



PUBLIC AGENDA

CULTURAL DIVERSITY AND RACE RELATIONS COMMITTEE

Thursday, May 14, 2015, 12:00 Noon
Committee Room E, City Hall

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

1. CALL TO ORDER

2. CONFIRMATION OF AGENDA

Recommendation

That the agenda be confirmed as presented.

3. ADOPTION OF MINUTES

Recommendation

That the minutes of regular meeting held on April 9, 2015, be adopted.

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

Recommendation

That the information be received.

5. REPORTS FROM ADMINISTRATION

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

Update attached – B. Sasakamoose Kuffner

Recommendation

That the information be received.

- 5.2 Report of the Immigration, Diversity and Inclusion Consultant
(File No. CK. 100-21)**
Update attached – A. Sora

Recommendation

That the information be received.

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

Attached is a summary of 2015 expenditures to date.

Recommendation

That the information be received.

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

A Co-Sponsorship Request Application has been received from the following organization and has been reviewed by the Co-Sponsorship Adjudication Subcommittee who will provide an update at the meeting:

- 7.1 Federation of Saskatchewan Indian Nations
Saskatchewan First Nation Disability Awareness Day
June 15, 2015**

A copy of the Co-Sponsorship Request Application is attached.

Recommendation

That the direction of the Committee issue.

8. PROPOSED BUDGET FOR 2016 (File No. CK. 225-40)

The Committee is requested to put forward a proposed budget submission for 2016 for inclusion in the 2016 Operating Budget Review. For the Committee's information the following is the budget from 2015:

\$ 1,000 for Member Development/Travel, Conferences, Meetings
\$ 3,000 for Cultural Diversity and Race Relations Month
\$11,100 for Education and Awareness Initiatives, including Co-Sponsorships

Recommendation

That the direction of the Committee issue.

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

10. ADJOURNMENT



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

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

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

January-April 2015 updates

CD&RR office

In 2013 The City of Saskatoon participated in a research project being conducted by the City of Thunder Bay on race relations initiatives. CD&RR coordinator presented our latest initiatives in a presentation on April 21st in Thunder Bay.

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

Implementation/Action plan attached.

The CD&RR office will also meet with marketing department to develop a comprehensive communication plan to most effectively establish and distribute key messages and concepts.

Race Relations Month opening ceremony and Living In Harmony Awards

Race Relations Month Opening Ceremony 2016 proposed to be Tuesday March 1st in Council Chambers.

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

Proposed date for LIH 2016 is March 21st. CD&RR Coordinator will lead discussion at September meeting.

CD&RR committee forum

Any volunteers please let Joyce know. I will chair this meeting and we can meet as an ad-hoc committee to begin planning for follow up to October Forum.

Anti-Racism Resource Material

Recent-Building Bridges of Acceptance brochure attached. 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.

Anti-Racism Action Plan for the Cultural Diversity and Race Relations Office, City of Saskatoon

Ending Racism in Saskatoon

Following years of good work and landmark steps to create a city where “where ethno-cultural diversity is welcomed and valued, and where everyone can live with dignity and to their full potential, without facing racism or discrimination,”¹ the City of Saskatoon Cultural Diversity and Race Relations Office intends, in 2015, to shift its perspective and “raise the bar”. The City intends to continue to value the goals of diversity and cultural accommodation, as it has, but also plans to begin the process of dismantling systemic racism in our institutions, beginning with the City of Saskatoon itself.

To realize the vision of a thriving and respectful community, all citizens need to be respected. Moreover, to realize that goal, all citizens need to enjoy a life free of unfair systemic impediments. The City of Saskatoon acknowledges that racism and discrimination exist in our community, as both overt acts of disrespect for differences, as unseen effects of a system built in a racist past or as current policy that result in racialized outcomes, and endeavors to address it directly with clear and focused effort. In 2015, anti-racist initiatives will provide education among city staff and managers, support community organizations in anti-racist efforts, review City of Saskatoon Policy and create a city-wide public education campaign. These initiatives will add to existing practices and policies such as the Equity Employment Program and partnerships with community organizations like the Youth Action Network.

Where is and what is racism in Saskatoon?

While improvements have been made, racism exists in Saskatoon, as it does in all urban centres. It is found in disrespectful comments made by individuals to and about visible minorities and First Nations people. Racism exists in the facts of persistent disproportionately high rates of First Nations people residing in correctional facilities and living in poverty. For recent immigrants to Canada racism can look like a lack of recognition of foreign credentials and the subsequent difficulty finding work that fit qualifications.

Policy Outcomes

The 2004 City of Saskatoon Cultural Diversity and Race Relations Policy outlines four Outcome Statements and Indicators of Success that guide the activity of the CD&RR Office.

1. The workforce will be representative of the population of Saskatoon.
2. There will be zero tolerance for racism or discrimination in Saskatoon.
3. Community decision-making bodies will be representative of the whole community of Saskatoon.
4. There will be awareness and understanding in the community regarding the issues, and acceptance of the various cultures that make up Saskatoon.²

¹ City of Saskatoon, Cultural Diversity and Race Relations Policy, 2004

² City of Saskatoon, Cultural Diversity and Race Relations Policy, 2004

How will the Cultural Diversity & Race Relations Office do it?

1. An education and awareness initiative for City staff that includes leadership
2. Developing and delivering a train the trainer workshop to target internal staff leaders and external interest groups

Two-thirds (66%) of Saskatoon residents have witnessed acts of racism against others.

More than one-quarter (28%) of Saskatoon residents indicate they have personally been victims of racial discrimination; this is an increase of 5% from the 2002 study.
3. Create and anti-racism toolkit to be available to community institutions and trained anti-racism facilitators

More than two-thirds (70%) of Saskatoon residents say they have observed Aboriginals experiencing acts of racism.
4. Education and Awareness workshops to community groups
5. Align efforts with Aboriginal relations Advisor in the city manager's office and work with HR Division to address education and employment awareness gaps, internally linking previous sessions on Aboriginal Awareness to sessions defining systemic and institutional racism and understanding the impacts of racism.
6. Contribute to strategies to advance the organization along the Intercultural Development Continuum as measured by the Intercultural Development Inventory via anti-racism education sessions (either formally or informally)
7. Review the 2004 Cultural Diversity an Race Relations Policy
8. Review policy throughout the City of Saskatoon civil service and an “anti-racism lens” to apply to the development of new policy
9. Develop and provide print resources to interest groups, public and partners
10. Develop an Anti-Racism Implementation/Communications plan that includes internal anti-racism awareness sessions and public education campaign around the **I am the Bridge** theme.

Approximately 41% of residents indicate they have seen positive changes in attitudes towards racism in Saskatoon over the past few years; this is consistent with 2002.
11. Develop a common vision with other partner and like-minded organizations
12. Follow up to 2014 Anti-Racism Forum

³ Text box information from Cultural Diversity and Race Relations Adult and Youth Focus Group Reports, 2009, Fast Consulting



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

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

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

The City of Saskatoon's Community Development Branch has been working in the area of immigration and integration since 2006. Much of this work has been done under the Saskatoon Immigration Initiatives, a tripartite agreement with the Federal (CIC) and Provincial (Economy) governments.

Highlights for April – May 2015

Saskatoon Industry Education Council's Contact Conference 2015, April 21-22, 2015. (CDRR Co-sponsorship Recipient)



"Future Forward: Careers by Design" Saskatchewan's 11th annual career development conference for Career Practitioners, Educators, School Counsellors and HR Professionals This year's conference was another resounding success with a great line-up of presenters and keynotes. Over 225 people attended and came from all around the province. The City of Saskatoon has two employees on the Coordinating Committee for this

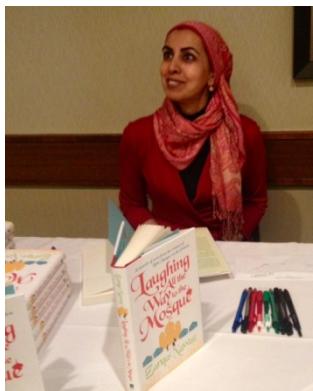
conference to help connect to diverse speakers and sponsors.

2015 Highlights included:

The Marion Graham Drumline opened the conference entering a darkened conference hall with glowing drumsticks. When the lights came up they were all on stage playing garbage cans! They are an amazing group of youth led by the talented Nick Fanner who leads the music program at Marion Graham Collegiate.

Dr Sean Lessard: Mr. Lessard was the opening keynote for day two. Originally from Montreal Lake Cree Nation in Treaty 6 territory he shared the work he had done in his earlier years in Edmonton as an educator with Indigenous youth and the challenges and successes he experienced there. 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.





Zarqa Nawaz: 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 Nawaz was the closing keynote for the conference. She shared her very interesting and exciting move geographically from London to Toronto to Regina and career-wise from making short documentaries, to a hit TV show to most recently becoming a writer. Zarqa also told stories of her family’s roots in Bangladesh, and her experience in Canada as a practicing Muslim.

Earlier in the day, Zarqa spent time at Bethlehem Collegiate presenting to over 150 youth. She took time to meet and speak with students after her presentation to address more personal questions they had.

Community Outreach: Settlement Support Workers in Schools (SSWIS) May 1, 2015.



Coordinated an outreach session for the Settlement Support Workers in Schools (see attached). The SWISS are 10 individuals who provide support to newcomer students and their families in the Catholic, Fransaskoise and Public, Elementary and Secondary schools in Saskatoon. The program is funded by Citizenship Immigration Canada and administered by the Saskatoon Open Door Society. The SSWIS are in contact with most newcomer families in schools to welcome them and provide whatever support they may need.

Initiated by conversations with the Saskatoon Public Libraries, and the Team Leader for the SSWIS, the outreach session included the following presentations:

- 1) Beautiful, “Delicious” Community Gardens – Karen Farmer, Community Consultant, City of Saskatoon
- 2) Summertime Fun in the Parks – Michelle Wolfe, Community Recreation Programmer, City of Saskatoon
- 3) Amazing Summer Programs at the Libraries - Jenny Ryan - Branch Supervisor, Cliff Wright Branch, Saskatoon Public Library

Information shared focused on summer activities for children and youth as well as various rules and regulations (eg.paddling pools) that the SSWIS can share with all of the newcomer children, youth and families they work with. The SSWIS were very appreciative of the presentations and felt there was great value in attending the session.

University of Saskatchewan History Course Pilot, January – April 2015

Mandy Fehr who is teaching a new history course at the University of Saskatchewan about the recent history of prairie immigration connected with the City of Saskatoon to consult on possible connections for the course. The students did oral history and public history projects in order to record and share some of that history. Mandy developed a formal partnership with the Saskatoon Open Door Society and some of the students worked with language students there to record their stories of coming to Saskatoon. She approached the City of Saskatoon to be able to connect some of her students with the broader community for their projects as well as to learn more about the role of the City of Saskatoon in the immigration and integration process.

The students presented their findings at a formal event that took place at the end of the course. Mandy has been given approval to proceed with the course for the 2015-16 year and will be consulting with the City again this summer.

Candlelight Vigil for Nepal, May, 2015, Riverlanding



Attended the Nepalese Community of Saskatoon Inc. (NECOS) candlelight vigil held at River Landing in memory of the earthquake victims. His Worship the Mayor was there to take part in lighting a candle as were about 100 other community members.



What is SSWIS?



SSWIS stands for **Settlement Support Workers in Schools**. The SSWIS program is a partnership of the Saskatoon Open Door Society, Boards of Education and Citizenship and Immigration Canada. It is a school based outreach program designed to help newcomer students and their families settle in their school and community.

The first few years in Canada are particularly difficult for newcomer students and their families. SSWIS connects newly arrived families to services and resources in the school and community in order to promote settlement and foster student achievement.



Saskatoon
Open Door
Society

Saskatoon Open Door Society
100 - 129 3rd Avenue North
S7K 2H4
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sswis@sods.sk.ca

Funded by:

Financé par :



Citizenship and
Immigration Canada

Citoyenneté et
Immigration Canada



Settlement Support Workers in Schools

Providing in School Support to Newcomer Students and their Families



A Partnership of Citizenship & Immigration Canada, Saskatoon Public School, Greater Saskatoon Catholic School, Conseil des écoles fransaskoises & Saskatoon Open Door Society

Who is SSWIS for?

The SSWIS program focuses on newcomer families that are in the first few years in Canada and on newcomers that have unresolved first year settlement needs.

Why locate settlement workers in schools?

Schools are one of the first services that newcomers connect with in the community. With the cooperation of the school, the SSWIS worker will systematically contact all newcomers and refer them to specific services.

What schools are involved in SSWIS programs?

SSWIS is provided in all Saskatoon Public Schools, Catholic Schools and Fransaskois Schools (*Elementary and High Schools*). All other schools are welcome to call for assistance.

How do SSWIS workers help?



The SSWIS worker seeks to:

- Support successful school integration by identifying barriers in the school system and providing education, information and guidance to students, parents, teachers, and school administrators
- Help students transition to life in Canada by providing, practical guidance, culturally sensitive counselling, and immediate intervention in crisis situations
- Increase communication effectiveness by providing linguistic and cultural interpretation to students, parents, teachers and other service providers
- Increase student and parent awareness about the total range of opportunities and services available to assist them in settlement by providing information and practical guidance throughout the school year either individually or in small group sessions
- Advocate on behalf of students and their families
- Promote respect for cultural diversity by informing and educating school personnel, parents, students and the community regarding refugee and Immigrant issues

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 Living in Harmony - Film Category Winner Living in Harmony - Art Winner Living in Harmony - Poster Winner Living in Harmony - Literary Winner	\$3,000.00	
		\$100.00
		\$100.00
		\$100.00
		\$100.00
		\$400.00
Education and Awareness	\$11,100.00	
Saskatoon Open Door Society - Bridging the Gap (January 2015)		\$1,000.00
Bangladeshi Community Association - International Mother Language Day (February 21, 2015)		\$1,000.00
Oskayak High School - Spring Feast and Round Dance (March 27, 2015)*		\$1,000.00
Pleasant Hill Community Association - Community Pow Wow (June 12, 2015)*		\$1,000.00
Saskatoon Industry Education Council - Contact Conference (April 22, 2015)*		\$1,000.00
Bedford Road Collegiate - Pow Wow (April 22, 2015)*		\$500.00
U of S Aboriginal Students' Centre Handbook Ad		\$100.00
Total Education and Awareness		\$5,600.00
TOTALS	\$15,100.00	\$6,000.00

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



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

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

Application Deadlines:	March 15 (for projects taking place from July to December) September 30 (for projects taking place from January to June)
Organization Name	FEDERATION OF SASKATCHEWAN INDIAN NATIONS
Address: 100 -103A PACKHAM AVENUE, SASKATOON, SASKATCHEWAN	
Postal Code: S7N4K4	Email Address: disa.amyotte@fsin.com
Contact Name: DISA AMYOTTE	
Phone Number: 3069563069	Fax Number: 3062444413
Web Address:	www.fsin.com

Project Name: SASKATCHEWAN FIRST NATION DISABILITY AWARENESS DAY

Project Date and Location: JUNE 15, 2015 – SASKATOON FARMER'S MARKET



Project Description (maximum 250 words)

The Saskatchewan First Nations Network for Disabilities working group has been the speaking voice on the importance of bringing awareness of First Nations people with disabilities in Saskatchewan. Since 2011, the group has supported the First Nations Disability Awareness day event that is held in select communities each year. This year, the group has elected for the event to be held in Saskatoon.

The FSIN Disability Program has partnered with the Canadian Paraplegic Association, Canadian Mental Health Association, Saskatchewan Wheelchair Sports Association and Saskatoon Health Region to host this event.

Together, we are working to bring awareness to the challenges and achievements of people in the First Nations Disability Community in Saskatoon, as well as the community agencies within the city that assist people with disabilities.

We will be achieving our goal through an awareness walk, free community BBQ, guest speakers and community information booths.

We are anticipating a crowd of at least 100 people to show.

This event is completely free as well as family friendly.

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 welcome any participation to the planning committee in any way.

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

We are hoping to bring a bigger voice to the community about First Nations Disability issues within Saskatoon.

We want the event to be accessible to the public and bring awareness to the community about what services and opportunities are available to them.

Who is your target audience?

Our target audience will be First Nation's People living with disabilities, supports, families and our community.

What are the themes and focuses for the event?

The Saskatchewan First Nations Disability Awareness Day will help highlight the issues and circumstances facing individuals with disabilities and will help publicize information and create awareness.

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

100



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

How are you promoting the event to the broader community?

Posters, email invitations, Facebook Event Page, Free Newspapers, Online Classifieds, Websites, and Twitter

Budget Information:	
Total Cost of the Project	\$2000
Co-Sponsorship Request	\$1500
How will Co-Sponsorship be used?	Rental of venue. Farmer's Market (\$357.00) Speaker's Honorariums & Mileage (\$1000) Elder fees (prayers) (\$150)
Other Potential Sources of Revenue	SIGA Cameco

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

Canadian Paraplegic Association: Planning Committee, Volunteers

Saskatchewan Wheelchair Sports Association: Planning Committee, Volunteers

Canadian Mental Health Association: Planning Committee

Saskatoon Health Region: Planning Committee

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

Acknowledgements will be repeated throughout the event during speeches. We would also have mentions of sponsorship on the advertising posters.

Other comments

The request for the event to be held in Saskatoon was only recent. Therefore we were not able to have our application in prior to September's dead line. Please consider this in your decision making process. In return we have several organizations investing time to ensure the success of the event.

Signature of Applicant

April 24 2015

Date

Disa Amyotte

Name (Printed)

Disability Services Navigator

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**



City of
Saskatoon
City Clerk's Office

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

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