Agenda – Executive Policy Committee – January 10, 2018

REPORTS

Item No. 8 Truth and Reconciliation Calls to Action

WINNIPEG PUBLIC SERVICE RECOMMENDATION:

That this report be received as information.

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

The release of the Truth and Reconciliation Commission of Canada summary final report in June 2015 included 94 Calls to Action aimed at redressing the legacy of residential schools and advancing the process of reconciliation in Canada. Five Calls to Action relating to municipal governments include actions for Public Service Education, Archival records, Cemeteries and burial sites of residential school children, concepts related to the Doctrine of Discovery, and the United Nations Declaration on the Rights of Indigenous Peoples.

The Federation of Canadian Municipalities recognized the significant work of the Truth and Reconciliation Commission and called upon municipalities to work toward implementation of five Truth and Reconciliation Commission Calls to Action relating to municipal governments.

Since then the Public Service established working groups to develop and implement work plans to accomplish the intent of the Calls to Action, researching and reviewing policies and practices to acknowledge the rights of Indigenous peoples, planning to commence research of significant concepts relating to the Doctrine of Discovery, creating and scaling up education and training opportunities for the Public Service, identifying key stakeholders for consultation and groups holding key information, creating archival research tools and preparing records documenting local Indigenous communities, and building communications and information resources to strengthen understanding and share progress of the five Calls to Action as part of the City's commitment to the journey of reconciliation.

The Indigenous Relations Division and working groups are convening partner and stakeholder tables to seek guidance and collaboration on strategies to address the five Calls to Action. Such as the National Centre for Truth and Reconciliation, the University of Winnipeg, Winnipeg Arts Council, cultural providers and knowledge keepers, and the Mayor's Indigenous Advisory Circle. Ongoing and expanding strategies to convene partner and stakeholder tables is essential to the integrity and progress to accomplish the intent of the Calls to Action.

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 office of 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:

- ✓ 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 actions taken by the Public Service since its December 2016 report to support the implementation of the five Truth and Reconciliation Commission Calls to Action relating to municipalities.

HISTORY/DISCUSSION

In August 2015, a Public Service working group was directed to review the Truth and Reconciliation Commission Calls to Action in the context of activities already underway to support implementation of the five Calls to Action relating to municipalities, as well as potential new activities to undertake to accomplish the intent of the Calls to Action.

In February 2016, a report was submitted to Council and the Public Service was directed to continue with current activities that supported the Truth and Reconciliation 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 Calls to Action.

In December 2016, a report was submitted to Council identifying first steps and actions taken by the Public Service to support the five Calls to Action such as discussing 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.

This is a summary of the actions taken to date since December 2016:

Actions taken to support implementation of five TRC Calls to Actions

#43 UNDRIP

We call upon federal, provincial, territorial, and municipal governments to fully adopt and implement the United Nations Declaration on the Rights of Indigenous Peoples as the framework for reconciliation.

- ✓ A working group comprised of Indigenous Employee Group (IEG) members and staff from the Indigenous Relations Division (IRD) was formed;
- ✓ Three working meetings were held, with a fourth scheduled for December 2017;
- ✓ The working group is working on the first recommendation put forth by the students of the University of Winnipeg's Master's in Development Practice (MDP) in Indigenous Development studies in a final report they submitted to the City in December 2016:
- ✓ The working group has conducted an internal review of 2016 City of Winnipeg Indigenous-specific initiatives and is in the process of reviewing their findings.

Next steps to be taken by the lead working group include:

- Upon completion of the internal review of civic Indigenous initiatives, a baseline report will be shared with relevant stakeholders identifying successes and any gaps within the civic system in addressing UNDRIP, as it relates to municipal jurisdiction.
- Ongoing consultation and information sessions with stakeholders.
- Ongoing research regarding what other municipalities are doing concerning TRC Call to Action #43.

Other actions taken by IRD and in collaboration with other departments supporting Call to Action #43 include:

- ✓ IRD meets regularly with Excellence Winnipeg and OurWinnipeg Review working groups to discuss how to incorporate an UNDRIP lens to these documents.
- ✓ IRD working with Materials Management to identity a process that tracks Indigenous businesses who bid to the City to inform the development of an Indigenous procurement strategy.
- ✓ IRD is building their understanding and capacity as it relates to the UNDRIP and has held 2 information sharing meetings for staff on the history of the rights of Indigenous people at the international level, and the Indian Act, its implementation, and impact.
- ✓ The City of Winnipeg also wants to ensure that there are culturally appropriate spaces and resources for employees and citizens to practice and revitalize their cultural traditions and customs within our buildings and facilities. A working group has been created to finalize an inventory of smudge-friendly City spaces and has been visiting these sites to assess what is required to accommodate smudging at these facilities.

Other next steps include:

- Smudging working group plans to finalize inventory of City facilities assessed to accommodate smudging; develop a communications plan; and establish processes and procedures for accommodating smudge requests.
- Library Services will also look for new opportunities to develop more culturally appropriate spaces (like the spaces at the Millennium Library) in new and renovated library facilities.
- Library Services will continue to participate on the Truth and Reconciliation Committee mandate "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".

- OurWinnipeg review team planning future pop-up event at 'Meet Me at the Bell Tower"; and presenting to the Mayor's Indigenous Advisory Circle, December 2017.

#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.

- ✓ IRD providing advice and guidance to departments to embed cultural components in civic events and an Indigenous lens concerning day to day business.

Next steps to be taken by the lead department include:

- Commence with a report of research findings including federal and provincial legislation that may impact modification of City of Winnipeg policies and bylaws, and identifies requirements 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.

- ✓ As of November 2017, almost 4,000 employees have completed the ½ day Public Service training session on Residential Schools (W'daeb Awaewe) and the 2 day session (Chi Ki Ken Da Mun) available through the Employee Development Course Calendar.
- ✓ Mayor, Mayor's staff, and Councillors participated in the ½ day Public Service education and training session W'daeb Awaewe.

Next steps include:

- Continue to develop schedules to ensure all 10,000 employees complete cultural awareness sessions.
- Continue to investigate opportunities to develop additional cultural awareness modules that address the remaining topics identified in this Call to Action.
- Future plans include coordinating reconciliation topics such as Treaties to be rolled out in the WAPSO Leadership Series.

Other actions taken by IRD and in collaboration with other departments supporting Call to Action #57 include:

- ✓ Experiential and learning opportunities for the Public Service related to Indigenous culture and history are offered through the City's Corporate Education calendar and Indigenous Relations Division. Over 60 employees participated in the ½ day Metis Culture; Medicine pouch making; and Moccasin making workshops.
- ✓ Another 150 employees participated in 4 Spring, Summer, Fall and Winter Solstice/Equinox workshops and feasts; 2 Sweat Lodge Ceremonies at Thunderbird House; sage picking at Assiniboine Forest; clans and sundance teachings; full moon ceremony; blanket exercise; and at the new Indigenous Cultural Week in June offerings in medicine circle teachings this year hosted by PPD and workshops in traditional drumming, medicine pouch making, and tipi raising teachings.

- ✓ All employees have the opportunity to participate in the annual National Aboriginal Day celebration at City Hall with planning, financial, and in-kind support this year provided by Audit, Animal Services, Assessment and Taxation, CAO Offices, City Clerks, Community Services, Finance, Planning Property and Development, Public Works, Water and Waste, Winnipeg Fire Paramedic Service, Winnipeg Transit, CUPE and WAPSO.
- ✓ An Indigenous History and Education Display working group was created in 2017 to create content for educational displays, identify existing displays in the community, and create a tour schedule for displays at City of Winnipeg facilities. The goal of this initiative is to provide educational opportunities for City employees and members of the public visiting City facilities.
- ✓ Two Indigenous Artwork pieces entitled *The Eagle of Protection* and *The Warrior of Strength* by Brandon Atkinson were acquired by the Winnipeg Arts Council's Public Art Program and are now part of the collection of the City of Winnipeg. The Indigenous Relations Division, Winnipeg Arts Council and the Planning, Property and Development Department partnered to showcase this artwork located on the main floor of the Susan A Thompson Building.
- ✓ Established practice and process for Treaty No. 1 territory and Métis homeland acknowledgement to be used by civic departments and employees to open meetings and events.
- ✓ Collaboration with Parks and Open Spaces to provide second year of traditional Indigenous medicine and rock gardens at City Hall with annual planting and harvesting ceremonies led by community Elder.

Other next steps include:

- IRD and Corporate Education will continue an annual schedule of experiential learning opportunities for civic employees in Indigenous history and cultural.
- Implement new civic-wide communications schedule of significant dates to acknowledge or commemorate Indigenous events and people such as Treaty No. 1 signing; Métis leader Louis Riel; Indigenous Veterans Day, and Orange Shirt Day.
- Seek grant funding for activities during the new Indigenous Cultural Week and annual National Aboriginal Day celebration at City Hall.
- A permanent Indigenous History and Education display is slated to be completed by end of 2017 or early 2018. The display will include items such as an Indigenous historical timeline poster, the 5 TRC Calls to Action directed at municipalities, the Indigenous Accord document, its history, and photos of the historic Accord signing ceremony in June 2017.
- A National Centre for Truth and Reconciliation travelling display has been confirmed and will be located at City Hall on the main floor in January 2018.
- Work is being done to finalize the Assiniboia Residential School travelling display and planned to be ready for viewing in April 2018.

<u>#75 Cemeteries</u>

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 been working to identify other stakeholders who hold key information to assist in identifying unmarked graves, consult with key stakeholders and through appropriate public engagement strategies determine how to connect with

families who self-identify and request identification and memorials while ensuring there are supports in place for healing and reconciliation.

Next steps to be taken by the lead department for Call to Action #75 include:

- Working group will continue to meet and draft a coordinated response strategy and work plan.
- There will be significant archiving/records to be collected and reviewed before we can begin the process of unmarked grave notification.
- 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.

Also, the City is looking into how our work for Call to Action #75 impacts the following related Calls to Action: #73, 74, 76 concerning Missing Children and Burial Information, and 77 concerning municipal Archives.

#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 continues to identify and improve access to records that support reconciliation. During 2017, Archives staff:

- ✓ Produced an updated version of the Research Guide on Indigenous Peoples and History with a revised introduction, additional content, and a new design.
- ✓ Commenced work on a master inventory of photographs held by the Archives that document Indigenous peoples and communities in Winnipeg. Once complete, the inventory will be attached to the Research Guide as an appendix.
- ✓ Updated procedures to incorporate reporting on records that document Indigenous peoples and communities when record series are being processed. These reports will inform future updates to the Research Guide.

Next steps to be taken by the lead department for TRC #77 include:

- Building on work completed to date, the City of Winnipeg Archives will continue to prioritize for processing record series that lend themselves to the exploration of Indigenous histories in the city, and of civic policies, programs and decisions that affected Indigenous communities within the city. This will include the identification of resources required to undertake appraisal and description projects.

Other Indigenous Relations Division strategies supporting TRC Calls to Action

Oshki Annishinabe Nigaaniwak, City's Indigenous Youth Strategy – Calls to Action 7, 23, 92

This grant program provides resources to youth-serving agencies to deliver employment development and recreation programs, and to civic departments to create opportunities for Indigenous youth such as internships, training programs, career camps, summer work placements, and post-secondary scholarships and community leadership through scholarship programs.

- ✓ Since 2009, the City's Indigenous Youth Strategy annually supports over 300 Indigenous youth in employment development, training, lifelong learning, recreation, and scholarship and award programs.

- ✓ Since 2011, over 38 Indigenous youth have been hired by the City of Winnipeg as a result of their civic work placement, internship, or as a graduate of the 2014 Winnipeg Fire Paramedic Service Primary Care Paramedic program in partnership with Oshki Annishinabe Nigaaniwak.

Winnipeg's Indigenous Accord

Now that this initiative has its own reporting requirement progress in this area will be identified in an annual report to Council each summer.

FINANCIAL IMPACT

Financial Impact Statement **Date:** December 5, 2017

Project Name:

Truth and Reconciliation Calls to Action

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

original signed by
Tanis Yanchishyn
Manager of Finance (Campus)
Corporate Finance Department

CONSULTATION

- Cemeteries Branch
- City of Winnipeg Archives
- Employee Development Branch
- Library Services
- Materials Management
- Mayor's Office
- Planning Property and Development

OURWINNIPEG POLICY ALIGNMENT

Quality of Life, 03-1 Opportunity:

Direction 1 – Strive to use mandated municipal services areas, such as libraries and recreation, as opportunities to foster strong cross-cultural relations that contribute to healthy communities.

Direction 2 – Provide equitable access to municipal programs, services, and facilities.

Direction 3 – Work with community partners to foster an inclusive and equitable community.

Direction 4 – Work within municipal service areas as a collaborator on poverty reduction.

Direction 5 – Acknowledge that Indigenous Winnipeggers bring a diverse richness of cultures, traditions, languages, teachings, values, skills, and perspectives to our city.

Direction 6 – Foster opportunities for Indigenous Winnipeggers, particularly youth, to obtain meaningful employment by building on current civic practices, processes and community partnerships.

SUBMITTED BY

Department:
Division: Indigenous Relations
Prepared by: R. Forgues
Date: December 13, 2017