Agenda – Executive Policy Committee – December 7, 2016

REPORTS

Item No. 2 Truth and Reconciliation Calls to Action

WINNIPEG PUBLIC SERVICE RECOMMENDATION:

That this report be received as information.

DECISION MAKING HISTORY:

COUNCIL DECISION:

On February 24, 2016, Council concurred in the February 3, 2016, recommendation of the Executive Policy Committee and adopted the following:

1. That in support of the implementation of the five Truth and Reconciliation Commission's Calls to Action related to municipalities, the Winnipeg Public Service be directed to:

    A. Continue current activities of the City, which have no cost implications, that relate to the Truth and Reconciliation Commission's Calls to Action.

    B. Investigate the proposed actions outlined in this report in support of the Truth and Reconciliation Commission's Calls to Action and bring forward to Council for consideration, any initiatives or actions requiring incremental human resources or financial resources.

    C. Investigate additional measures that could be taken by the City to implement the Truth and Reconciliation Commission's Calls to Action.

    D. Report back to Council in December 2016 and as requested thereafter, with a status update on the activities and actions taken by the Public Service in support of these recommendations.

2. That the Proper Officers of the City be authorized to do all things necessary to implement the intent of the foregoing.

ADMINISTRATIVE REPORT

Title: Truth and Reconciliation Calls to Action

Critical Path: Executive Policy Committee - Council

AUTHORIZATION

Author	Department Head	CFO	CAO/COO
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EXECUTIVE SUMMARY

In January 2016, the Mayor declared 2016 as the Year of Reconciliation, which included various announcements to demonstrate the City's commitment to reconciliation with Winnipeg's Indigenous community. In February 2016, the public service was directed to continue with current activities that supported the Truth and Reconciliation Commission (TRC)'s Calls to Action; investigate proposed actions included in the report and investigate additional measures that could be taken by the City to support the TRC calls to action.

Since then, the Public Service has come together to discuss options and actions going forward; meeting with external partners such as the National Center for Truth and Reconciliation; discussing partnership opportunities to collaborate on the calls to action; developing work plans; implementing various strategies to address the calls to action and draft potential outcomes for the work that is being undertaken.

Working groups have been created where multiple stakeholders are involved in the various calls to actions, work plans are being drafted with short, medium and long terms strategies. The Indigenous Relations Division has been supporting the various working groups; meeting with the various partners and stakeholders on a regular basis to ensure ongoing movement and progress is occurring in each of the action areas. The Indigenous Relations Division has also been providing regular updates to the CAO, Senior Management Team, the Mayor and the Mayor's Indigenous Advisory Circle.

RECOMMENDATIONS

That this report be received as information.

REASON FOR THE REPORT

At its February 24, 2016 meeting, Council concurred in the recommendation of the Executive Policy Committee and adopted the following:

1. That in support of the implementation of the five Truth and Reconciliation Commission's Calls to Action related to municipalities, the Winnipeg Public Service be directed to:

    A. Continue current activities of the City, which have no cost implications, that relate to the Truth and Reconciliation Commission's Calls to Action.

    B. Investigate the proposed actions outlined in this report in support of the Truth and Reconciliation Commission's Calls to Action and bring forward to Council for consideration, any initiatives or actions requiring incremental human resources or financial resources.

    C. Investigate additional measures that could be taken by the City to implement the Truth and Reconciliation Commission's Calls to Action.

    D. Report back to Council in December 2016 and as requested thereafter, with a status update on the activities and actions taken by the Public Service in support of these recommendations.

IMPLICATIONS OF THE RECOMMENDATIONS

No implications. This report summarizes the Truth and Reconciliation's Commission's Calls to Action taken to date since council passed the motion in February 2016.

HISTORY/DISCUSSION

In June 2015, the Big City Mayors' Caucus of the Federation of Canadian Municipalities recognized the significant work of the Truth and Reconciliation's Commission. The Federation called upon municipalities to work toward implementation of five of the Truth and Reconciliation's Commission's calls to action relating to municipal governments.

A Winnipeg Public Service working group was directed to review the recommendations in the context of activities already underway to support implementation of the recommendations, as well as potential new activities to undertake as a City to accomplish the intent of the recommendations. A report was submitted to Council and in February 2016, the public service was directed in to continue with current activities that supported the Truth and Reconciliation's Commission Calls to Action; investigate proposed actions included in the report and investigate additional measures that could be taken by the City to support the Truth and Reconciliation's Commission calls to action. This is a summary of actions taken to date:

5 TRC Calls to Actions

<u>#43 United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)</u>
We call upon federal, provincial, territorial, and municipal governments to fully adopt and implement the UNDRIP as the framework for reconciliation.

- ✓ Submitted a proposal to the University of Winnipeg's Master's in Development Practice (MDP) in Indigenous Development studies to complete a research project that will provide recommendations (i.e. initiatives, policy changes or enhancements) for The City of Winnipeg to consider regarding the potential implementation of the UNDRIP.

- ✓ Proposal accepted and currently working with MDP students to complete the research and provide a report with findings and recommendations.
- ✓ Met with student group twice to develop framework of research required as well as further discuss objectives and outcomes. Next steps include:
  - Report with recommendations due December 2016
- ✓ Research has been compiled regarding what other municipalities are doing in regards to Indigenous Initiatives; Truth and Reconciliation Calls to Action and Year of Reconciliation declarations. Next steps include:
  - Research updates will be completed quarterly
  - Information will be provided to relevant working groups

#47 Doctrine of Discovery

We call upon federal, provincial, territorial, and municipal governments to repudiate concepts used to justify European sovereignty over Indigenous peoples and lands, such as the Doctrine of Discovery and terra nullius, and to reform those laws, government policies, and litigation strategies that continue to rely on such concepts.

- ✓ Currently recruiting a law student to help with the research required for this action. Next steps include:
  - Research such as identifying if the City of Winnipeg has laws, by-laws, policies or strategies that impact Indigenous peoples and land;
  - Review federal and provincial legislation that may impact the City's ability to modify laws, by-laws, policies or strategies;
  - Identify what is required to make any modifications.

#57 Training

We call upon federal, provincial, territorial, and municipal governments to provide education to public servants on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal–Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.

- ✓ ½ day session on Residential Schools has been developed; as well as a schedule for the ½ day and 2 day session availability; Cultural teachers and Elders have been confirmed and a soft launch of training has commenced. Next steps include:
  - Deliver training in 2017 and beyond until all staff have participated
  - Investigate opportunities to develop additional training modules that address the remaining topics noted in the Truth and Reconciliation's Commission Call to Action
- ✓ Other opportunities to learn about Indigenous culture and history are also offered through our Corporate Education calendar and Indigenous Relations Division. Opportunities this past year included: 3 Feasts (spring summer fall); 2 medicine picking activities (Sage and cedar); developed Resource List and information on traditional practices in Indigenous culture. I.e.; traditional skirt protocol, passing tobacco to a knowledge keeper, and tobacco ties; Medicine Pouch Making sessions; Moccasin Making; Metis Culture sessions; Inuit Teachings; Clan Teachings; 8th Fire Video Series.
- ✓ Libraries has also developed a guide to library resources related to reconciliation; as well as a link in the Winnipeg Public Library website for these resources; a series of speakers has also been providing presentations on a brief history on residential schools, the Indian Residential School Settlement Agreement, an Introduction to the National Center for Truth and Reconciliation, their Work on Preserving the Legacy of Residential Schools and Promoting Reconciliation between Indigenous and Non-Indigenous peoples in Canada.

- A schedule has been drafted for 2017 to ensure these learning opportunities will continue to be offered on a going forward basis.
- Identifying gaps in our library collections, material that is dated or inaccurate and should be removed; as well as the ongoing development and maintenance of resources in libraries
- Identify which Winnipeg Public Library branches could be used as locations where displays of materials and memorabilia can be set up for the public to view.
- Examine French collection at St. Boniface to see if there are any materials in French that might be relevant.

✓ The Aboriginal Employee Group is also another mechanism for learning for employees. The Aboriginal Employee Group hosted its 6th Forum on May 5th. The Winnipeg Police Service provided information on services relevant to Indigenous citizens such as victim services and the missing persons unit. Indigenous employees also provided feedback to the WPS on how it could be effective in reaching out to Winnipeg's Indigenous population. As well as providing feedback to the Indigenous Relations Division in terms of programs and supports for Indigenous employees. Next steps include:
- Recruit and mentor new leadership to sustain the Aboriginal Employee Group.
- Enhance communication plan so all Aboriginal Employee Group members are informed.
- Identify a contact from each department to ensure information is distributed.
- Invite one member from management in each department to attend next forum.

✓ The City of Winnipeg also wants to ensure that there are culturally appropriate spaces and resources for employees and community to access within our buildings and facilities. A smudging standard has been developed and approved to assist the City of Winnipeg to support Indigenous culture and tradition in day to day operations. Next steps include:
- An inventory of potential spaces with City buildings and facilities that could accommodate smudging has been compiled and will go through a designation process for staff and community to use.
- Libraries will also look for new opportunities to develop more spaces (like the spaces at the Millenium library) in new and renovated library facilities.
- Libraries will also continue to participate on the Truth and Recompilation Committee who's mandate is "to promote initiatives in all types of libraries to advance reconciliation by supporting the Truth and Reconciliation Commission Calls to Action and to promote collaboration in these issues across the Canadian library communities".
- Traditional medicine gardens have been planted at City Hall, the Millenium Library and North Centennial Leisure Center. Each of the plantings took place with blessings and teachings from an Elder.

✓ The Citizen's Equity Committee in partnership with IRD, provided an opportunity for staff to attend a speakers series in which a keynote speaker came to share some thoughts on Racism in support of International Racism Day.

✓ A mobile Indigenous Historic Display is also being created to provide another learning opportunity on Indian Residential Schools. Discussions and consultations have occurred with survivors, the National Centre for Truth & Reconciliation and University of Manitoba personnel.
- Finalize the content, themes, unveiling and schedule for the placement of the interpretive display.

#75 Cemeteries

We call upon the federal government to work with provincial, territorial, and municipal governments, churches, Aboriginal communities, former residential school students, and current landowners to develop and implement strategies and procedures for the ongoing identification, documentation, maintenance, commemoration, and protection of residential school cemeteries or other sites at which residential school children were buried. This is to include the provision of appropriate memorial ceremonies and commemorative markers to honour the deceased children.

- ✓ The working group has identified a multipronged approach for this call to action. Strategies include connecting with families who self-identify and request identification and memorials; Develop a pilot process with existing student lists to match with Brookside cemetery records; Build meaningful relationships with families and identify supports for healing and reconciliation; Identify other stakeholders who hold key information that could help us identify unmarked graves. Next steps include:
  - Working group will continue to meet and draft a coordinated response strategy and work plan.
  - There will be significant archiving/records collection to be collected and reviewed before we can begin the process of unmarked grave notification.
- ✓ Initial research into the installation of a memorial/monument at Brookside Cemetery to honour the children buried there from Winnipeg's residential school has begun.
  - Any type of memorial/monument would be part of the above multipronged approach and ensuring how the City of Winnipeg is building relationships with the community by partnering with National Center for Truth and Reconciliation and working with families, and asking those most affected how they want to commemorate.
  - Working group will continue to meet and draft a strategy for this action.

Also, the City is looking into how our work for this call to action impacts the following related calls to action:

#73 Missing Children and Burial Information - We call upon the federal government to work with churches, Aboriginal communities, and former residential school students to establish and maintain an online registry of residential school cemeteries, including, where possible, plot maps showing the location of deceased residential school children.

#74 Missing Children and Burial Information - We call upon the federal government to work with the churches and Aboriginal community leaders to inform the families of children who died at residential schools of the child's burial location, and to respond to families' wishes for appropriate commemoration ceremonies and markers, and reburial in home communities where requested.

#76 Missing Children and Burial Information - We call upon the parties engaged in the work of documenting, maintaining, commemorating, and protecting residential school cemeteries to adopt strategies in accordance with the following principles:

i. The Aboriginal community most affected shall lead the development of such strategies.
ii. Information shall be sought from residential school Survivors and other Knowledge Keepers in the development of such strategies.
iii. Aboriginal protocols shall be respected before any potentially invasive technical inspection and investigation of a cemetery site.

#77 Archives

We call upon provincial, territorial, municipal, and community archives to work collaboratively with the National Centre for Truth and Reconciliation to identify and collect copies of all records relevant to the history and legacy of the residential school system, and to provide these to the National Centre for Truth and Reconciliation.

- ✓ The City of Winnipeg Archives has identified existing archives related to residential schools and their legacies to make available to the National Centre for Truth and Reconciliation and finalizing process to submit and share documentation.
- ✓ Completed work on a Research Guide on information available from the City of Winnipeg and will be available on the website by year end.
- ✓ Contacted all museums with request to identify and provide a list of any records and/or record groups with relevance to Indian Residential Schools and their legacies as well as the broader subject of reconciliation.
- ✓ Completed digitization of records identified for transfer to the National Center for Truth and Reconciliation. Transfer of digital records and associated metadata will be complete as at year end.
- ✓ Appraisal and description of records of the North American Indigenous Games Host Society completed.
    - The Research Guide will be revised as new material is identified.
    - Staff will continue to develop and refine a postcolonial framework for archival work and community engagement.
    - Availability of the Research Guide will be communicated through partners and colleagues.
    - Need to determine next steps for information collected from museums.

Other TRC Calls to Actions

#79.3 Commemoration - Developing and implementing a national heritage plan and strategy for commemorating residential school sites, the history and legacy of residential schools, and the contributions of Aboriginal peoples to Canada's history.

- ✓ IRS Commemoration working group established a subcommittee of Survivors group of the Assiniboia Indian Residential School;
- ✓ The scope of work is being drafted to include short, medium, long-term phases for the Assiniboia IRS site, in alignment with Survivors wishes for the site.
    - First phase: commemoration of the Assiniboia Indian Residential School site on Academy Road is anticipated to involve a commemorative marker, on site signage, and (educational) signage within the local community (June 2017).
    - Timing of commemoration of the Assiniboia Indian Residential School site is planned to coincide with the Assiniboia Indian Residential School reunion (June 2017).

#93 Newcomers to Canada - We call upon the federal government, in collaboration with the national Aboriginal organizations, to revise the information kit for newcomers to Canada and its citizenship test to reflect a more inclusive history of the diverse Aboriginal peoples of Canada, including information about the Treaties and the history of residential schools.

- ✓ Currently in the initial exploration stage with various groups currently working to support this call to action.

#94 Newcomers to Canada - We call upon the Government of Canada to replace the Oath of Citizenship with the following:

"I swear (or affirm) that I will be faithful and bear true allegiance to Her Majesty Queen Elizabeth II, Queen of Canada, Her Heirs and Successors, and that I will faithfully observe the laws of Canada including Treaties with Indigenous Peoples, and fulfill my duties as a Canadian citizen."

- ✓ Currently in the initial exploration stage with various groups currently working to support this call to action.

Indigenous Urban Accord

- ✓ Vision Statement was developed through an engagement process with school-aged children in Winnipeg;
- ✓ Accord working group established and involves members from Mayor's Indigenous Advisory Circle, Mayor's Office, and the Indigenous Relations Division;
- ✓ Completed research and a review of Edmonton and Thompson Accords to draft an Accord framework for Winnipeg;
- ✓ The draft Winnipeg Accord framework presented to Mayor's Indigenous Advisory Circle September 15 for guidance and feedback;
    - Currently drafting a marketing/advertising plan
    - Mayor is currently meeting with various Indigenous and non-Indigenous leaders in Winnipeg to obtain feedback and input into the draft Accord

Communications Strategy – a communications strategy is currently being finalized that will include strategies to disseminate progress and successes related to the calls to actions , as well as how the City intends to move from the year of reconciliation to our ongoing journey of reconciliation in the future

Performance and Measurement Strategy – a performance and measurement plan is also being finalized. This plan will include the outcomes we hope to achieve in each of the calls to action areas, as well as other projects related to the year of reconciliation.

FINANCIAL IMPACT

Financial Impact Statement **Date:** November 16, 2016

Project Name:

Truth and Reconciliation Calls to Action

Comments:
There are no financial implications associated with the recommendation in this report.

Original signed by R. Hodges
Ramona Hodges
Manager of Finance (Campus)
Corporate Finance Department

CONSULTATION

- Community Services
- City of Winnipeg Archives
- Planning, Property and Development
- Staffing and Diversity
- Legal Services

OURWINNIPEG POLICY ALIGNMENT

01-3 Prosperity
Direction 3 – Maintain Strong Intergovernmental Cooperation

SUBMITTED BY

Department: Corporate Support Services
Division: Indigenous Relations
Prepared by: R. Forgues
Date: November 15, 2016