

SaskCulture Inc.

Diversity and Inclusiveness Strategy

August 2018

SaskCulture's Diversity and Inclusiveness Strategy

SaskCulture, over the past several years, has put forth a more focused effort into the development of its Diversity and Inclusiveness Strategy. Initially, this strategy was called a Multiculturalism Strategy. The decision to rebrand the organization's efforts stems mainly from a perception, in some cases, that the broad mandate of multiculturalism is not inclusive of First Nations and Métis people. Although Saskatchewan's Multiculturalism Act is inclusive of First Nations and Métis peoples, those not completely familiar with the legislation may assume SaskCulture's efforts are not fully extended to everyone living in the province. Therefore, the change in name to a Diversity and Inclusiveness Strategy provides a more broadly accepted idea of what SaskCulture is trying to accomplish.

As we continue to reflect upon the "changing face of Saskatchewan" and our aim to be inclusive, responsive and reflective of the demographic changes in Saskatchewan, SaskCulture recognizes the need to continue to work on the development and implementation of its own Diversity and Inclusiveness Strategy moving forward. Inherent in that strategy are:

1. Recognition that Saskatchewan's First Nations and Métis cultures have an active part in the strategy and that their history and culture as founding peoples are distinct.
2. SaskCulture recognizes the significance of the Truth and Reconciliation Commission's Principles and Calls to Action as a foundational document to understanding the need for change and understanding.
3. Recognition that the Diversity and Inclusiveness strategy that SaskCulture adopts moving forward is inclusive of Saskatchewan's past history of peoples coming to the province (settlers), as well as the increasing number of new citizens arriving in the last ten years and into the future.
4. That SaskCulture's Diversity and Inclusiveness Strategy will maintain the values and principles of the two Acts (The Multiculturalism Act of Saskatchewan and The Canadian Multiculturalism Act).
5. SaskCulture views multiculturalism as inclusive of many diverse cultures but also as the interaction between cultures – interculturalism.
6. A key element of SaskCulture's belief in terms of multiculturalism is that it is seen within a positive framework that contributes to Canadian society.
7. That SaskCulture's Diversity and Inclusiveness Strategy is inclusive of all organizations within SaskCulture's network, not just those organizations with a multicultural or ethno-cultural mandate.
8. That the focus of SaskCulture's Diversity and Inclusiveness Strategy will be the social capital aspect of building community and civil society.
9. That SaskCulture's Principles and Values, as defined in its Constitution (1997), speak to the importance of cultural diversity and inclusiveness. SaskCulture's Constitution is currently under revision to reflect the principles of the TRC report.

Principles & Values

SaskCulture supports engagement in cultural experience.

SaskCulture will:

- value the diversity of the cultural community and its ability to provide a wide range of cultural experiences to the people of Saskatchewan.

SaskCulture will be representative of, and responsive to Saskatchewan people.

SaskCulture will:

- value accessibility, inclusiveness, equal opportunity and democratic processes;
- value and respect the diversity of the people of Saskatchewan;
- recognize multiculturalism within the context of the ideas, intentions and values expressed within both the current provincial and federal legislation.

SaskCulture recognizes strength in common purpose.

SaskCulture will:

- be a cohesive force for the cultural community, from which the community will draw strength;
- provide leadership by which the community can collectively advocate for culture;
- value co-operation and partnerships between cultural organizations, and both the public and private sectors;
- value cultural organizations with a unique mandate;
- value the involvement and contributions of volunteers and cultural workers.

SaskCulture provides access to enabling resources which are equitable and fair for all cultural program and service providers.

SaskCulture will:

- value SaskCulture's position as a partner in the Saskatchewan Lotteries Trust Fund for Sport, Culture and Recreation;
- value lottery dollars as a significant source of revenue for cultural activity;
- value collective effort in encouraging a healthy resource base for cultural activity;
- encourage transparent and accountable funding adjudication mechanisms;
- value effectiveness and efficiency in programs and services both within organizations and across the cultural community.

Objectives of the Diversity and Inclusiveness Strategy

Through a cooperative and consultative approach with the cultural community, SaskCulture hopes to:

- Increase awareness and understanding of the value of cultural diversity among the SaskCulture membership;
- Help create a more inclusive and diverse sector;
- Encourage more collaborations, partnerships and conversations designed to build inclusivity;
- Develop a training system, or a series of training workshops, relating to culturally inclusive services; and
- Enable Saskatchewan communities to be more inclusive of cultural diversity.

Diversity and Inclusiveness Strategy Actions

To gain a more in –depth understanding of the work that has been done over the past several years, please go to the SaskCulture website for a listing of the various initiatives. It also addresses some ongoing and future initiatives that SaskCulture is interested in. The timeline and list of activities and initiatives is not a complete and exhaustive list of the work being done by SaskCulture but it does capture many important aspects of the strategy. The more current activities have laid out more detail.

- August 2018 – ALI Planning with SICC
- August 2018 – Canadian heritage community consultation on the Aboriginal Language Act
- August 2018 – Assembly of First Nations pre –conference consultation on the Aboriginal Language Act
- August 2018 – Canadian Roots Exchange outreach with Max Fineday on reconciliation framework discussions
- August 2018 – Regina Industrial Residential School heritage designation presentation
- July 2018 – Saskatoon workshop: Let’s Talk: Navigating Safe Discussions on Racism
- July 2018 – YWCA meeting with Aboriginal Student center regarding reconciliation consultation and framework for Regina YWCA
- July 2018 – Allocation of ALI funds
- July 2018 – ALI Webinars with ALI grant recipients
- June 2018 – ALI Planning with SICC
- June 2018 – UNDRIP Post AGM presentation with Zoey Roy and Arnold Blackstar
- June 2018 – Department of Canadian Heritage ‘multicultural’ funding orientation
- May 2018 – presentation to the University of Regina Congress on 150 at the MacKenzie Art Gallery
- May 2018 – ALI planning With SICC
- April 2018 – ALI planning with SICC
- April 2018 – Saskatoon Tribal Council Outreach
- April 2018 – Lakeland District recreation practitioners orientation on Canada 150 and diversity
- March 2018 – Aboriginal Languages Initiative adjudication with SICC – close to \$1 million in language funding allocated
- March 2018 – Live Arts 150 Wrap up meeting
- Feb 2018 – SaskCulture 150 Wrap up gathering and workshops in Regina māmawêyatitân Centre
- Feb 2018 – SAWCI 150 Writing Circle, Prince Albert
- Feb. 2018 – SAWCI 150 Writing Circles, La Loche, Ile-a-la-Crosse
- Jan 2018 – SaskCulture 150 Resilience and Respect Gathering in Saskatoon
- Jan 2018 – SICC and SaskCulture sign partnership agreement for the Aboriginal Languages Initiative fund
- Jan 2018 – Live Arts 150 Wrap Up Gathering
- Dec 2017 – Tri-Global work on FSIN application revisions and criteria adjustment
- Dec 2017 – SaskCulture 150 lunch meeting/Updates Canadian Heritage
- Dec 2017 – SaskCulture māmawêyatitân Centre and Sâkêwêwak – 150 planning meeting
- Dec 2017 – Board ad hoc committee approved to review Constitution re: TRC

- Nov 2017 – SaskCulture māmawêyatitân Centre and Sâkêwêwak – 150 planning meeting
- Nov 2017 – SaskCulture māmawêyatitân Centre and Sâkêwêwak – 150 partnership confirmation for Feb 1-2 Regina events
- Nov 2017 6-9 – Live Arts 150 workshops
- Nov 2017 – Staff viewing of cultural appropriation panel video
- Nov 2017 – SICC Language Keepers Conference community engagement/outreach
- Oct 2017 – Networking with Treaty 4 Education Alliance
- Oct 2017 – Wichihitowin conference attendance
- Oct 2017 – SaskCulture Audrey Dreaver – 150 event planner hired
- Oct 2017 – SAWCI Anskohk Festival 150 – Saskatoon
- Oct 2017 – SAWCI 150 Tracey Lindberg Writing Workshops,
- Oct 2017 – SAWCI 150 *Birth of a Family* screening, Saskatoon
- Oct 2017 – Live Arts 150 workshop
- Oct 2017 – Touchwood tribal Council outreach meeting – Regina
- Oct 2017 – Ed and Robin Poitras meeting – Re Dance Sask and Indigenous programming
- Oct 2017 – Saskatoon opening and community gathering for the film – Birth of a Family
- Sept 2017 – Culture Days Animateur Wanuskewin/Martensville tipi raising
- Sept 2017 – Culture Days at Flying dust First Nation, Elders and Youth Medicine and traditional foods
- Sept 2017 – SICC 150 partners meeting – planning and reporting requirements
- Sept 2017 – GDI 150 partners meeting – planning and reporting requirements
- Sept 2017 – SAWCI 150 Anskohk pre festival event in Prince Albert
- Sept 2017 – SaskCulture 150 Meeting with Canadian Heritage – Updates, reminder to submit interim report
- Sept 2017 – SAB 150 Media Launch
- Sept 2017 – SICC 150 James Smith Culture Camp, James Smith First Nation
- Sept 2017 – SICC 150 and FHQ Great Plains Culture and Language Gathering
- Sept 2017 – Outreach to Gordon Tootosis Nikaniwin Theatre
- Sept 2017 – Meeting with Reg Bugler and St Francis Cree Bilingual School
- Sept 2017 – Rivers West Cultural Gathering at Firesong Resort, Loon Lake, with MCOS, Sask Dance, OSAC
- August 2017 – Outreach to Sherry Farrell – Racette re: Indigenous art work for SaskCulture tobacco pouch.
- August 2017 – Outreach to Prairie Spirit Cultural Camp for Foster Families at Buffalo Pound
- August 2017 – Buffalo Peoples 150 event – Buffalo Parade
- July 2017 – Buffalo Peoples 150 event – Buffalo Festival
- July 2017 – Implementation of Cultural awareness panel discussion with partners SWG, Sakewewak and SAB in Regina on the theme of ‘Cultural Appropriation’.
- July 2017 – Outreach to FSIN VIP Event at FSIN’s Pow Wow and Cultural Celebration in Regina
- July 2017 – Outreach to Regina Indian Industrial School gravesite Heritage Designation ceremony
- July 2017 – Outreach to Poundmaker Cree Nation and Poundmaker Museum and Historic Site grand opening.

- July 2017 – Outreach at Pheasant Rump Language Camp (SICC 150) and Sundance
- June 2017 – Staff involvement in Buffalo Peoples Arts Institute’s Resilience and Respect planning process – Sweat Lodge at Sakimay land outside Regina
- June 2017 – Staff involvement at the Rock Your Roots walk for Reconciliation in Saskatoon
- June 2017 – Staff involvement at GDI 150 Event – Michif Language Bank
- May 2017 – Staff involvement in Sakewewak and History and Folklore ‘Story Share’ event
- May 2017 – Staff involvement in judging Saskatchewan Heritage Fair with robust participation from Saskatoon Tribal Council
- May 2017 – Outreach and Consultation with Executive Director of Gordon Toostoois Nikaniwin Theatre
- May 2017 – Saskatoon Tribal Council Language Celebration (Saskatoon)
- May 2016 – Staff attendance at Saskatoon Launch of the Film – “Birth of a Family” by Tasha Hubbard
- May 2016 – Staff Webinar on Cultural Diversity (Paul Gingras)
- May 2017 – 150 Videographer hired – IndigenX
- April 2017 – Outreach Heritage Saskatchewan – Kristen Catherwood, re: La Loche Outreach and Film Project
- April 2017 – Outreach Calvin Racette re: Métis Cultural Development Fund
- April 2017 – Sakewewak First Nation Artist Collective outreach re: 150 partnership
- March 2017 – City of Saskatoon Outreach with Recreation and Community Development Staff – Lois Standing and Cathy Allen
- March 2017 – Resilience and Respect partners meeting (GDI office Saskatoon)
- March 2017 – Outreach Winona Wheeler – re: the late Tyrone Tootoois’ oral history collection project
- March 2017 – Staff attendance at TRC Presentation (Saskatoon) by Dr. Milton Littlechild.
- March 2017 – Prairie Central District Cultural Gathering at Treaty 4 Centre in Fort Qu’Appelle with MCOS/Jamal (Building Inclusive Communities), MAS/Emma (Eco Museums) and SCES/ Carol Daniels (Artist workshop tours).
- March 2017 – SE Connection District Cultural Gathering in Forget with MCOS/Jamal (Building Inclusive Communities) and SCES/ Carol Daniels (Artist workshop tours).
- February 2017 – Heritage Week coordination of session with Eugene Arcand and Zoey ‘Pricelys’ Roy
- February 2017 – Staff Cultural Awareness session with Eugene Arcand and Zoey ‘Pricelys’ Roy on TRC Calls to Action
- February 2017– Ongoing outreach with 150 Resilience and Respect project with partners
- February 2017 – Outreach with SAB Indigenous Arts Consultant Lindsay Knight
- January 2017 – Outreach to successful 150 Resilience and Respect partners – GDI, SICC, BPAI and SAWCI
- December 2016 – Outreach to Muskowpetung on community celebration and recognition event on receiving support from SaskCulture
- December 2016 – Outreach and engagement with Eugene Arcand in securing support and guidance for the Resilience and Respect project.
- November 2016 – Webinar – Cultural Awareness – Ontario Arts Presents: ‘Avoiding Tokenism’.

- November 2016 – Outreach (conference booth) and attendance at SICC Language Keepers Conference
- November 2016 – Grant Workshop with Battlefords Agency Tribal Council
- November 2016 – Triglobal meeting with FSIN Sport, Culture, Recreation and Youth Director – Ken Thomas
- October 2016 – SaskCulture presentation on Animateurs and cultural diversity (Surrey, BC)
- October 2016 – Wichihitowin Conference staff attendance (Saskatoon)
- Sept 2016 SaskCulture Board and Staff cultural awareness workshop with Office of the Treaty Commissioner Liason Lyndon Linklater
- September 2016 – Staff and Animateur Buffalo Hide Tanning Workshop ant Neal Balwkill Arts Centre (Regina).
- September 2016 – Sakewewak Grant Workshop
- September 2016 – SaskCulture Panel Discussion on arts and diversity at the Moveable Feast through event planners at Common Weal and Curtainz Razor.
- August 2016 – Animateur five –day Buffalo Hide Tanning Workshop with Lorne Kequahtoway in partnership with SICC on Saulteaux First Nation
- July 2016 – Animateur five day Buffalo Hide Tanning Workshop with Lorne Kequahtoway at the Summer Games in Estevan.
- *June 2016* – Lindon Linklater presented his workshop to the membership.
- *June 2016* – All Eligible Organizations involved in organizational diversity planning session to discuss the progress and challenges to date. They also discussed many aspects of how SaskCulture and the organizations can move forward to build on the successes already achieved.
- *June 2016* – SaskCulture, along with Sask Sport and SPRA, organized a meeting with Tribal Council Coordinators and representatives from the Districts for Sport, Culture and Recreation.
- *June 2016* – SaskCulture, in partnership with the Saskatchewan Indian Cultural Centre, Gabriel Dumont Institute and the Saskatchewan Arts Board, applied to Canadian Heritage for the Canada 150 Grant. This application focuses in on the preservation of Indigenous languages and reconciliation.
- *April 2016* – Six more Eligible Organizations are selected to participate in organizational diversity planning. These organizations include the Saskatchewan Cultural Exchange Society, the Saskatchewan Choral Federation, the Saskatchewan Music Educators Association, the Organization of Saskatchewan Arts Councils, the Saskatchewan Music Festival Association and Theatre Saskatchewan.
- *April 2016* – Two animateurs, Marcel Petit, a Métis film maker and photographer, and Lorne Kequahtoway, a First Nations entrepreneur, are chosen to represent SaskCulture.
- *February 2016* – SaskCulture worked with the Regina Open Door Employment Network to hire a temporary Grant Administrator Assistant.
- *December 2015* – SaskCulture, in its Winter edition of Engage, focuses content on Truth and Reconciliation.
- *August 2015* – SaskCulture reaffirms sponsorship support for the Saskatchewan Indian Culture Centre’s Language Keepers Conference.
- *June 2015* – A presentation was also provided to the Eligible Organizations at SaskCulture’s AGM to bring awareness to the recommendations and their implications to the Culture sector. Trudy Steward presented on her work as a witness during TRC meetings here in Saskatchewan and in Ottawa as well as her work in a Film – RISS Media (Regina Industrial School).

- *April 2015* – SaskCulture’s staff were also given the opportunity to learn about TRC by participating in a guided tour of the *Moving Forward, Never Forgetting* exhibit at the MacKenzie Art Gallery in the winter of 2015. Staff were engaged in conceptual ideas of reconciliation/conciliation as presented by the artists and animated by the Story Keepers.
- *Spring 2015* – SaskCulture consultant makes further connections and holds meetings with Tribal Council Coordinators.
- *2015* – SaskCulture works with SAISIA and MCOS to hold an integration forum in October of 2015.
- *Winter 2015* – Five more eligible cultural organizations sign up for Diversity Training through SaskCulture’s incentivized training program. (*The Saskatchewan German Council, the Saskatchewan Drama Association, the Saskatchewan Archeological Society, the Museums Association of Saskatchewan and Nature Saskatchewan*)
- *January 2015* – SaskCulture staff and board attended an Aboriginal Awareness session.
- *Fall 2014* – SaskCulture supports the INVOLVE project, which allows newcomers to receive training on participating as a volunteer board member with non –profit organizations.
- *Fall 2014* – SaskCulture offers support to the “BRIDGES” project, an initiative to allow the Saskatchewan Association of Immigrant Settlement and Integration Agencies (SAISIA), the Multicultural Council of Saskatchewan (MCoS) and the Aboriginal Friendship Centres of Saskatchewan (AFCS) to bring newcomers and First Nations people together to foster dialogue.
- *August 2014* – SaskCulture staff member attending a week long “Facilitating Diversity Training” course offered by the University of Manitoba.
- *July 2014* – SaskCulture provided \$70,000 of support to the Cultural Village at the North American Indigenous Games. SaskCulture also provided a significant amount of staff time to mentoring some NAIG staff and providing support to NAIG’s Cultural Village project.
- *July 2014* – Five Eligible Organizations were chosen to be part of a pilot project for diversity planning. SaskCulture, in cooperation with Common Ground Consulting, is now in the process of working with these Eligible Organizations to move the planning process forward.
- *July 2014* – Sponsorship of a Language Keepers Conference in Saskatoon (Saskatchewan Indian Cultural Center).
- *June 2014* – A meeting with City of Regina officials was conducted to discuss their plans on diversity in the cultural sector.
- *May 2014* – SaskCulture led the tri –globals in a two –day discussion around the changing demographics of Saskatchewan and the resulting responses on behalf of the tri –globals. Doug Elliot of SaskTrends Monitor provided the tri –globals with valuable demographic information.
- *March 2014* – An Eligible Organizations meeting was held to discuss the importance of addressing the diversity of Saskatchewan’s population. Eligible Organizations wishing to participate in the pilot project were invited to notify SaskCulture of their desire to participate.
- *March 2014* – Meetings were held with the Multicultural Council of Saskatchewan and the Saskatchewan Writers’ Guild on the development of the SWG’s Diversity Planning (pilot project).
- *October 2013*: SaskCulture’s Annual Gathering focused in on the themes of multiculturalism and inclusion.
- *Fall 2013* – Assessment of our primary network: SaskCulture, through an intensive consultative process initiated with our eligible organizations and a large sample group of our members, assessed our network’s capacity and ability to provide culturally inclusive services to the people of Saskatchewan. (Report: Addressing Saskatchewan’s Emerging Demographics – prepared by Roy Anderson and Associates in collaboration with Terry Schwalm and Associates).

- *Fall 2013* – Gather Feedback through Ethno Cultural/ Multi –Community Consultations: Nine community consultations sessions were held in different communities around Saskatchewan to shed more light on how the cultural sector can more successfully provide culturally inclusive services. The Northern District for Sport, Culture and Recreation assisted Roy Anderson and Associates by incorporating some integral consultation questions into the District’s existing consultation process in several communities in the North.
- *August 2013* – A First Nations elder / First Nations and Métis Advisory Circle Member conducted a pipe ceremony with SaskCulture staff members and the participating consultants prior to the start of our community/sector consultations.
- *July 2013* – SaskCulture sponsored the cultural component of the Muskoday First Nations Summer Games (\$40,000).
- *June 2013* – A request for proposals was put forth to consultants to conduct sector/community consultations.
- *October 2012* – SaskCulture was successful in conducting its 2012 Annual Gathering, which focused on the changing demographics of Saskatchewan. Conference attendees responded enthusiastically to the conference and provided SaskCulture with valuable feedback.
- *September 2012* – SaskCulture staff and board attended an Aboriginal Awareness workshop at Wanuskewin.
- *June 2012* – Consultations on multiculturalism were included as part of the Annual General Meeting consultation session.
- *May 2012* – Regina Open Door Society provided a cultural awareness session for SaskCulture staff.
- *May 2012* – A board/staff retreat was held to discuss SaskCulture’s multiculturalism strategy.
- *May 2012* – Aboriginal Friendship Centres of Saskatchewan added to the Culture Section of the Minister’s Eligibility List.
- *April 2012* – SaskCulture completed some initial research on the general concept of multiculturalism and its relevance to SaskCulture’s Ends, our lottery agreement and our current role within Saskatchewan’s cultural sector. (Report Commissioned – Multiculturalism: Seeking Definition – prepared by Ken Alecxé and Associates)
- *April 2012* – Staff attended an Aboriginal Awareness session provided by the Saskatchewan Indian Cultural Centre.

Ongoing

- SaskCulture recognizes the importance of the Truth and Reconciliation Commission’s Calls to Action.
- SaskCulture continues to work with the Multicultural Council of Saskatchewan to ensure our plans and actions are relevant to the people of Saskatchewan.
- Conversations take place with the Ministry of Parks, Culture and Sport in relation to their role in a more inclusive cultural sector.
- Continued informal consultation with our members and community representatives continues to be a priority.
- Continued work with our tri –globals partners to further inclusion in the sector.
- Approximately 45% of our adjudication jurors come from an Aboriginal or visible minority background or ancestry.
- SaskCulture’s board members are a rich and diverse reflection of the people of Saskatchewan.

- Discussions are taking place to possibly create specific employment opportunities within SaskCulture's current structure for newcomer or indigenous people (internship/work placement opportunity).
- A restructuring or revamp of SaskCulture's First Nations and Métis Advisory Circle is a priority.
- As part of its work in increasing the awareness of cultural diversity and inclusiveness, SaskCulture shares the stories, ideas and images of Saskatchewan's diverse cultures through its publications and promotional tools, reflecting the benefits and the importance of diversity and inclusivity to building sustainable cultural organizations and culturally vibrant Saskatchewan.

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