

Senate Membership Committee

FOR DECISION

PRESENTED BY:	Tamara Buckwold, Chair, Membership Committee
DATE OF MEETING:	November 4, 2023
SUBJECT:	Senate membership approval for the Saskatchewan Intercultural Association (SIA)
DECISION REQUESTED:	<i>That the Saskatchewan Intercultural Association is designated a member of Senate pursuant to section 24(3) of the University of Saskatchewan Act, effective November 4, 2023.</i>

BACKGROUND AND SUMMARY:

The bylaws of Senate provide that it is the duty of the Membership Committee to consider applications by associations for Senate membership and to make recommendations thereon to the Senate. Membership by organizations is governed by the *University of Saskatchewan Act* and the committee's criteria for membership.

The Membership Committee's criteria for membership include the following provision:

4. Cultural and business organizations may be considered for membership if they meet the criteria in the Act and
 - a. Their members represent a significant constituency of stakeholders within Saskatchewan, and
 - b. The goals and aims of the organization are consistent with the strategic direction of the university.

Section 24(3) – *University of Saskatchewan Act* provides

“For the purposes of clause (1)(f), the members of the senate mentioned in clauses (1)(b) and (c) may designate professional societies or other organizations that, in the opinion of those members:

- (a) contribute in a significant way to the social, economic and cultural welfare of Saskatchewan; and
- (b) have a demonstrated interest in furthering the goals of higher education and research at the university.”

The members of senate mentioned in clauses 24((1)(b) and (c) are the individuals elected by convocation; namely, district representatives and members at large.

At their October 12, 2023 meeting, the Membership committee voted unanimously to recommend that the Saskatchewan Intercultural Association (SIA) be designated a member of Senate.

Information on this organization can be found on the attachments.

ATTACHMENTS:

1. Saskatchewan Intercultural Association (SIA) Mandate - Mission Vision Values
2. Nomination form for Saskatchewan Intercultural Association (SIA)



Promoting harmony among all people



SASKATCHEWAN INTERCULTURAL ASSOCIATION'S MANDATE

Who We Are

Saskatchewan Intercultural Association (SIA) is a social impact organization founded in 1964. Since its beginning, SIA has been committed to supporting cultural groups retain their distinctive cultural identity, language, and arts. SIA provides programs and services that empower and relieve barriers for Newcomers and Indigenous people in the areas of securing employment, language advancement, and cultural understanding. An integral part of SIA has always been to provide anti-racist education and promote intercultural understanding to the general public through workshops and programming.

Mission

To promote intercultural understanding and the retention of cultural identity and language to fully include newcomers and Indigenous peoples in Canadian society.

Vision

We aspire to build an equitable community that accepts and celebrates all cultures.

Value Statements

Respect:

- We listen attentively and seek to understand before responding.
- We actively facilitate opportunities to contribute to solutions.
- We treat each other with respect, independent of status or difference of opinion.
- We are confident and openly humble when working with others.

Compassion:

- We are supportive of other people's needs, aspirations, and limitations.
- We are considerate of others' situations and experiences, and work to accommodate their needs.
- We are sensitive of others' traumas and triggers, and tactfully approach difficult topics.
- We show others patience, kindness, and understanding.

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Trust:

- We encourage work-life balance through flexibility in management of time and commitments.
- We provide a safe space to be innovative, creative, and family focused.
- We are able to be vulnerable, make mistakes, and know we will be supported through our growth.
- We focus on what is best, not who is right.

Inclusion:

- We foster an environment that allows everyone to feel safe, included, and valued.
- We embrace diversity and provide equitable opportunities for everyone.
- We recognize our biases and support each other in adapting and growing through them.
- We believe in action and intervene when someone else is being marginalized.

Kinship:

- We leave space for sharing and connecting through our different cultural and land-based knowledge systems.
- We nurture our relationships with acceptance and understanding.
- We celebrate successes and special moments, investing in our connections beyond business as usual.

Objectives of the Organization

- a) Promote intercultural cooperation & understanding within the community.
- b) Provide education, advocacy and awareness in ways that will promote diversity and combat racism.
- c) Welcome newcomers to Canada in ways that honour the treaties, recognize that we are all treaty people, and support the path to reconciliation.
- d) Provide services for newcomers to Canada so that they may fully participate in Canadian society.
- e) Promote the retention of language and cultural traditions as essential components of multiculturalism.
- f) Provide programs and services for the most vulnerable members of newcomer and Indigenous communities.
- g) Provide information and advisory services to newcomers to Canada, ethnic and cultural groups and other interested organizations.
- h) Promote diversity and harmony among all people.



Strategic Priorities

1. To optimize financial stability and growth by diversifying funding sources, improving fundraising, and effectively utilizing resources.
2. To enhance our programs and services by nurturing a culture of innovation and continuous improvement that meets the changing needs of our community.
3. To strengthen our efforts in reconciliation by including Indigenous Ways of Knowing in our hiring practices, physical spaces, staff training, curricula, programming, and exploring ways to further incorporate Indigenous world views within our organization.
4. To promote positive relationships within the community, including modeling and teaching interculturalism, anti-racism, diversity, and inclusion.
5. To develop and implement a strong marketing and communications plan that expands awareness and impact of SIA in the community.

UNIVERSITY OF SASKATCHEWAN
NOMINATION TO THE UNIVERSITY OF SASKATCHEWAN SENATE

The *University of Saskatchewan Act 1995* (24.3) provides for membership on the University of Saskatchewan Senate by professional societies or other organizations that, in the opinion of Senate, (a) contribute in a significant way to the social, economic and cultural welfare of Saskatchewan; and (b) have a demonstrated interest in furthering the goals of higher education and research at the university.

Nominations for Senate must be made by either an elected member of Senate or by three members of the University's Convocation, who should complete the form with the assistance of and in consultation with the nominee. Nomination for membership is reviewed by the Membership Committee, which will forward its recommendation to a full meeting of the Senate.

A. NOMINATION

I/we the undersigned hereby nominate Saskatchewan Intercultural Association for membership on the University of Saskatchewan Senate. I/we have confirmed that this organization is interested in such membership and willing to appoint a delegate to participate in twice-yearly meetings of the Senate.

Name and telephone number (please print): Tamara Buckwold 780-717-0628

I am an elected member of Senate or Convocation of the University of Saskatchewan
 Signature Tamara Buckwold (signed electronically)

Name and telephone number (please print): _____

I am an elected member of Senate or Convocation of the University of Saskatchewan
 Signature _____

Name and telephone number (please print): _____

I am an elected member of Senate or Convocation of the University of Saskatchewan
 Signature _____

Date: October 11, 2023

B. ORGANIZATIONAL PROFILE

Name of Organization: Saskatchewan Intercultural Association (SIA)

Address: 601-B 1st Avenue North, Saskatoon SK, S7K 1X7

Name of contact individual: Jess Hamm

Position: Executive Director

Number of Members in the organization: 19 groups & 22 individuals

Criteria for membership:

SIA was founded in 1964 and according to our Bylaws, the organization may have an unlimited number of members, subject to approval for membership under the eligibility requirements

as laid out in the Bylaws and in accordance with the membership policies approved by the Board of Directors from time to time. There are two classes of membership, group and individual.

Membership may be held by individuals or by organizations that have demonstrated interests in and an ability to contribute to the promotion of the objectives of SIA.

Please review the attached list of current organizations which are members of Senate and comment on the extent to which your organization's constituency and membership may already be represented on the Senate:

There seems to be no overlap between Saskatchewan Intercultural Association and other organizations listed as current University of Saskatchewan Senate members.

Mandate of your organization (please attach a copy of your mission statement, charter or other document describing your mandate). Attached is the Mandate of SIA.

In what way does your organization contribute in a significant way to the social, economic and cultural welfare of Saskatchewan?

The objectives of the organization are to:

- a) Promote intercultural cooperation & understanding within the community.
- b) Provide education, advocacy and awareness in ways that will promote diversity and combat racism.
- c) Welcome newcomers to Canada in ways that honour the treaties, recognize that we are all treaty people, and support the path to reconciliation.
- d) Provide services for newcomers to Canada so that they may fully participate in Canadian society.
- e) Promote the retention of language and cultural traditions as essential components of multiculturalism.
- f) Provide programs and services for the most vulnerable members of newcomer and Indigenous communities.
- g) Provide information and advisory services to newcomers to Canada, ethnic and cultural groups and other interested organizations.
- h) Promote diversity and harmony among all people.

In what way does your organization have a demonstrated interest in furthering the goals of higher education and research at the University?

SIA recently partnered with the University of Saskatchewan's Career Services Division on a pilot project for the Community Engaged Projects. SIA engaged two student interns from the U of S who worked on research projects for the organization focusing on the benefits of our Intercultural programming as well as mental health services and community resources that are available around Saskatoon. This partnership worked out very well and we were happy with the win-win situation of providing experiential learning opportunities for the students as well as achieving a different perspective of our services from an external lens.

SIA also has a long-standing relationship with the University of Saskatchewan through our Employment programs where over the years we have placed program participants in different divisions at the U of S for mentorship, volunteer or employment opportunities.

How would your organization benefit by being a member of the University of Saskatchewan Senate?

By being a member of the U of S Senate, SIA will be able to further its objectives through intercultural co-operation, promotion of diversity, equity and inclusion & being an advocate for newcomers and indigenous people within our community. The Senate membership will create a deeper knowledge of the programs & operations of the University of Saskatchewan which will be helpful in the strategic outlook, priorities & initiatives of our organization.

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