Minute No. 397
Report – Executive Policy Committee – June 6, 2018

Item No. 1 Winnipeg's Indigenous Accord

COUNCIL DECISION:

Council concurred in the recommendation of the Executive Policy Committee and adopted the following:

1. That the report be received as information.

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DECISION MAKING HISTORY:

Moved by His Worship Mayor Bowman,
That the recommendation of the Executive Policy Committee be adopted.

Carried

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

On June 6, 2018, the Executive Policy Committee concurred in the recommendation of the Winnipeg Public Service and submitted the matter to Council.

COUNCIL DECISION:

On March 22, 2017, Council concurred in the recommendation of the Executive Policy Committee and adopted the following:

1. That Winnipeg's Indigenous Accord be received as a demonstration of the City's commitment to the ongoing process of reconciliation.

2. That the Public Service, through the Indigenous Relations Division, produce an Annual Report which details each signatory's commitment to reconciliation through sharing their goals and successes and report to Council annually in June, in addition to continuing to develop and implement the City's reconciliation action plan.

3. That the Public Service be directed to communicate the intent of Winnipeg's Indigenous Accord and develop a guide for Accord partners through which to report their annual goals and successes.

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

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

On March 15, 2017, the Executive Policy Committee passed the following resolution:

WHEREAS embedded in the Truth and Reconciliations Commission of Canada's 94 Calls to Action is the importance of committing ourselves as a City to the ongoing, long-term process of reconciliation;

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DECISION MAKING HISTORY (continued):

EXECUTIVE POLICY COMMITTEE RECOMMENDATION (continued):

AND WHEREAS as a City we can convene individuals and organizations in a mutual process of goal setting to establish what role we can each play in, as the TRC recommends, "inspiring Aboriginal and non-Aboriginal peoples to transform Canadian society so that our children and grandchildren can live together in dignity, peace, and prosperity on these lands we now share.";

AND WHEREAS the Mayor's Indigenous Advisory Circle, in consultation and collaboration with numerous community leaders and organizations, produced the following Indigenous Accord:

Winnipeg's Indigenous Accord

Our Shared Future Rooted in Truth, Harmony, and Generosity

Our Vision:

Developed by children gathered in harmony to visualize a future of Winnipeg

"The city of Winnipeg is a place where everyone has a voice, a place where people and the environment come first, where everyone has fair access. Everyone should be treated with respect and acceptance and kindness. Everyone should treat everyone kindly and equally and accept them for who they are because when you feel like you belong, you achieve freedom. United as one, and hopeful, we can work toward a peaceful and safe city.
*Be a leader that thinks for yourself and speaks up for change."**

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DECISION MAKING HISTORY (continued):

EXECUTIVE POLICY COMMITTEE RECOMMENDATION (continued):

The name Winnipeg has its origins in the Cree name given to Lake Winnipeg "Win"-muddy, "nippe"-water. Winnipeg is located within Treaty No. 1 Territory, the traditional lands of the Anishinabe (Ojibway), Ininew (Cree), Oji-Cree, Dene, and Dakota, and is *the Birthplace of the Métis Nation and the Heart of the Métis Nation Homeland.* People from around the world have come to call Winnipeg home and our community prides itself in its cultural diversity. As the original inhabitants of this land and as inhabitants of this land by birth or adoption, we all share the goal to make our city a better place to live based on mutual respect, equal opportunity, and hope.

This place has been host to many for thousands of years and present day is home to Inuit from northern territory and Indigenous peoples from other territories arriving from all directions by land, air, and water. The spirit of this legacy is manifest in present day by the observance of greetings and friendship extended to all Indigenous peoples who newly arrive in Winnipeg.

What does reconciliation mean? It is a question of basic human dignity. It's the right of every person from every background to be treated with kindness, decency, and respect, and this benefits all of us. It also means renewing that story of partnership and peace that the treaties began to tell. We are all working towards the same goal - to build happy, resilient, strong, and prosperous families. When we recover the true Canadian story of peace and partnership and inclusion, our highest ideals we cherish, we will improve our chances of success.

Our Commitments:
The City of Winnipeg is committed to building an ongoing process of reconciliation in Winnipeg, a process that is based on the establishment and maintenance of mutually respectful partnerships with First Nations, Métis, and Inuit governments, organizations, and individuals.

The City of Winnipeg is committed to embracing a respectful relationship with First Nations, Métis and Inuit Peoples in Winnipeg and committed to a purposeful and influential leadership role to engage new partners to join us in the collective process of reconciliation in Winnipeg.

The City of Winnipeg is committed to a reconciliation process guided by the knowledge and experiences of First Nations, Métis, and Inuit Peoples and will include distinct cultural traditions, protocols, ceremonies, and languages as an expression of their identity and nationhood.

The City of Winnipeg is committed to engaging multiple sectors, organizations, groups, and individuals across Winnipeg to build new initiatives, partnerships, and advance reconciliation efforts with Indigenous Peoples, guided by the 94 Calls to Action of the Truth and Reconciliation Commission of Canada.

The City of Winnipeg is committed to participating in acts of reconciliation and celebration across the city such that it initiates and experiences a positive change in the culture of relationships between Indigenous and non-Indigenous people in Winnipeg.

The City of Winnipeg and partners of Winnipeg's Indigenous Accord are committed to collaborating to formulate and execute action plans observing the commitments, shared values, and principles as expressed in this Accord for the establishment and maintenance of mutually respectful partnerships with First Nations, Métis, and Inuit peoples.

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DECISION MAKING HISTORY (continued):

EXECUTIVE POLICY COMMITTEE RECOMMENDATION (continued):

Our Principles

The Truth and Reconciliation Commission of Canada believes that in order for Canada to flourish in the twenty first century, reconciliation between Indigenous and non-Indigenous Canada must be based on the following principles:

1. The United Nations Declaration on the Rights of Indigenous Peoples is the framework for reconciliation at all levels and across all sectors of Canadian society.
2. First Nations, Inuit, and Métis peoples, as the original peoples of this country and as self-determining peoples, have Treaty, constitutional, and human rights that must be recognized and respected.
3. Reconciliation is a process of healing of relationships that requires public truth sharing, apology, and commemoration that acknowledge and redress past harms.
4. Reconciliation requires constructive action on addressing the ongoing legacies of colonialism that have had destructive impacts on Indigenous peoples' education, cultures and languages, health, child welfare, the administration of justice, and economic opportunities and prosperity.
5. Reconciliation must create a more equitable and inclusive society by closing the gaps in social, health, and economic outcomes that exist between Indigenous and non-Indigenous Canadians.
6. All Canadians, as Treaty peoples, share responsibility for establishing and maintaining mutually respectful relationships.
7. The perspectives and understandings of Indigenous Elders and Traditional Knowledge Keepers of the ethics, concepts, and practices of reconciliation are vital to long-term reconciliation.
8. Supporting Indigenous peoples' cultural revitalization and integrating Indigenous knowledge systems, oral histories, laws, protocols, and connections to the land into the reconciliation process are essential.
9. Reconciliation requires political will, joint leadership, trust building, accountability, and transparency, as well as a substantial investment of resources.
10. Reconciliation requires sustained public education and dialogue, including youth engagement, about the history and legacy of residential schools, Treaties, and Indigenous rights, as well as the historical and contemporary contributions of Indigenous peoples to Canadian society.

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DECISION MAKING HISTORY (continued):

EXECUTIVE POLICY COMMITTEE RECOMMENDATION (continued):

AS LONG AS THE SUN SHINES, THE GRASS GROWS, AND RIVERS FLOW,

Mayor Brian Bowman,
Members of Council
City of Winnipeg
Date

Doug McNeil,
Chief Administrative Officer
City of Winnipeg
Date

Partners:
To be added

AND WHEREAS as a living document Winnipeg's Indigenous Accord is not a single time event, but an ongoing responsibility accepted by signatories, who through becoming partners to the Accord, agree to report the success of their commitment to reconciliation and their future goals annually.

THEREFORE BE IT RESOLVED that the Executive Policy Committee recommend to Council:

1. That Winnipeg's Indigenous Accord be received as a demonstration of the City's commitment to the ongoing process of reconciliation;

2. That the Public Service, through the Indigenous Relations Division, produce an Annual Report which details each signatory's commitment to reconciliation through sharing their goals and successes and report to Council annually in June, in addition to continuing to develop and implement the City's reconciliation action plan;

3. That the Public Service be directed to communicate the intent of Winnipeg's Indigenous Accord and develop a guide for Accord partners through which to report their annual goals and successes.

ADMINISTRATIVE REPORT

Title: **Winnipeg's Indigenous Accord**

Critical Path: **Executive Policy Committee – Council**

AUTHORIZATION

Author	Department Head	CFO	CAO
R. Forgues	M. Jack	N/A	M. Jack, acting for D. McNeil

EXECUTIVE SUMMARY

Winnipeg's Indigenous Accord is a living document, not a single time event, but an ongoing responsibility accepted by the signatories, who through becoming partners to the Accord, agree to report the success of their commitment to reconciliation and their future goals annually. Indigenous Relations Division prepared a template for the 81 initial and 29 new organizations and groups who are Accord partners to identify progress on their commitments over this past year:

- 79 reports were received from Accord partners and compiled in this first annual report of progress involving 61 of 94 TRC Calls to Action;
- This includes 8 reports from City departments and 4 from Members of Council.

Through the Accord framework and a collective action approach to achieve progress on the Truth and Reconciliation Commission (TRC) Calls to Action, Accord partners commit to forming relationships based on mutual respect and mutual recognition. This commitment is evidenced by partners' goals to achieve greater understanding of First Nation, Métis, and Inuit experiences, perspectives, contributions, existing rights and laws, and the treaty relationship.

The City of Winnipeg and Accord partners are utilizing several methods to build increasing levels of knowledge and understanding and all indications reported show priority action in this area. The following are key highlights of collective partner progress over this past year:

- Over 1,800 collaborations with Indigenous people were reported by over 65% of Accord partners, obtaining improved capacity and understanding through culturally appropriate guidance to inform the development and implementation of strategies, curriculum, protocols, projects, and programming.
- Over 1,600 employees from 31 Accord partner organizations have participated and are continuing to participate in education and training in response to Calls to Action 57 and 92, in addition to over 5,000 members of the City of Winnipeg Public Service.

- Over 60% of Accord partners are practicing traditional territories acknowledgments as part of daily announcements and at events, meetings, and gatherings.
- Over 180 policies and practices amended or newly adopted by 32 partner organizations to recognize Indigenous rights, reflect Indigenous priorities, and improve Indigenous access and inclusion.
- Over 670 students from one school division are participating in Ojibwe and Cree language classes in response to Calls to Action 10 and 14.
- Over 42,000 students from five school divisions are learning age-appropriate curriculum on residential schools, Treaties, and Indigenous peoples' history and contemporary contributions to Canada, in response to Calls to Action 62 and 63.

RECOMMENDATIONS

That this report be received as information.

REASON FOR THE REPORT

At its March 22, 2017 meeting, Council directed that the Public Service, through the Indigenous Relations Division, produce an Annual Report which details each signatory's commitment to reconciliation through sharing their goals and successes and report to Council annually in June, in addition to continuing to develop and implement the City's reconciliation action plan.

IMPLICATIONS OF THE RECOMMENDATIONS

There are no implications arising from receiving this report as information.

HISTORY/DISCUSSION

On June 20, 2017, the City of Winnipeg, with 81 organizations and groups, attended the first signing ceremony of Winnipeg's Indigenous Accord, became signatories, publicly sharing their goals and commitments to the TRC Calls to Action in Winnipeg. Signatory goals are published on the City's Accord webpage.

Winnipeg's Indigenous Accord is a living document, not a single time event, but an ongoing responsibility accepted by the signatories, who through becoming partners to the Accord, agree to report the success of their commitment to reconciliation and their future goals annually. Indigenous Relations Division prepared a template for partners to identify and report their progress over this past year:

- 79 reports were received from Accord partners and compiled in this first annual report of progress involving 61 of 94 TRC Calls to Action;
- This includes 8 reports from City departments and 4 from Members of Council.

The following is a summary of highlights compiled from data reported by partners and is organized by sector, describing activities implemented using a set of shared indicators, identifying TRC Calls to Action related to their goals, and highlighting one partner in each sector group. Written details of partner goals and progress are published on the City's Accord webpage (winnipeg.ca/indigenousaccord).

Arts, Culture and Heritage

Arts, culture, and heritage organizations are implementing plans and achieving progress to bridge understanding between Indigenous and non-Indigenous people through creative expression and reclaiming truth and space for Indigenous experiences, stories, and perspectives.

Nine arts, culture and heritage organizations reported the following progress on their commitments to Calls to Action 1, 2, 3, 5, 7, 10, 13, 14, 57, 62, 63, 66, 83, 92, 93:

- 59 employees participated in Indigenous culture and history education sessions;
- 115 collaborations with Indigenous groups or individuals to achieve significant inclusion and involvement of Indigenous people in the development and/or implementation of curriculum, strategies, protocols, processes, or programs;
- 131 activities implemented to raise the visibility of Indigenous contributions, experiences, values, culture, and teachings to bridge understanding between Indigenous and non-Indigenous people;
- 11 new or amended policies or practices adopted by organizations to recognize Indigenous rights and priorities, or increase access and inclusion of Indigenous people;
- 7 Indigenous people newly hired this year;
- over 11,000 school students and teachers participated in programming to build intercultural understanding, empathy, and mutual respect.

Arts, Culture, Heritage highlight:
Through connections made at Accord Partner Gatherings, Art City hired an Indigenous graphic designer and arranged with AMIK Inc. to discuss ways to make their HR policies more accessible to Indigenous communities. Art City established a new paid mentorship position staffed by an Indigenous youth to mentor young program participants, as a pilot to expand, in order to provide more meaningful employment opportunities for Indigenous youth.

Business and Associations

Private sector groups are building knowledge within their organizations to develop more inclusive business and workforce opportunities increasing Indigenous representation and partnerships with goals to improve the level of economic benefits to Indigenous people.

Twelve corporate business organizations and associations reported the following progress on their commitments to Calls to Action 22, 35, 75, 76, 81, 82, 83, 92:

- 398 employees participated in Indigenous culture and history education sessions;

- 156 collaborations with Indigenous groups or individuals to achieve significant inclusion and involvement of Indigenous people in the development and/or implementation of curriculum, strategies, protocols, processes, or programs;
- 70 partnerships with Indigenous groups or individuals that resulted in the creation of agreements, policies, processes, or programs.
- 6 new or amended policies or practices adopted by organizations to recognize Indigenous rights and priorities, or increase access and inclusion of Indigenous people;
- 64 activities initiated to formally advocate for Indigenous rights;
- 275 activities implemented to raise the visibility of Indigenous contributions, experiences, values, languages, and cultures to bridge understanding between Indigenous and non-Indigenous communities;
- 41 Indigenous people newly hired this year;
- 7 organizations practicing Traditional Territories Acknowledgement ranging from one month to three years.

Business and associations highlight:
ft3 Architecture reached out to two teachers in Berens River First Nation and Riverton Collegiate School about initiating a conversation between ft3 and the two schools on breaking down barriers so that Indigenous students are encouraged to think about pursuing further education in architecture, landscape architecture, and interior design.

City of Winnipeg

The City of Winnipeg is committed to supporting the implementation of the five TRC Calls to Action directed at municipalities (43, 47, 57, 75, 77) and enabling ongoing action by departments and Members of Council in the City's journey of reconciliation. The departments of Winnipeg Transit, Winnipeg Police, and Winnipeg Fire Paramedic Service signed on as partners to the Accord recognizing their direct relationships with the public; and City Archives, Cemeteries Branch, Employee Development, Legal Services, and Indigenous Relations are leading the work on the five municipal TRC Calls to Action.

Eight City departments and four members of Council reported the following progress on their commitments to Calls to Action 43, 47, 57, 75, 77:

- over 50% of 10,000 total civic employees participated in Indigenous culture and history education sessions W'daeb Awaewe and Chi Ki Ken Da Mun. For example,
    - over 1/3 of Transit employees have completed the W'daeb Awaewe or Chi Ki Ken Da Mun;
    - over 1,200 members of the Winnipeg Police Service have completed W'daeb Awaewe or Chi Ki Ken Da Mun; and
    - over 80% of members of the Winnipeg Fire Paramedic Service have completed W'daeb Awaewe or Chi Ki Ken Da Mun.
- 32 collaborations with Indigenous groups or individuals to achieve significant inclusion and involvement of Indigenous people in the development and/or implementation of curriculum, strategies, protocols, processes, or programs;

- 3 partnerships with Indigenous groups or individuals that resulted in the creation of agreements, policies, processes, or programs;
- 6 new or amended policies or practices adopted by organizations to recognize Indigenous rights and priorities, or increase access and inclusion of Indigenous people;
- 4 activities implemented to raise the visibility of Indigenous contributions, experiences, values, languages, and cultures to bridge understanding between Indigenous and non-Indigenous communities;
- Practicing Traditional Territories Acknowledgement for one year

Community Organizations

Community organizations are providing space to support the Indigenous right to practice and teach spiritual and traditional ceremonies; increasing Indigenous representation and Indigenous guidance in governance and community programs; creating opportunities for Indigenous artists to advance careers; non-Indigenous seniors group is gaining new exposure to Indigenous traditional cultural expressions and teachings; and practicing traditional territory acknowledgements.

Nine community-based not-for-profit organizations reported the following progress on their commitments to Calls to Action 1, 2, 3, 4, 5, 10, 19, 33, 48, 53, 55, 62, 66, 83, 92, 93:

- 121 employees participated in Indigenous culture and history education sessions;
- 113 collaborations with Indigenous groups or individuals to achieve significant inclusion and involvement of Indigenous people in the development and/or implementation of curriculum, strategies, protocols, processes, or programs;
- 17 partnerships with Indigenous groups or individuals that resulted in the creation of agreements, policies, processes, or programs.
- 17 new or amended policies or practices adopted by organizations to recognize Indigenous rights and priorities, or increase access and inclusion of Indigenous people;
- 21 activities initiated to formally advocate for Indigenous rights;
- 31 activities implemented to raise the visibility of Indigenous contributions, experiences, values, languages, and cultures to bridge understanding between Indigenous and non-Indigenous communities;
- 16 Indigenous people newly hired this year;
- 7 organizations practicing Traditional Territories Acknowledgement ranging from six months to two years.

Community organization highlight:
SEED Winnipeg held a joint strategic planning session with SEED staff and board to deepen understanding of the TRC Calls to Action and to critically reflect on its current practices, policies, and programs. Program teams have been working on incorporating learnings and insights from the strategic planning session into their work. SEED established a cross-programs TRC

Committee to more fully integrate the provisions of the TRC Call to Action #92 on business and reconciliation into its internal processes, program design, and service delivery.

Education – Schools and Associations

This diverse group of public and private schools and associations are implementing a range of commitments, such as establishing traditional territory acknowledgements, formal advocacy for UNDRIP Bill C-262, supporting student capacity for intercultural understanding and teachers ability to effectively integrate Indigenous perspectives in curriculum, and monitoring trends and assessing developments in Indigenous education to inform and support action at the organizational level.

Six schools and associations reported the following progress on their commitments to Calls to Action 10, 45, 62, 63, 79, 83, 93:

- 176 employees participated in Indigenous culture and history education sessions;
- 29 collaborations with Indigenous groups or individuals to achieve significant inclusion and involvement of Indigenous people in the development and/or implementation of curriculum, strategies, protocols, processes, or programs;
- 3 partnerships with Indigenous groups or individuals that resulted in the creation of agreements, policies, processes, or programs.
- 6 new or amended policies or practices adopted by organizations to recognize Indigenous rights and priorities, or increase access and inclusion of Indigenous people;
- 1,300 students participating in curriculum on residential schools, Treaties, and Indigenous people's history and contemporary contributions;
- 152 teaching professionals participated in sessions to utilize Indigenous knowledge and teaching methods;
- 5 activities initiated to formally advocate for Indigenous rights;
- 43 activities implemented to raise the visibility of Indigenous contributions, experiences, values, languages, and cultures to bridge understanding between Indigenous and non-Indigenous communities;
- 6 school divisions practicing Traditional Territories Acknowledgement ranging from seven months and up to two ½ years.

Schools and associations highlight:
Glenlawn Collegiate has established a Treaty Education Committee for the purpose of creating a Treaty Education Web Portal, along with grades 9-12 curricular resources for teachers. The committee is also working on a Glenlawn specific whole-school treaty education plan for the 2018/19 school year and beyond; with the aim to support staff and students about the importance of treaty relationships.

Education – School Divisions

School divisions have a significant role in building a foundation of education for reconciliation. Through divisional leadership schools across Winnipeg are providing opportunities for teaching professionals and students to build intercultural understanding, empathy, and mutual respect.

Six school divisions reported the following progress on their commitments to Calls to Action 7, 10, 14, 16, 45, 57, 62, 63, 93:

- 230 school division employees participated in Indigenous culture and history education sessions;
- 673 students and teaching professionals involved and benefiting from Ojibwe and Cree language curriculum;
- 860 collaborations with Indigenous groups or individuals to achieve significant inclusion and involvement of Indigenous people in the development and/or implementation of curriculum, strategies, protocols, processes, or programs;
- 1,590 activities implemented to raise the visibility of Indigenous contributions, experiences, values, languages, and cultures to bridge understanding between Indigenous and non-Indigenous communities;
- 42,560 students participating in curriculum on residential schools, Treaties, and Indigenous peoples' history and contemporary contributions to Canada;
- 555 best practices and information exchanges shared with others on teaching curriculum related to residential schools and Indigenous history;
- 1,827 teaching professionals participated in education sessions to utilize Indigenous knowledge and teaching methods in the classroom;
- 6 school divisions practicing Traditional Territories Acknowledgement ranging from 16 months to three years.

School division highlight:
Louis Riel School Division produced a video to document impact and experiences from activities implemented over this past year related to their Accord commitments.
https://www.youtube.com/watch?v=WaEoSIrPQwM&feature=youtu.bE

Education – Post Secondary Institutions

Post-secondary institutions play a significant role in shaping the learning experiences of students and supporting the abilities of faculty and teaching professionals to engage students in bridging theory to critical perspectives and contexts. Accord commitments in this sector group are centered on student-experience, academic programs, and institutional supports to impact experiences and abilities that build understanding, empathy, and mutual respect in all sectors and for participating in the process of reconciliation.

Five post-secondary institutions reported the following progress on their commitments to Calls to Action 7, 8, 10, 11, 12, 14, 16, 57, 62, 63, 64, 65, 92:

- 190 employees participated in Indigenous culture and history education sessions;
- 60 journalism students and media students participated in education sessions on the history of Indigenous peoples, residential schools, UNDRIP, Indigenous law;
- 162 law students participated in elective course offerings: Aboriginal Peoples and Land Claims/Aboriginal Peoples and the Law; Métis People and Canadian Law; and Interdisciplinary Human Rights Studies (The Right to Water and Sanitation in First Nation Communities);
- 356 healthcare students participated in courses on Indigenous health issues, history and legacy of residential schools, Indigenous teachings and practices;
- 21 collaborations with Indigenous groups or individuals to achieve significant inclusion and involvement of Indigenous people in the development and/or implementation of curriculum, strategies, protocols, processes, or programs;
- 6 activities implemented to raise the visibility of Indigenous contributions, experiences, values, languages, and cultures to bridge understanding between Indigenous and non-Indigenous communities;
- 106 students participating in Indigenous language classes;
- 110 teaching professionals participated in education sessions to utilize Indigenous knowledge and teaching methods in the classroom;
- 4 post-secondary institutions practicing Traditional Territories Acknowledgement ranging from 16 months to three ½ years.

Post-secondary highlight: University of Manitoba
The Centre for the Advancement of Teaching and Learning is a development unit that works in collaboration with faculty and graduate students to provide leadership, expertise, and support fulfilling the teaching and learning mission of the University of Manitoba. The Centre began offering sessions to utilize Indigenous knowledge and teaching methods in the classroom in January 2018. To date 110 post-secondary teaching professionals have participated.

Faith and Religion
Faith and Religion groups are supporting clergy, congregations, and staff to build understanding of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples and Doctrine of Discovery; increasing participation in the KAIROS Blanket Exercise, advocating for Indigenous rights, and practicing treaty and land acknowledgements.

Eight faith and religion organizations reported the following progress on their commitments to Calls to Action 43, 44, 46, 48, 48, 49, 57, 58, 59, 60, 61, 62, 79, 80, 93, 94:

- 796 congregation members participated in education strategies about their church's role in colonization, the history and legacy of residential schools, and why apologies to former residential school students, their families, and communities were necessary;
- 120 clergy and program leaders participated in education curriculum that included respecting Indigenous spirituality, the history and legacy of residential schools, and the role of churches in that system;

- 36 employees participated in education sessions about the history and legacy of residential schools and the United Nations Declaration on the Rights of Indigenous Peoples.
- 29 collaborations with Indigenous groups or individuals to achieve significant inclusion and involvement of Indigenous people in the development and/or implementation of curriculum, strategies, protocols, processes, or programs;
- 27 activities initiated to formally advocate for Indigenous rights;
- 25 activities implemented to raise the visibility of Indigenous contributions, experiences, values, languages, and cultures to bridge understanding between Indigenous and non-Indigenous communities;
- 6 organizations practicing Traditional Territories Acknowledgement ranging from six months to one year.

Highlight: Anglican Diocese of Rupert's Land
The Indigenous Elders Circle has become a regular part of leadership consultation around relevant decision making. They are implementing a 3-tiered education/awareness program on Indigenous experience past and present (residential schools, UNDRIP, etc.) for clergy, lay leaders and church staff. It will be launched May 15, 2018.

Health and Associations

Health and social work associations are advancing reconciliation efforts of social work and healthcare professionals and in collaboration with Indigenous people providing relevant education and training sessions and representation on committees and advisory groups. Healthcare service delivery includes Ojibway, Oji-Cree, and Cree language services, traditional healing, spiritual cultural care, advocacy, and resource coordination with essential needs services.

Three healthcare organizations reported the following progress on their commitments to Calls to Action 1, 18, 19, 20, 21, 22, 23, 24, 33, 57, 92:

- 66 employees participated in Indigenous culture and history education sessions;
- 71 healthcare students participated in courses on Indigenous health issues, history and legacy of residential schools, Indigenous teachings and practices;
- 1,035 healthcare professionals participated in cultural competency training to support and recognize the value of Indigenous healing practices and to use them in the treatment of Indigenous patients in collaboration with Indigenous healers and Elders;
- 76 social work and associates participated in education and training sessions about the history and impacts of residential schools;
- 9 new or amended policies or practices adopted to recognize Indigenous rights and priorities, or increase access and inclusion of Indigenous people
- 214 collaborations with Indigenous groups or individuals to achieve significant inclusion and involvement of Indigenous people in the development and/or implementation of curriculum, strategies, protocols, processes, or programs;

- 338 activities implemented to raise the visibility of Indigenous contributions, experiences, values, languages, and cultures to bridge understanding between Indigenous and non-Indigenous communities;
- 1,030 activities initiated to formally advocate for Indigenous rights in healthcare;
- 148 Indigenous people accessed traditional healing practices and programs;
- 24 Indigenous employees newly hired this year;
- 2 organizations practicing Traditional Territories Acknowledgement ranging from 5 months to more than three years.

Health association highlight:
Newly established Winnipeg Regional Health Authority procedures and guidelines include the Crisis Response Centre referral process and provision of spiritual, cultural care services, Employment and Income Assistance intake process, and Medical Relocation Process and procedures. Additional partnerships include Ongomiizwin – University of Manitoba Institute of Health and Healing, Urban Circle, and Thunderbird House.

Indigenous Knowledge and Excellence

Indigenous knowledge and excellence groups bring Indigenous ways and worldview in community development and wellbeing, child welfare, and health and healing. Indigenous media raises important topics and stories impacting Indigenous peoples and there is growing dialogue and learning about the treaties and treaty relationship.

Five Indigenous groups and organizations reported the following progress on their commitments to Calls to Action 1, 5, 14, 18, 19, 24, 43, 46, 48, 57, 59, 66, 85, 92, 93:

- provided Indigenous culture and history education sessions to 425 clergy, public servants, social workers, congregation members, and journalism students;
- 123 collaborations with Indigenous peoples, Elders, and/or Knowledge Keepers to develop and/or implement curriculum, strategies, protocols, processes, or programs;
- 14 Indigenous advisory committees established;
- 24 partnerships established with Indigenous or non-Indigenous groups resulting in the creation of agreements, policies, processes, or programs;
- 17 best practices and information exchanges shared with others on teaching curriculum related to residential schools and Indigenous history;
- 6 changes to policy and practices adopted by organizations to recognize Indigenous rights and priorities, or increase access and participation of Indigenous people;
- 112 activities were initiated to formally advocate for Indigenous rights;
- 115 activities were implemented to raise the visibility of Indigenous contributions, experiences, values, languages, and cultures to bridge understanding between Indigenous and non-Indigenous communities;

- 17 Indigenous people newly hired this year.

Indigenous excellence highlight:
The Winnipeg Boldness Project completed data collection for the North End Wellbeing Measure and analysis of that data has begun. The collection of this data is important and provides insight into the wellbeing of families in the North End. The entire process of developing and implementing the North End Wellbeing Measure also provided important learnings for The Winnipeg Boldness Project (Call to Action 19).

Museums and Galleries

Museums and galleries encourage reflection and dialogue among the public and can shift our understanding of who we are as a nation, place, or person. In Winnipeg, museums and galleries make space for Indigenous peoples and perspectives as art, artists, curators, educators, in exhibitions, in collections translating and shifting our understanding of our story.

Two museum and gallery organizations reported the following progress on their commitments to Calls to Action 65, 66, 67, 68, 69, 83, 92:

- 50 public service employees participated in Indigenous culture and history education sessions;
- 95 collaborations with Indigenous groups or individuals to achieve significant inclusion and involvement of Indigenous people in the development and/or implementation of curriculum, strategies, protocols, processes, or programs;
- 4 Indigenous advisory committees established;
- 15 partnerships with Indigenous groups or individuals that resulted in the creation of agreements, policies, processes, or programs.
- 10 new or amended policies and/or practices adopted to recognize Indigenous rights and priorities, or increase access and participation of Indigenous people;
- 25 activities initiated to formally advocate for Indigenous rights;
- 59 activities implemented to raise the visibility of Indigenous contributions, experiences, values, languages, and cultures to bridge understanding between Indigenous and non-Indigenous communities;
- 7 Indigenous people newly hired this year.

Gallery highlight: Winnipeg Art Gallery
In 2017/18, from environment, land, and alternative economies to gender, language, and education, INSURGENCE/RESURGENCE looked at a wide range of political issues and cultural resurgence to radically shift our understanding of Canada. The exhibition featured Indigenous curatorial practices and ideas of collaboration that rethink traditional Western modes of presenting art, and explored themes of Reclaiming Space, Self Determination, Land, and other themes significant to Indigenous peoples. The Gallery has been practicing Traditional Territories Acknowledgement for over three years.

Sports and Athletics Organizations

These organizations promote sport and recreation with Indigenous communities in supporting overall health and well-being. Forming partnerships with First Nations, Metis, and Inuit ensuring respectful protocols for ceremonies and recognition of lands and people such as during the 2017 Canada Summer Games.

Two sports and athletics organizations reported the following progress on their commitments to Calls to Action 87, 88, 89, 90, 91:

- 60 outreach activities/events to increase the visibility of sports as an essential component of health and well-being;
- 60 activities initiated to formally advocate for Indigenous rights;
- 60 best practices and information exchanges shared with others on teaching curriculum related to residential schools and Indigenous history;
- 110 activities implemented to raise the visibility of Indigenous contributions, experiences, values, languages, and cultures to bridge understanding between Indigenous and non-Indigenous communities;
- 18 First Nations in Manitoba supported to establish Lacrosse programming in their communities;
- 30 collaborations with Indigenous groups or individuals to achieve significant inclusion and involvement of Indigenous people in the development and/or implementation of curriculum, strategies, protocols, processes, or programs;
- 3 partnerships resulting in the creation of agreements, policies, processes, or programs;
- leading 1,500 students and teaching professionals in curriculum on residential schools and Indigenous peoples' history; and utilizing Indigenous knowledge and methods in the classroom;
- 5 Indigenous people newly hired this year.

Sport highlight: Youth 1st Lacrosse
Lacrosse is a medicine game, the Creator's game, used to settle disputes, heal those who are sick within the community, and played to please the Creator. The Creator's game is being promoted to 63 First Nations in Manitoba, teaching and celebrating the game, to see it established in each First Nation community.

Next steps for ongoing implementation of Winnipeg's Indigenous Accord

Indigenous Relations in collaboration with the Accord working group and Mayor's Indigenous Advisory Circle, is proceeding with the following next steps:

- Coordinating and planning the second annual signing ceremony for 32 new partners becoming signatories June 20, 2018;
- Planning for the third gathering of Accord partners in October 2018;

- Preparing a five year strategy for the growth and retention of Accord partners and commencing plan development June 2018 in collaboration with the Asper School of Business.

FINANCIAL IMPACT

Financial Impact Statement Date: May 8, 2018

Project Name: Winnipeg's Indigenous Accord

COMMENTS:

There are no financial implications to the recommendations of this report.

Original signed by T. Yanchishyn
Tanis Yanchishyn
Manager of Finance (Campus)
Corporate Finance Department

CONSULTATION

This Report has been prepared in consultation with:
Legal Services
City Archives
Employee Development Branch
Planning Property & Development
Winnipeg Fire Paramedic Service
Winnipeg Police Service
Winnipeg Transit

OURWINNIPEG POLICY ALIGNMENT

Quality of Life, 03-1 Opportunity:

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

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: N/A
Division: Indigenous Relations
Prepared by: R. Forgues
Date: May 17, 2018

Attachments: Appendix A - Accord partner annual goals and progress details