

**Community Safety and Well-Being Plan
Special City Council Meeting
Thursday, November 25, 2021; 1:00 p.m.
Multicultural Council of Saskatchewan Delegation**

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Good afternoon your Worship, Councillors, and guests. Thank you for both the important work on the Community Safety and Well-Being Plan, and this opportunity to address Council.

I am the Executive Director of the Multicultural Council of Saskatchewan, a provincial non-profit organization. We have been raising awareness of the benefits of diversity and the dangers of racism since 1975. Our office is in Regina. I join you from Treaty 4 territory, homeland of Nêhiyawak, Anishinaabeg, Nakota, Dakota, Lakota, formerly Blackfoot, and Michif Nations. We work to build relationships and address colonial harms in our own work and in the community. I personally strive to be a good treaty relative.

This meeting happens to fall during Saskatchewan Multicultural Week. This year's theme is Together We Make Saskatchewan Strong. We encourage conversations about what a strong Saskatchewan means to you, and how each of us as individuals, and as collectives, such as municipalities, can make it stronger. I encourage you to visit our [website](#) that includes a community resource on [Building Equitable and Inclusive Communities](#).

MCoS has articulated 5 streams of multicultural work: cultural continuity, celebration of diversity, anti-racism, intercultural connections, and integration. I share these, because they are relevant to considerations of safety and well-being.

I had the honour of participating in a conversation about the racism and discrimination aspects of the implementation plan. At MCoS, we talk about 4 levels of racism: structural, systemic/institutional, interpersonal, and internalized. The work the City needs to do must include all four with initiatives to provide educational opportunities to staff and Council in order to build capacity and commitment to consider all policies, processes, programs, and relationships through a lens of decolonization, anti-racism, and anti-oppression.

I wish to emphasize the need to devote resources to this work. Permanent staff members who are knowledgeable and experienced in anti-racism and anti-oppression are especially important to moving forward with this plan. Resources for programming and community are also integral, so that the City is able to engage and centre the voices of those most impacted by racism and colonialism. Extensive, ongoing, respectful, culturally appropriate outreach is essential.

MCoS looks forward to supporting the City of Regina. We are able to offer [education](#), as well as connections to organizations, groups, and individuals. MCoS coordinates an annual provincial anti-racism campaign in March in commemoration of March 21, the International Day for the Elimination of Racial Discrimination. There are many ways that the City of Regina can participate, support and amplify the messages and activities of this and other campaigns.

I would encourage the City to consider signing on with the [Coalition of Inclusive Municipalities](#). This organization provides resources and networking. I am aware that Saskatoon, Prince Albert, and Moose Jaw are already members. I also share an opportunity in this regard. The Canadian Commission for UNESCO (CC-UNESCO) under its program Coalition of Inclusive Communities (CIM) is collaborating with the University of Manitoba, MITACS and the SHRC in providing an opportunity for Municipalities in western Canada interested in initiating diversity, equity and inclusion programs. A virtual information workshop for municipal officials will take place in the near future and MCoS can provide date and time shortly. Please advise me of the appropriate contact person.

Thank you for your time and consideration as you deliberate how to ensure that all members of the Regina community are safe, valued, seen as contributors, able to fully participate and access services, and feel a sense of belonging.