City of Saskatoon

Developing An Action Plan against Racism & Discrimination

SASKATCHEWAN HUMAN RIGHTS COMMISSION
equity partner

City of Saskatoon

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

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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

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.

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

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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.)

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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 in development stages

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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.

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“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

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