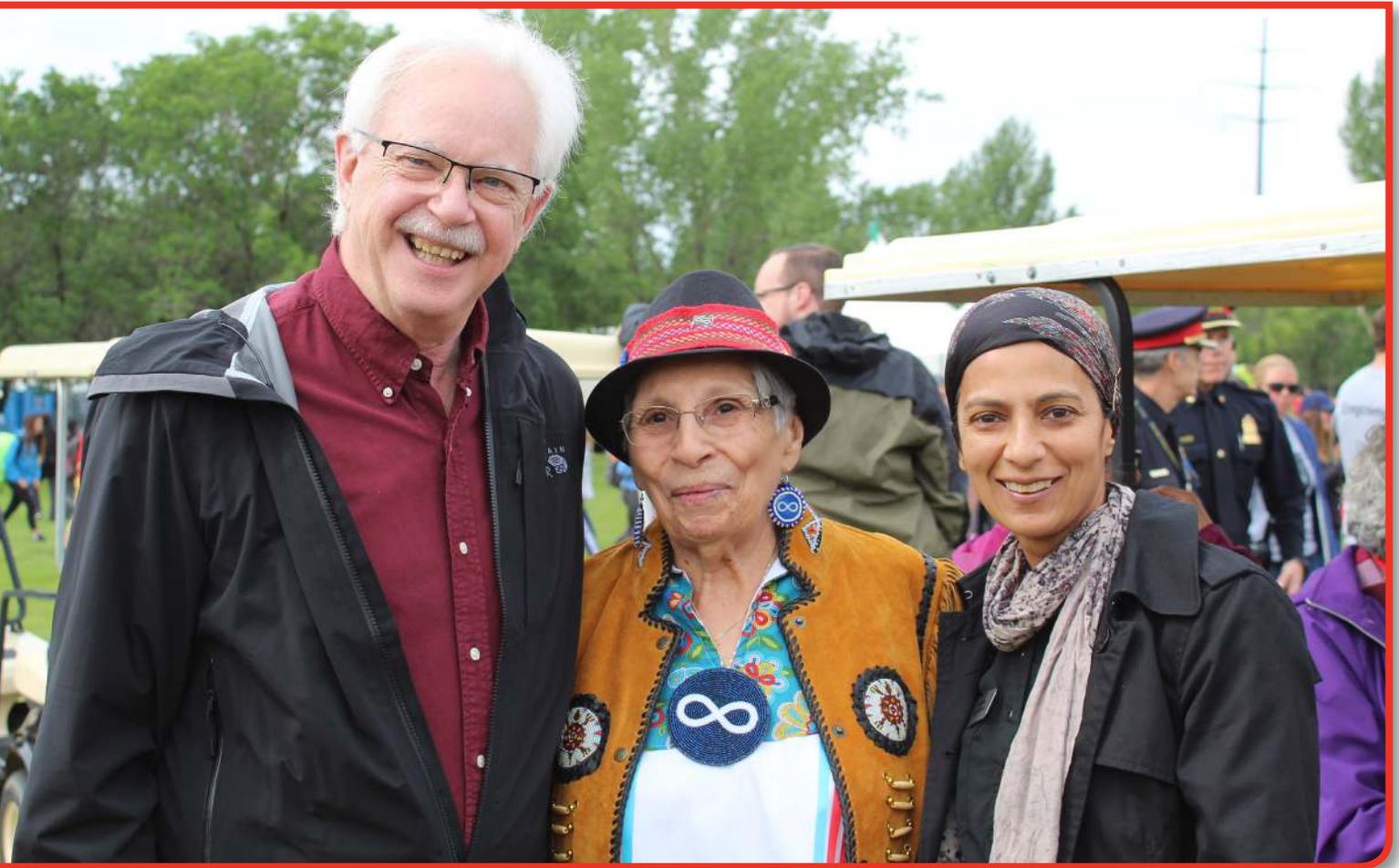




SASKATCHEWAN  
HUMAN RIGHTS  
COMMISSION

# STRATEGIC PLAN 2019-2024





## WE VALUE



NEUTRALITY



RESPECT

HONESTY



INTEGRITY

OPEN  
COMMUNICATION



Neutrality, respect, integrity, and honesty are values inherent in everything we do. Open communication fosters an atmosphere of trust and common purpose.

# VISION



We envision an equitable, inclusive Saskatchewan where every resident understands human rights, values diversity, engages in the responsibilities of their citizenship, and respects the rights of others.

# MISSION



Our mission is to champion human rights by promoting and protecting dignity, diversity, and equality within Saskatchewan.

# GOALS



- Discourage and eliminate discrimination
- Investigate and resolve discrimination complaints in a quick, effective manner
- Support and seek remedies for individuals and groups who suffer discrimination
- Promote, approve and monitor equity programs
- Promote research and education strategies to advance the principles of equality and diversity, and to encourage understanding of human rights issues
- Promote leadership on human rights related public policy development and implementation
- Promote advances in human rights legislation and protection

# 4 PILLARS



In 2011, the Saskatchewan Human Rights Commission introduced the Four Pillar Strategic Business Plan. This plan marked a new approach to promoting and protecting human rights in Saskatchewan. It called for a significant increase in the use of Mediation and Systemic Advocacy, along with the continued use of Litigation and Public Education to innovatively and proactively discourage discrimination in the province.

The Four Pillar plan resulted in numerous successes. It allowed the Commission to effectively address the Ombudsman's 2007 concern with the lack of timeliness of the process and helped to drastically reduce the use of litigation. More than 70% of all complaints received are now resolved in a year. Over the past 10 years, only five complaints have been litigated in the Court of Queen's Bench.



Under the Four Pillar plan, the Commission's Systemic Advocacy team continued to expand its scope and reach, achieving new and considerable successes throughout the province. Our public education mandate included supporting the Centurus Citizenship Education program, which provides curriculum-ready citizenship materials that are used in schools throughout the province.

Demographics have changed since the Four Pillar plan was launched in 2011. Saskatchewan has become much more diverse. The number of human rights complaints has more than doubled (218 in 2011; 518 in 2018). There is a growing urban/rural demographic split and the added complexity of a north/south geographic divide. We have a fast growing Indigenous youth population, an aging settler population, and many more people living with disabilities in Saskatchewan today. In order to adapt to these changes and best serve the citizens of Saskatchewan, the Commission has created a new strategic plan.



# A NEW DIRECTION

As a learning organization dedicated to best-practices, the Saskatchewan Human Rights Commission has built upon our successful Four Pillar strategy and developed the new 2019-2024 Strategic Plan.

The 2019-2024 Strategic Plan reflects the goals and priorities of the Commission. It is firmly rooted in evidence-based decision making, emerging trends, adoption of best practices, respect for lived experience, Reconciliation, evaluation, and partnerships with stakeholders.



## OUR STRATEGIC PLAN

**SERVING  
COMMUNITY**

Collaboration

Community  
Champions

Strategic  
Alliances

**EFFICIENCY  
OF PROCESS**

Early  
Resolution

Transparency

Systemic  
Advocacy

**PUBLIC  
EDUCATION**

Business  
Help Line

Outreach/  
Engagement

Online



# SERVING COMMUNITY



**FORMING STRATEGIC ALLIANCES, WORKING WITH STAKEHOLDERS, AND ENGAGING WITH COMMUNITY CHAMPIONS ALLOWS THE COMMISSION TO BEST SERVE THE PEOPLE OF SASKATCHEWAN.**

## Collaboration



An advisory group will be established to help the Commission better understand and serve the province. The Commission will also identify stakeholder groups throughout the province with whom we can interact and collaborate in a meaningful way.

## Community Champions



The Commission will recruit and work closely with community human rights champions throughout the province.

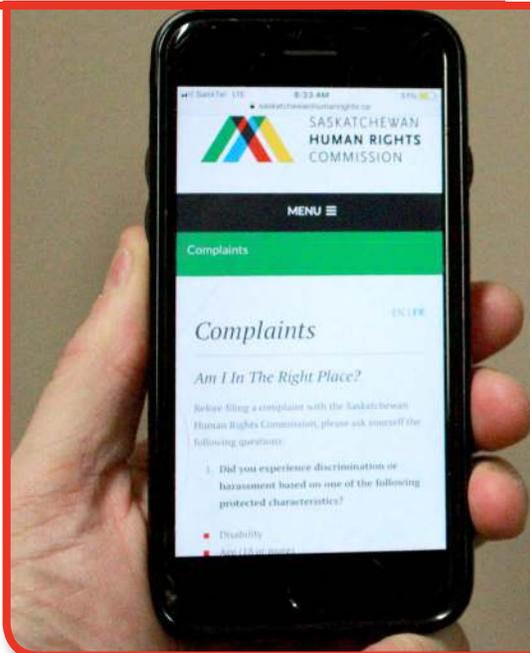
## Strategic Alliances



The Commission will continue to work through strategic alliances to better promote human rights knowledge and action in the province.



## EFFICIENCY OF PROCESS



**AS A MODEL OF BEST PRACTICE, THE COMMISSION IS COMMITTED TO BEING A LEARNING ORGANIZATION, PURSUING CONTINUOUS IMPROVEMENT IN ORDER TO MEET THE NEEDS OF SASKATCHEWAN CITIZENS.**

### Early Resolution



The Commission will increase efforts to resolve complaints prior to the formal filing of a complaint, or, through the entire investigation process. Mediation is available to complainants and respondents who need assistance in resolving the complaint early in the process.

### User friendly



The Commission is committed to having a complaint process that is transparent, accessible, and easy for individuals to navigate. A screening tool can be found on the Commission's website that helps citizens understand the complaint process and determine if, in fact, their complaint has reasonable grounds to proceed.

### Systemic Advocacy



The Commission will proactively increase its focus on systemic advocacy. Systemic advocacy is an efficient, cost-effective approach that attacks discrimination at its roots and benefits large numbers of people in affected groups.



## PUBLIC EDUCATION



**A KEY FEATURE OF THE COMMISSION'S MANDATE, PUBLIC EDUCATION IS AN EFFECTIVE WAY TO INFORM CHILDREN, YOUTH, AND ADULTS ABOUT THEIR RIGHTS AND RESPONSIBILITIES AS CITIZENS.**

### Business Help Line



The Commission business help line will be promoted to help educate Saskatchewan's business sector about human rights.

### Outreach + Engagement



The Commission will participate in a wide array of educational activities and partnership initiatives throughout Saskatchewan. We will focus on providing presentations, workshops, public awareness campaigns, and conferences while increasing our presence at community events.

### Online



The Commission will work towards creating an accessible, easy-to-use, plain language website to help fulfill its public education mandate. The Commission will use social media to promote online education campaigns designed to reduce discrimination especially against people with disabilities, pregnant workers, and those subject to sexual harassment.



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COMMISSION



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