

City of Saskatoon

Developing An Action
Plan against Racism &
Discrimination



Our Mission, Role, and Core Strategies related to promoting racial harmony

Mission

- Provide excellent local government through leadership, teamwork, partnership and dedication to the community
- Effective and efficient delivery of public services and nurture the economic, environmental, social and cultural well-being of the community.

Role

- Serve as a catalyst
- Foster a welcoming environment
- Increase public awareness
- Ensure harmonization with Aboriginal initiatives

Core Strategies

- Aboriginal Partnerships
- Community Development
- Multicultural Cooperation



Background: Cultural Diversity & Race Relations Policy

- Originally approved by City Council in 1989 and most recently updated in 2004
- Community Outcome Statements of CD&RR
 - Representative workforce
 - Representative decision-making bodies
 - Zero tolerance for racism or discrimination
 - An awareness and understanding of the diverse cultures in Saskatoon
- Immigration Project came about because of City's CD & RR Committee - began work on Action Plan in Oct 2007



Diverse-city
We're all part of it!

City of Saskatoon

Government of Saskatchewan

www.saskatoon.ca (click "i" for immigration)

Canada

Coalition for Municipalities Against Racism and Discrimination

- City of Saskatoon was the first City to become a member of Coalition in 2005
- The 10 commitment principles are in sync with the intent and community outcomes of the CDRR policy.



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City Initiatives undertaken to combat Racism

- Annual declaration of March as Cultural Diversity and Race Relations Awareness Month.
- Living in Harmony awards promoting racial harmony
- Brochures and utility bill inserts
 - Building Bridges with the Aboriginal Community
 - Building Bridges with the Immigrant Community
- Racism perception surveys in the community – youth and adult
- Transit Ads and Billboards on Diversity-Diverse-City
- Collaborative Community Forums

City Initiatives – for internal staff

- Employment Equity Program
- Representative Workforce Recruitment Strategy
 - Outreach Recruitment Program
 - Targeted advertising
 - Professional mentorship opportunities
 - Support and accommodation for employees (such as ESL training)
- Internal Corporate Commitment
 - Respectful Workplace policy
 - Workplace Harassment policy
 - Cross Cultural Awareness training for staff
 - Educational seminars about various cultures within Saskatoon (Residential Schools, Human Rights Training, Hiring practices for Aboriginal employees, etc.)

City Initiatives – Collaboration with Community Groups

- The Anne Frank Project – community partnership.
- The public education agreement with the Saskatchewan Human Rights Commission.
- The Living in Harmony Anthology book – developed in partnership with SHRC.
- Establishment of Missing Aboriginal Women – Iskwewuk – working group
- First Nations/Metis Portable Display – Saseepenita – in development stages

Community Initiatives – supported/sponsored by CDRR

- Support the community initiatives for the March 21 International Day for the Elimination of Racial Discrimination
- Immigration Symposium & Immigration Action Plan
- Anti Poverty Forum
- Francophone community Winter Carnival
- Celebration of National Aboriginal Day in June
- Making Canada Inclusive and Safe Forum
- Saskatoon Police Services – awareness breakfast.

“Racial Harmony is not achieved in a decade.
Living in Harmony is a commitment.
It is a commitment that needs continual renewal
to avoid becoming patronizing.”

Revd Dr. Ivan Wilson – Chairperson 1999 CDRR Committee