATIONS COORDINATOR (File No. CK. 100-10)

Update attached – B. Sasakamoose Kuffner

Recommendation

That the information be received.

6.2 REPORT OF THE IMMIGRATION, DIVERSITY AND INCLUSION CONSULTANT (File No. CK. 100-21)

Update attached – A. Sora

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 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**

Recommendation

That the direction of the Committee issue.

8. 2014 Education and Awareness Initiatives Cultural Diversity and Race Relations Committee (File No. CK. 224-40-1)

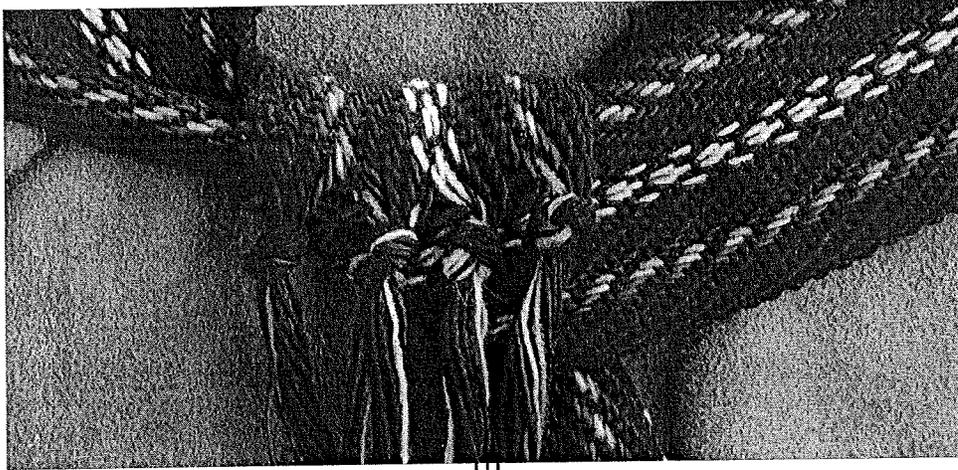
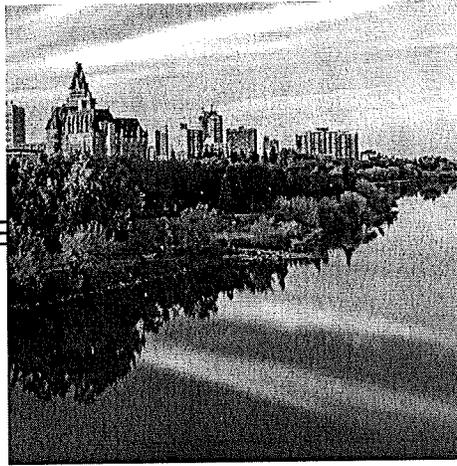
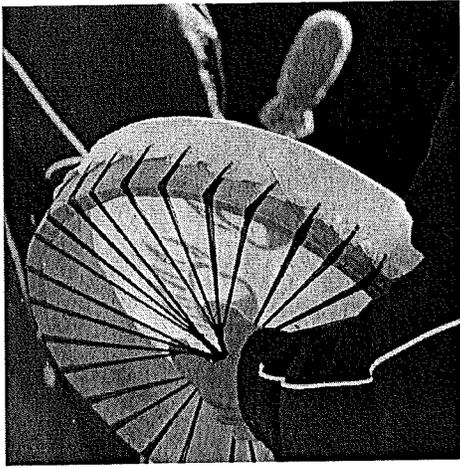
Attached is a summary of 2015 expenditures to date.

Recommendation

That the information be received.

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

10. ADJOURNMENT



KITASKINAW

An Environmental Scan of Programs and Services
serving Aboriginal People in Saskatoon

2013-2014



GABRIEL DUMONT INSTITUTE
of Native Studies and Applied Research



United Way
Saskatoon & Area





KITASKINAW

OPENING MESSAGE

Along with our project partners, we are very pleased to present the Kitaskinaw Project report. Thank you to all of the Elders, partners, and community participants that helped make this report possible.

Through this report, we have provided a comprehensive inventory of programs and services valued by the Aboriginal community and captured the preferences of Aboriginal service consumers through a survey. This report will influence policy as it pertains to Aboriginal service delivery as part of our commitment to Aboriginal engagement. By working with our partners, we hope to build a community that is great for everyone.

*Saskatoon Tribal Council
City of Saskatoon*

*Gabriel Dumont Institute
United Way of Saskatoon and Area*

INTRODUCTION

KITASKINAW MEANS “OUR LAND”, IN THE PLAINS CREE LANGUAGE.

The Kitaskinaw project was conducted to discover the “lay of the land” for programs and services that serve Aboriginal people (First Nations, Métis, and Inuit) in Saskatoon in 2013-2014.

Specifically, the project will help us:

- » Provide a demographic snapshot of the Aboriginal community in Saskatoon.
- » Provide a comprehensive inventory of programs and services used by Saskatoon’s Aboriginal community.
- » Capture the preferences of Aboriginal human service consumers in terms of accessibility and quality of service.
- » Provide human service providers with information to avoid the duplication of services and identify gaps in services
- » Influence policy as it pertains to the Aboriginal community and the provision of programs and services through community based organizations and government.

This project is the first of its kind for Saskatoon. It takes a holistic approach, grounded in an Aboriginal framework called the Aboriginal Life Promotion Framework (ALPF©), to better understand Saskatoon’s Aboriginal community in relation to programs and services. Through the intersection of the community voice, an inventory of programs and services, and the gathering of existing community information, the links between program and service delivery across Saskatoon may be better understood.

The Kitaskinaw Project has been a collaborative project led by the Saskatoon Tribal Council, United Way of Saskatoon and Area, the City of Saskatoon and Gabriel Dumont Institute forming the Technical Committee. An Advisory Committee comprised of Aboriginal Affairs and Northern Development Canada, Central Urban Métis Federation Inc., Saskatoon Indian and Métis Friendship Centre, University of Saskatchewan, Saskatoon Health Region, Greater Saskatoon Catholic School Division, Saskatoon Public School Division and the YMCA provided additional support. Prairie Wild Consulting performed the research for the Kitaskinaw Project.

By working with our partners, we hope to build a community that is great for everyone.

KITASKINAW



PROJECT FRAMEWORK

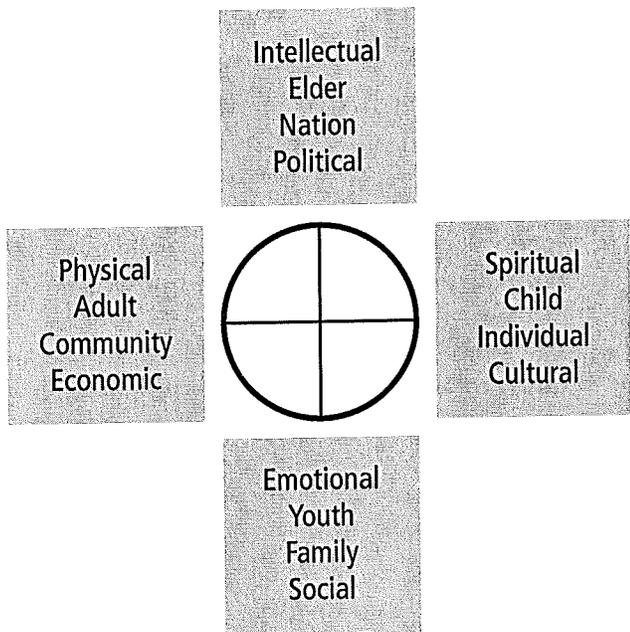
Members of the Technical Committee felt it was important this report be presented from an indigenous perspective utilizing an indigenous framework: The Aboriginal Life Promotion Framework® (ALPF®) developed by Dr. Judith Bartlett, a Métis physician from Manitoba.

The ALPF® is a holistic tool used for organizing and thinking about life, health, and wellness. Based on medicine wheel teachings, the framework uses sixteen important areas of life to organize thoughts, ideas, and information. Health and wellness occur when there is balance between the different elements. The framework can be presented as a medicine wheel, an infinity symbol or even a grid.

The tool was used by the Kitaskinaw Team to help identify and organize information about Saskatoon's Aboriginal community, to sort information collected which describes Aboriginal and non-Aboriginal community members, to identify opportunities for further information gathering, and to guide the presentation of the findings.

Health is a balance of the **spiritual, emotional, physical and intellectual** aspects of a **child, youth, adult, or Elder** who live as **individuals, families, communities and nations** within various **cultural, social, economic and political** environments.

Dr. Judith Bartlett, ALPF® Workshop, 2012



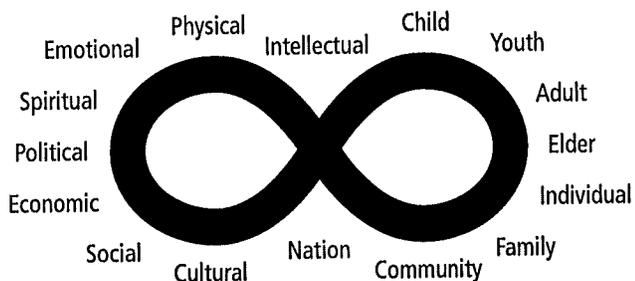
PROJECT METHODOLOGY

In order to develop a unique, "homegrown" Saskatoon understanding for each of the 16 determinants of life, as identified in the ALPF® framework, the Kitaskinaw Project used input obtained from a variety of sources.

1. Community Overview

Demographic information collected for the community profile came from sources including:

- » Census data provided by Statistics Canada.
- » Current opinion-based findings of Aboriginal community members from Saskatoon and Saskatchewan.
- » Relevant statistics from community and government agencies in Saskatoon and Saskatchewan (e.g. Saskatoon Health Region, Community University Institute for Social Research-CUISR, and Greater Saskatoon Catholic and Public School Boards).
- » Relevant statistics from academic research in Saskatoon (e.g. University health researchers).





2. Program and Service Inventory 2013-2014

An inventory of over 1,000 programs and services intended for, or accessed by, Saskatoon's Aboriginal community in 2013-2014, was gathered from sources including:

- » The City of Saskatoon MeTaWeTan Directory
- » United Way of Saskatoon and Area
211Saskatchewan service directory - sk.211.ca
- » University of Saskatchewan Aboriginal
Engagement Directory
- » Saskatchewan Ministry of the Economy Aboriginal
Business Directory
- » Clarence Campeau Métis Economic Development
Sector Métis Business Directory
- » Advice from the Technical and Advisory
Committee members
- » An internet search
- » Literature search
- » Media articles
- » Scan of the Saskatoon environment (events, poster
boards, pamphlets, and word of mouth)

The inventory provided key program and service information including the resource name, description, provider, physical location, and contact information.

3. Program and Service User Survey

Members of the local Aboriginal community (people who self-identified as Aboriginal including First Nations, Métis, and Inuit people) were surveyed to gather information on types of programs and services Aboriginal people used in Saskatoon in 2013-2014, what they value about the programs and services they are using, how they find out about programs and services, and how these local resources can better support Aboriginal voter participation and engagement.

The survey was administered online, in-person by a team of volunteers who self-identified as Aboriginal community members and was available at various locations throughout Saskatoon. Posters and cards were used to advertise the web survey link.

A total of 526 surveys were completed by Aboriginal individuals living in almost every neighbourhood in Saskatoon. The table on page 6 depicts survey participation by Saskatoon neighbourhood.

Based on Statistics Canada's (2013) estimated population of 21,335 Aboriginal people in Saskatoon, this response rate is considered to be within general statistically valid parameters with a 95% confidence level, and with a confidence interval of 4.2%.

4. Old People's Gathering

A focus group was held to ensure insight was obtained from seniors and Elders in Saskatoon's Aboriginal community regarding their experience accessing programs and services in Saskatoon. The focus group was facilitated by a Technical Committee member which led participants through the Kitaskinaw user survey. Nineteen Elders participated in the focus group.

5. Aboriginal Life Promotion Framework® Community Workshop

To give meaning and a unique context to the ALPF® for Kitaskinaw, Dr. Bartlett led a workshop on October 10-11, 2013, the goals of which were to:

- » Help people develop personal meanings for the sixteen elements of the ALPF®.
- » Allow the community to create collective (not singular) understandings of the sixteen elements for Saskatoon.
- » Show the community a method for holistic health and social planning.
- » Explain Wellness Area creation for future work in thinking about health and social information.

Participants were asked to define the meanings of each determinant for themselves, and to use the framework to examine the balance between the areas both in their own lives, and collectively as a community. The meanings were then used to guide thinking about programs and services as part of the Kitaskinaw project.

The sixteen ALPF® determinants of life can be grouped into eight wellness areas. When grouped, these wellness areas

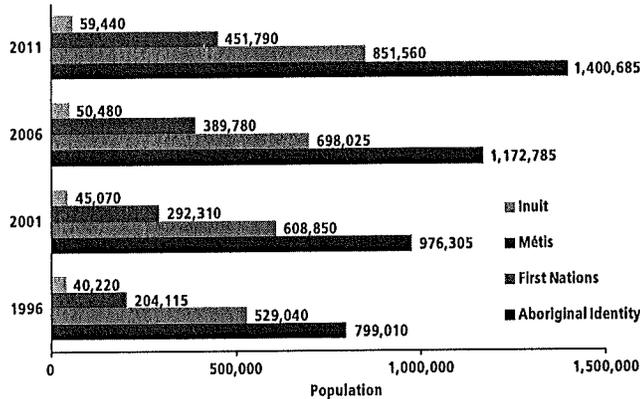


KEY FINDINGS

1. The programs and services most often accessed by the Aboriginal community in each of the determinants of life in 2013 are outlined on the following page.
2. Saskatoon's Aboriginal population continues to grow and is much younger in comparison to the general population. This trend has public policy implications for Aboriginal program and service delivery.

The chart below shows how First Nations, Métis, and Inuit populations in Canada increased between 1996 and 2011.

Aboriginal Identity in Canada



Source: Statistics Canada 1996-2011

Saskatchewan Learning (2004) expects that by 2016 close to 45% of students entering kindergarten will be of Aboriginal ancestry.

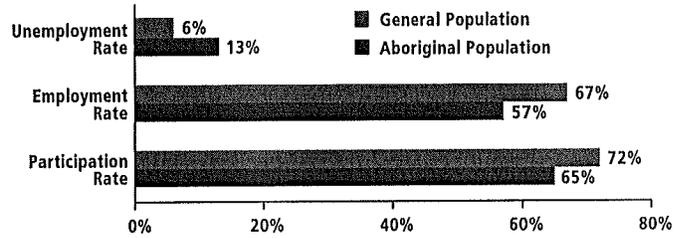
3. Aboriginal organizations are an important component of the program and service delivery landscape in Saskatoon, and Aboriginal people want to see themselves within the organizations that serve them.

73% of those you participated in the Kitaskinaw survey said they prefer to use Aboriginal organizations when looking for programs and services.

4. The unemployment rate among the Aboriginal population is much higher than that of the general population.

The Aboriginal community experiences 13% unemployment as compared to 6% seen in the general population. Opportunities exist to narrow employment gaps between Aboriginal and general populations in Saskatoon.

**Participation in the Labour Market Saskatoon
General and Aboriginal Communities**



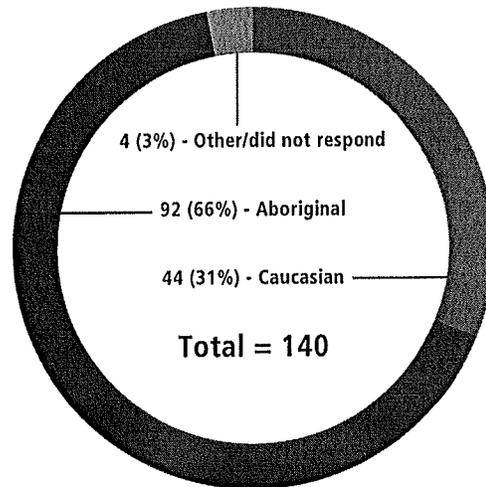
Source: Statistics Canada 2013b; 2013c

5. Aboriginal people are disproportionately affected by homelessness in Saskatoon.

In 2012 the United Way reported that 66% of participants in a Saskatoon homeless study were Aboriginal.

When asked to name, in their own words, programs and services Aboriginal individuals would like to see in Saskatoon, Aboriginal focused programs, housing initiatives and cultural activities were among the top three programs and services mentioned.

Identity of Homeless Study Participants



Source: United Way of Saskatoon & Area 2012

6. While voter engagement among the Aboriginal community is encouraging, individuals would like more information on candidates and political platforms in ways they can access and understand it. Voting access and options for transportation to get to polling stations also need to be improved.
7. There are few programs and services available for Elders and Aboriginal Seniors in Saskatoon.



Kitaskinaw Survey: Top 5 Programs, Services, or Resources Mentioned by ALPF® Category

<p>Spiritual</p> <p>Round Dances Sweats Elders White Buffalo Youth Lodge Church</p>	<p>Emotional</p> <p>Counselling Services Addictions Counselling Elders Mental Health Services Saskatchewan Indian Institute of Technologies (SIIT)</p>	<p>Physical</p> <p>Gyms City of Saskatoon Leisure Facilities City of Saskatoon Leisure Facilities (Swimming) Boot Camp Doctor</p>	<p>Intellectual</p> <p>Saskatchewan Indian Institute of Technologies (SIIT) Saskatchewan Institute of Applied Science and Technology (SIAST) University of Saskatchewan Gabriel Dumont Institute Schools K-12</p>
<p>Child</p> <p>White Buffalo Youth Lodge Day Care Schools K-12 Community Associations Saskatoon Indian and Métis Friendship Center</p>	<p>Youth</p> <p>White Buffalo Youth Lodge Saskatoon Indian and Métis Friendship Center Sports Youth Care Program Saskatoon Community Youth Arts Programming (SCYAP)</p>	<p>Adult</p> <p>Alcoholics Anonymous Central Urban Métis Federation Inc. Métis Addictions Council of Saskatchewan Inc. Quint Development Corporation Saskatoon Food Bank and Learning Center</p>	<p>Elder</p> <p>Saskatoon Tribal Council Saskatoon Indian and Métis Friendship Center Family and Friends (Elder Care) Home Care Saskatchewan Indian Institute of Technologies (SIIT)</p>
<p>Individual</p> <p>Saskatoon Indian and Métis Friendship Center University of Saskatchewan (Aboriginal Student's Center) Schools K-12 Central Urban Métis Federation Inc. (CUMFI) Station 20 West</p>	<p>Family</p> <p>Parenting Programs Central Urban Métis Federation Inc. (CUMFI) Student Wellness Initiative Toward Community Health (SWITCH) Schools K-12 (Family Fun Nights) Saskatoon Indian and Métis Friendship Center</p>	<p>Community</p> <p>Saskatoon Indian and Métis Friendship Center University of Saskatchewan (Aboriginal Student's Center) Schools K-12 Central Urban Métis Federation Inc. (CUMFI) Station 20 West</p>	<p>Nation</p> <p>Saskatoon Tribal Council Federation of Saskatchewan Indian Nations (FSIN) Saskatoon Indian and Métis Friendship Center Back to Batoche Days Central Urban Métis Federation Inc. (CUMFI)</p>
<p>Cultural</p> <p>Saskatoon Indian and Métis Friendship Center Round Dances White Buffalo Youth Lodge Pow Wow Saskatchewan Indian Cultural Centre (SICC)</p>	<p>Social</p> <p>White Buffalo Youth Lodge Saskatoon Indian and Métis Friendship Center Central Urban Métis Federation Inc. (CUMFI) Church Internet</p>	<p>Economic</p> <p>Quint Development Corporation Saskatchewan Career and Employment Services (CanSask) Saskatoon Tribal Council Saskatoon Tribal Council (Labour Force Development) Gabriel Dumont Institute</p>	<p>Political</p> <p>Métis Nation - Saskatchewan Idle No More Federation of Saskatchewan Indian Nations (FSIN), Connecting With MP or MLA Central Urban Métis Federation Inc. (CUMFI)</p>



OTHER FINDINGS

- » Saskatoon has many programs and services that focus on helping people learn (Intellectual). This finding was shown in both the survey and the inventory of programs and services. It is also reflected in community statistics, which show that education levels, particularly in youth, are going up.
 - » Saskatoon has many programs to help people stay healthy physically fit (Physical). This finding was shown in both the survey and the inventory. For fitness, Gyms and City of Saskatoon Leisure Centers were the two service providers most often mentioned when people were asked what programs and services they use for physical health. Family swimming at City Leisure Centers and Boot Camps were popular as well.
 - » Saskatoon has many programs and services in Saskatoon to develop economic and employment skills (Economic), and these are accessed often. This finding was shown in both the survey and the inventory.
 - » Cultural and spiritual activities are important and people participate in them often, through both formal and informal programs and services. This finding was shown in both the survey and the inventory.
 - » Supports for families and parents are important. Parenting programs were mentioned often in the survey, and statistics tell us that 49% of children in the Saskatoon Aboriginal community are being raised in a single-parent family. Grandparents play an important role in supporting their adult children and their families.
 - » Saskatoon has few programs and services to support older persons (Elders). Though the community relies heavily on Elders in many ways, in the survey very few people reported accessing programs that directly support older persons, and few programs were found in the inventory search.
- » Saskatoon has few programs and services in the areas of Adult and Individual. This finding was shown in both the survey and the inventory. This may be because people tend to think of individual needs within the holistic context of all elements of life - programs and services for Adults and Individuals are found throughout all the other determinants, rather than isolated in their own areas. Though the Adult category was small, the most often mentioned programs tended to be for counselling and addictions. This may speak to the healing process that is ongoing within the Aboriginal population from the effects of residential schools, as shared by some survey participants and Elders.
 - » Both the survey and inventory found few programs and services related to the Political and Nation determinants of life. Despite this, voter engagement results from the survey are encouraging.
 - » When asked if they typically vote in municipal, provincial, and federal elections, people reported voting levels that were better than those of the general population for municipal elections and very similar to those of the general population for provincial and federal elections.
 - » When asked what program and service providers could do to make voting easier, the answers for almost all types of elections were most often increased information on candidates, political platforms, and where and when to vote, and improved access to polling stations, including transportation and Aboriginal-friendly polling stations. In First Nation home community elections, transportation and having urban polling stations were the top priorities.

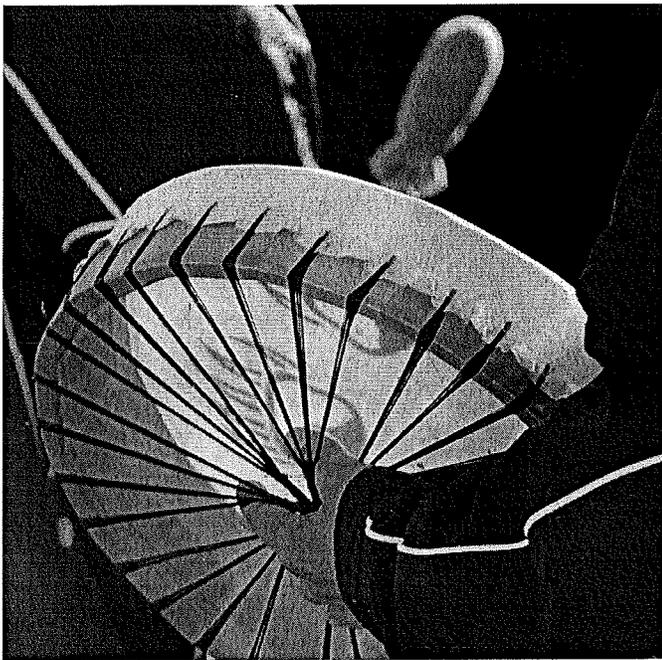


KITASKINAW

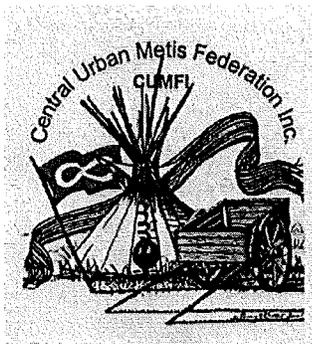
RECOMMENDATIONS FROM THE TECHNICAL COMMITTEE

Based on the Project findings, the Kitaskawin Technical Committee identified four main recommendations that, if implemented, would enhance the well-being of the Aboriginal community in Saskatoon:

- » More effort must be made to address Aboriginal employment levels and to building cultural competencies within organizations.
- » An Aboriginal-led housing initiative must be developed to address the housing needs of Saskatoon's Aboriginal population.
- » Organizations must tailor information regarding voting to the Aboriginal community.
- » Organizations must offer more programs and services for Aboriginal Elders and seniors.



Saskatoon
Urban Aboriginal Community Gathering
June 12, 2014
A Summary



City of Saskatoon

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1.0 Introduction

1.1 – Overview of This Report

This report provides a summary of the Urban Aboriginal Community Gathering held at the Saskatoon Inn on June 12, 2014 from 5:30 p.m. to 8:30 p.m. It describes the activities that took place, identifies the main themes that emerged during discussions at the Gathering, and presents possible recommendations for future action. A description of the process used to plan and organize the Gathering is provided in Appendix A.

1.2 – Sponsorship of the Gathering

The Urban Aboriginal Community Gathering was organized by the City of Saskatoon in partnership with the Saskatoon Tribal Council (STC) and the Central Urban Métis Federation Inc. (CUMFI). The City of Saskatoon has long-standing partnerships with both these organizations and has worked with them in the past to improve quality of life for urban Aboriginal people.

1.3 – Purpose of the Urban Aboriginal Community Gathering

The purpose of the Gathering was:

- To provide participants with an overview of City of Saskatoon Aboriginal programs and services.
- To give Aboriginal residents an opportunity for input on City policy, program and service delivery.
- To profile City of Saskatoon staff who support Aboriginal initiatives to the Aboriginal community.
- To give City staff an opportunity to connect with members of the Aboriginal community.
- To profile the partnership between the City of Saskatoon, STC and CUMFI.

1.4 – Desired Outcomes of the Gathering

The desired outcomes of the gathering were:

- That Aboriginal people living in Saskatoon will be better informed about City programs, services and partnerships.
- That the City will receive input from Aboriginal residents about City programs and services and about what is working and what is not, in order to inform future policy, program and service delivery.

1.5 – Attendance at the Saskatoon Urban Aboriginal Community Gathering

About 132 people attended the Gathering. This was a very good turnout. The City and its partners had expected an attendance of about 80 people. Those attending represented a good cross-section of Saskatoon's Aboriginal community – male and female, people of all ages, and people of all economic situations. Some young parents brought their children so there was a lively group of babies, preschoolers and school age children in attendance.

2.0 Activities at the Gathering

The agenda for the Gathering appears below. Information about the activities that took place starts on the next page, after the agenda.

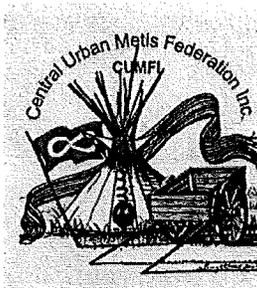
2.1 – Agenda for the Gathering

Agenda

Saskatoon Urban Aboriginal Community Gathering

June 12th, 2014 – 5:30 p.m. to 8:30 p.m. – Saskatoon Inn

- 5:30 Welcome – MC – Milt Tootoosis – Director of Livelihood and Economic Independence, Office of the Treaty Commissioner
Opening Prayer – Elder Mike Maurice
- 5:35 – 5:40 Greetings – His Worship, Mayor Don Atchison, City of Saskatoon
- 5:40 – 5:45 Greetings – Tribal Chief Felix Thomas, Saskatoon Tribal Council
- 5:45 – 5:50 Greetings – President Shirley Isbister, CUMFI
- 5:50 – 5:55 Overview of process – Milt Tootoosis
- 5:55 – 6:05 Attainable housing, economic development, urban reserves – Laura Hartney and Leslie Anderson – Neighbourhood Planning Branch, City of Saskatoon
- 6:05 – 6:15 Saskatoon Police Services – Police Chief Clive Weighill
- 6:15 – 6:45 Small group discussion. Participants will have a choice of one of the above two topics to discuss.
- 6:45 – 6:55 Sport, culture and recreation, youth leadership initiatives, racism education – Lynne Lacroix – Manager, Community Development City of Saskatoon
- 6:55 – 7:05 Aboriginal employment recruitment and retention, Aboriginal relations, intergovernmental affairs – Gilles Dorval – Director of Aboriginal Relations, City of Saskatoon
- 7:05– 7:35 Small group discussion. Participants will have a choice of one of the above two topics
- 7:35 – 7:55 Growing Forward – transit, core bridges, major corridors development – Don Cook – Transportation Planning Engineer, City of Saskatoon
- 7:55 – 8:15 Small group discussion
- 8:15 – 8:30 Closing remarks and next steps – Gilles Dorval



2.2 – Program for the Gathering

The master of ceremonies for the Gathering was Milt Tootoosis, Director of Livelihood and Economic Independence, Office of the Treaty Commissioner. Mr. Tootoosis' participation was the OTC's contribution to the Gathering.

The Gathering began with a blessing of the food and a prayer by Elder Mike Maurice; then there was a series of welcomes and greetings from representatives of the three partners that participated in organizing and presenting the Gathering.

The information/discussion portion of the meeting consisted of a series of presentations by City of Saskatoon staff followed by group conversations. This is consistent with the format used for Saskatoon Speaks, a community visioning process where citizens told the City what matters to them, what they value about Saskatoon, what they want to improve, and what they aspire to achieve in the future.

The first two presentations were:

- Attainable housing, economic development and urban reserves – Laura Hartney and Leslie Anderson – Neighbourhood Planning Branch, City of Saskatoon
- Saskatoon Police Services – Police Chief Clive Weighill

Participants had 25 minutes to discuss the two presentations and provide feedback. They could discuss one presentation or both, as each table group wished. Discussion leaders sat at each table to guide the conversation and to record comments.

Participants were asked to respond to three questions:

1. What did you like about what you heard?
2. How could programs and services in this area be improved?
3. Who else could we be working with to provide these programs and services?

The third and fourth presentations were:

- Sport, culture and recreation; youth leadership initiatives, racism education – Lynne Lacroix – Manager Community Development, City of Saskatoon
- Aboriginal/employment recruitment and retention; Aboriginal relations, intergovernmental affairs – Gilles Dorval – Director of Aboriginal Relations, City of Saskatoon

The discussion process was repeated after the second set of presentations. Participants responded to the same three questions, and a discussion leader/recorder wrote down the comments.

The fifth and last presentation was:

- Growing Forward – Transit, core bridges, major corridors development – Don Cook – Transportation Planning Engineer, City of Saskatoon

After the last presentation, participants again had an opportunity to discuss what they heard and their comments were recorded on comment sheets.

As well as listening to the five presentations, participants were able to review written notes that emphasized the main points made during the presentations. A copy of the presentation notes appears in Appendix B.

During the table discussions, discussion leaders recorded the comments made. There were also comment sheets on each table, so that participants could provide comments on any topic important to them.

As well, participants completed an evaluation form giving their perceptions of the Gathering itself. The evaluation form addressed four topics.

1. How did you hear about this event?
2. Was the information that was displayed and/or presented easy to understand?
3. Did you feel that you had an opportunity to share your opinions, thoughts and concerns?
4. Please comment on the facility chosen for the event.

A summary of the evaluations is provided in Appendix C.

3.0 Important Themes From the Gathering

During the discussions participants were asked to respond to three questions.

1. What did you like about what you heard?
2. How could programs and services in this area be improved?
3. Who else could we be working with to provide these programs and services?

In actual practice, however, participants sometimes responded to all three questions in the same sentence or the same comment. Therefore the important themes listed below are organized according to topic.

3.1 – General Themes

The themes below were not specific to any group or any topic. They arose during all discussions and were mentioned by most groups.

- **Racism** – Some (perhaps many) of the participants have experienced racism in the Saskatoon community. This was a comment about society in general, not about City of Saskatoon staff or programs in particular. The examples given include medical personnel who diagnose based on stereotypes, discrimination in housing, and racism by police.
- **Need for racism education**—Participants used various terms: “racism education,” “anti-racist education,” “anti-oppressive education,” “learning about white privilege.” They talked about the need for “cultural competency.” In all discussions the message was clear – City staff, including the police, need training so they have a better understanding of Aboriginal people and Aboriginal culture and so they interact with Aboriginal people more respectfully.
- **Increased hiring of Aboriginal people** – Most of the groups talked about the need for the City to hire more Aboriginal people in all capacities including police officers, recreation and youth workers, frontline workers and managers. The purpose of this hiring would be two-fold: to create more job opportunities for Aboriginal people, and to make City services more welcoming to Aboriginal people.

3.2 – Affordable Housing, Economic Development, Urban Reserves

Nearly all the comments during this discussion focussed on housing. There were only a few comments about economic development and urban reserves and some of the comments on these topics were within the context of housing.

- **More affordable housing needed** – The strongest and most predominant theme emerging from this discussion was the need for more affordable housing. This concern referred to both rental housing and home ownership. Overall, there simply isn't enough affordable housing for all the people who need it. Sometimes lack of housing forces people into unsafe, unhealthy or dangerous situations, for example, seriously overcrowded homes, couch surfing, or women who want to leave a dangerous situation but have nowhere to go.

There are many dimensions to this issue:

- Support is needed for the transition from shelters to housing and from rental housing to home ownership.
 - People who need housing are diverse – large families, single moms, homeless youth, single men, individuals or families who need support with aspects of daily life – and different housing options are needed. Housing isn't one-size fits all.
 - Bureaucracy is a problem. Waiting lists for housing are too long, application processes are too complicated and rules are too inflexible.
 - Low income housing should be distributed throughout the city, not centralized in one or two areas.
- **Existing housing initiatives not enough** – Participants liked the five percent down payment grant available through the Mortgage Flexibilities Program and mentioned positive housing initiatives by groups such as Quint, CUMFI, STC and others, but also emphasized that these programs are not enough to provide all the affordable housing needed.
 - **Innovative approaches to housing needed** – Innovative approaches mentioned include rent-to-own, lower rents for people who are saving for a down payment, housing on urban reserves, co-op housing, assistance from Band or government to raise down payments, and sweat equity.

3.3 – Saskatoon Police Service

- **Appreciation for Police Chief** – Participants expressed appreciation for the Police Chief as an individual, said that he is honest, understands the issues and is trying to change the profile of the police. They appreciated that he acknowledged the problems of the past.
- **Police Service now more engaged in community than in the past** – Participants recognized that the police service is more engaged in the community than it used to be. Police officers participate in cultural activities and community gatherings, the police service has established community partnerships and officers have more cultural awareness than in the past.
- **More Aboriginal police officers needed** – It was noted repeatedly that 11 percent of Saskatoon police officers are Aboriginal. Some participants said that the percentage should be higher and that the process used to recruit Aboriginal police officers should be expanded or improved.
- **Areas for improvement** – Some areas for improvement were also noted. Some participants said that the police practice racial profiling and that Aboriginal people experience racism, prejudice and discrimination daily at the hands of the police. Some participants said that police need more cultural, anti-racism, anti-oppression training and need to truly engage with this training.
- **Specific issues** – Specific issues or problems that participants want the police to address more fully included support for women who experience domestic violence, a range of other types of women's programs, gangs, missing and murdered women, and a more extensive repertoire of strategies for dealing with youth.

3.4 – Sport, Culture, Recreation, Youth Leadership Initiatives, Racism Education

Most of the comments during this session were about sports, culture and recreation programming and about racism education. There were few comments specifically about youth leadership. However, it is important to note that youth can develop leadership skills through participation in sports and cultural activities.

- **More recreation programs needed** – Participants noted some positive initiatives relating to sports, culture and recreation such as the Leisure Guide, the Shaw Centre, the Little Sisters in Action program and programs at White Buffalo Youth Lodge. There were positive comments about the Mē Ta Wē Tān program. However, the great majority of comments were about the need for additional youth recreation programs, an expanded range of programs, and more funding for programs. The range of programs suggested was very broad and included all types of sports, culture and recreation activities, indoor and outdoor activities, and programs for adults and children.
- **Barriers to participation** – Most of the barriers to participation identified were financial. Participants said there should be more free programs and were concerned about people who are not eligible for leisure pass discounts or KidSport support because their income is slightly above the cut-off.
- **Reducing racism** – Comments about racism and racism education fell into two broad categories:
 - Promote pride, among all Saskatoon citizens, in the city’s Aboriginal heritage. There were many suggestions for doing this ranging from street names in Cree/Michif/Dakota, to featuring Aboriginal art in City facilities, to regularly highlighting Aboriginal events in City communications.
 - Strengthen racism education, anti-racism education, anti-oppression education for City staff and the community in general.
- **Potential partners** – Participants recognized that sports, culture and recreation programs and racism education will reach more people if offered in cooperation with other organizations. Suggestions for partners included schools, KidSport, SaskSport (particularly the Dreambroker program), SIAST, SIIT, CUMFI, STC, Friendship Centres, CLASSIC, Boys and Girls Clubs, U of S, reserves around Saskatoon, and White Buffalo Youth Lodge. It was noted that programs that serve youth should have Aboriginal mentors for Aboriginal children.

3.5 – Aboriginal Employment, Recruitment and Retention

Participants mentioned a few employment initiatives that are going well such as the Potash Corporation’s commitment to hire Aboriginal people and Radius Employment Programs. However, most of the comments were about improvements they would like to see in the future.

- **Potential partnerships** – Participants at the Gathering offered many suggestions for enhancing Aboriginal employment and there was recognition that the City needs to work with other organizations to achieve this goal. Educational organizations were mentioned including Gabriel Dumont Institute, Saskatchewan Indian Institute of Technologies and the University of Saskatchewan. New or innovative partnerships were mentioned as well. For example, participants said that City staff could be talking with Aboriginal high school students about jobs with the City, there could be more youth internships with the City, and the City could be partnering with Social Services to create pathways from social assistance to employment.
- **Welcoming environment for Aboriginal workers**—Participants said that the City of Saskatoon can be more welcoming to potential Aboriginal employees by hiring more Aboriginal frontline workers so the community sees Aboriginal faces at City Hall, using Aboriginal models in City ads and recruiting posters and featuring First Nation and Metis protocols at City events.
- **Preparation for the workforce** – Supports that would enable Aboriginal people to participate more fully in the workforce include educational upgrading of all types including help getting Grade 12 and missing credits, driver training to get a driver’s license, help with resume preparation and interview skills, and clothes for interviews.
- **Barriers to employment** – Barriers to employment that some Aboriginal people experience include lack of child care, lack of transportation and struggles with addiction. Removing some of these barriers by, for example, locating a daycare at the workplace would facilitate employment.

3.6 – Growing Forward

Growing Forward is a City of Saskatoon public planning initiative to manage City of Saskatoon infrastructure so the City is ready for a population of half a million people 30 – 40 years from now. Transit is just one dimension of Growing Forward, but transit was the main focus of both the presentation and the discussions at the Gathering.

- **Travel time** – The majority of comments were about travel time and frequency of buses. Participants wanted reduced travel times, waits that do not exceed 10 -15 minutes, more express buses, more direct routes and better adherence to the posted bus schedule.
- **Other issues** – Many other issues were mentioned less frequently including a desire for heated bus shelters, concerns about safety on buses especially at night, the high price of transit (\$3.10 per trip), rude bus drivers, more respect for seniors on buses, shuttle buses specially for seniors, and crowded buses (or alternately, buses that run empty).

4.0 Possible Recommendations for the Future

Below are six possible recommendations arising out of discussions at the Saskatoon Urban Aboriginal Community Gathering held on June 12, 2014. A rationale is provided for each possible recommendation.

It is recommended that the City of Saskatoon:

1. **Recommendation**—Continue to provide cultural and anti-racism education to City staff and police officers.

Strategic Alignment – Quality of Life

Rationale – Cultural and anti-racism education will enable City staff to interact more respectfully with Aboriginal citizens. City staff members' increased understanding and more respectful behaviour will carry over into their personal lives and so the community will be enhanced. Also, City staff will be role models for other adults and youth and the City itself will be an example for other cities.

2. **Recommendation** –Expand its hiring of Aboriginal people, particularly in highly visible roles such as police officers, frontline staff and managers and, when necessary, partner with education and social service agencies to support Aboriginal people in getting the qualifications they need for employment and movement up the career ladder.

Strategic Alignment – Continuous Improvement

Long term strategy to offer an inclusive workplace that embraces diverse backgrounds

Rationale – The goal is a representative workforce in which Aboriginal people are represented in the same proportion as in Saskatoon as a whole. A representative workforce means that Aboriginal people are employed at all levels (management, administration, police, frontline, labourer) in the same proportions as in the general population. This is a matter of basic fairness. It is also a way of making City services and facilities more welcoming to Aboriginal citizens and of providing role models for Aboriginal youth, so they will aspire to a career with the City someday.

3. **Recommendation** – Ensure that Aboriginal people, culture and history are represented in the City of Saskatoon. Many other actions can be taken in addition to hiring more Aboriginal staff. These include using Aboriginal names for streets and subdivisions, placing Aboriginal art in public locations, including information about Aboriginal events in City ads and publications, and increasing the Aboriginal content in public library collections.

Strategic Alignment - Quality of Life

Rationale – Aboriginal people make up a significant and growing percentage of the Saskatoon's population. It is important to recognize the contributions of Aboriginal citizens and the value of Aboriginal culture and history.

- 4. Recommendation** – Find ways to provide more free or low-cost sports, culture and recreation programs for low or low-middle income citizens.

Strategic Alignment - Quality of Life

Long term strategy to ensure existing and future leisure centres, and other recreational facilities, are accessible physically and financially and meet community needs.

Rationale – Children and youth learn leadership skills through participation in sports programs and valuable cultural and personal skills through participation in all types of cultural and recreation programs. Young people enjoy these programs and want to participate. They are in a constructive environment having positive experiences that enhance their life now and increase their potential for success as adults. Many sports and recreation program include physical activity and opportunities to learn new skills, and thus contribute to healthy lifestyles and improved quality of life.

- 5. Recommendation** – Reduce travel times and wait times for City transit and ensure closer adherence to the transit schedule.

Strategic Alignment - Moving Around

Short term priority of increasing transit ridership by changing attitudes around public transit, and provide service that is safe, convenient, reliable and affordable.

Rationale – Quicker trips and shorter wait times make transit more convenient and user-friendly which, in turn, makes people’s lives easier and serves as an incentive for people to use transit.

- 6. Recommendation** – Increase the amount of safe affordable housing in Saskatoon and ensure that various types of housing needs are recognized, for example, the housing needs of homeless teens, big families and single adults are all quite different.

Strategic Alignment - Quality of Life

Long Term strategy of increase the supply and range of affordable housing options.

Rationale – Safe adequate housing is a basic human need. When individuals and families have a secure place to live, they have a foundation that enables them to move forward and focus on other aspects of life such as education and employment.

5.0 Moving Forward

This summary of the Saskatoon Urban Aboriginal Community Gathering held June 12, 2014 will be shared with STC and CUMFI (the City’s partners in the event), people who attended the event and the broader community. The information in this summary will be used by the City of Saskatoon and its partners to set direction for future policy, program and service delivery and to inform decision making in these areas.

Appendix A – Planning and Organizing the Gathering

Responsibilities

The City of Saskatoon was financial host for the Gathering and assumed responsibility for most aspects of planning and organization. City staff sought advice from STC and CUMFI on organization of the Gathering and on the program for the event.

City of Saskatoon staff:

- booked space at the Saskatoon Inn and worked with Inn staff to plan the meal that preceded the Gathering
- worked with STC and CUMFI to plan the program
- sought advice from STC and CUMFI on appropriate ways of inviting the Aboriginal community to the event and organized all publicity for the event
- collaborated with STC and CUMFI to organize information displays about each of the three partners – staff from the partners were available at their organization’s display to answer questions from Gathering participants
- arranged for follow-up to the Gathering including a thank you to those attending on the City of Saskatoon website and preparation of this summary of the event.

Promotion of the Event

The Saskatoon Urban Aboriginal Community Gathering was widely publicized in order to reach as many people as possible. Publicity included:

- ad on the website of *Eagle Feather News*
- ad in the *Indigenous Times* newspaper
- notice on the City of Saskatoon’s page in the *Star Phoenix* newspaper
- notice on the City of Saskatoon’s website
- announcements on CBC radio
- posters at the three partners’ facilities and other locations around the city
- e-mails to individuals on various e-mail lists including those of the three partners and some community associations
- flyers provided in specific areas of the city
- Facebook and Twitter announcements with staff assigned to respond to questions and comments about location, time purpose, etc. of the Gathering
- news releases to all news media in Saskatoon and area.

In addition to the promotional methods listed above, staff of the three partner organizations played a very active role in informing the public about the Gathering. They talked about when they gave presentations and attended meetings. They also invited people they talked to during their daily work.

Removing Barriers to Participation

The three partners in the Gathering tried to remove or reduce some of the barriers that may prevent people from participating in community meetings. Actions taken to remove barriers included the following:

- A meal was provided immediately before the Gathering, so that people who came directly from work did not have to worry about getting supper.
- A shuttle bus from Cosmo Civic Centre to the Saskatoon Inn (and back) was organized, because people without cars might find it difficult to get to the Saskatoon Inn.
- CUMFI facilitated the attendance of people who live in nine of the rental buildings they administer by providing daycare at one of these buildings and organizing transportation from the buildings to the Saskatoon Inn.

Follow Up

This summary provides detailed information about the Gathering. In addition there were other shorter follow-ups.

- The City of Saskatoon posted a note of thanks on its website expressing appreciation to everyone who attended and to STC and CUMFI for their partnerships.
- The *Eagle Feather News* posted an article about the event on its website.

Appendix B – Presentation Notes for Table Discussion

Urban Aboriginal Community Meeting Presentation Notes for Table Discussions

1. What did you like about what you heard?
2. How could programs and services in this area be improved?
3. Who else could we be working with to provide these programs and services?

Presentation #1: Attainable Housing, Economic Development, Urban Reserves

Mortgage Flexibilities Program

- 5% down payment grant
- Contact builder if interested
- Projects are listed at www.saskatoon.ca/go/housing

Equity Building Program

- Borrowed down payment
- May choose any home in Saskatoon
- Partner: Affinity Credit Union 306-934-4000

Housing Handbook

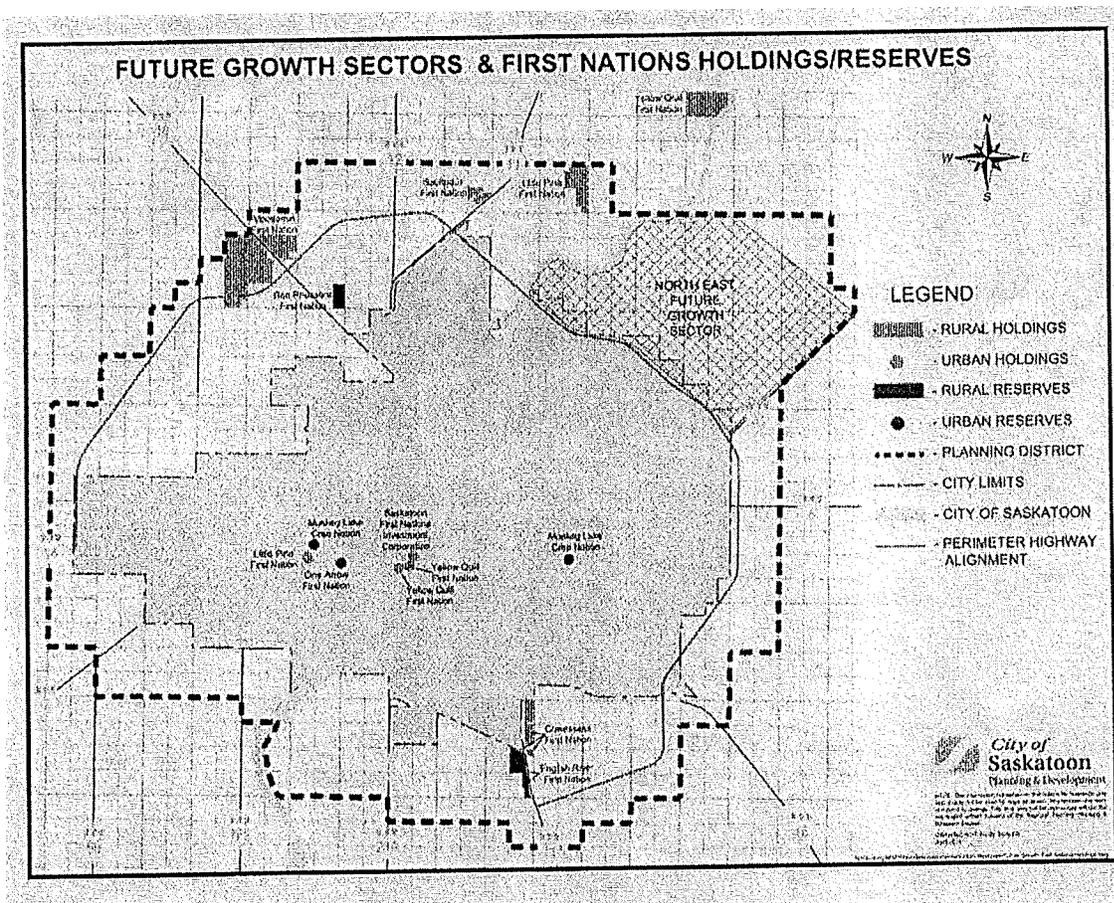
Please refer to the Handbook for more information:

- Rental agreements
- Mortgage calculators
- Help with unsafe rental units
- Tenant rights and responsibilities
- Contact listings

Urban Reserves: City and First Nations Partnerships

Reserve Creation

- First Nation and Municipality agree to:
 - Fee for service
 - Compatible bylaws
- Governor General of Canada creates Reserve



Please refer to the blue brochure "Treaty Land Entitlement" for more information.

Presentation #2: Saskatoon Police Service

Police Service Positions Specifically Created to Serve the Aboriginal Community

- Aboriginal Victim Services – 2 positions
- Aboriginal Missing Person Coordinator – 1 position
- Aboriginal Recruiting Office – 1 position, Police Service 11% Aboriginal
- Cultural Resource Officers – 1 Sergeant, 4 Constables
- Aboriginal Relations Consultant – 1 position
- Aboriginal Summer Employment and Mentorship Program – 2 positions

Aboriginal Partnerships

- Saskatoon Tribal Council – Action Accord Memorial for Missing and Murdered Women at new police headquarters, Regional Inter-Sectoral Committee, Aboriginal Employment Strategy, regular meetings with the Tribal Chief and Police Chief
- Committee work with CUMFI, meetings with Shirley Isbister and Métis President Robert Doucette
- Chief's Advisory Committee on First Nations and Métis – Elder Advisory and Sweat Lodge Ceremony – held four times per year
- Chief's Youth Advisory Committee
- Aboriginal Police Preparation Course SIAST
- Saskatoon Police Advisory Committee on Diversity
- Treaty 4 Police Academy

Police Sponsored Functions

- Diversity Breakfast on the international day for the Elimination of Racial Discrimination
- Cadet Program – beginning this fall
- Annual Race Against Racism
- Aboriginal Achievement Awards
- Aboriginal Graduation Awards and Celebration

Police Supported Initiatives

- Missing Women Awareness Marches
- Annual Day of Mourning – murdered or missing women
- National Aboriginal Day
- Cody Bear Annual Cultural Camp and Peacekeeper Summer Camp
- Back to Batoche Days
- Pow Wows/Cultural Days – FSIN, Dakota Dunes, Saskatoon Public and Saskatoon Catholic School Boards, SIAST, U of S
- Louis Riel Day

Police Cultural Training

- Recruit training at Saskatchewan Police College – large segment focusing on Aboriginal history and culture relating to First Nations and Métis
- Intensive internal training to every member of the Service. Main consultants John Lagimodiere (*Eagle Feather News*), Justice Lafond, and Helen Smith-McIntyre
- Cultural Diversity Course – Saskatchewan Police College
- Yearly Aboriginal Victim Services – 2 positions
- Aboriginal cultural teachings – Elders and Sweat Lodges
- Truth and Reconciliation Commission

Presentation #3: Sport, Culture and Recreation; Youth Leadership Initiatives; Racism Education

Leadership

The City has a number of initiatives focused on developing the leaders of tomorrow. Many of these initiatives are to encourage more urban Aboriginal young people to become leaders in sport, culture, and recreation opportunities.

Strategic initiatives include:

1. Atoske Youth Leadership Camps;
2. Aboriginal lifeguard and fitness leader training;
3. Youth leadership summits;
4. Unified Minds – Youth Action Network; and
5. Community leadership program initiative in partnership with the United Way of Saskatoon and Area, Saskatoon Health Region, and the U of S

Education and Awareness

The City is committed to working with community organizations, business and labour, all orders of government, and other stakeholders to create an inclusive community, where ethno-cultural diversity is welcomed and valued, and where everyone can live with dignity to their full potential, without facing racism or discrimination. A big part of this includes creating awareness and understanding in the community regarding the issues and acceptance of the various cultures that make up Saskatoon.

Anti-racism and education strategic initiatives include:

1. Worked with the Truth and Reconciliation Commission Saskatoon event to deliver community education sessions;
2. Advising City Council through the Cultural Diversity and Race Relations Advisory Committee;
3. Providing education session and materials targeted at bridging the gap between Aboriginal and Newcomer community including working with our community partners such as the Office of the Treaty Commissioner and settlement agencies;
4. Developed a protocol for evacuees from First Nations northern communities to ensure services delivered are culturally appropriate and to promote increased cultural awareness between the host community and the evacuees;
5. Promoting Aboriginal awareness and understanding racism sessions for City employees;
6. Develop and strengthen partnerships with other community entities involved in anti-racism public education;
7. Promoting Race Relations Month and associated program activities;
8. Developing an anti-racism education tool kit; and
9. In partnership with Core Neighbourhood Youth Co-op, Unified Minds is an open forum for people ages 13-19 to share their ideas on subjects of racism and discrimination, youth engagement and civic participation.

Recreation and Sport

The City believes that to promote a healthy society it is important to provide access to basic recreation programs and services to all residents within the city, including those where cost is a barrier to participation. The benefits of recreation are well documented and include skill development, as well as improved emotional, physical, and social health and well-being.

Strategic initiatives include:

1. A dedicated Aboriginal Programmer position overseeing sport, culture, and recreation activities showcasing the Aboriginal culture, traditions, and traditional games. (MĒ TA WĒ TĀN programs)
2. White Buffalo Youth Lodge;
3. MĒ TA WĒ TĀN Leisure Guide;
4. Aboriginal Resource Directory;
5. MĒ TA WĒ TĀN summer cultural van program;
6. Little Sisters in Action event; and
7. Leisure Access Program for low-income residents

Arts and Culture

The City of Saskatoon is working to value and celebrate Aboriginal arts and culture and strengthen opportunities for cultural interaction and representation.

Strategic initiatives included:

- Public Art installations:
 - Land of Berries (in partnership with Tribe)
 - Spirit of Alliance, War of 1812 (commissioned by Whitecap Dakota First Nation)
- Support for the 2014 Aboriginal Artists Symposium
- Building capacity within the artists community to submit proposals to City of Saskatoon and other calls for submissions
- Moose Jaw Trail public art opening and ceremonial unveiling to celebrate the preservation of the Moose Jaw Trail
- Annual funding to Wanuskewin Heritage Park

Presentation #4: Aboriginal Employment Strategy, Aboriginal Relations and Intergovernmental Affairs

The City of Saskatoon is committed to working with the Aboriginal community to identify programs and services for Aboriginal residents.

The City has developed a variety of programs and initiatives that have been designed to:

1. Engage the Aboriginal community
2. Increase the quality of life for Aboriginal people
3. Increase the number of Aboriginal people working for the City

Aboriginal Employment Strategy

- The City of Saskatoon is committed to achieving employment equity goals, building a diverse workforce, and ensuring the civic workforce is representative of the public it serves
- The City has identified an “Inclusive Workforce” as a strategic priority, which includes the development of an Aboriginal Employment Strategy and Intercultural and Inclusion Awareness opportunities

Key strategic initiatives include:

1. Aboriginal Pre-employment Heavy Equipment Operator Training
2. Employee Development workshops on cultural bridging, Aboriginal awareness and intercultural competency
3. Recruitment efforts such as career fairs, recruitment events, and strategic employment advertising

Aboriginal Relations and Intergovernmental Affairs

- Programs and initiatives often rely on partnerships with Aboriginal government and community-based service providers to ensure that the needs of Aboriginal residents in Saskatoon are well understood and being addressed
- Partner organizations include:
 - Saskatoon Tribal Council
 - Central Urban Métis Federation Inc.
 - Saskatoon Indian and Métis Friendship Centre
 - Gabriel Dumont Institute
 - Métis Nation of Saskatchewan
 - Federation of Saskatchewan Indian Nations
 - Saskatchewan Indian Institute of Technologies
- The recent flag-raising ceremony for the Treaty Six Territory and Métis Nations flags at City Hall was a formal recognition of the Integral role Aboriginal peoples have in the history and future development of Saskatoon
- The newly created senior level position, Aboriginal Relations Director, will help the City to strengthen relations with the Aboriginal community and government

Presentation #5: Growing Forward! Shaping Saskatoon

Please refer to the Growing Forward Summer 2014 Fact Sheet for your table discussions.

What is Growing Forward Shaping Saskatoon?

Growing Forward! Shaping Saskatoon is a specific public planning initiative to help guide investments to accommodate growth to half a million people.

It is the next step after Saskatoon Speaks to begin implementing some of the input we received from that important public engagement. Saskatoon has a need for a new way of planning to help us navigate challenges associated with rapid population growth. The resulting growth plan will ensure Saskatoon continues to be a great place to live by creating opportunities for prosperity and a high quality of life where everyone in our community benefits.

What are the outcomes of Growing Forward! Shaping Saskatoon?

The Growth Plan to Half a Million will guide investments to create options for citizens to move around, work, shop and play closer to home while improving access throughout the entire city. By creating more transportation choices and building places that bring people together, our city will be a healthier, more sustainable, accessible and attractive place to live.

What work will be done through Growing Forward! Shaping Saskatoon?

We will build upon recent and ongoing initiatives to develop the Growth Plan to Half a Million, and will focus on answering the following three questions:

- **How does Saskatoon accommodate half a million people within existing city limits?** We will need to consider recent neighbourhood and strategic growth plans (i.e. downtown, north downtown, and university lands) to accommodate growth. We will also need to consider how to build-up existing areas of our city and grow development near main transit corridors.
- **How can transit become an attractive option for moving around?** Choices for getting around Saskatoon easily and affordably are necessary components in achieving a high quality of life for our citizens. We will explore transit service options that will appeal to more citizens.
- **Does Saskatoon have the right bridge network capacity?** To support travel and transportation choices within strategic growth areas, existing bridge and adjacent road networks need to be assessed. A combination of modifications may be considered to improve moving around Saskatoon now and in the future.

In addition to each of these key areas, the City will explore utility and infrastructure enhancements to support growth, as well as evaluate the resources needed to invest in these improvements.

What is the process for Growing Forward! Shaping Saskatoon?

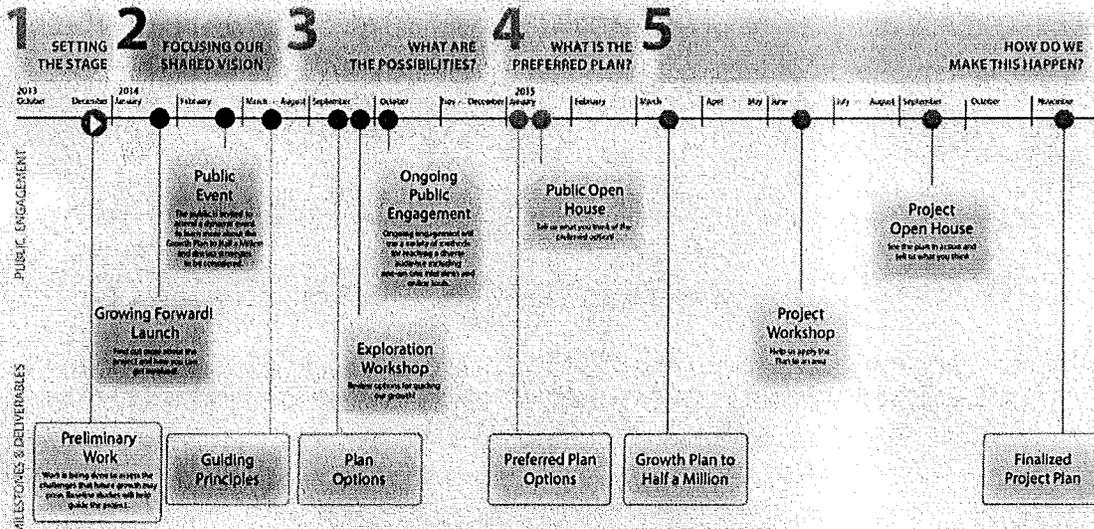
Saskatoon belongs to you and this is your opportunity to have your say. Over the next two years, we will work closely with the community to determine risk factors for a do-nothing approach; define success for possible improvements; and, seek input on new ways of developing neighbourhoods, transit systems, and bridge and adjacent road networks.

The following diagram provides an overview of the process:

version 1 - October 2013



GROWING FORWARD! SHAPING SASKATOON
AT A GLANCE



Find out how you can get involved and stay connected! Visit www.saskatoon.ca

When and how can the public become involved in this project?

Growing Forward! Shaping Saskatoon invites input from all citizens to help us grow in a way that is balanced, responsible, and creates opportunities for our city. Each phase of the process will provide ample opportunities to provide input and ask questions. This will ensure the Plan considers the needs and ambitions of our community.

The project webpage will be launched in the New Year to provide up-to-date information and opportunity for digital engagement. The first community engagement event is planned for February 2014, where citizens will have the opportunity to ask questions and provide input. Public consultation will be ongoing and several opportunities will be provided for the public to engage in the project.

How much is this going to cost?

The budget for this project is about \$1.5 million. While this is a significant investment, developing an accurate detailed growth plan is necessary in order to create opportunities for prosperity and quality of life so Saskatoon continues to be a great place to live.

Does Growing Forward! Shaping Saskatoon discourage the use of cars?

No. Growing Forward! Shaping Saskatoon is about providing attractive and viable transportation choices. This project will consider opportunities for improving public transit options, including potentially creating a rapid transit service.

What is rapid transit?

Initially, the City of Saskatoon will consider a bus rapid transit (BRT) service. BRT allows faster, more convenient and direct trips for riders using features such as limited and enhanced stops, priority at intersections, real-time information, and various types of dedicated facilities.

Will this study alter the direction of existing projects?

Recently completed and ongoing projects will be considered as part of Growing Forward! Shaping Saskatoon. Land-use plans for the City Centre, North Downtown and University will be considered, along with other projects such as the Traffic Bridge, North Commuter Parkway and Perimeter Highway.

Will this study determine what will happen with the Traffic Bridge?

No. City Council has decided the Traffic Bridge will be replaced at its current location. The new bridge will consist of two travel lanes and wide multi-use pathways on both sides to accommodate pedestrians and cyclists.

How is this different from the Regional Plan project currently underway?

Growing Forward! Shaping Saskatoon is focused on supporting growth to half a million people within existing city limits. The Regional Growth Plan is aimed at coordinating development plans amongst the City's regional partners to manage urban and rural growth to one million people or more.

Appendix C – Evaluation of the Gathering

Participants at the Saskatoon Urban Aboriginal Community Gathering were asked to complete an evaluation form giving their perceptions and opinions about the Gathering. About 20 percent of the adults attending completed the evaluation form, so their comments cannot be considered representative of everyone who was there. As well, some participants did not answer every question on the evaluation form. Nevertheless, these comments gave useful information about participants' experiences of the event.

The evaluation form included four questions:

1. How did you hear about this event?

The majority of people who answered this question said that they were made aware of the event through an e-mail. E-mails came from the City of Saskatoon, community associations or specific City staff. Several participants were told about the event by staff of STC or CUMFI. A couple of people heard about it through CBC radio and the *Star-Phoenix*.

The answers to this question illustrate the need to use a range of methods and media to inform the public about events. Traditional media such as newspapers, radio and television remain important, but e-mail, Facebook and Twitter are of equal importance. In addition, face-to-face communications are of significant value, especially when an event is designed for a specific group within the community.

2. Was the information that was displayed and/or presented easy to understand?

Of the 14 people who responded to this question, 13 answered "yes" and one answered "no." Three themes were evident in the comments:

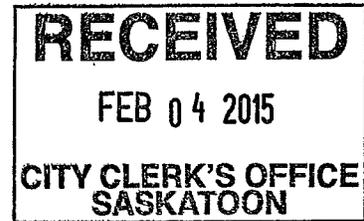
- Participants enjoyed hearing about everything being done to make the City a better place.
- The speakers did a good job.
- The presentations were rushed and there should have been more time to answer questions.

3. Did you feel that you had an opportunity to share your opinions, thoughts and concerns?

Of the 15 people who answered this question, 13 said "yes" and two said "no." Participants shared their opinions by talking to City staff and filling out a comment form as well as by participating in discussions.

4. Please comment on the facility chosen for this event.

The Gathering was held at the Saskatoon Inn which is on the edge of the city, near the airport. Participants said that a central location would have been better and would have allowed more people to participate. They also said that the Saskatoon Inn is a very nice facility and the food is good. A couple of people specifically mentioned the attractiveness of the Inn's garden in the centre of the facility.



**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 18th, 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

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*"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 25th 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
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- 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

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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?*
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 - 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.

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 - Have marginalized people's voices take priority when creating a consulting on policy in City Council.

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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?

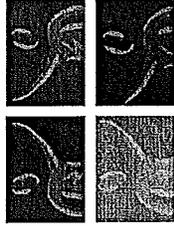
Racism comes from a false set of beliefs that one's own group is superior and has the right to dominate other groups. Domination gives one group privilege, and the other group experiences of discrimination. This false belief system is created and sustained by society at a great cost. Racism cannot exist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

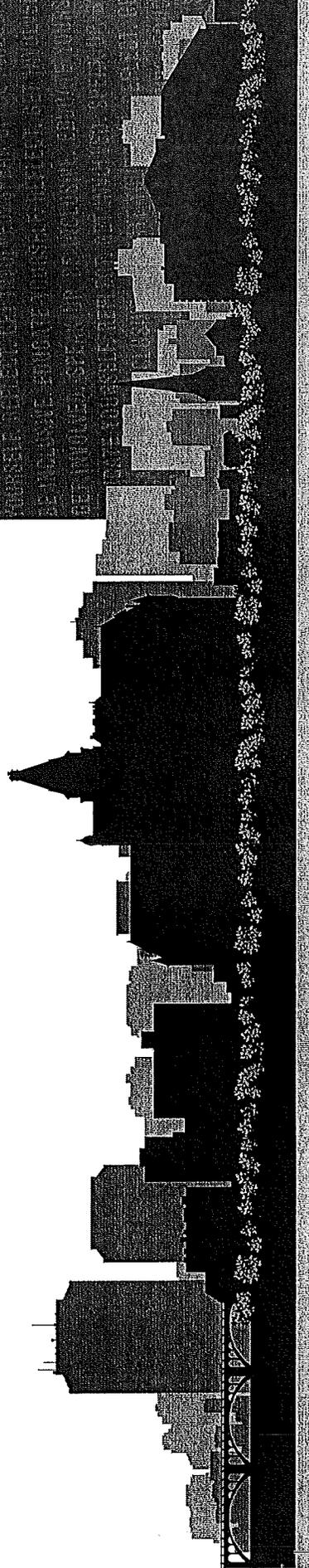
Discrimination is the denial of equal treatment or opportunity. Discrimination results from people acting on stereotypes and prejudices that they hold to be true.



Cultural Diversity and Race Relations

3130 Laurier Drive
Saskatoon, SK S7L 5J7
306-975-3378
www.saskatoon.ca

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 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.¹

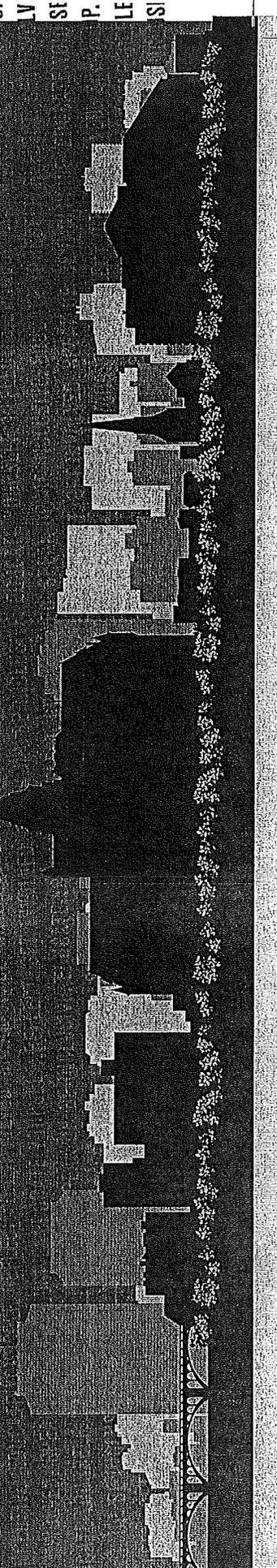
In a sampling of over 3,000 Canadians, 47% of respondents admitted they were strongly, moderately or slightly racist.²

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

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

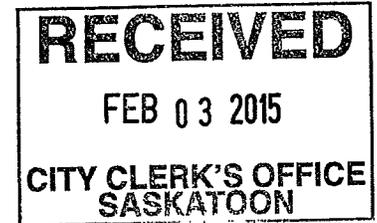
SOURCES

1. Urban Aboriginal Peoples Study, Saskatoon Report. Toronto: Environics Institute, 2011, p. 40.
2. Fleras: Aigie, 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/vp/facts/aboriginal_women_fact_sheet.pdf.
4. Cao: Lujun, "Visible Minorities and Confidence in the Police," Canadian Journal of Criminology and Criminal Justice 53, no. 1 (2011): p. 4.





6.2



**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, 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 11th 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.

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

Phone: 966-5222

274 Arts

Department of Political Studies

University of Saskatchewan

S7N 5A5

7.1



City of Saskatoon
City Clerk's Office

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

The Cultural Diversity and Race Relations Committee was established by City Council to monitor and provide advice to City Council on the Cultural Diversity and Race Relations Policy. The Committee also has a mandate to provide education and awareness initiatives on cultural diversity and race relations issues.

The Committee provides education and awareness by undertaking some of its own initiatives and by supporting organizations in the community on initiatives that support one or more of the following four community outcomes of the Cultural Diversity and Race Relations Policy (copy attached):

- The workforce will be representative of the population of Saskatoon;
- There will be zero tolerance for racism and discrimination in Saskatoon;
- Community decision-making bodies will be representative of the whole community of Saskatoon; and
- There will be awareness and understanding in the community regarding the issues, and acceptance of the various cultures that make up Saskatoon.

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

Note: The Committee's intent is to provide education throughout the year, not just in the month of March. This will be part of the Committee's consideration of your co-sponsorship request. The event or project must take place in Saskatoon.

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



City of
Saskatoon
City Clerk's Office

Cultural Diversity and Race Relations Committee
Co-Sponsorship Request Application

Project Description (maximum 250 words)

In conjunction with the Contact Conference (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	3,500.00 (primarily speaker fees)
Co-Sponsorship Request	1,000.00
How will Co-Sponsorship be used?	Used to offset costs of the speaker fees.
Other Potential Sources of Revenue	Mosaic Company to sponsor \$2,500.00 to cover the additional speaker fees.

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
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**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 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

Janet 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.



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

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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:	March 15 (for projects taking place from July to December) September 30 (for projects taking place from January to June)	
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 22nd, 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



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Co-Sponsorship Request Application**

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.

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

	2015 Budget	2015 Actuals
City Clerk's Office		
Member Development/Travel, Conferences, Meetings (Including Committee Planning Session/Retreat)	\$1,000.00	\$0.00
Cultural Diversity and Race Relations Month (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	\$3,000.00	\$0.00
Education and Awareness	\$11,100.00	\$0.00
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)*		\$1,000.00 \$1,000.00 \$1,000.00 \$1,000.00
Total Education and Awareness		\$4,000.00
TOTALS	\$15,100.00	\$4,000.00

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

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