Key Theme and Analysis of Small Group Discussions of Exploration Questions

Network Gathering for ECOs and SDSCRs (Oct 19, 2022)

March 2023

Prepared for:
SaskCulture

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EXECUTIVE SUMMARY

Introduction

SaskCulture is currently engaged in a Funding Program Renewal Project. The purpose of this Project is to a) ensure SaskCulture's funding model is sustainable, adaptive, and accessible and b) ensure SaskCulture strives for continuous improvement in its support of programs, activities, and experiences that are more Inclusive, Diverse, Equitable and Accessible (IDEA) in Saskatchewan.

In 2021-2022, SaskCulture engaged Praxis Consulting to conduct a secondary literature review to identify leading equity practices of organizations throughout Canada and the United States. The research culminated in a final report: *Inclusion, Diversity, Equity, and Accessibility – Secondary Research & Literature Review* delivered to SaskCulture in February 2022. This report was used as the source of a follow up report completed in October 2022 summarizing Part 2 of the original report entitled: *Identification of Leading Equity Funding Practices Executive Summary*.

As part of its ongoing efforts to evaluate and consider forward-thinking, evidence-based approaches to equity funding practices, SaskCulture hosted a one-day Network Gathering on October 19, 2022 in Regina at the Mackenzie Art Gallery and Ramada Hotel. The Network Gathering for Eligible Cultural Organizations (ECOs) and the Saskatchewan Districts for Sport, Culture and Recreation (SDSCRs) offered an opportunity to come together for a day of learning, networking, and collaboration around IDEA initiatives in the cultural network. ECOs and SDSCRs participants received copies of the *Identification of Leading Equity Funding Practices Executive Summary* for review.

Small Group Discussions

A crucial element of SaskCulture's funding renewal project includes conducting consultations with members of ECOs and SDSCRs. The Oct 19 Network Gathering consultations took the form of small group discussions where participants discussed the Exploration questions found in the October 2022 report: *Identification of Leading Equity Funding Practices Executive Summary*.

The questions asked include:

- **Question 1:** What are some key developments related to inclusion, diversity, equity and accessibility initiatives in your organization that you want to share?
- **Question 2:** Is your organization struggling with any big strategic questions or other challenges related to inclusion, diversity, equity and accessibility?
- **Question 3:** What changes, if any, have you made to your leadership work to support equity and diversity in your organization? ***Note:*** *Due to time constraints, this question was not discussed.*
- **Question 4:** We're trying to embed equity more squarely into SaskCulture's practice. We're curious – do you have any advice for us on how to better practice equity as a funder?
- **Question 5:** What resources or training opportunities could we be offering to support your organization's work related to inclusion, diversity, equity and accessibility? Are there any resources or training opportunities you have taken that you would recommend to the other participants?

SaskCulture staff members took notes during the small group conversations to capture ideas and concerns. Notes from these small group discussions, organized by table number, can be found in Appendix A.

Key Themes Summary

SaskCulture engaged Praxis to conduct an analysis of the notes to identify key themes and sub themes and to identify parallels to the findings in the secondary literature review research.

Praxis reviewed approximately 500 comments. Each comment was assigned a theme and a sub theme. The data was organized into frequency tables to summarize how often key themes and sub themes were repeated. A selection of themes from the discussion paralleled the themes gleaned in the original secondary literature review including engagement, outreach, shared definitions (of IDEA) (also inclusive and humanizing language), and accessibility and accommodations along with risks such as lack of capacity and resistance.

The most common themes that emerged during the small group discussions across all exploration questions included:

- Implementation and innovation of IDEA in policies, programming, and plans
- Increasing the diversity of staff, membership of volunteers

- Accessibility and accommodations
- Improving grant application process
- Capacity and time challenges
- Potential resistance (to IDEA programming / funding)
- Communications and outreach
- Clarity around reporting and evaluation
- Desire for training, advisory, and access to resources

Many sub themes included comments, advice, and concerns regarding the needs of specific groups identified as underserved by SaskCulture in its strategic plan.

Participants also mentioned other groups that may need support, funding, or that they consider part of IDEA including youth, low income (affordability/compensation), seniors, and rural.

Next Steps

SaskCulture continues its plans to consult with ECOs, SDSCRs and cultural communities in Saskatchewan around initiatives and grant making practices as it researches and evaluates best practices for supporting and advancing IDEA in its funding program renewal.

INTRODUCTION

SaskCulture is currently engaged in a Funding Program Renewal Project. The purpose of the renewal project is to a) ensure SaskCulture's funding model is sustainable, adaptive, and accessible and b) ensure SaskCulture strives for continuous improvement in its support of programs, activities, and experiences that are more Inclusive, Diverse, Equitable and Accessible (IDEA) in Saskatchewan.

Full details of the project can be found on the website: https://www.saskculture.ca/programs/funding-program-renewal.

In fall/winter 2021-2022, SaskCulture engaged Praxis Consulting to conduct a literature review and hold a selection of interviews with cultural organization staff to identify leading equity funding practices that organizations throughout Canada and the US use to support and advance IDEA.

A comprehensive report was completed in February 2022 entitled: *Inclusion, Diversity, Equity, and Accessibility – Secondary Research & Literature Review Report.* A section of this report was used as the source for a condensed report completed in October 2022 summarizing Part 2 of the February report entitled: *Identification of Leading Equity Funding Practices Executive Summary*.

As part of its ongoing efforts to evaluate and consider forward-thinking, evidence-based approaches to equity funding practices, **SaskCulture hosted a one-day Network Gathering in Regina on October 19, 2022 at the Mackenzie Art Gallery and Ramada Hotel.** The Network Gathering for Eligible Cultural Organizations (ECOs) and the Saskatchewan Districts for Sport, Culture and Recreation (SDSCRs) offered an opportunity to come together for a day of learning, networking, and collaboration around inclusion, diversity, equity, and accessibility initiatives in the cultural network. There were over 60 attendees for the daytime session at the Gallery. ECOs and SDSCRs received copies of the *Identification of Leading Equity Funding Practices Executive Summary* for review.

SMALL GROUP DISCUSSIONS

SaskCulture's Funding Renewal Project includes conducting multiple consultations with ECOs and SDSCRs. The Oct 19 Network Gathering consultations took the form of small group discussions. Participants were grouped into 10 tables to discuss the Exploration questions found in the October 2022 report: *Identification of Leading Equity Funding Practices Executive Summary*.

The aim of the exploratory question discussion was to build awareness of IDEA concepts and to invite participants to share their thoughts, insights, and concerns regarding the identification of equity funding and participatory grant-making practices. These prompts and the analysis of the resulting discussions will assist SaskCulture in further researching and evaluating best practices for supporting and advancing IDEA in its funding renewal program.

During the small group discussions, SaskCulture staff members listened to participants' ideas and information and took notes.

The participants discussed the following questions:

- **Question 1:** What are some key developments related to inclusion, diversity, equity and accessibility initiatives in your organization that you want to share?
- **Question 2:** Is your organization struggling with any big strategic questions or other challenges related to inclusion, diversity, equity and accessibility?
- **Question 3:** What changes, if any, have you made to your leadership work to support equity and diversity in your organization? ***Note: Due to time constraints, this question was not discussed.*

- **Question 4:** We're trying to embed equity more squarely into SaskCulture's practice. We're curious – do you have any advice for us on how to better practice equity as a funder?
- **Question 5:** What resources or training opportunities could we be offering to support your organization's work related to inclusion, diversity, equity and accessibility? Are there any resources or training opportunities you have taken that you would recommend to the other participants?

Notes from these small group discussions, organized by table number, can be found in Appendix A.

WHAT SASKCULTURE HEARD

Introduction to Key Theming and Analysis

During discussions, participants responded to Questions 1, 2, 4, and 5. Due to time limitations, Question 3 was not discussed. For Questions 1-2, participants shared numerous ideas and information about current and future initiatives as well as their concerns and struggles. For Questions 4-5, they offered advice and expressed their needs.

SaskCulture staff members took notes during the conversations to capture ideas and concerns. The organization engaged Praxis to conduct an analysis of the notes to identify key themes and sub themes. Praxis organized this data into frequency tables to summarize how often key concepts were repeated.

The Approach to Key Theming

Praxis reviewed approximately 500 comments. Each comment was assigned a theme and a sub theme. A selection of themes from the discussion matched the themes gleaned from the secondary literature review that Praxis conducted for the *Inclusion, Diversity, Equity, and Accessibility – Secondary Research & Literature Review* report *(February 2022).* These shared themes include, but are not limited to: engagement, outreach, shared definitions (of IDEA) (also inclusive and humanizing language), and accessibility and accommodations along with risks such as lack of capacity or resistance.

The key themes are presented in order of frequency, followed by sub themes that are also counted in order of frequency. Along with a variety of sub theme topics, many of the sub themes included comments, advice, and concerns regarding specific groups identified as underserved by SaskCulture in its strategic plan.

Participants also mentioned other groups that may need support, funding, or that they consider part of IDEA including youth, low income (affordability/compensation), seniors, and rural.

Questions Discussed and Frequency Tables

***Question 1:* What are some key developments related to inclusion, diversity, equity and accessibility initiatives in your organization that you want to share?**

Participants shared initiatives and goals of their organizations that they were implementing or developing.

The top 3 themes generated from this discussion were:

- implementing (or plans to implement) IDEA policies, plans and programs;
- increasing the diversify of staff, board, and membership; and,
- improving or current improvements to accessibility and accommodations.

Under the IDEA Policies/Plans/Programs theme, incorporating IDEA plans and strategy stood out as one of the key developments and initiatives along with reviewing and updating current policies. The top sub theme of Increasing Diversity of Staff/Board/Membership was increasing Indigenous leadership. Under the Accessibility and Accommodations theme, improving accessibility both online and in physical space as well as auditing and creating awareness of accessibility were discussed most often.

Created Web Accessibility – by providing closed caption for visuals on websites and social media.

Other frequently mentioned initiatives included training and outreach with an emphasis on Indigenous awareness training and Indigenous outreach.

What are some key developments related to inclusion, diversity, equity and accessibility initiatives in your organization that you want to share?	Count
IDEA Policies/Plans/Programs	**27**
IDEA Plans / Strategy	13
Policy Reviews and Updates	6
Identify and Address Areas of Improvement	3
Opportunities to Increase Diversity	2
BIPOC Representation	1
Gender Inclusive Representation	1
Northern Support	1
Increasing Diversity of Staff/Board/Membership	**23**
Overall Increasing Diversity	9
Increasing Indigenous Leadership	8
Work in Progress	2
Term Limits	1
Increasing New Canadian Leadership	1
Self-Identification	1
Increasing Youth Leadership	1
Accessibility and Accommodation	**20**
Online Accessibility	6
Accessible Physical Spaces	5
Accessibility Audit and Awareness	4
Staff Accommodations	3
Accessibility statement	1
ASL training;	1
IDEA training	**16**
Indigenous Awareness Training	4

Cultural Awareness Training	4
General IDEA training	4
2SLGBTQIA+ Training	2
Anti Racism Training	2
Outreach	**13**
Indigenous Outreach	4
Identify and Address Outreach Improvements	2
General Outreach	2
Newcomer Outreach	2
Northern Outreach	1
Digital Outreach	1
Senior Outreach	1
Building Awareness of IDEA	**11**
IDEA Conversations / Workshops	4
Education and Professional Development	2
IDEA Survey	2
Events / Activities	2
Northern Awareness	1
Inclusive and humanizing language/materials/spaces	**9**
Gender Inclusive	4
Language and Definitions	2
Resources and Materials Review	2
Indigenous Resources	1
Partnerships	**8**
Indigenous Partnerships	3
Cross-cultural Partnerships	3
Newcomer Partnerships	2
Marketing & Communications	**6**
Digital Communications	4
Other	2
TRC Funding, Resources, Programming	**6**
TRC Initiatives	4
TRC Accountability	1
TRC Funding	1
Reconciliation	**5**
Reconciliation Training and Events	4
Reconciliation Assistance	1
Funding Supporting IDEA	**5**
Funding for Indigenous Programming	2
Targeted IDEA funding	1
Advisory Funding	1
Micro-grants	1
Developing and sharing IDEA resources	**4**
Other resources	3

Leading Practices	1
Language Translation / Interpretation / Support	**4**
Translation	4
Repatriation and archives	**3**
Returning/Sharing Archives	2
Developed a Repatriation policy	1
Affordability	**3**
Youth Opportunities	3
Honorariums & Compensation	**3**
Provide Honorariums	2
Fair Compensation	1
Other	**3**
Unclear	2
Government	1
Covid - Barriers revealed	**3**
Lack of access to required technology	2
Online Services expanded	1
Leadership Development	**3**
Youth Leadership	2
Women Leadership	1
IDEA reporting and data analysis	**3**
Follow up and Updates	2
Demographic Analysis	1
Program evaluation	**2**
Renewals	1
Gender Inclusion	1
Risks/Challenge	**2**
Expanding Awareness of IDEA	2
Capacity Building	**2**
Free Facilitation	1
Identify Gaps	1
Building Relationships	**1**
Legacy projects	1
Trauma-informed programming	**1**
Trauma-informed	1
Engagement (consultation)	**1**
Indigenous Consultation	1
Building Trust	**1**
Learn from one another	1
Economic framework	**1**
Indigenous Women	1
Community Engagement	**1**
Community Engagement Strategy	1

Provide Opportunities	1
Equity	1
Grand Total	**191**

Board created an initiative to encourage Indigenous organizations to join – offer complementary memberships. Now have 6 organizations that joined. Because of this we have two new diverse board members (volunteers).

***Question 2:** Is your organization struggling with any big strategic questions or other challenges related to inclusion, diversity, equity and accessibility?*

Participants discussed common challenges and struggles their organizations experience in implementing or developing IDEA initiatives.

The top 3 themes generated from this discussion were:

- increasing the diversity of staff, board, and membership;
- lack of time and capacity to implement IDEA; and,
- resistance, lack of understanding or awareness by communities, members, and stakeholders.

Time is a barrier, we have ideas a-plenty, opportunity a-plenty, but time to implement is a challenge.

The main struggles around increasing diversity according to comments made by participants included board recruitment challenges and finding the right people. Time and capacity are an ongoing challenge, notably participants discussed how best to prioritize what to implement and the difficulty of finding time or resources to implement IDEA improvements. Participants also noted that some communities and organizations, particularly their older members may lack awareness of, interest in, or do not feel the need to implement IDEA practices.

Other topics discussed included funding, specifically the desire for specialized and flexible funding. Additionally, participants wanted a better understanding of and to receive communications about expectations regarding IDEA, and training in IDEA.

Q2: Is your organization struggling with any big strategic questions or other challenges related to inclusion, diversity, equity and accessibility?	Count
Increasing the diversity of Staff/Board/Memberships	**14**
Board Recruitment Challenges	8
Finding the right people	3
Self Declaration	1
Youth and Students	1
Board Term Limits	1
Time and Capacity	**13**
Prioritizing and Implementation	7
General - Time and capacity	3
Lack of time and capacity to meet TRC requests	2
Funding to expand capacity/time	1
Resistance / Lack of Understanding or Awareness	**12**
Educate (older) members/communities	4
Belief group(s) doing enough	3
Do not want to participate / discuss	3
Connecting with the unaware	1
Entitled to funding	1
Funding	**8**
Flexible / Special funding required	5
Limited Resources	2
Need Funding Conditions supporting IDEA	1
Expectations - Communications and Training	**8**
Communications and Expectations in training required	4
IDEA in policy and strat planning	3
Communicate who is being served	1
Covid	**6**
Impact of Covid	5
Positive impact	1
Prioritizing and Addressing IDEA items	**6**
Prioritize needs	2
Group IDEA	1
Informal practices	1
Policies & program	1
Structural changes	1
Outreach	**5**
Northern Outreach	2
Seniors	1
How to make connections	1
Avoid tokenism	1
Lack of knowledge or experience	**5**
Identify Contacts/Connections	2
Afraid to mess up	1

Lack of Topic Knowledge	1
Need more training	1
Burnout	**4**
Burnout	3
Need to rebuild mental health in communities	1
Euro-centric / Colonial roots	**4**
Unsure what group can offer/afraid to offend	2
Increasing the diversity of staff (Indigenous)	1
Seeking Indigenous resources	1
Volunteers	**4**
Lack of time/money / dealing with trauma	2
Need volunteers	2
Understanding needs of underserved groups	**4**
Underserved groups need specific programming	2
Struggle serving newcomers	1
Underserved people expected to help 'diversify'	1
Technology	**3**
Quality of internet speed/reliability in North	2
Hybrid meetings (online + In person)	1
Accessibility	**3**
Awareness of accessibility challenges	2
Old buildings inaccessible	1
Trust building	**2**
Trust Building	2
Participation Targets	**2**
Rationale for targets	1
Grant partners	1
Tools to deal with racism/discrimination	**2**
Dealing with Racism	1
Youth dealing with backlash for speaking out	1
Other	**2**
Bringing past knowledge as current knowledge.	1
Table discussion: collaboration taking place between Districts and cultural organizations	1
Turnover	**2**
Northern turnover	1
Starting from scratch	1
Inappropriate methods	**1**
Past methods inappropriate	1
False self-identification	**1**
Accessing funds and services due to false self-declaration	1
Identity within cultures	**1**
Diversity within cultures	1
Define diversity	**1**
Provincial diversity - not just ethnicity/race	1

Evaluation and Measurement	**1**
Re-evaluation	1
Representation	**1**
Northern representation	1
Lotteries	**1**
Lotteries: COLA into multi-year agreements.	1
Grand Total	**116**

Leadership – needing to diversify, especially the Board. Board members who have been around for a long time and don't want to expand or diversify.

Question 3: ***What changes, if any, have you made to your leadership work to support equity and diversity in your organization?***

Due to time constraints, this question was not discussed.

Question 4: ***We're trying to embed equity more squarely into SaskCulture's practice. We're curious – do you have any advice for us on how to better practice equity as a funder?***

Participants shared advice and ideas for SaskCulture on how to better practice equity as a funder.

The top 3 themes generated from this discussion were:

- improving the grant application process;
- clarity around evaluation and reporting; and,
- making information transparent and accessible through communications and outreach.

Making the process of applying for grants easier was the most common answer to this question. Participants noted SaskCulture could provide more accommodations and support during the application process. Participants also shared their desire for transparent, streamlined reporting and evaluation processes and expressed concern about the challenges of reporting collected data. Participants see SaskCulture as providing communications support and acting as a bridge builder. Additionally, participants noted that SaskCulture could make information more available to further educate about funding and priorities.

Accessibility – application question should be simple and clear – the use of simple language ensures better understand of the application process – Some organization might not understand the acronym/ terms used in the application.

Other themes that emerged during the discussion of this question included understanding the impact of equity, adapting and removing barriers to improve equity, and taking an Indigenous-first approach to equity. In terms of funding, providing alternative funding models and eliminating matching were some of the suggestions.

Q4: We're trying to embed equity more squarely into SaskCulture's practice. We're curious – do you have any advice for us on how to better practice equity as a funder?	Count
Grant applications	**18**
Provide Accommodations and Support	9
Information Capture	3
Clear expectations and Feedback	2
Consider Size of Organization	2
Consider History of Organization	2
Evaluation and Reporting	**16**
Transparency	4
Data Collection/Reporting Challenges	3
Report Style/Content	2
Streamline Reporting	2
Success Measures	2
Statistics and Reporting	1
Awareness of Equity	1
SaskCulture to set standard	1
Communications & Outreach	**14**
SaskCulture's Communications	5
Connections and Bridge-building	3
Importance of stories	3
Student Outreach	1
Funding Requirements	1
Messaging Support	1
Equity	**13**
Impact of Equity	4
Adapt / Remove Barriers	3
Indigenous First Approach	2
Advocacy	1
Equity is everything	1

Workshops	1
Include voices	1
Funding	**11**
Alternative / New Models	3
Eliminate matching	2
Funding Needs	2
Funds to visit North	2
More money	1
Engage with users	1
Terminology	**8**
Avoid categorizing diverse people	2
Define clearly	2
Clear definition of Newcomers	2
Language bias	1
Changing terminology and definitions	1
Engagement	**5**
Consultation	2
Townhalls	1
Youth	1
Quality of life	1
Training	**3**
Board Training and Governance	2
Program Evaluation & Data collection	1
Awareness	**3**
Lack of awareness - default/comfort	2
Unique Experiences	1
Impact	**3**
Program outcomes	2
Across Government	1
Capacity	**3**
Shared Resources	2
Admin Services	2
Other	**2**
Accountable	1
Renewal	1
Identify and Address Barriers	**2**
Remove Barriers	1
Information / Database	**1**
Database for North	1
Empowerment	**1**
SaskCulture-provided tools	1
Compensation	**1**
Equal Pay	1
Mentorship	**1**
Mentorship for new cultural organizations	1
Generate Ideas	**1**
Innovative ideas	1
Partnerships	**1**
Collaborations awareness	1
Leadership	**1**

Lived experience leadership	1
Processes	**1**
Not Inclusive/accessible	1
Grand Total	**111**

Share decisions/rationale with ECO members so they understand reasons with reporting/transparency beyond ECOs

<u>Question 5:</u> What resources or training opportunities could we be offering to support your organization's work related to inclusion, diversity, equity and accessibility? Are there any resources or training opportunities you have taken that you would recommend to the other participants?

Participants shared what they need to support their work related to IDEA.

The top 3 themes generated from this discussion were:

- general desire for a variety of trainings and advisory;
- access to information and resources; and,
- communications and outreach.

Some participants mentioned they would like to take or have had the opportunity to take training such as anti-racism, accessibility, reconciliation, and Indigenous awareness training. Some suggested they would like to take training developed by SaskCulture and Saskatchewan-based arts and culture training. Comments from participants indicated a desire for easy access to or sharing of information and resources such as books and databases. Participants also indicated support for shared messaging and communications from SaskCulture on success stories, for promotion, and around expectations.

Would be great to have a database of knowledge keepers – different types of knowledge.

The need for funding to support capacity, compensation, travel and hiring as well as understanding expectations and transparency around reporting and evaluation were other themes that emerged in this discussion on training and resources.

Q5: What resources or training opportunities could we be offering to support your organization's work related to inclusion, diversity, equity and accessibility? Are there any resources or training opportunities you have taken that you would recommend to the other participants?	Count
Training and Advisory	**28**
Indigenous Awareness / Reconciliation Training	8
Various IDEA Trainings	7
Anti-Racism / Anti-discrimination Training	3
Accessibility Training	2
Other	2
Available Trainings	1
Evaluating Trainings	1
Mentorship	1
Sask-Based Arts & Culture training	1
Engagement Training	1
SaskCulture-provided Training	1
Information and Resources	**7**
Resource List / Database	3
Ease of access	2
Info Sharing	1
Books	1
Communications and Outreach	**8**
Messaging / Sharing	3
SaskCulture-provided communications / info	3
Board Awareness	1
Rural	1
Funding	**6**
Funds for capacity	2
Hiring / Contracting Compensation	2
Support or resources- money- hiring another staff. Even just for 10 hours a week to focus on that	1
Travel Funds	1
Evaluation and Reporting	**5**
Expectations and Transparency	2
Measurement	1
Feedback	1
Diverse decision making	1
Accountability	**4**
Alignment with policy	1
Board Policy	1
Limited capacity for diversity	1
Responsiveness Challenges	1
Support	**4**
Grant application assistance	3
Relationship Building	1

Awareness	**3**
Board Education	1
Diversity within cultures	1
Pushback	1
Terminology	**2**
Policy/HR Review of language	1
Define IDEA	1
Collaborations	**2**
Learn from others	1
SaskCulture Network	1
Space	**1**
Schools	1
Governance	**1**
Policy/Governance (decolonized) assistance.	1
Eligibility	**1**
Open Access to grants	1
Application Process	**1**
Customize adjudication	1
Accessibility	**1**
Difficulty accessing	1
Consultation	**1**
Open-ended consultations	1
Grand Total	**75**

Have training available for all staff, not just leadership, especially if asking the organization to decolonize and respond to the Calls to Action. Also have all Board members take the training.

CONCLUSION

SaskCulture's Funding Program Renewal Project involves conducting multiple consultations with ECOs and SDSCRs for ideas on how to best support and advance IDEA. There will be additional opportunities for ECOs and SDSCRs to share their input on SaskCulture's initiatives and grant making practices as part of its research and evaluation of best practices.

APPENDIX A: SMALL GROUP/TABLE DISCUSSIONS NOTES

ECO & DISTRICTS GATHERING
With Invited guests

Wednesday, October 19, 2022

Small Group/Table Discussions

1. What are some key developments related to inclusion, diversity, equity and accessibility initiatives in your organization that you want to share?

2. Is your organization struggling with any big strategic questions or other challenges related to inclusion, diversity, equity and accessibility?

3. What changes, if any, have you made to your leadership work to support equity and diversity in your organization?

4. We're trying to embed equity more squarely into SaskCulture's practice. We're curious – do you have any advice for us on how to better practice equity as a funder?

5. What resources or training opportunities could we be offering to support your organization's work related to inclusion, diversity, equity and accessibility? Are there any resources or training opportunities you have taken that you would recommend to the other participants?

DISCUSSION NOTES by TABLE NUMBER

**these are just the raw notes from the meeting. Responses will be compiled and reviewed and an analysis will be sent to all participants at a later time.*

- Table 1 Staff Recorder: Diane Ell
- Table 2 Staff Recorder: Shelley Fayant
- Table 3 Staff Recorder: Catherine Folstad
- Table 4 Staff Recorder: Lorelie DeRoose
- Table 5 Staff Recorder: Kenneth Nzeyimana
- Table 6 Staff Recorder: Damon Badger Heit
- Table 7 Staff Recorder: Shawn Bauche
- Table 8 Staff Recorder: Paul Gingras

- Table 9 Staff Recorder: Elizabeth Akinyemi
- Table 10 Staff Recorder: Alejandra Coronel & Nichole Williams

Table #1 **Staff Recorder: Diane Ell**

Question #1 – Key Developments Related to IDEA

- Board created an initiative to encourage Indigenous organizations to join – offer complementary memberships. Now have 6 organizations that joined. Because of this we have two new diverse board members (volunteers).
- Calls to Action #70 – board members on committee, developed TRC framework for archives, released in May. Good initiatives and recommendations.
- Diversity Working Group – now Indigenous Working Group – run Indigenous members, talking about initiatives. One issue: many subject headings of Indigenous resources need to be revised; depiction and description more culturally appropriate. Created a diversity directory – resource for groups on diversity in institutions.
- Letter went to members encouraging archival organizations to return of archives from Indigenous cultures to communities
- Intentional hiring practices - If a Métis person applies and has appropriate qualifications, given first preference. All women, except for one, are in leadership positions. Over 50% of staff is Métis.
- COVID revealed barriers, especially with remote schooling, many didn't have the tools. Worked on funding to get students laptops and tools they needed to succeed in a virtual environment.
- Anti- harassment policy
- Pursuing equity and equality goals - not everyone is the same.
- Created a Diversity and Inclusion plan 4 years ago, with Flo Frank. Had this plan as part of the Operations Plan – weaved throughout the organization (promotion in newsletter Inclusion Insights, a story every month, resource area of the website – TRC, different equity groups; training and webinars on inclusion – Appreciation vs appropriation
- KAIROS blanket exercises.
- Free facilitation in communities – communities are finding they don't have time for planning. Think Tank on Welcoming Inclusive Communities –
- New project – Walk for Reconciliation – encourages communities to have walks for reconciliation – attached funding to support individual communities. Held on Orange Shirt Day and in June.
- Promote Inclusion campaigns
- Share resources
- Create internal inclusion policies, and help community as well.

- Work that relates to building capacity in communities. Assist Tribal Council, First Nations and rural, health regions, and work is helping to break down silos. Primary health care teams, interagency teams – merged into task forces focused on reconciliation groups and other issues and gaps. Identifying the need for inclusion, demographic changes (newcomers in small communities - large changes, includes expansion to schools). Most of this engagement organically happened.
- Community Engagement Strategy – breaks down communications, reasons why we connect with different partnerships. Rely on strategic partnerships – connect to various diversity groups. Constantly changing and pivoting to support the community's needs. Building in communication – awareness, education, and highlight what may not be working. Connect to other groups – bridge partnerships. Support for building partnerships
- Internally – had the conversations, KAIROS Blanket organizations – helping staff understand their backgrounds. Tough conversations about inclusion – helps communities feel safe about asking questions about diversity. Starting to look more diverse.
- Youth Leadership Development – includes areas of IDEA. Target groups of Grade 5-9 to help start conversations so they feel comfortable in discussing and asking questions about these areas. A positive result, was students at one school went ahead with leadership of activities – developed GSA (Gay Student's Association) on their own. This group went to present and connect with others schools – to help them in this area. – resulted in another school in the area was successful. Brought changes to schools increased leadership. Changed community. The kids do all the work – we just need to support the connections. Good examples.

Question #2 - Big Strategic Questions or Challenges Related to IDEA

- Engagement and outreach with those not served; particularly post COVID, because a lot of progress halted – created silos need to start to take a step forward, identify the things that moved them backward.
- Staff changes and council changes – need to start from scratch.
- Need to support communities in crisis: schools only started in-person this past year, need to rebuild mental health through sport, culture and recreation – and through partnerships. Staff are not mental health professionals – these supports are overlooked. Staff Burnout of the past few years of trying to survive.
- Diversity is more than just Indigenous or ethnicity (families, gender, faith, etc): what is diversity and inclusion for the province? Rural communities do not want to respond.
- People want to work with people they know/familiarity – division of funding responsibility. Relationships/trust are most important. People have different backgrounds, perspectives, and knowledge levels –need conversations to understand and build trust.
- Board burnout – volunteers have jobs, and the committees start to get intense. Not a lot of turnover – circulate over years of involvement. New Indigenous board members. Still struggling to reach youth – outreach to youth is a major weakness.
- Need some outreach with seniors in care homes….may feel not included. Care homes – with daycares – intergenerational growth – play tic-tac-toe on windows, dance parties, kids visit with

seniors, trick-or treating, bring school groups in for presentations/speakers. Need students presenting to seniors.

- Biggest issue is capacity. Truth and Reconciliation Calls – look to our organization for support, but we don't have dedicated staff for this. Have own work to do – might not be able to support other groups with their IDEA goals and objectives. Would love to reach out to more communities – but only have so many staff. Need safe spaces – to acknowledge identity and what they need.
- Asked a question around inclusion in survey to communities. It was alarming to see the resistance in the responses. Some thought they were already doing what they need to do – open doors to everyone. Some respondents felt their population was not diverse – so no need to worry. A lot of awareness and education is needed, particularly in rural areas. Need outreach to expand understanding. Awareness of equity groups that are facing exclusion.

Question # 4 – Better Practicing Equity as a Funder

- Barriers need to be identified and addressed.
- Elimination of the matching amount for funding; fund at 100%.
- Many groups struggle with grant writing – try not to have a big focus on spelling/punctuation/perfection. Not all areas included.
- Make the questions more specific – say what you want.
- Understanding that you can call the Consultant and submit directly/not online. What other services are available to handle grants/grant-writing.
- Option of a hard copy application still available; however, a staff member has to input.
- Wording and understanding: Repetitive answers used (mentorship needed). Many people are scared they are doing it wrong – will give up without connecting. Not aware of support.
- Ideas like Clippy – to help guide people through grant application
- Help to find partners that will increase eligibility for grants – awareness of collaborations.
- Ask for the key areas of interest in membership renewal – identify who is working on what on the website. Increase awareness of this is available – Consultants will help.
- People get wordy, or get frustrated and give up.
- Follow-up reporting process needs to be addressed

Question #5 – Training and Resources

- **Opportunities to connect with other groups** – speed dating session with other groups in the network. Connecting the network. Knowing what is available. Start conversations on collaboration. A lot of organizations start from scratch – instead of talking with others who have been through the process.
- **Need training on engagement** – how to identify the people missing at the table. Board orientation. Lots of people doing the work, not recognized in the sector. For example, those in the North that don't consider themselves artists…but are doing art.
- **Keep Outreach services** – some communities feel they are left out – have to go to Regina or Saskatoon to find out information.

- Continue to provide **funding to leaders to attend the IDEA initiatives** (cover costs) Travel/Accommodation/Registration expenses
- Like the idea of going into this review without predetermined outcomes – need consultation on what would work for the community.
- **More online how-tos** – basic questions on applications. Filling in applications. Lead by examples.
- Like the idea of Share and Connect – need **more open access to grants/eligibility**; schools are not eligible for SaskCulture grants…have to connect with Non-profit. Maybe there needs to be a grant program specifically for schools, particularly for smaller communities. Some group have to endorse multiple groups. Some schools have non-profits. Move to outside of school hours. School facilities are hubs of community – that's where you connect with families. Paying for access to use the facilities.
- Presentations by Diversity Consultants on different areas of diversity – what does it look like; understand where we are going. Reconciliation – what is included – what is meaningful?
- Specific training opportunities; making some programs such as Indigenous 4 seasons reconciliation a mandatory training session and part of orientation.
- Schools are often the hubs.
- Lots of training programs are **difficult to access** – 4 Seasons/KAIROS, the programs are oversubscribed.
- **Evaluation** – help groups to evaluate success, common areas of measurement. Basic survey.

Table #2 **Staff Recorder: Shelley Fayant**

Question #1 – Key Developments Related to IDEA

- Work to weave diversity and inclusion in everything
- Newsletter – resources, articles around inclusion
- Website with resources and info
- Training (webinars) – appreciation vs appropriation
- Kairos Blanket Exercise
- Welcoming think tank
- ED monthly blog with diversity and inclusion as topics
- Treaty 4 Gathering partnership – OTC speakers, Elders, Etc.
- Walk for Reconciliation funding
- Social media campaigns (march our racism)
- Rec directors: How-to manual for inclusion and diversity
- Small funding grants with TRC grants
- Shift in thinking from two years ago – why join our existing programming?
- Different language translations (7) English on one side and another language on the back
- AGF prep – looking at diversity
- Imagery in promotions reflecting greater diversity
- Funding targeted at groups with focus on inclusion and equity
- Providing training sessions for community connections

- New Canadian on Board – already providing insights after a couple of mtgs. (scheduling, etc) and very passionate contributor
- Consultant facilitated sessions to help increase board diversity (with recommendations on how to do this) – providing $155 per meeting honourariums for board participation (child care, etc.)
- Changed bylaws to be able to provide honourariums (with membership approval)
- Getting feedback for forming a diverse advisory group for board (independent artists) – work in progress for increasing representation
- Another: Elder in Residence for organizational members as a resource – need to do more work to do it properly
- Listen to 'Dis collaboration on research to create a baseline resource for arts orgs around accessibility
- North and remote communities work-looking through diversity lens
- Truth and Reconciliation Calls to Action – formed ad hoc committee on board to look at programming, which morphed into Standing committee and then committee – ongoing basis and report back to board
- Trauma-informed program delivery workshop for members
- Last 5 years – send artist for a month (artist in residence) to build relationships with community to build legacy projects
- Honouring her Spark – Indigenous woman economic framework
- Policy review workshop to identify internal barriers
- Annual report: TRC Calls to Action accountability
- Cultural humility training – with SK lens
- Working with TRC Committees
- Promoting women in leadership workshops
- Membership is diverse
- Support international languages
- Website has language translations
- Looking at Indigenous communities to outreach
- Looking at programming to ensure gender balance
- Follow up Report – suggestion: not specific IDEA programs but we do it for ALL (with IDEA lens) – nowhere to reflect that
- Providing ASL interpretation for online events

Question #2 - Big Strategic Questions or Challenges Related to IDEA

- Annual member study: IDEA in rural community's: comments show that not everyone understands and more work needs to be done. Comments such as 'we welcome everybody; there's no diversity in our community; no one is turned away'
- Being involved in the hiring process and putting it all out there to include being inclusive when hiring: self – declaration in app but not exactly successful
- Board recruitment to ensure diversity. Board matrix: geographic, skills, gender, race, etc. and also hiring process (3/5 BIPOC)

- Status blind org but people aren't aware of that – think they need status card, or MNS membership
- Accessibility issue with old buildings/infrastructure – funding is the issue (no capital expenses for funding)
- Capacity to do the IDEA work – need to build capacity in communities to take pressure off
- Table discussion: collaboration taking place between Districts and cultural organizations
- Pandemic has had deep impact on organizations and programs (schools shut down)
- Getting students back to classes has been challenge – new campaign launched for recruitment
- COVID has provided opportunity to be strategic and intentional
- Reaching all parts of the province (North) – collaboration with Northern District and cultural organizations
- How to identify people we're not talking to. You don't know what you don't know
- Internal challenge: board, staff – getting them to talk about IDEA.
- Capacity. New programs during covid but expectations now are new programs PLUS old programs
- Lotteries: COLA into multi-year agreements.
- Special initiatives fund: northern travel. Status quo funding.
- 10K special grant fund from SC was welcomed.
- Burned out. Maxed out: exhausted from pandemic.
- Post-COVID – just got comfortable with online work and then flipped out
- Everything felt like 2X work during covid (online and in-person)

Question # 4 – Better Practicing Equity as a Funder and Question #5 – Training and Resources

- "Decolonizing Wealth" book
- Opening processes that aren't exactly inclusive or accessible
- Expanding access sport, rec and culture admin services (such as bookkeeping) to orgs outside the sport, rec and culture realm – they're experts in the services that the culture sector provides – can expand capacity (instead of EDs doing it)
- Renew those admin services since they've been established for years.
- Communications expertise service at admin centre to help with messaging. Could be subsidized – reinvested into the system
- Admin services already know the cultural sector so would be helpful instead of onboarding another firm/company
- Lottery system to train and employ or contract (as a retainer service) ASL interpreter for cultural sector
- Even a resource/contact list would be helpful (communications, ASL, etc.)
- Build on strengths (i.e. admin centre) – arts orgs out east are considering this model (already in place here) so why not expand on it? Could be for whole tri-global system
- Come up with new innovative ideas to strengthen what ECOs are doing, to build something better
- An organization can be in charge of setting their own measures of success – AGF process
- Equity vs equality – the baseball meme where kids are looking from different levels

- Accountable to yourself
- Streamline the reporting process for both sides (SC and ECOs)
- The impact of the program/organization is more important that the statistics
- Output vs outcomes – which is more important
- SC has an opportunity to set the bar, innovative, and to reevaluate what is and isn't working and what can be changed
- Share and Connect grant is exciting – expand that concept to other grants
- Alternative methods to FURs like Share and Connect
- Video follow up could then be used in promotions (ex. social media)
- Request for success stories
- More training opportunities for members on IDEA and other areas (expand capacity when better trained)
- Mentorship opportunities within the sector for administrators

Table #3 **Staff Recorder: Catherine Folstad**

Question #1 – Key Developments Related to IDEA

- Enrolled in training courses for staff and board (online, can complete at own pace)
- Review of materials and resources in the library - what needs to be added and removed
- Review and conscious effort to update language in communication to members – gender inclusive. Communication previously was very rooted in gender stereotypes.
- Policy updates – when things are in policy it shows what an organization stands for and de personalizes it (easier to deal with situations when something is in a policy)
- Pandemic revealed inequities, such as youth who don't have computers – barrier had to be solved
- Gender neutral washrooms
- Looking at who are we not reaching – disabled people (may assume they can't work there because of physical barriers), geographical (may not be access the services), lack of capacity or experience (applying for grants takes skills on how to apply and report), eligibility (groups may so small they don't fit criteria), allies and supporters (lobbying, advocacy), the unaware (always surprising when someone doesn't know what services exist, even if the organization is well established and has been around for a long time).
- Focus on outreach - going into communities and building relationships. One issue is getting to communities – such a big geographical area, especially in the North
- Strategic planning – focus on inclusivity, accessibility and relevance. Looking at access in an intersectional way.
- Removing cost as a barrier to accessing programs and services One day a week is free, youth always free. Leadership is much more diverse now.
- Removing physical barriers, such as wheelchair access to a stage

- Diversifying staff and board
- Looking at who we are not reaching and why
- Seek and make changes and find solutions, - professional development, language, hiring

Question #2 - Big Strategic Questions or Challenges Related to IDEA

- Dealing with the unaware and racist behaviours – how to deal with it, especially unsafe situations. Can't control who comes through the doors and there's a lot of it. Giving staff the tools to deal with it. The world outside is not where we are inside.
- Youth learn the skills to use their voice, but then get a lot of backlash for it when they take it back into their own lives (i.e. school, peers, families)
- Leadership – needing to diversify, especially the Board. Board members who have been around for a long time and don't want to expand or diversify.
- Identity – diverse cultures within a culture
- Some individual's inappropriately self-declaring identity and accessing funds and services that are not intended for them. Accessing these funds and services not only takes these resources away from someone else, but sanctions them as well.
- Dealing with colonial roots of the organization's focus and mandate. Organization might make the assumption they have nothing to offer, scared to move forward, don't want to offend, paralyzed by not know what to do, how to work together and walk together.
- Connecting with the unaware
- Getting things going again after COVID paused momentum forward
- Being asked to provide advice in areas that the organization or individual staff members do not have the knowledge or experience to address (i.e. translation to Indigenous languages)
- Cross cultural workshops – settler guilt, people don't want to feel guilty so don't come or participate. Don't want to acknowledge the truth.
- Capacity - maintaining what you do vs. changing (how to do it all)

Question # 4 – Better Practicing Equity as a Funder

- Better informed public about what SaskCulture is (include anti-racism training)
- As a requirement of receiving funding, each group should do some public outreach to inform people who know nothing about SaskCulture / Lotteries on how the funding has impacted and better served the public (could be voluntary, realize there might be capacity issues)
- More capacity - funded organizations may need more funding to hire more staff to work with more communities. Geographic barriers in the North – more challenging to reach communities, costs more, etc.
- Spectrum of need – rely on SaskCulture funding for programs, but there are other orgs who could stretch the funding further (smaller orgs who don't have such big budgets) (more important work others may be doing)
- Need to engage youth – if they aren't engaged in arts and culture as youth, they likely won't value it as adults
- Can get very comfortable, don't think of other things that are out of other people's reach.

- Distinction between First Nation, Metis (not Indigenous). Language is important. Spend time on language – it has been in transition for the past 20 years and the general public may be confused.
- IDEA – trendy thing, but the words diversity and inclusion imply that people are excluded and need white people to open the door
- This change should be led by people with lived and living experience
- Can't put all diverse people in one category
- Newcomers – loaded word, lots in there
- Language bias – language privilege
- Like whiteness, ableness is the default mechanism

Question #5 – Training and Resources

- Canadian Diversity Initiative (https://candiversity.com/)
- University of Alberta Indigenous Canada Course (https://www.ualberta.ca/admissions-programs/online-courses/indigenous-canada/index.html)
- ASL training
- Know what IDEA acronym stands for
- First Nations University Four Seasons of Reconciliation – https://www.fnuniv.ca/admissions/icec/4-seasons-of-reconciliation/ GDI is being asked to develop similar that is Métis-specific.
- Have training available for all staff, not just leadership, especially if asking the organization to decolonize and respond to the Calls to Action. Also have all Board members take the training
- More anti-racism and anti-bias training, especially for general public
- There is information and resources on SaskCulture's website, but a lot to read and have to research. Need a quick, at glance, see something promoted (e-update)
- Have more sessions available for people to access – such as lunch and learns
- Need membership and those accessing programs and services to share their feedback and move the change. Also need to get the feedback from the community to move the change
- SPRA – online training Indigenous Awareness training, Myths and Misconceptions
- Know there's resources out there, but don't know where to find the right ones.
- Would like training around protocol - how to approach a knowledge keeper, how to find them, compensation, etc.
- Would be great to have a database of knowledge keepers – different types of knowledge,
- Have a session with OTC about their services (speakers bureau), as well as SICC, GDI
- How to tell if a training or resource is good /legitimate or not?
- Different cultures within a culture – need to understand that distinction
- Importance of an externally facilitated strategic plan to drive change (good training for Board members to take)

Table #4 **Staff Recorder: Lorelie DeRoose**

Question #1 – Key Developments Related to IDEA

- Updating the strategic plan – it holds you to what you say you are going to do; 50% diversity – 25% TRC/25% - access
- Build IDEA into all programs; see the diversity and access, but don't frame it in a way that are targeting in a certain way; offered to all genders, race, ethnicities, etc. all about getting participation – about access and opportunity; don't separate the words; holistic approach
- Board has taken anti-racism training – putting in a good position leading into strat planning;
- Board adopted diversity strategy into strat plan
- Staff and board are encouraged to take training, such as 4seasons program;
- Building a common understanding; goal to be an authentic partner in process with authentic relationships – this summer participated in Métis days – started the conversation of being a regular/formal partner at the gathering – see opportunity for cultural exchange and understanding;
- Playing a role with multicultural community; as an ethno-cultural organization – joint projects with other ethno-cultural groups, settlement services, etc.; creates opportunities for sharing and learning;
- Positive from the pandemic – forced us to accept technology and to provide services online – expanded the accessibility – don't need to physically drive to attend meetings and take on the expense of travel – and still able to participate fully;
- Changing mindset – figuring out why not accessible in first place – not trying to fit people into programming;
- ASL training;
- Equity – board 30% POC, gender, orientation – have more diversity sitting at the decision tables
- Equity – does not mean equally; but serve people at where they are – making accessible, inclusion, not about ticking boxes but providing opportunities; lower or remove barriers for those interested in participation; making sure that personally continue to grow and learn about issues – all in this together

Question #2 - Big Strategic Questions or Challenges Related to IDEA

- Barriers for people to volunteer to sit on Boards - for people to have the time, space, leisure to be on a nonprofit board, while dealing with trauma; in absences of good resources, things like history gets pushed aside for big issues like housing; tapping into an overtaxed pool of people; difficulties creating a safe space where diversity of ideas will be accepted and values – overall, getting diverse people into leadership roles
- Possible "honorarium" for board?; have to talk to people to find out what their barriers are
- The biggest challenge is just the volume of need; still have to put the IDEA issues on the agenda and address them – but prioritize time can spend on it
- Don't separate the terms "IDEA" out in the plan as separate entities
- Specific programming for groups who have not been included in the past - Talking to Indigenous people, recognize that need to have specific programming for Indigenous – danger of "everyone welcome – people not feel welcome";
- Work with grant partners who do have targets for participation, etc.

- Barriers are geography, staff turn-over – lose key-people; people come-and-go from the north – come for the experience but often leave; not sure why they leave – get some experience then move on; huge teacher shortage right now; a "life-style" in the north or a rural community – either ready for that or not; 95% of communities are Indigenous and it is predominately Indigenous people participating in programs – just don't think about it that way;
- Historically white, colonial organizations – don't see 15% Indigenous visitors / participants, but as we hire more Indigenous staff, are seeing more participation – natural growth
- Restrictive funding criteria can create barriers – not allow funding for transportation for example – need flexible funding criteria – need food at workshops – social aspect/need – look after the whole person when participating in programming
- Use of technology – virtual workshops, etc. – when get into rural/Northern communities – quality of internet is a real issue – speed, reliability;
- Northerners are shy – not like to turn on their cameras; have had to adapt – but still has been a positive – still use faxes! Difficult to scan and email things like applications; within community internet is okay – but as soon as leave the boundaries – total dead zones; schools have major security firewalls on them
- Need a rationale for "targeting" – not just tick off boxes; not about representing; but creating a workplace environment that is inclusive and that all have a place in those job roles; if have targeted programming – need clear rationale
- Acknowledge that there are underserved; underrepresented groups that need more

Question # 4 – Better Practicing Equity as a Funder

- Equity is very important in this region, need Indigenous first approach – that thought process should lead all efforts. For example – form relationships – build a network that builds trust – when ask for an Elder as part of an event for example, build a conversation from the very start of planning process. Have Indigenous voice at the table from the beginning, not just an "add-on" entertainment, etc.
- Land acknowledgements can be great – but including Knowledge Keepers and Elders first changes the tone. For Indigenous people – already our home. Learn to just ask – respectfully; bridge building
- Are there ways to acknowledge longer relationship-building processes in the grant application – something may be "really good but is nothing yet" – how to account for early steps of relationship building that can lead to greater impacts – how capture that in reports?
- Grant applications can limit reporting on what have already achieved in relationship building – and then not given credit in adjudication because don't have that history
- Acknowledge that some information just can't be captured in an online grant box – more oral reporting, meet for coffee and talk about it; yes takes time but what are different ways to report;
- What falls under equity umbrella? Lots there; equity is a greater lens; part of the practice; but also the cultural activity – how is that filter applied to cultural practices
- Adapt the program to be equity vs equal – adapt to meet the needs where they are; hierarchy of needs

- Opportunity for mentorship for new ethno cultural organizations – funding cultural mentorships – by established ethno-cultural groups – take under wing to develop community and organizations;
- Empowering ECOs to help others develop capacity to build the overall community; help others to advocate for improvements – what's not working
- For ECOs – workshops about equity – what does that mean in practice, in to policies, programs
- Consultation processes – how do you establish and implement that – for example Indigenous advisory committees, then implement into actual policy
- Northern – need to connect with the ECOs to bring the facilitators to northern communities; North has the funds and participants but needs to bring the people to teach; facilitate information transfer; need to know of the ECOs who have people who can come up to the north, want to come up to the north;
- Equity is not just about culture, but everything
- Could SaskCulture create a database of people that could be called upon to program in north (membership directory?)
- What funding to ECOs get to service the communities of Saskatchewan? Do they have the resources to travel to the north? For example – how get Ukrainian dance going in the north?
- Equal pay for equal work for all!

Question #5 – Training and Resources

- Embedding equity in HR and governance policies – help including inclusive language in HR policies – facilitate building and reviewing those policies and keeping up with language changes and law changes
- Specific anti-racism training and that lens; build and support the anti-racism network and train more facilitators – have a day for all ECOs with the network for training; to increase levels of understanding of concepts behind equity, etc. could it be delivered on-line? Pretty intensive over several days.
- SaskCulture create content on IDEA, careful not just relying on webinars outside of the province; connect more to local content; role for SaskCulture – has the capacity to facilitate – doing the research to know what's out there and arrange for the facilitators; help curate all the options that come across everyone's desk;
- SaskCulture has the capacity to provide IDEA workshops for staff, have follow-up months after a workshop to see how the "training" has made an impact

Table #5 **Staff Recorder: Kenneth Nzeyimana**

Question #1 – Key Developments Related to IDEA

- Their responding to community needs: No programs are created without Indigenous consultation.
- Moving from colonial ways. For example, hiring process has been ensuring that it is inclusive and selection is diverse – Using YCW has made this really good.

- Two-way learning process.
- Towards TRC, provided assistance regarding unmarked graves.
- Provides assistance with anyone who wants to find out if they are indigenous.
- Accessible office, services provided online, via phone or in person
- IDEA guides their work (everything an organization does)
- Making services, including physical spaces, accessible for everyone
- Making sure people are compensated fairly for their work
- Recognition that members were mainly white. Work was done to ensure there are Indigenous voices;
- Developing leading practice resources for the sector, including one book created by Indigenous artists for Indigenous artists.
- Accessibility has just come to the horizon; training is being done so that the organization is more accessible. i.e. accessible website
- A consensus regarding with being aware and open to change and feedback was highlighted as an important area for tools.

Question #2 - Big Strategic Questions or Challenges Related to IDEA

- Diversity plan 8 years ago went nowhere, no buy in from the Board.
    - Get the "older" membership to recognize the benefits of inclusivity.
    - Took a while to implement Duty to Consult
    - Board is getting better but it is staff driven
- Bringing past knowledge as current knowledge.
    - The past ways of doing things might not be appropriate now.
- Capacity to keep expanding with the knowledge of IDEA ensuring all is taken in.
- Diversifying Board
- Struggling with serving Newcomers
- Board decreasing and no one wants to do it (all seats have been there for 5 years).
- General capacity (people, time, access to knowledge, funds, volunteers, etc.) is the biggest challenge related to IDEA.
- Burnout. Identity (who do we serve? Who do we sanction to serve?). Equity v Equality Literacy. Shifting Priorities. Diverse people in leadership positions. "Open to All" ≠ Inclusion. Entitlement.

Question # 4 – Better Practicing Equity as a Funder

- Constant reminder that SaskCulture is not funding the organization but funding the organization to achieve outcomes together
- SC to give tools (funds, training, etc.) to organizations they fund in order to empower organizations to ensure there are equity is practiced.
- Make sure that organizations fully grasp the understanding of SaskCulture's definitions of IDEA, as a base, but ensuring it is broad enough (open to interpretation) for organizations to be able to incorporate within their operations and empower them to enact that.

Question #5 – Training and Resources

- Training session by Chief Cadmus Delorme on IDEA.
- Resource list for the Accessibility training: i.e. organizations, consultants, training, etc.
- More funds to fund capacity.
- Policy/Governance (decolonized) assistance.

Table #6 **Staff Recorder: Damon Badger Heit**

Question #1 – Key Developments Related to IDEA

- Education: TRC- went on a walk for reconciliation, support learning, professional development, Queer 101, documentary screening, experience of new comers in rural Saskatchewan
- Gets involved in outreach/multi festival, heritage festival, folk fest.
- Participated in culture in the kitchen cook book development- an invitation to include recipes with other cultures to cook together- cross culture, cook book
- Conduct Member workshop- generate ideas for cross culture and sharing,
- access digital programming helped us for greater access, help us have more reach
- culture presentation for seniors, community needs/responsive, learning what's out there, how we can use this for communities
- weaving IDEA in to coincide with mandate
- conference planning to include awareness training, Queer 101, introducing the 'other' cultures in Sask,
- challenge is members are focused on what is in 'their' community, it is tough to get people engaged with idea, focus on own production/culture, there are not enough members,
- Trying to move cultural awareness workshops to encourage rural members who are set in their ways, unfortunately it's been a struggle, but making some progress
- Organization's mandate, is by nature, colonial. How can we do better to work with Indigenous communities? Have done a Tappers and Traders game, based on a 1700 fur trade post with playing cards that include 4 languages: English French, Cree, Michif. Uses names/language concepts with students.
- At a teachers conference- someone recommended manuals in French. There are grants for translation- we could do that! Things we hadn't thought of- increasing the level of outreach to other language speakers/communities.
- Looking for board members with diverse backgrounds, skills, recognizing we need more Indigenous board members, because it is primarily their culture we are trying to build a role with
- We had summer students, 13 of them, internships, summer employment. Proud to say we hired Indigenous students, diverse sexual orientation, disabilities. Youth had the knowledge and skills we're looking for. Happy they feel secure/safe with our organization. Their involvement opens opportunity, for youth and organization.
- IDI Survey- staff and board. It helped with awareness. It was interesting to explore and understand more about what an individual's opinions and assumptions are
- Partnered with other organizations in a workshop for finding volunteers in unexpected places. We have a very big new comer population, but they're not 'really' newcomers anymore.

(language barrier- what do we call them?) They've been here a longtime. How do we get them to volunteer and be involved?

- There are a lot of arts and culture partners to come up with ideas on how to engage volunteers from these groups- Newcomer welcome center.
- We attended Treaty 4 gathering, supported the intro to smudging workshop. Partnered with District at Treaty 4 to share info with rec directors, to explain how it works, how they can get funds, bring more programs to their communities
- Support training in intro to Queer 101,
- In 2021- we sought advice on how to be more IDEA focused.
- We provide a lot of programs and services, for members and non-members to create opportunities in our art form. We opened up more to ethnic community, hip hop, pow wow, queering dance, connect with LGBTQ+ communities. Not just euro or professional status, but more of a focus on amateur and ethnic.
- We've done training with Cultural awareness, John Lagimodier, the Open Door Society, etc.
- Staffing has changed and is diversifying
- We held a dance and anti-racism symposium to bring multi/indigenous dances to share their experiences in schools, providing more support to those who might not have that support
- Not everyone needs the same thing, some people need more accommodations
- Indigenous fund created- support dance practice, regalia making, 1 applicant initially, to 54 applications (supported 50). Change happening gradually.
- Seeking to take heritage national, expanding terms/understanding of heritage conservation and built heritage to a broader focus because it needs expanding,

Question #2 - Big Strategic Questions or Challenges Related to IDEA

- Resources are always a challenge,
- Finding the right people/partners, contract hires, any number of projects is a challenge,
- Time is a barrier, we have ideas a-plenty, opportunity a-plenty, but time to implement is a challenge,
- Diversity strategy is in place, but because it is a small org with few staff, it is a time capacity issue,
- We want to know "what are the expectations?" (from SaskCulture) And what is realistic for a small org to handle?
- Finding people is hard but we have partnerships, but membership is small and the pool is small to draw representation from. It is hard to achieve diversity in this pool, rural and youth inclusion not easy.
- We have road blocks with established older members who are not open to expanding what our services should be. It is a one person office, and limited with what can be done. There is resistance for education on this (IDEA) for board members. If we can't even get it to the board, then how cant then get it to members?
- Expanding the pool of board members is a slow process
- Strat plan is in development with (IDEA) concepts, but it feels like we need more in depth training to better incorporate IDEA into everyday practice and plans and to build concepts into

our work (have it on the wall) to remind us these are the things that are most important. More in depth training in the work that we do

- Biggest struggle- making connections. Outreach /covid slowed it down. Tried virtual. Don't know who to contact, what groups are in the communities
- We're a small office that supports the needs of various communities. Communities are diverse and have different needs. Trying to provide towards those needs is hard. We are trying to educate members on the strat plan. But hard for members to digests.
- There are Entitled members, who think funding should just be for them. Equity and marginalized services don't seem to resonate. There are education issues. Many don't understand the importance of what we're doing.

Question # 4 – Better Practicing Equity as a Funder

- There needs to be transparency on decision making.
- We want to understand how small orgs are evaluated against large ones
- Share decisions/rationale with ECO members so they understand reasons with reporting/transparency beyond ECO's
- SaskCulture should support a Communique that can be shared with our membership, to further educate on why we get the funding we do and what it is for and what SaskCulture's priorities are
- Training on data collection, program evaluation is important.
- Training for boards and how they can do their own board evaluation

Question #5 – Training and Resources

- What is the expectation from SaskCulture? ECO's are different sizes. Issues are capacity. Personnel. What is the expectation?
- Diversity of Staff (2 people) how can we accountable to staff diversity with limited staff?
- How are we being evaluated in IDEA?
- Support or resources- money- hiring another staff. Even just for 10 hours a week to focus on that
- How can info be shared with ED's to everyone involved?
- Boards can use more information- board's needs to be educated on SaskCulture's plan/renewal so they are aware of what program renewal is. What the Funding priorities are and how it is being evaluated
- Boards need to be engaged/educated. They need to be aware of the path that is being taken
- Share the message with the leadership
- Boards that are social clubs, (i.e.- group of friends) need to define ourselves (the organization) – so they can be the board that establishes these policies
- Many Indigenous communities are approaching us. It wasn't in our plans. We are being sought out by community. But not in the plans so responsiveness to the needs is a challenge
- Aligning ourselves with the system/planning
- We're going to tick some people off

- SaskCulture cannot treat all apps the same and needs to adjudicate differently.
- There needs to be a diverse group of decision makers. New people. Diversity decision makers
- Transparency on the matrix of decisions making at SaskCulture.
- Grant Q and A for grant applicants
- When people send in the apps, there are lots of first time applicants and there are challenges in capacity. It is a competition. Help more with applications before deadline.

Table #7 **Staff Recorder: Shawn Bauche**

Question #1 – Key Developments Related to IDEA

- Organization has identified areas where IDEA must be addressed:
  - communications,
  - professional development to members
  - EDI is a factor in evaluating the grants to members
  - also has videos that involve IDEA to member's networks;
  - providing Culture Days grants to members.
- Training sessions through Canadian Diversity Initiative and the Indigenous Canada Course through the U of A
- Engaging culturally diverse clinicians for their network;
- Extensive review of resources that are not culturally appropriate; and new acquisitions are vetted for more inclusive language
- IDI survey with staff and board, mapping out any changes,
- Partnerships with other organizations - finding volunteers in unexpected spaces and newcomer network – still working in that direction;
- Connection with Newcomer Welcome Centre – sit on their IDEA group, also support programs there through grants;
- Education program, facilitators, modules – workplace sessions under renewal;
- Virtual book club
- Started their first board meeting with Knowledge Keeper leading a pipe ceremony;
- looking internally as to what needs to change to decolonize
- ensuring staff has right accommodations (disabilities, for instance, accessibility, parking)
- professional development for staff to better themselves for the community;
- Antiracism training for staff and board (from MCOS);
- LGBTQ and 2 Spirit awareness from Out Saskatoon; compliment for anti-oppression training; board recruitment;
- Photo projects outreach to First Nations;
- Connect to Settlement Workers in School program with SWIS workers for story-telling workshops;
- Introduced term limits to encourage new board members (from other communities);
- Accommodating staff is very important

Question #2 - Big Strategic Questions or Challenges Related to IDEA

- As an Indigenous org and all the amazing TRC awareness – don't have the capacity to meet the number of requests they get for TRC ; great to see so many people taking it seriously and want to meet the need
- Organizational capacity in general often working with Newcomer centers and Friendship centers – the difference in funding is stark; the demand to partner with Indigenous orgs is high, internal communities is so great; the funding is not there to meet capacity
- Anti-oppression, anti-racism – similar need, similar capacity challenges
- Most of collection/resources is settler-based, begun specifically looking for Indigenous resources
- Cultural sensitivity for the board; Euro-centrism is a challenge there has to be more board training
- Term limits for the board to allow new BIPOC board members for instance;
- Systemic racism is prominent in some communities; board can become a social club for long-serving members (i.e. who is connected to the banks); funding from SaskCulture should see the board composition/limits as funding condition
- The reach to the North; working with the Northern District is hopefully resolving some of those challenges;
- Continuing to bring IDEA into all areas of programming and policies; need to consistently re-evaluate to ensure you represent all
- Organization is rooted in white, colonial, western European basis; unsure what the organization can offer for other communities; older board members may not necessarily see a problem;
- Knowing who to contact in those communities; how do we make those initial relationships or help community find Indigenous leaders to lead a certain program for instance, which groups exist, who are their contact;
- Board recruitment is a challenge, trying to be more inclusive in their board composition; how to accommodate potential members who may need child care for instance, who would be best to sit on their board
- Need to focus a search – want a board member who not "just" Indigenous for instance but is interested in the work of that organization; how to open doors to find those people;
- What are we offering that people want? Relationships, we need to outreach to new people, find out what they want, and find the mutual benefit; not tokenism.

Question # 4 – Better Practicing Equity as a Funder

- Praxis report - LGBTQ+ and Newcomers – reference pages don't list many of these resources – be sure those voices are included – health index of newcomers too, sometimes their health declines based on living situation
- Making sure when we say Newcomers we are not meaning ethnocultural communities; understanding the difference between the terms
- Be aware that terms change (i.e. Ukrainian immigrants were not necessarily considered White generations ago, but are now)

- Understand there is a range of experiences within each group
- SGAP and Share & Connect - The new programs that remove barriers are good examples; consider this for other programs, outcomes
- New funding models are based in relationships
- The familiar equity illustration of kids looking over the fence – evolves, giving them boxes to peer over the fence is a good first step, how do we remove the actual fence.
- Grant assessment – not just reading what is on the page (i.e. well-written application vs one from someone who is EASL) – rather, based on what you see on the page, which applicant most needs our support
- Important that SaskCulture assessors are aware of these ideas – make sure they have an orientation of equity if they are going to distribute those funds
- Many organizations have not received additional funding in several years. If SaskCulture comes in on a white horse and "saves" underserved communities - how do we ensure the government is doing their part and not just relying on the Trust
- Advocacy – the Province could be doing more to advance equity
- Libraries – good equity resource (vs museums, galleries, etc organizations that some feel aren't for everyone as they have "high art" or admission fees, other barriers)
- Cultural spaces as town halls – cultural organizations can host a discussion and not have an agenda
- Cultural organizations designated as having an equity space – this is open to use for free
- Good idea - removing matching funds / percentage funds for grants
- Governance – support equity training for new boards and existing boards
- MPA students, MPA graduates – Masters of Public Admin (u of s and u of r campus – Johnson Shoyama) – students and graduates may be interested
- Equity funding – medium sized operational grants smaller than AGF, larger than MIF - $50,000 to $100,000
- Offering Admin Centre services to smaller organizations:
    - Grant-writing support
    - Assistance with evaluation + reporting

Question #5 – Training and Resources

- What support is needed?
    - Working in Northern and remote communities
    - How to build relationships, how to act in a community that isn't yours? Knowing what to expect, knowing what your preconceived notions are – must be very mindful of your intent (extraction of knowledge, resources/or white saviors who will bring you what you need)
    - Feel what it feels like to be the uncomfortable person, discomfort
    - Orgs want to do IDEA but where do they start, how do we make those connections, what if your organization is not near a First Nation for instance
    - How to begin relationship building? Being okay with being corrected, not knowing.

    - Rec directors have sport, culture and rec on their minds – how to approach equity when they have all this also on their mind
- Orgs offering training
    - Aboriginal Friendship Centres
    - bystander training – anti-racism, what to do in the moment when you see racism
    - Out Saskatoon
    - Camp TACT – Community Arts Mentorship Program (SK) Trauma Informed Antiracism Culturally Safe Training
    - MCOS
    - Four Seasons of Reconciliation

Table #8 **Staff Recorder: Paul Gingras**

Question #1 – Key Developments Related to IDEA

- Diversity plan in place for many years
- Have recently created Indigenous advisory committee
- Now consistently have diverse people on their board
- In response to the discovery of grave sites on Cowessess, they developed a statement and members archives committed to finding / providing records from churches that might be related to residential schools
- Equity Task force – which does regular updates on work accomplished on their equity initiatives
- Human Resources and Wellness Committee
- Board Equity
- paid Elder-in –Residence position
- Doing a demographic analysis of their collection
- Developed a Repatriation policy
- Upgraded all washrooms to be gender neutral
- All forms have been amended to be gender neutral
- Accessibility statement
- Disability Audit
- Changes in HR policies
- Staff are under 25
- Their participants/students push the status quo
- Some students applying to Creative Kids for support to cover costs
- In most other provinces it is only elite private schools that participate in debate – Sask provides opportunities for public schools students
- Diversity and Inclusion plan updated
- Issues with reaching small rural, pioneer museums
- Planning on more training
    - Providing workshops that are well attended

- Trying to engage Indigenous speakers (not necessarily Elders or Knowledge Keepers) who can provide training, information, etc.
- Have been creating new programs e.g. Metis fiddler going into schools, outreach to Northern schools
- Not easy task as schools and teachers have struggled over past 2 years and are over-capacity
- Boards question - what was wrong with previous programs

Question #2 - Big Strategic Questions or Challenges Related to IDEA

- Funding support for IDEA initiatives
- Need to be honest
- Communication with public, politicians, communities needs to be itched at tone or level so people don't feel "preached at"
- Need to describe / outline relevance
- Need more volunteers

Question # 4 – Better Practicing Equity as a Funder

- Simplify forms especially the follow-up forms
- Amount of information needed should be proportionate to size of organization
- Problems with counting and numbers especially demographic breakdowns
- Are Individualized Follow up Reports possible?
- Smaller ECO meetings with "like" organizations e.g. ones that are student or school focused – SEDA, SMEA, Drama
- Dilemma with standardization of reports
- Getting to impact vs. numerical participation

Question #5 – Training and Resources

- Ran out of time

Table #9 **Staff Recorder: Elizabeth Akinyemi**

Question #1 – Key Developments Related to IDEA

- Diversifying staff and board, including updating policy to be more inclusive.
- Ensuring gender identities are represented proportionally in programming
- Easier to diversify school programming because of the ability to bridge the gap.
- Added a self- identification box in their board nomination package – still struggling with the diversity of the board
- An IDEA community was formed that has accessibility has the core issue that they dealing with. The community had a training with "Listen to Dis" that provided the organization more knowledge about physical accessibility – physical accessibility for school (schools are not wheelchair accessible)

- Board created an internal fund strictly for diversity and accessibility advisory.
- Introduction of micro-grants.
- Ensure BIPOC is represented in all events. IDEA is part of the selection process
- Accessibility – Pandemic caused most program to be moved on online – Provided services online (encountered barriers because not all the members were able to access their program and services online).
- Ensure all the in-person program event is physically accessible to people.
- Created Web Accessibility – by providing closed caption for visuals on websites and social media. Adopted the self-identification on their online events.
- Offers a read along accessibility for presentation, online lectures and zoom, provides tutorials and training on how to use technology app.
- Financial accessibility - Created Diversity bursary for indigenous program.
- Provide accessibility for people with different accessibility needs.

Question #2 - Big Strategic Questions or Challenges Related to IDEA

- Being Scared – People are scared to do things because they are afraid of messing it up or doing the wrong things. Such as people tend to be afraid to do land acknowledgements.
- How to build diverse board membership – it is difficult in building diverse membership within the boards. There are lots of demand on certain people for the organizations. How to infuse diversity into the organization.
- Underserved people have other demands besides helping mainstream organizations diversify.
- Is the board accessible? Is volunteering accessible?
- Learning what accessibility challenges exist in the organization (you don't know what you don't know.)
- What strategic planning is required for implementing IDEA
- Different levels of what needs to change
    - Structural changes
    - Policies & program
    - Informal practices – the way people within the organization live and work

Question # 4 – Better Practicing Equity as a Funder

- Accessibility – application question should be simple and clear – the use of simple language ensures better understand of the application process – Some organization might not understand the acronym/ terms used in the application.
- The new Share and Connect grant is big step on talking to the users and finding out how work within their systems – many user groups might not be able to write a long detailed summary report.
- Deadlines – Can the deadline be flexible? – But flexibility can cause more expectations. It is hard for smaller community to have a one year's advance plan before applying for funds.

- Ability to give feedback – Providing feedback too both successful and especially to unsuccessful applicants (SaskCulture should keep the ability to provide feedback). More transparency for the eligible criteria for the grant application.
- Leniency in reporting – Demographic data is difficult to report - it is hard to get answer for demographic question from volunteers. Data collection is difficult and it is problematic to accurately get the right identification number from events.
- Bridging the gap between cultural organizations & Districts (due to lack of information or not having proper information or knowing how to reach out)
- Can there be more connection tri-globally?

Question #5 – Training and Resources

- Kairos Blanket exercise
- Accessibility training for staffs, board member in different settings
- Anti-discrimination Traiand anti-racism training from AFCS (aboriginal friendship center)
- More specific training on arts & culture sectors. Training should be Saskatchewan based
- Equity Diversity Inclusion training by Pauline Streete

Table #10 **Staff Recorder: Alejandra Coronel & Nichole Williams**

Question #1 – Key Developments Related to IDEA

- Hiring a First Nations consultant to educate the Organization. This consultant is able to facilitate enriching conversations by encouraging the group to ask comfortable and uncomfortable questions and providing constant feedback.
- Diversifying staff
- Constantly looking to integrate more diversity in their contracts and consultants outside and inside the Organization
- Still working on Board diversity (there is little to no representation)
- The online and virtual training and workshops have helped to reduce barriers to reaching more public, and they significantly have increased their audience inside and outside the province.
- Working on language and definitions
- Supporting programs in the North and providing resources for more activity to take place in the North (i.e. fiddles).
- Mentorships programs and workshops on how to teach lessons, and diversity training.
- Diversity Committee started years ago, but nothing happened because of the lack of resources. They now have a Committee meeting twice a year. They had partnerships with other Organizations. They take a close look at any application to make sure includes diverse groups.
- The conversation about multiculturalism is still ongoing with the Government. When a newcomer arrives in Canada, faces many challenges. Canada brings people but they are still in need of an effective and quality education, (language, settlement, cultural understanding of Canada, etc). The community and the government need to have a conversation regarding how to retain international people in the workforce

Question #2 - Big Strategic Questions or Challenges Related to IDEA

- The main struggle is the structure of the organization and bringing more diversity into leadership positions
- Training regarding the concept of inclusion vs. welcoming people, equity, hiring diverse people,
- When implement the inclusion, diversity, equity and accessibility, the resources are limited. Organizations and the government have to be involve and provide more funding to promote and implement these terminologies to make them real.
- More representation in the North.
- Sometimes organizations /communities are not ready to take the programs.
- To develop a new mind set, put IDEA directly in policy. For example, dress code in the HR manual
- Updates policies, constitution, change language, rules, etc. to reflect IDEA. The prejudices about to trust on young people, generational shock.
- To get new technology to be able to meeting in person and virtual at the same time.
- To cover honorariums and expenses to the Board members or Committee if applicable
- Capacity

Question # 4 – Better Practicing Equity as a Funder

- More money
- Gather information differently – rather than tick a box
    - Just ask the question
- Look at the success stories as a whole to meet criteria
- Less stats – more stories. Success stories. Stats check the boxes but the impact is far greater.
- SaskCulture's website can provide so much information…accessible (has some broken links).
- Inclusive – information about the membership and their programing, research, training, etc.
- Are we bound by these stats? I.e. reporting to the Ministry by the Globals.
- Reporting on program stats is not up to date. Impact is delayed.
- People are looking for quality of life. How can this be communicated? It's not the numbers, look at what is supporting the data.
- SaskCulture can engage with the research of an organizations to help develop quality of life.
- The impact of cultural organizations crosses Gov't Ministries.
- Numbers don't tell the whole stories

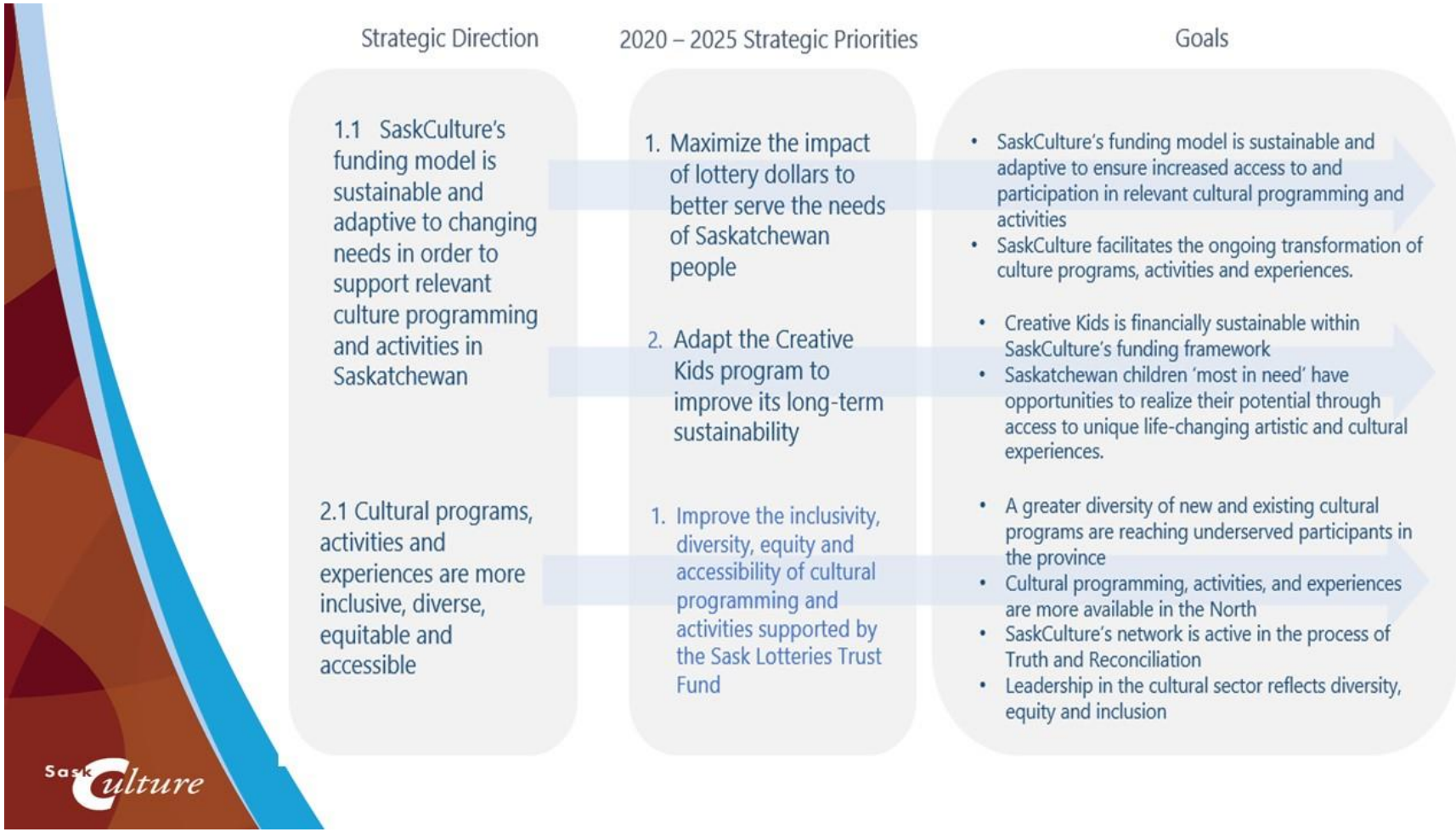
Question #5 – Training and Resources

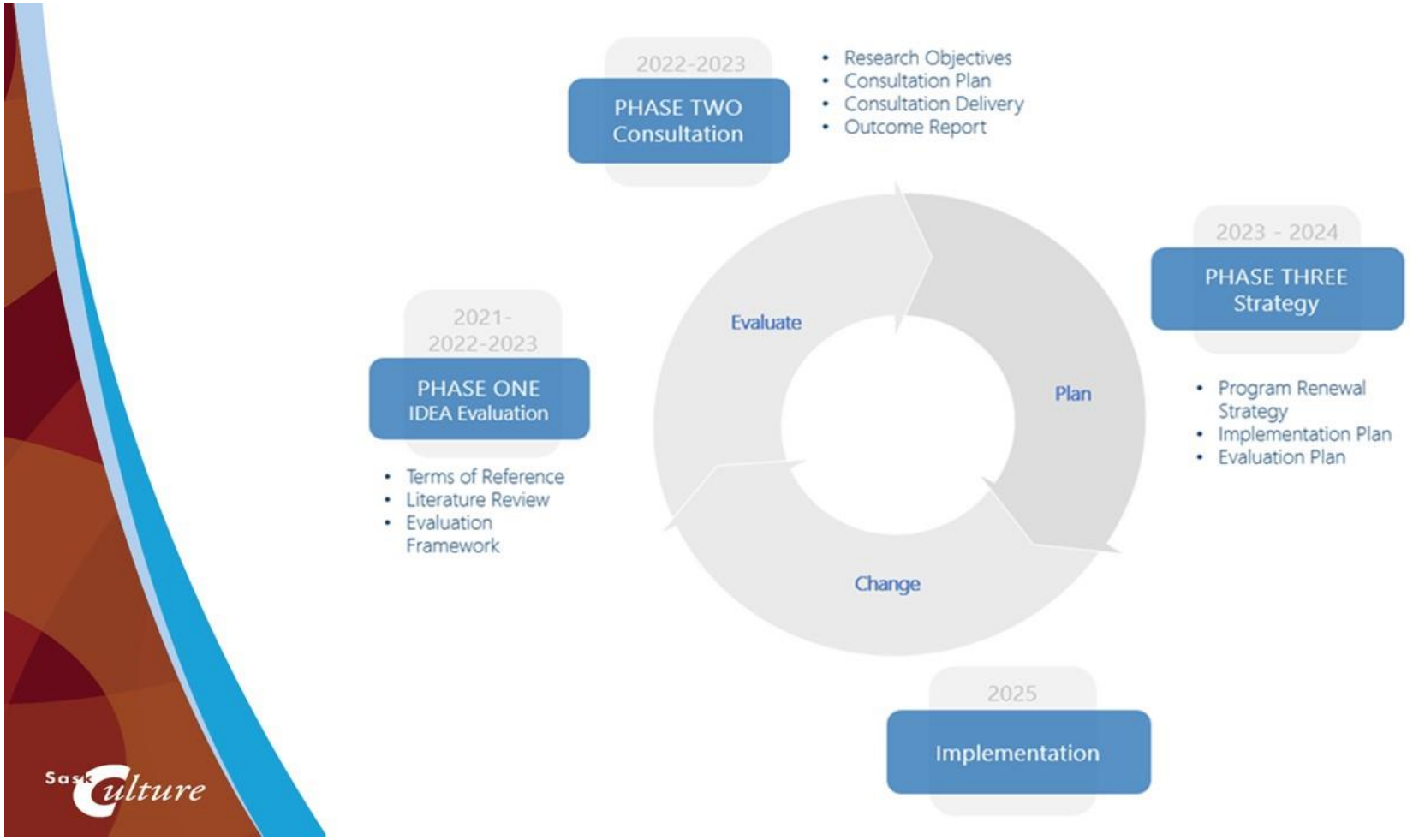
- Capacity shortages…competitive wages.
- SaskCulture's website.
- SaskCulture membership connections. A better network of sharing resources.
- Orientation / cultural awareness training for elected officials, and professionals.
    - Mandatory training/certification opportunities
    - I.e. Sport accreditation for coaches and refs.

    - Even for parents – respect in Sport
    - For volunteers??
- “Canadian Diversity Initiative”
- Compensation study leverage

APPENDIX B: SASKCULTURE'S FUNDING RENEWAL UPDATE

Sask Culture
SaskCulture exists to ensure...
STRATEGIC PLAN
END #1
People of Saskatchewan actively value, support and participate in culture.
END #2
The cultural eco-system in Saskatchewan is accessible, inclusive and sustainable.
A Culturally Vibrant SASKATCHEWAN
1.1 STRATEGIC DIRECTION
SaskCulture's funding model is sustainable and adaptive to changing needs in order to support relevant cultural programming and activities in Saskatchewan.
2020-2025 STRATEGIC PRIORITIES
1. Maximize the impact of lottery dollars to better serve the needs of Saskatchewan people.
GOALS
• SaskCulture's funding model is sustainable and adaptive to ensure increased access to and participation in, relevant cultural programming and activities.
• SaskCulture facilitates the ongoing transformation of cultural programs, activities and experiences.
2. Adapt the Creative Kids program to improve its long-term sustainability.
GOALS
• Creative Kids is financially sustainable within SaskCulture's funding framework.
• Saskatchewan children "most in need" have opportunities to realize their potential through access to unique life-changing artistic and cultural experiences.
2.1 STRATEGIC DIRECTION
Cultural programs, activities and experiences are more inclusive, diverse equitable and accessible.
2020-2025 STRATEGIC PRIORITIES
1. Improve the inclusivity, diversity, equity and accessibly of cultural programming and activities supported by the Sask Lotteries Trust Fund.
GOALS
• A greater diversity of new and existing cultural programs are reaching underserved participants in the province.
• Cultural programming, activities and experiences are more available in the North.
• SaskCulture's network is active in the process of Truth and Reconciliation.
• Leadership in the cultural sector reflects diversity, equity and inclusion.
SASK LOTTERIES


Strategic Direction
2020 – 2025 Strategic Priorities
Goals
1.1 SaskCulture's funding model is sustainable and adaptive to changing needs in order to support relevant culture programming and activities in Saskatchewan
1. Maximize the impact of lottery dollars to better serve the needs of Saskatchewan people
• SaskCulture's funding model is sustainable and adaptive to ensure increased access to and participation in relevant cultural programming and activities
• SaskCulture facilitates the ongoing transformation of culture programs, activities and experiences.
2. Adapt the Creative Kids program to improve its long-term sustainability
• Creative Kids is financially sustainable within SaskCulture's funding framework
• Saskatchewan children 'most in need' have opportunities to realize their potential through access to unique life-changing artistic and cultural experiences.
2.1 Cultural programs, activities and experiences are more inclusive, diverse, equitable and accessible
1. Improve the inclusivity, diversity, equity and accessibility of cultural programming and activities supported by the Sask Lotteries Trust Fund
• A greater diversity of new and existing cultural programs are reaching underserved participants in the province
• Cultural programming, activities, and experiences are more available in the North
• SaskCulture's network is active in the process of Truth and Reconciliation
• Leadership in the cultural sector reflects diversity, equity and inclusion
Sask Culture


2022-2023
PHASE TWO
Consultation
• Research Objectives
• Consultation Plan
• Consultation Delivery
• Outcome Report
2023 - 2024
PHASE THREE
Strategy
• Program Renewal Strategy
• Implementation Plan
• Evaluation Plan
2021-
2022-2023
PHASE ONE
IDEA Evaluation
• Terms of Reference
• Literature Review
• Evaluation Framework
Evaluate
Plan
Change
2025
Implementation

Saskatchewan

'Voices of the people' consulted for new Indigenous community arts program

Sask Arts and SaskCulture are now offering grants for Saskatchewan artists with the Share and Connect: Indigenous Community Arts program

Alec Salloum
Oct 11, 2022 • 2 days ago • 3 minute read • Join the conversation

From Sept. 24 to Oct. 24, communities throughout Saskatchewan will present First Nations tipi teachings, self-guided heritage tours, art shows, dance performances and cultural showcases.
PHOTO BY SUPPLIED

Sask Culture

Small Grant Accessibility Program

TYPE OF FUNDING: Project/Initiative

The Small Grant Accessibility Program (SGAP) aims to provide support to grassroots, unique and innovative initiatives that respond to emergent needs or changes in the cultural sector. **This funding round is aimed to support the improvement of the digital technology capacity of cultural organizations.**

APPLY ONLINE

Amount

The maximum grant amount is 100% of eligible expenses up to $2,000. **Please note that it is expected that this round will be competitive an funding is currently available to be awarded to approximately 25 cultural organizations.**

Purpose

The SGAP-Digital Technology Capacity Improvement (SGAP-DTCI) objectives are to:

- support cultural organizations that are looking to develop their digital and technological capacity, and who do not receive operational grants from SaskCulture and Sask Lotteries;
- respond to technological needs, opportunities or changes. These may be identified through a strategic technology planning exercise. ***A plan is not required but can helpful to identify technology needs.*** A Strategic Technology Plan template can be found **here**;
- support the development and capacity of cultural organizations through professional

DEADLINES

October 28, 2022

* If the deadline falls on a weekend or statutory holiday, the deadline becomes the next business day.

DOWNLOADS

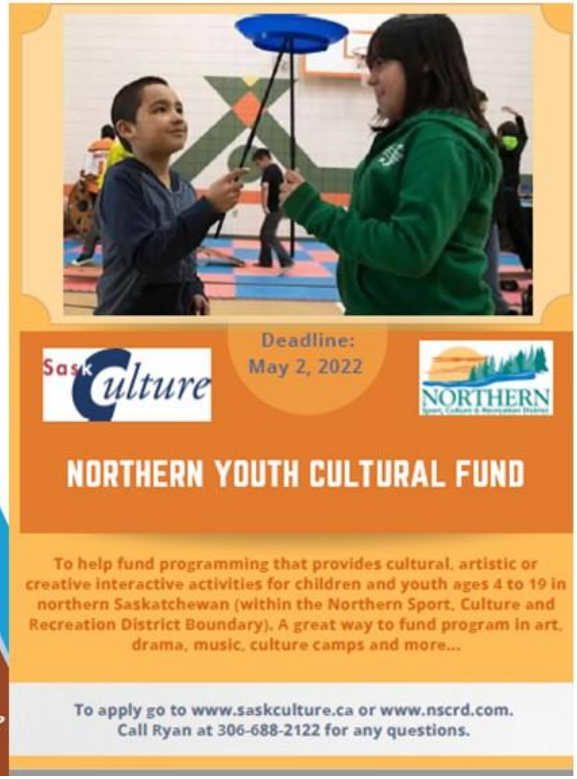
SGAP Digital Technology Capacity Improvement Guidelines

↓ PDF

CONTACT

Kenneth Nzeyimana

Key Delivery Partnerships



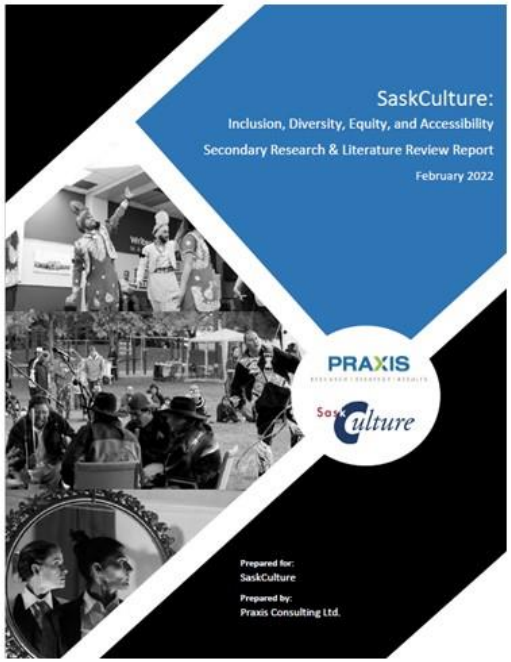
Inclusion, Diversity, Equity, and Accessibility Secondary Research & Literature Review Report:

Praxis Researched

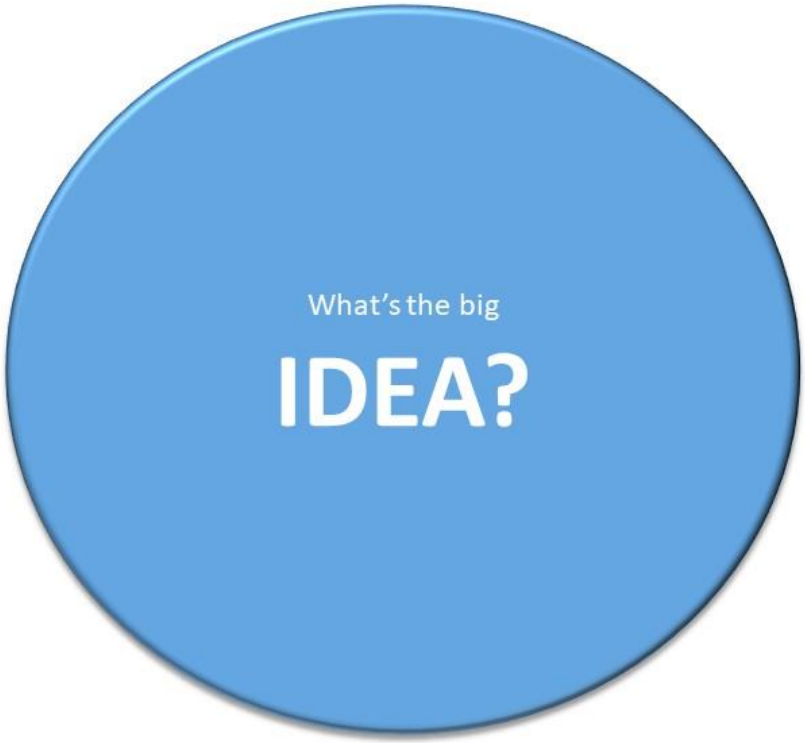
- a bank of resources curated by SaskCulture Staff- **113 articles were provided and 48 were reviewed in detail**
- Conducted five 1:1 interviews with organizational leaders throughout Canada.

Praxis Provided

- Identification of Inclusive Language
- **Identification of Leading Equity Funding Practices**
- Identification of Inclusive Leadership Practices



An Intersectional approach



Identification of Leading Funding Practices
What we wanted to know:

1. What practices are funders using to support inclusion, diversity, equity, and accessibility?

2. What are some innovative policies/initiatives (including operational policies) funders are using to advance inclusion, diversity, equity, and accessibility?

3. How are funders making funding more accessible?

4. How are funders ensuring funding decisions are equitable? What governance processes are being used to advance the principles IDEA?

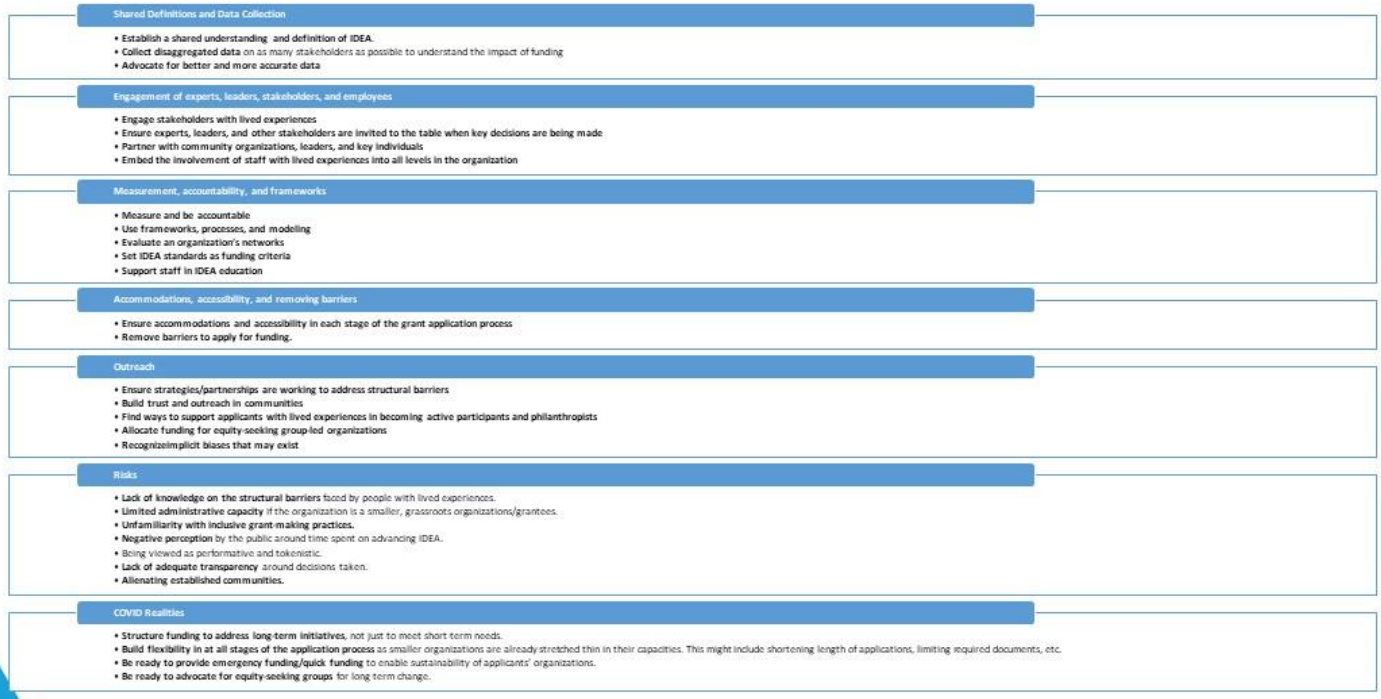
5. What operational policies are being put into place to support IDEA?

6. What are leading practices in reaching underserved potential applicants? What actions have funding agencies taken to raise awareness of IDEA with mainstream organizations that advance more inclusive, diverse, equitable and accessible projects?

7. How are organizations measuring the impact of their funding as it relates to IDEA and measuring the impact of changes as a result of advancing IDEA?

8. What are some potential risks to supporting and advancing inclusion, diversity, equity, and accessibility?

Key Findings Overview



Engagement of experts, leaders, stakeholders, and employees

- **Engage stakeholders with lived experiences** in identifying barriers, needs, strengths, assets, resources, delivery models, and in all conversations, decision-making and power sharing, etc. Stakeholders with lived experience are the best audience to provide organizations with accurate, relevant information for planning and decision-making.
- **Ensure experts, leaders, and other stakeholders are invited to the table when key decisions are being made.** Participatory grant making is a model that engaged affected organizations. Networking, and building relationships with stakeholders, as these are naturally embedded in the processes of the model.
- **Partner with community organizations, leaders, and key individuals** and work together to gain a strong understanding of the local contexts within which organizations are operating.
- **Embed the involvement of staff with lived experiences into all levels in the organization** so that IDEA is supported in all processes and operations of the organization.

Next Steps

Exploration	Reflection Question are on page 7 of the Executive Summary
Consultation	Planning for Phase 2 Consultations will begin soon

Sask Culture
Questions?
SASK LOTTERIES