APPENDIX A

ARTS, CULTURE, HERITAGE

Assiniboine Park Conservancy
Our Goal
Call to Action: 14, 57, 63, 83, 85, 92

- Insert reconciliation into our organizational strategic planning work and seek ways to advance the 94 calls to action.
- We will be gathering interpretive content of the Indigenous People's Garden.
- Construction of various elements of the Indigenous People's Garden (pathways, and water elements, as well as some plantings)
- We will be engaging Indigenous participation in these aspects of the Indigenous People's Garden.

Potential HR Goals for 2019:

- To build up our relationship with Aboriginal agencies in order to increase our recruiting efforts for 2019.
- To create a tracking system to capture accurate diversity numbers of current and new employees.

Our Progress
In 2019 Assiniboine Park Conservancy introduced a core staff learning and training module for all Park and Zoo staff. Partnering with Kairos Canada, over 13 blanket exercises were facilitated, capturing 200 employees.

The Education and Programs department continued to see strong uptake of our Gakina Ndinawemaaganag / Kakinow Niwahkomakanak tour for schools. With 23 groups and 921 students participating from June 2018 through to May 2019. The Education department also partnered with Clark Morrissett to facilitate a Woodland Art and Seven Sacred Teachings painting workshop.

The Assiniboine Park Zoo collaborated with Clark Morrissett to design some of the interpretive graphics connecting the Seven Sacred Teachings with the new wolf exhibit.

The Indigenous Peoples Garden, a core component of the Canada's Diversity Gardens, is headed by an Indigenous design team of David Thomas, Mamie Griffith and Cheyenne Thomas. In May 2019, this design team will host a visioning session with Elders, knowledge keepers and community members to update them on the design and implementation progress. These participants were involved at the beginning of the project a few years ago and now will have the opportunity to see how their input has been incorporated into the design."

Creative Manitoba
Our Goal
Calls to Action: 13, 14,57, 62, 63, 83

The goals for Creative Manitoba and the Indigenous Programs are to continue developing deeper relationships and opportunities for Indigenous Artist's and creating a greater understanding of Indigenous artists' processes and protocols in the non-Indigenous art world.

This year we will focus on expanding our one day conference Smoke Signals, building on its' success to reach a greater audience of both Indigenous and non-Indigenous participants. We will also seek additional partnerships to help offset costs and create a larger network.

We will also create programming that focuses on the development of digital literacy with new technologies. We are hoping that we can facilitate the sharing of knowledge, and preservation of culture by giving Indigenous Artists and oral historians the means and inspiration to incorporate traditional teachings with AR, VR and other new technologies.

The biggest challenge we face in reaching our goals in 2019 will be to overcome significant provincial funding cuts. It is our intention to source new funding and maintain program levels close to what we have had in previous years; we do however, anticipate a drop in program activities going forward. With our goal to add to our community without having to take away from it.

Our Progress

The Stats

In 2018 Creative Manitoba Indigenous Programs set goals to:

- partner and collaborate with more Indigenous led arts organizations
- host a one day Indigenous Language Arts series of panels and talks
- offer one –on-one coaching sessions to our Art Of Managing Your Career Indigenous Perspectives participants.

The overall focus of Creative Manitoba's goals was to develop deeper relationships and opportunities for Indigenous Artist's as well as create a greater understanding of Indigenous artists' processes and protocols in the non-Indigenous art world. I'm pleased to say not only did we achieve these goals, but we exceeded them.

We ran a total of seven events / programs throughout the 9 month period of April 1, 2018 to Dec 31, 2018. We developed 5 new partnerships and programming opportunities for our organization. Overall stats, based through evaluations, saw an increase in knowledge for program participants of 25.98% with an overall rate of success and satisfaction with our programming of 90.8%.

Individual program stats for an increase of knowledge are:

Understanding Shared Indigenous histories – up 23%
Cultural Sensitivities and Programming in the Art World – up 49%
Art of Managing your Career Indigenous perspectives – up 30%
Smoke Signals Indigenous Communication Conference – up 15%

BIPOC Critical Art Writers Group – up 25%

In the Indigenous programs of Creative Manitoba we were able to employ and pay fees to a total of 34 Indigenous Elders, Knowledge keepers, art and cultural workers, and artists. These members of our community were able to deliver workshops, share knowledge, teachings and protocols with a total of 487 participants over a 9 month period from April 1st, 2018 to Dec 31, 2018, for a total of 5551 workshop hours.

The Programs

In June, we partnered with the **Indigenous Filmmaker's Association** to bring the inaugural Indigenous Filmmaker's Summit to life! **The Indigenous Film Summit** is a first of its kind event in Manitoba and is aimed at emerging and professional indigenous directors, writers and producers. The goal is to provide the attendees with an understanding of funding opportunities, documentary producing, feature film development, crowdfunding education, as well as provide an excellent opportunity to network with some top professionals in the industry. Creative Manitoba Indigenous Programs partnered with the IFS to bring acclaimed Indigenous filmmaker **Georgina Lighting** to Winnipeg. We hosted, **No Limits – A Filmmaking Master Class** at Creative Manitoba for 12 participants – Georgina focused on how to create opportunities for Indigenous filmmakers. The importance of telling your own stories and how to make it in the film industry. We sponsored the conversation, **The Power of Media** with Georgina, and Stephanie Brown, discussing how emerging and upcoming filmmakers can use media to their advantage, a conversation that was attended by over 60 people. Creative Manitoba also hosted the day long preconference gathering for **ImagiNative Film Festival, On Screen Protocols & Pathways**. It was an initial meeting for 14 participants to create a resource for non-Indigenous (and Indigenous) people working with Indigenous communities/telling an Indigenous story on screen - how to work in respectful collaboration - establishing protocols and guidelines that can be adopted across the film industry.

In summer we created a **video profile** of recent Ozhitoon jii Miigiweng participant **Dawn Lavand**. Dawn discussed her drumming practice and her process of Indigenous reclamation through ceremony. Dawn was a youth in care who was raised in Winnipeg. As a child she discovered performance and was trained as a performing artist gaining experience both on stage and screen with a successful acting career that spanned a decade. As an adult on the journey of cultural reclamation, she aspires to share her passion for the arts and her Culture in a good way using the drum as a point of connection and grounding.

September we began **Sounding The Drum** – an 8 part twice monthly series exploring the traditions teachings and protocols of the hand drum. As Indigenous peoples, the connection to land is of the utmost importance, it guides us in intentions and principals with the hand drum being one of the most direct conduits for that connection. It's also our way of networking and building community. Participants created their own hand drums and then were led through a series of ceremony and focused teachings on aspects of the drum. The hand drum is a centering and grounding point for cultural reclamation. The drum circles provide a safe environment to hear your voice, gain confidence and build self-esteem. Important qualities for anyone who wants to expand their focus in the job market, as an artist, and as a connection to community. We began with a group of 22 individuals and expanded to a group of 31 over the 8 workshops, with over 181 participants passing through our doors to join the circle. Our guides are highly regarded community members, knowledge keepers and Elders of the community. Alison Cox knowledge keeper and drum carrier, Elder Frank Marshall, The women of The

Southern Thunderbird Hummingbird Big Drum group, Ko'ona Cochrane Pipe and Song Carrier, and Dawn Lavand Drum and Song Carrier.

Workshops held:
Sept 26 – Blessing the Drum Materials – Preparing/blessing the drum materials for the journey.
Sept 27 – Creating the Drums – birthing the drums, hides are stretched over frames, tied tight left to dry
Oct 4 – Feasting in and Sounding the Drums – Ceremony to wake the drums, hearing your drum and learning what it means to be a drum carrier.
Oct 18 – Traditions and Protocols - oral history, teachings and stories, finding your beat and your voice
Nov 1 - **Drums in Ceremony** – Pipe Ceremony, prayer songs, songs of activism, water songs
Nov 15 - Women and The Big Drum - The history of women on the big drum.
Dec 6 – Traditional Songs - the types, history and the protocol of when to sing those songs.
Dec 20 - **Solstice Feast –** a traditional Solstice feast, recap what we have learned, closing ceremony.

We nurtured new partnerships with **aceArtinc.** and the **University of Winnipeg Institute for Women & Gender Studies.** Together we created a three month workshop series **BIPOC Critical Art Writing** (Black Indigenous People of Colour). The workshop was facilitated *by* BIPOC writers *for* BIPOC writers, the goal of the series was to support and grow art and culture writing in the city by people who are part of BIPOC communities. The hope is that these workshops strengthen networks and local writing communities so that there will be more art and culture writing by BIPOC folks published in Winnipeg and Canada. This series was offered in Fall 2018 with three acclaimed art and culture writers from Canada and the US. Over a three month period Aruna D'Souza, Dr. Sharanpal Ruprai, and **David Garneau** ran workshops with exercises, discussion, and feedback that were designed to give writers of all levels, whether aspiring or published, the skills, information, and support to write about exhibitions and other cultural events. The workshops ran October, November, and December. We discovered there is a huge need in our city for this type of gathering with requests that more workshops be made available for Black, Indigenous, and people of colour to connect and share ideas.

Creative Manitoba Indigenous Programs collaborated with the **Manitoba Arts Network** for the first time in October 2018. We worked with Elder Albert McLeod to develop two workshops and conduct an opening ceremony for the annual **Manitoba Arts Network Showcase**, held in Portage la Prairie. The opening ceremony introduced participants to the teachings and purpose of smudging and opened the showcase in a good way, honouring the land on which it was held. The workshops, **Indigenous People: Understanding our Shared History**, and **Cultural Sensitivities and Programming in The Art World** were an eye opening experience for many of the showcase's guests. The 83 guests who participated in our 3 workshops, responded that they would seek out more opportunities to build communications and work with Indigenous Artists, they would take greater responsibility in learning of our shared history and incorporating this new knowledge into their lives and workplaces, and that these workshops were a very encouraging step in their personal and professional journeys towards reconciliation.

The Art of Managing Your Career Indigenous Perspectives ran over two full weekends in October, with 11 Indigenous Artist as participants. Metis artist and Instructor Yvette Hawkes

facilitated the workshops with invited guests from the indigenous Business community. Metis artist Rachel Campbell, of the newly launched Boozhoo, an online platform representing Indigenous artists and the owner operator of her own jewelry line for 15 years, focused on the importance of creating a business plan. Jessica Dumas, Indigenous professional lifestyle coach, chair of the Aboriginal Chamber of Commerce executive member of the Winnipeg Chamber of Commerce and Winnipeg Mayor's Indigenous Advisory Circle, focused on the best ways to market yourself. Jessica also followed up with each participant for **individual one-on-one coaching sessions**. We found that bringing members of the Indigenous business community and providing each participant with a follow up coaching session kept the participants inspired and focused to see their goals through to fruition.

In November we partnered with the **Indigenous Filmmaker's Association** for a First Friday Event. We held a screening of seven short films Directed by Indigenous Filmmakers and followed the screening with a Q & A period and networking event. The event was attended by over 50 audience members, many of whom were getting their first taste of Indigenous filmmaking.

We finished up our year with another new programming initiative in December. **Smoke Signals - Indigenous Communication Conference,** a day long gathering of community-engaged Indigenous artists and arts leaders examining the importance of Indigenous voices. We spent the day in a series of workshops and panels exploring the powerful intentions of speaking out, using the foundation of our cultural teachings to transmit our world view through art and media. An opening Ceremony was held followed by a workshop on **How To Decolonize The Art World** with Elder Albert McLeod, a networking lunch with guest University of Manitoba Press and their extensive library of Indigenous themed and authored books, Keynote – **Reclaiming our Narrative** with Artist and University of Regina Professor David Garneau, A conversation **Neechies in The News** – why we need to tell our own stories with Author and CBC Indigenous Unreserved host Rosanna Deerchild, David Garneau and Jessica Dumas, ending with a panel on **Cultural Appropriation in the Arts** with guests Urban Shaman Gallery Director Daina Warren, Activist and founder of Red Rising Magazine Sadie Phoenix Lavoie, and Artist and educator Lita Fontaine. The day was hosted by Afro-Indigenous podcast host and producer Adeline Bird. The event was attended by 68 participants from the arts, government, and education sectors, who were inspired to bring greater cultural awareness into their personal art practices and organizations, create more opportunities for Indigenous and non-indigenous collaborations, and to decolonize their work places. Participants and panelists are onboard and excited about making **Smoke Signals** an annual event.

Folklorama Inc./Folk Arts Council of Winnipeg Inc.
Our Goal
Call to Action: 66

1. In consultation with current Indigenous membership, continue to develop Folklorama Teachings programming for students in daycares, elementary (grades K – 5) and middle (grades 6 – 8) schools specific to Indigenous culture and traditions. In tandem, we will promote this programming to create enhanced opportunities for Indigenous members to present to students on the preservation of their intangible heritage and traditions (Medicine Wheel teachings, language, importance of dance and drumming).

2. Continue to partner with community groups and/or non-member organizations with a focus on including invitations to youth who are not yet connected to Folklorama to participate and learn about our organization. This outreach would be over and above the invitations already extended to newcomers through various community agencies (IRCOM, NEEDS Inc.).

3. Formalize inclusion of Treaty No. 1 and Métis land acknowledgment in all of Folklorama's public facing speaking opportunities.

Our Progress
As a partner of the Winnipeg Indigenous Accord, Folklorama has implemented various activities and initiatives to celebrate and support the Indigenous community.

In 2018, Folklorama featured the First Nations pavilion and, after many year's hiatus, the Metis Pavilion. These pavilions provided guests with the opportunity to experience Indigenous culture first-hand. Attendees were encouraged to try cultural foods and beverages, watch dazzling performances, and learn more about Indigenous people from educational cultural displays and through volunteer interactions. Additionally, Folklorama's Talent and Teachings departments played an important role in bringing Indigenous cultural programming to the community year-round.

In 2018, 50 shows were produced that featured Indigenous performers, with 25 of those shows presented in an educational setting.

From June 2018 until the end of May 2019, over 1600 students in kindergarten to grade 12 will have taken part in Indigenous-focused workshops and performances. These achievements coincide with Folklorama's mission statement to celebrate diversity and promote cultural understanding.

Mex Y Can Association of Manitoba Inc.
Our Goal
Call to Action:
Finding sensitivity training for our membership.

Our Progress:
The Mex Y Can Association of Manitoba has been sharing Mexican culture and traditions for the last 15 years. We understand that Culture is an inherent value for any individual, society or organization; it gives us identity and filiation. Today we stand together with First Nations, Métis, and Inuit peoples to support one another in the preservation of our respective cultures and traditions and establish stronger relationships so we can walk together the Journey to Reconciliation.

- Our first step was to inform our membership that we are partners the Winnipeg Indigenous Accord. The Accord was shared with our membership and discussed in our General Meeting.
- Partnered with the Aboriginal School of Dance to mutually showcase our cultures at public events organized by our association and the First Nations Pavilion during Folklorama.

- We'll continue to embrace and support our communities to foster awareness and understanding by supporting each other's cultural events and communications.
- Promoting Indigenous cultural events through our social media and e-bulletin.
- Attended 3rd All Partners Gathering.
- Participating in the Book Exchange - Volume: Arts of Engagement -Taking Aesthetic Action and Beyond the Truth and Reconciliation of Canada (Dylan Robinson and Keavy Martin Editors).
- Sent proposal to Indigenous Relations to create and identifier for Indigenous Accord Partners and supporters (wrist band, bumper sticker, license plate, pins, etc).
- The Mex Y Can association has 40 registered members, 485 subscribers to our e-bulletin, 1395 Facebook followers, 599 Instagram followers.

Rainbow Harmony Project Choir
Our Goal
Call to Action: 10, 44

Our Progress:
We opened our concerts and events with a land acknowledgement, totaling three times. We had two workshops by Indigenous folk regarding Indigenous topics.

The following feedback from choir members regarding our activities this year:

“I am a proud member of the Rainbow Harmony Project choir and I am very proud of our shared signature partnership commitment to the city of Winnipeg’s Indigenous Accord Journey of Reconciliation.”

“I am a white woman and as such, what formally passed as my understanding and knowledge of Indigenous peoples and their history was shaped by the history books written by the colonizer. However, as a long time feminist, I have welcomed the Indigenous peoples rewriting of history to include their rightful space and place into the history books through their own recorded Indigenous voices, and scholarship.”

“As I strive in my own learning, I am very appreciative of RHP’s invited Indigenous guests who come and share with us their teachings and stories. Every teaching and every story is an important learning experience for all and a positive step in the shared Journey of Reconciliation.”

“At our last teaching presented by the Blaikie- Whiteclouds, I learned something about the Dakota in Canada, and about some of the specifics of the Indian Act and its destructive impact on the Indigenous peoples. I would also like to learn more about the Indian Act… if, how, and where it fits today.”

“I was so moved with the work of the Blaikie-Whiteclouds in reaching out to educate, remove shame, and inspire us all to individual and collective action.”

“The Blaikie-Whitecloud presentation was stimulating, thought provoking and easy to engage with. They both facilitated and enabled us to move forward with realistic goals as a choir. I thoroughly enjoyed the time spent. I was proud of the choir’s collective values.”

“I agree with the directions chosen to represent our commitment to the TRC calls to action 10 & 44. If possible, it would be nice to engage in outreach at Meet Me at the Bell Tower.”

“The workshop was a truly eye opening experience! The presenters were discussing and bringing forth some topics that were already on my mind. I was so grateful. I think (RHP) we all are considering now how to be more inclusive of indigenous peoples and their stories. I am so grateful for the Journey of Reconciliation and how I get to share this exciting time with my peers in RHP.”

“The latest workshop with the Whiteclouds was amazing. I think that choir has done a great job of addressing the Indigenous Accord and feel the latest workshop reinforces our commitment to it.”

“We had a presentation at the choir retreat that was extremely insightful because we learnt about the history of colonization and its impact on Indigenous people, and from the perspective of the speaker’s family. I am planning to attend Meet Me at the Bell Tower along with others from the choir. We are hoping to collaborate with Indigenous artists and attend events.”

“Appreciated learning about the Dakota tribes and about Pow Wow connections.

“It was very nice to hear Albert McLeod speak about Two-spirited people. I learned new information which helped me to understand more.”

“I appreciated how the individuals that attended began to put forth more ideas for outreach and inclusion once we had opportunities to meet with folks like Albert McLeod and the Blaikie-Whiteclouds. Their words and efforts to work with us have lead to inward thoughts and outward plans for future efforts as we move forward with the goals of the Indigenous Accord.”

Reflection:
Although we are not health care, education or justice, our membership represents folks that fulfill work in those areas, we have a wide demographic: young and old, gay and straight, people of colour and a few Indigenous folk. We are a community choir, that largely, with the exception of our numbers in the LGBTQ2 community, representative of the community at large. As a choir, arts has an opportunity to open the hearts and minds of many.

Royal Manitoba Theatre Centre
Our Goal
Call to Action: 66, 83, 84, 92
In the 2019-20 season, with the input of new Artistic Director Kelly Thornton and the Board of Trustees, Royal MTC will set specific goals for our continuing journey.

Our Progress:
With the support and guidance of our Indigenous Arts Leadership Fellow (a position funded by the Winnipeg Arts Council), Royal MTC has identified organizational commitments to the Truth and Reconciliation Commission's 94 Calls to Action, and will be signing Winnipeg's Indigenous Accord in June 2019.

Our commitments are in providing opportunities for Indigenous students through our Education and Community Engagement Programs (call #66), collaborating with Indigenous artists and creators to produce work (call #83) and broadening our inclusion of Indigenous voices in artistic,

administrative, volunteer and managerial pursuits (call #84). For the upcoming 2019-20 season, Royal MTC will again partner with the Winnipeg Arts Council to offer a position to an Indigenous Arts Leadership Fellow (call #92).

Two upcoming artistic projects: In May/June 2019 Royal MTC partners with Tomson Highway on the development of "Songs in the Key of Cree"; the show tours Manitoba and there will be two performances at the Tom Hendry Warehouse in June. The closing show of the 2019-20 Warehouse season is the world premiere of local playwright Frances Koncan's "Women of the Fur Trade". We are proud to celebrate these important Indigenous voices - from established and emerging playwrights.

Royal Winnipeg Ballet
Our Goal
Call to Action: 62, 83, 92

62: Education for Reconciliation
The RWB School will consult with Indigenous artists and/or arts organizations preliminarily with respect to new opportunities to collaborate on dance education and training initiatives.

School students and faculty will join the RWB Company and staff in learning more about the history and legacy of the residential schools and cultural practices and customs.

83: Commemoration
The Royal Winnipeg Ballet will commit to commissioning Indigenous and non-Indigenous artists to undertake collaborative projects and for the RWB to produce and present works that contribute to the reconciliation process.

Going Home Star – Truth and Reconciliation will embark on its first international tour in the fall of 2019. The Northern Cree Singers, who made significant musical and artistic contributions to the ballet, will join the tour and perform at the shows. Additional programming such as post-performance talkbacks and workshops are also being planned with our presenting partners. The tour will also be supported by educational resources generously provided by the National Centre for Truth and Reconciliation.

A major project and partnership with Red Sky Performance based in Toronto is under multi-year development with the goal of commissioning new works on the topic of reconciliation.

92: Business and Reconciliation
The RWB will commit to meaningful consultation with the RWB Indigenous Advisory Circle and Elders in our community on programming decisions and efforts dedicated towards reconciliation.

We affirm our commitment as an organization who values diversity and inclusion within our team, and to strongly encourage applications from candidates who self-identify as members of the following designated groups: women, visible minorities, Aboriginal Peoples, and people with varying abilities.

The RWB will invest in awareness/education and training for our artists, faculty, senior leadership, and staff on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, and on other topics and activities recommended by the RWB Indigenous Advisory Circle.

Our Progress:

The Truth and Reconciliation Commission's 94 Calls to Action and the UN Declaration on the Rights of Indigenous Peoples were guiding principles for the Royal Winnipeg Ballet (RWB) in its first year as a signatory to the Winnipeg Indigenous Accord. We continued our journey to search for meaningful ways towards true reconciliation with the Indigenous and Métis Peoples of Treaty One and Canada during the 2018/2019 Season. In reflecting on the past year, a pivotal change was introduced at the RWB to build upon our past efforts and expand them across the entire organization.

On July 15, 2018, the Royal Winnipeg Ballet performed an excerpt from Going Home Star – Truth and Reconciliation (GHS) as part of the 200th anniversary of the Archdiocese of Saint Boniface in a celebration of humanity. Choreographer Mark Godden worked with Company dancers Katie Bonnell, original GHS cast, and Stephan Azulay, a dancer new to the role who hails from Australia. In addition, recent graduates of the RWB School, Cameron Fraser-Monroe, who also self-identifies as Indigenous, and Jenna Burns rehearsed and learned the roles as understudies. Elders Barbara and Clarence Nepinak joined the artists in the rehearsal studio to perform a smudging and water ceremony. Joining in attendance were André Lewis (Artistic Director); Tara Birtwhistle (Associate Artistic Director); Danielle Morrison (Indigenous Advisor on GHS and founding member of the RWB Indigenous Advisory Circle); and David Warburton (Signee on behalf of the RWB to the Winnipeg Indigenous Accord).

By September, the RWB Company and RWB School were in full session. To mark the start of the season together, Elder Linda Blomme came to the RWB building to perform a smudging and water ceremony which was attended by the Company dancers and by several school faculty, artistic and administrative staff. Hosting a smudging and water ceremony to mark the end of the season is planned for May at the Manitoba Centennial Concert Hall. It is our plan to continue this practice each season.

The 2018/2019 season marked the inclusion of land acknowledgements at all public performance and events at the RWB as well as the inclusion of written land acknowledgements in the program and on display at the RWB building. Acknowledgements are an area we are continuously working to improve upon to find meaningful ways to express recognition, respect, and gratitude to the people and land where we conduct our activities on Treaty One territory, the heartland of the Métis Nation, and in other territories and regions in Canada.

The RWB was honoured to attend the Winnipeg Indigenous Accord All Partners Gathering on October 5; Creative Manitoba's Smoke Signals Symposium: Indigenous Communications Conference on December 14; and the National Centre for Truth and Reconciliation Open House on December 19, 2018. We found them informative and bonding, with new relationships formed at each gathering.

Boozhoo is an organization that operates an online store featuring Indigenous art, crafts and giftware created by local Indigenous artists. In addition to the online store, Boozhoo operates pop-ups at locations throughout Winnipeg. On October 18, the Boozhoo collective launched their first ever pop-up at the RWB building. We have extended this partnership to include a table for Boozhoo at our Christmas market during Nutcracker.

In October, the RWB welcomed Tara Letwiniuk to our Board of Directors. Among her many accomplishments as a lawyer and entrepreneur, and work with the Social Justice Tribunals of

Ontario with the Ministry of the Attorney General, Ms. Letwiniuk brings to the RWB leadership her passion for indigenous and humanitarian rights, inspired by her own roots as a Métis woman in the northwest region of Ontario.

The RWB Indigenous Advisory Circle held its inaugural meeting in January 2019 with Danielle Morrison, Tara Letwiniuk, and Professor Kevin Lamoreaux as its founding members. The group was formed with the express purpose of assisting the organization in building bridges between our communities and to provide much-needed consultation on matters related to reconciliation efforts, cultural education, collaborative projects, and artistic programming at the RWB. The Indigenous Advisory Circle is our promise to ensure our decisions and actions are inclusive, considerate, and accountable.

Jaime Vargas, Ballet Master and Outreach Coordinator, joined others to share his personal story about adversity and becoming a Principal dancer from Mexico at Glenlawn Collegiate's Living Library The Circle of Courage on April 9.

Sharing Dance is a nation-wide movement to bring dance and its many benefits to all people. From January to June, hundreds of children and youth from schools in under-served communities in Manitoba participate in Sharing Dance Kids programming. Indigenous dance artist Shanley Spence has been engaged to perform and lead a workshop at Winnipeg Sharing Dance Day 2019 in June, along with other multi-generational community performances. Ms Spence also participated in 2017 event.

Métis choreographer and RWB School graduate Jera Wolfe was commissioned this season to choreograph a new piece for the Company which premiered to critical acclaim at Ballet and the Band as part of the 2018/2019 season. Mr. Wolfe has also been commissioned to create a new pas de deux for Spotlight in May 2019 and create a new solo which will be performed by a senior student from the RWB School at the 2019 Youth America Grand Prix, the most prestigious international student ballet competition in the world.

Sarasvati Productions

Our Goal

Call to Action: 66, 83, 93

1. Collaborating with community-based youth organizaitons to create theatre focused on reconciliation. (Call to Action #66).
2. Working with Indigenous artists to undertake collaborative projects and produce theatrical works that contribute to the reconciliation process (Call to Action #83).
3. Collaborating with the newcomer community to provide learning through theatre about the history of the diverse Indigenous peoples of Canada to build bonds of understanding and friendship (Call to Action #93).

Our Progress

Over this past year, we continued to actively pursue Indigenous artists for our programming. We incorporated an Elder in to our May 2018 production of "New Beginnings". Although the show was created to share stories of immigration, we started each performance with the Elder sharing her traditional creation story, which was followed by a contemporary dance piece to explore the story choreographed by an Indigenous dancer. This show closed with a hoop dancer, allowing for a full acknowledgment of the traditions of the land. At our annual festival, FemFest, we

featured Darla Contois' play "White Man's Indian", including a panel discussion with the community following one performance. The festival also included a reading of the new play "OUR HOME & native land" by Indigenous playwright Jo MacDonald. The piece used humour to explore treaty relations. Performance events at the festival also included Indigenous comedians, musicians and performers. Finally as part of our International Women's Week Cabaret of Monologues, Cree musician Wanda Wilson shared her story and music.

We continued to build our Indigenous Advisory Committee, chaired by one of our Board members by reaching out to the community to find additional members to sit on this Committee. The purpose of this Advisory Committee is to support staff by providing context and depth to their understanding regarding the impact of colonization on Indigenous peoples.

Our Indigenous Community Outreach Coordinator continued to build relationships between our organization and Indigenous organizations, Indigenous artists, and Elders. We also hired an Indigenous Project Coordinator to oversee a new 2-year project working with Indigenous youth to share their stories using the arts. Both of these positions were filled by people of Indigenous ancestry. This led to many meetings with Indigenous youth-serving agencies and the hiring of additional Indigenous artists. This project has taken a community-driven approach, which will inform the next stages of this major production.

We also contracted artist/facilitators to do theatre workshops for us at schools with high Indigenous representation. Specifically we offered ten sessions at Gonzaga Middle School. This has allowed us to continue to support greater diversity in the arts, both as creators and patrons.

We continued to find appropriate ways to acknowledge the land with guest Elders, drummers, and allowing for discussion of teachings with our audiences.

Finally, our Board had a comprehensive session on the Treaties led by Board member Myra Tait, who is a Member of Berens River FN, a lawyer and Aboriginal law & policy consultant. Accordingly, there is a growing recognition among the Board of our organization that we must lead by example, and that reconciliation is a process of shifting how we function as a theatre company operating in Treaty 1 territory.

St. Andrews Society

Our Goal

Call to Action: 7, 10

The St. Andrew’s Society of Winnipeg is committed to expanding the knowledge and understanding of the historical and current relationship between those of Scottish heritage and descent and the Indigenous community and the important role this can play in fulfilling the objectives of Winnipeg’s Indigenous Accord.

Our Progress

During the past year, the Society adopted a new governance by-law, in which the Mission and Vision Statements acknowledge the unique Scots-Indigenous role and heritage in the development of the Province of Manitoba and also calls to expand and renew ties to Scotland as well as to our Indigenous compatriots and their descendants.

The new governance by-law created the position of Honorary Chief of the St. Andrew’s Society, which invokes ancient clan associations. Elder Jim Bear, Honorary Patron of the Society,

honoured this custom by presenting eagle feathers from this land for the Honorary Chief's bonnet. This is a visible symbol that acknowledges our cultures share some of the same clan concepts and which help our members remember our relations with the original peoples of this land.

The Society continues to be involved as an important partner with the Peguis-Selkirk Treaty Bicentennial Committee in their current efforts to convince the Government of Manitoba to approve the erection of a monument on the Legislative Building grounds honoring Chief Peguis.

The Society's Board of Managers will continue to pursue its goals as we progress into 2019 and these endeavours will be the subject of the Society's report at the end of this year.

The Winnipeg Symphony Orchestra
Our Goal
Call to Action: 43, 92
Goals for Upcoming Period:

- Performance with Eagle and Hawk at the Forks, July 1, 2019
- Performance with Jeremy Dutcher, October 9, 2019
- Introduce WSO Diversity Statement, September 2019
- Hire Indigenous student for summer program. 2019

Our Progress:
The Winnipeg Symphony Orchestra is here to serve all Manitobans and to be a benefit and an asset to our community. The mandate to present concerts and to provide educational programs has been part of the WSO's history since its inception.

In recent months the WSO's Diversity Committee of the board has been working on a statement of our particular commitment to reconciliation. The WSO has been very aware of the importance and value of Manitoba's Indigenous history and people. This desire to be of service to the Indigenous population has taken many forms over the past year.

We have commissioned music by Indigenous composers, performed works by noted Indigenous composers, developed programs that integrate Indigenous performers, bands, soloists, drummers and dancers. Recently two WSO cd's with strong Indigenous content and connections have been nominated for and won a Juno award and a Western Canadian Music Award. We have worked with Indigenous ceremonial and award programs and regularly been a partner in televised award programs from Winnipeg and in major festivals such as the WSO Canada Day concert at the Forks with Eagle and Hawk.

The WSO's Sistema Winnipeg program participants include 43% from Indigenous backgrounds. These children are engaged in a daily program of music training and social change. Their musical skills and academic and social skills are transforming as the years go by. Teachers in Sistema schools have indicated that program participants have become leaders in their school.

The Diversity committee in consultation with members of the Indigenous community has been working on a statement of commitment to the reconciliation process in Canada. We are continuing to develop the wording and ideas. The reconciliation statement will be included in the WSO's Overture program starting in September 2019.

Winnipeg Arts Council
Our Goal
Call to Action: 7, 83

Speaking specifically about the arts (Commemoration #83), the TRC calls upon the Canada Council for the Arts to establish a strategy for Indigenous and non-Indigenous artists to undertake collaborative projects and produce works that contribute to the reconciliation process. In this spirit, the Winnipeg Arts Council acknowledges the importance of Indigenous people within the arts in Winnipeg and aims to provide creative opportunities in public art projects, artistic opportunities for individual artists and arts organizations, and development opportunities in the area of arts management (Education #7).

Our Progress:

In addition to grants to individuals, the Winnipeg Arts Council supports the ongoing activities of professional arts organizations. In 2018 and 2019 we were pleased to see the revitalization of Aboriginal Music Manitoba and the sakihiwe festival to WAC funding.

The first Indigenous Arts Leadership Fellows were appointed in October 2018 and have been working 9-month placements in Winnipeg arts organizations, receiving training and mentorship in topics such as organizational management and governance, finance, marketing and production. The program was the result of an extensive cross-Canada consultation and we were pleased to see it begin. We are already seeing successes, with the creation of the education program referenced in Section 2. Further, we have recently been informed that one Fellow will transition from her role into a permanent employee of her host organization when her Fellowship term is up. Program review, evaluation and future planning has been ongoing throughout the year.

Each year the Winnipeg Arts Council presents the Winnipeg Arts Council Awards to outstanding artists, volunteers, and supporters of the arts in Winnipeg. WAC manages the nominations which are made by arts community members and appoints a peer jury to determine the winners. In June 2018 the On The Rise award for an outstanding emerging Winnipeg artist was presented to Niki Little / Wabiska Maengun (Garden Hill First Nation) at the Mayor's Luncheon for the Arts. This was the third consecutive year that the jury for this award selected an Indigenous woman to receive it. The Mayor’s Luncheon for the Arts also featured a performance by the Buffalo Gals drum group.

THIS PLACE on Treaty 1 Territory and the Homeland of the Métis Nation officially opened to the public with a free concert celebration on September 28, 2018. Located in Air Canada Park in downtown Winnipeg, this major public art project builds on efforts to create awareness of the rich Indigenous cultures, peoples and heritage at the roots of our territory, city and province, and to highlight ongoing issues affecting Indigenous communities. For this project, artists were asked to respond to the idea of this place on Treaty No. 1 territory and the homeland of the Métis nation. The artists’ reflections range in concept and expression. As a place of community and gathering in downtown Winnipeg, the artworks located in this park make a significant mark in the city. As part of this project, WAC commissioned Métis writer and curator Cathy Mattes to write a response to the artworks, which was published in a booklet and distributed around Winnipeg.

As a signatory of Winnipeg’s Indigenous Accord, the Winnipeg Arts Council, as an institution, is

concerned with the importance of decolonizing through public art. The form and intent of this project was shaped through Canada-wide consultation with Indigenous artists, with the Mayor's Indigenous Advisory Circle, as well as a Winnipeg-based gathering with Indigenous artists, Elders, knowledge keepers, curators, and scholars. These artworks, having been created by Indigenous contemporary artists, and being about this place, give significant and permanent voice and meaning that is defined by Indigenous people themselves.

"Together, the four sculptural works created for THIS PLACE in Air Canada Park create a welcoming and engaging space to visitors. They are layered in meaning, and prompt contemplation about Indigenous experiences on this land. They encourage visitors to gather, visit with one another, and contribute to the activation of space. The works complement each other, and present a cohesive story of Indigenous presence, and our contributions to the city of Winnipeg. While being anti-monuments, these artworks honour the ancestors and their living descendants. They assert presence in the face of absence, and provide visual remedy to downtown Winnipeg."
-Cathy Mattes (Michif, southwest Manitoba), excerpted from Sites of Visual Remedy and the Air Canada Park in Downtown Winnipeg

O-ween du muh waun. (We were told.)
RBOY Inc. (Rebecca Belmore & Osvaldo Yero)
Weathering steel and concrete

"We chose to install this sculpture here in this place called Winipi Manitowapow, a gathering place for many nations and home to two rivers that meet.

The work is a symbol of the failed attempts to assimilate us. We were told to be more like them. It is an "anti-monument" to a forced colonial education. Instead, it speaks to knowledge that comes from culture, from tradition. The stack of school chairs on a concrete table is deliberately overturned to signify an ending, finality—like the "ivory tower" paradigm of colonial knowledge that Indigenous communities, every day, turns on its head.

O-ween du muh waun. The time of being told is over."
-Rebecca Belmore & Osvaldo Yero

Mediating the Treaties
Rolande Souliere
Stainless steel with digital print and granite
"Mediating the Treaties uses a two-headed coin to capture the ambivalence of Treaty No. 1. It addresses the verbal and written negotiations and differeng and competing understandings of Treaty No. 1 provisions between Queen Victoria's (1819-1901) representatives and the seven Chiefs of Manitoba including Chiefs Miskookenew (Red Eagle or Henry Prince, 1819-1899) and Kakekapenais (Forever Bird or William Pennefather or Mann, 1816-1897/1898)."
-Rolande Souliere

Electrical Currents
Julie Nagam
Steel and glass

"Water is the life force or the essence of Manitoba, and the Northern section of the province is home to some of the strongest and largest hydroelectric developments in North America. In the

south we consume electricity without knowledge of the land that is developed and the predominantly First Nations and Metis communities that are deeply affected. As consumers we need to continue to work towards sustainable energy consumption. This sculpture brings these issues to light using glass cast rocks with engraved petroglyphs, the Metis family floral pattern, the chevron water graphics and the abstract water turbine with the overall message that water is sacred and should be consumed and maintained with care."
-Julie Nagam

The Square Dancers
Kenneth Lavallee
Powder coated steel

"Square dancing, or jigging, is the traditional dance of the Metis people of Manitoba. Performed to uptempo fiddle music and characterized by fancy footwork and limited upper body movement, the dancing continues today and remains a symbol of the resilience and optimism of the Metis people during Canada's formative years."
-Kenneth Lavallee

The project celebration was opened by Elder Albert MacLeod, hosted by Gerry Barrett and featured performances by Leonard Sumner, Asham Stompers, The Help Wanteds, Nikki Komaksiutiksak, and Co-co Stevenson and the Walking Wolf Singers. This was an entirely Indigenous-led event, where WAC collaborated with Indigenous professionals including Anne-Marie Thibert, event coordinator; Brendan Ehringer, Graphic Designer; Darnell Collins, photographer; and The Feast catering.

Two Indigenous artists continue to develop public artwork for the new Southwest Rapid Transitway to be installed in 2019. Ian August’s project recalls stories of warmth and sharing from the history of the Rooster Town community and Tiffany Shaw-Collinge explores the efforts of land rights for Métis people.

Winnipeg Folk Festival
Our Goal
Call to Action: Building pathways to reconciliation

Our mission at the Winnipeg Folk Festival is to create experiences of discovery and learning through the celebration of people and music. We continue to present world-class creative and artistic talent from Manitoba and around the world and remain committed to facilitating the sharing of Indigenous voices and culture with our audience, which includes Manitobans, Canadians, American and international guests, creating more opportunities for engagement, education and understanding through the celebration of Indigenous art, song, ceremony and storytelling.

In addition to the goals above we intend to:

- further engage the Indigenous community through interactive programming at the festival, our Guest for a Day program, volunteer recruitment and throughout our year-round events. This will include participation in the KAIROS Blanket Exercise with board, staff and volunteers.
- work with our Indigenous Advisory Committee to further develop relationships and opportunities to share Indigenous culture at and through our festival and year-round activities. Part of this will be to do further work on our land acknowledgment practices.

Our Progress:

At the festival proper this year, we had four Indigenous artists on our roster including local favourite, Leonard Sumner; Nehiyawak from Edmonton, A Tribe Called Red and Archie Roach from Australia. Californian folk band, Las Cafeteras, had members with Mohawk and Mexican roots. As Indigenous workshops have proven popular, we had not only one, but two brilliant Indigenous workshops this year presented by APTN and Digital Drum! The first workshop titled Nigaan Inaabin took place Friday at 2:15 PM at Bur Oak Stage and included Leonard Sumner, nêhiyawak and Archie Roach, Indigenous artists from Manitoba, Alberta and Australia collaborating and bringing the sounds of rez poetry, electronica and didgeridoo. The second workshop on Sunday at 4:15 PM at Snowberry was a collaboration between A Tribe Called Red, Los Angeles-based folk group Las Cafeteras and the electronic indie group nêhiyawak. A Tribe Called Red made their first Main Stage appearance Saturday night to close down the show.

This year our Elder Mae Louise Campbell decided to retire from her role as the Festival's Elder. To thank and recognize her contributions, we decided to present her with the Festival's highest honour, the Glass Banjo Award, which is given to people who hold a special place at the festival as a means for recognizing and thanking individuals and organizations that have made an extraordinary contribution to the Festival over the years. Typically we have given this award to both an individual and an organization but in honour of Mae Louise's contributions, we thought it was important to honour her alone. She was not only our Elder for many years, but she had been involved in many ways since the 1970s . She was one of the first leaders of the Indigenous community actively engaged in our programming, among the first Indigenous artisans in the Hand-Made Village and a key person to help build connections between the festival and Indigenous artists and musicians. She provided guidance, healing and inspiration to festival attendees, volunteers and staff for many years and blessed artists and guests on this land with our annual Welcoming Ceremony so to present her with this honour was a wonderful highlight of our 2019 festival.

With Mae Louise's retirement, over the course of the past year, we developed a new relationship with Elder Sherry Copenace, visiting her in Winnipeg and teaching her about the festival experience as she is from community of Ojibways of Onigaming, which is located in Northwestern Ontario and on the east side of Lake of the Woods. To introduce her to the festival site, in the week leading up to the festival we went to the site at Birds Hill Park to have a small ceremony followed by a feast to honour the space where we would be having our Welcoming Ceremony.

As is now a long-held tradition at our festival, we opened our festival on Thursday evening, July 5, with a beautiful opening blessing conducted by Elder Sherry to welcome our audience to the territory which included prayer, drumming and song. On the Saturday morning of the festival, July 7, Elder Sherry performed a sacred fire ceremony for our visiting indigenous artists and local community including festival guests, board, staff, volunteers and audience, assisted by Alan Greyeyes from our Indigenous Advisory Committee. Visiting artists received small gifts as part of the welcoming and all attendees participated in smudging and had opportunities to share the welcome,which was a particularly moving experience for Archie Roach, who had not experienced a Canadian ceremony at a festival like this before. When the ceremony ended, Ray "Coco" Stevenson and his wife, Rhonda James, led the participants in a round dance, a fun and participative way for people to learn about and connect with this part of Indigenous culture. It was a powerful and beautiful experience.

The inclusion of Indigenous artists as part of our visual arts and crafts is also an important part of the Winnipeg Folk Festival. Renowned artist KC Adams' installation this year was a beautiful addition to the festival's greater outdoor art programs. In Ojibway culture, the turtle represents truth, making wise decisions, leading a good life and walking the path of truth. Along the entrance pathway, concert goers were greeted with a series of welded shaped turtles with lights intertwined. She also made 30 small ceramic turtles that were placed around the festival site with a teaching engraved on the inside and the expectation that the works would be taken and given a good home.. Audience members were again delighted to discover these little gems throughout the festival site, taking and posting photos with #WFFturtles.

Multimedia Metis artist Amanda Kindzierski returned with another sundial creation that used elements of nature and the human form to design an interactive animation project in our campground. We also had two artisans return in 2018 - Fat Daug Hand-Carved Antler Jewelery (jewelery made of deer, moose & caribou antler with wood-burned images) and Voila Designs (one-of-a-kind Indigenous designed and painted clothing).

We have seen increased attendance at our festival of new attendees through our Guest for a Day program where we partner with a variety of different groups including Kanikanichik, North Point Douglas Women's Centre and Children of the Earth School which allows first-time attendees to attend in a way that's supported by community groups and Folk Fest volunteers and gives them transportation to and from the festival and meals.

We also continue to find ways to present Indigenous programming through our year-round programming. In May 2018 we partnered with A Tribe Called Red, Ma Mawi Wi Chi Itata Centre and the Turtle Island Recreation Centre to bring an interactive workshop and a special outdoor community concert to the North End of Winnipeg. While the weather didn't quite cooperate as we would have liked, it was still well attended by community members, which was the intent. On March 9, 2019, we presented Polaris-prize winning artist, Jeremy Dutcher to a sold-out crowd at the West End Cultural Centre.

Education continues in many forms for our festival staff, volunteers and audience this year. Our established Indigenous Advisory Committee met three times during the reporting period to discuss programming ideas and other activities for the festival to allow for the further sharing of Indigenous culture at the Winnipeg Folk Festival. Through these meetings we confirmed our schedule, ceremony plans and came up with new ideas to engage for the festival in 2019 and beyond. In October 2018, eight Western Canadian folk festivals came to Winnipeg for the second time for the Western Folk Festivals Conference. As hosts, we had an excellent presentation from Monique Woroniuk of the Winnipeg Public Library (whom we saw present at the All-Partners Gathering) that not only benefited our team, but was greatly appreciated by the other festivals from BC, Alberta & Saskatchewan. Our Executive Director also has been taking the Indigenous Canada course through the University of Alberta and has been encouraging others to do the same to be able to get a much better understanding of Indigenous history in Canada.

As we have for three years running now, we acknowledged the Treaty 1 territory and Metis nation at the opening of our festival, our festival stages and any year-round event that we held throughout the rest of the year. We have also increased the Indigenous representation on our board - in 2015 we had one person (Cathy Denby), in 2017 we grew the representation to two (Cathy and Sky Bridges) and we proudly added our third member, Dave Macleod, in 2018 and Sky took on the role of Vice-President. This has helped us to guide and govern our organization toward greater inclusiveness, collaboration and leadership in the arts & culture community.

The Winnipeg Folk Festival believes it has a key role to play in bringing the opportunity to share Indigenous culture with the greater community through our festival but also offering strong cultural and educational opportunities for a variety of cultures to engage and interact through music and art. We excited to continue to build on our efforts and bring greater opportunity for discovery, learning and understanding to our community and to our province as a whole through our ability to lead by example.

BUSINESS AND ASSOCIATIONS

Aboriginal Chamber of Commerce
Our Goal
Call to Action: 92
We share in the goal to make Winnipeg a better place to live based on mutual respect, equal opportunity and hope. We will continue to work as a bridge between the Indigenous and non-Indigenous business communities by creating strategic opportunities to learn and grow through educational and engagement events, meetings and information sharing.

Our Progress:
Over the past year, the Chamber has made significant improvements on the operations of the Chamber, as well as continuing to offer quality events for our members. Our event series helped to celebrate Indigenous business success stories, raise awareness of the growing Indigenous business community, and foster relationships between the Indigenous and Non-Indigenous business community. Our Annual Golf Tournament was well attended, and our Annual General Meeting featured an election which increased representation of Indigenous women on our board. Our business leaders luncheon series were sold out events, with the final luncheon featuring Dr. David Suzuki as keynote. We also partnered with the First Peoples Economic Growth Fund to celebrate the 10th Anniversary of the Fund. Our sold-out annual gala featured Treaty One communities and their exciting announcement of plans for the Kapyong Barracks site. These successful events often received media attention, and provided the ACC with the opportunity to further raise awareness about the growing success and strength of the Manitoba Indigenous business community.

In keeping with our policy resolution on Indigenous procurement, representatives from the ACC Board met with the Province of Manitoba and the Government of Canada, and will be hosting an Indigenous Procurement event that will connect Indigenous businesses with Government procurement officials.

As we continue to strengthen our foundation and work toward our goal of becoming a national entity, we will continue to collaborate with Indigenous and non-Indigenous business leaders and organizations within our community, with the goal to make Winnipeg a better place to live based on mutual respect, equal opportunity, and hope. Our ongoing commitment to Winnipeg's

Indigenous Accord is to work as a bridge between the Indigenous and non-Indigenous business communities.

Assiniboine Credit Union
Our Goal
Call to Action: 92
Our intentions with regard to reconciliation are to (1) continue to look for ways to create financial empowerment and economic development opportunities for Indigenous peoples and organizations as an open and inclusive financial co-operative; (2) To continue partnering with community organizations and educational institutions to provide Indigenous peoples with training and employment opportunities and seek to enhance awareness of employment opportunities at ACU; and (3) build awareness and deepen understanding of reconciliation at ACU.

Our Progress:
Assiniboine Credit Union continued to strengthen and create new partnerships that will create access to fair and affordable financial services for Indigenous peoples that are unbanked or underserved, and strengthened and created new partnerships to increase training and employment opportunities for Indigenous peoples.

ACU's learning journey is led by an employee-led Indigenous Leadership Circle that develops opportunities for ACU employees to engage in learning and dialogue opportunities. This has included the creation of an intranet presence providing blogs, resources, and event notifications as well as a Lending Library. Learning opportunities have included formal professional development sessions as well as more information invitations to join Bear Clan walks and movie and documentary viewings. Their leadership has been incredibly valuable and impactful.

Canada Life (formerly Great-West Life Insurance Company)
Our Goal
Call to Action: 92
Canada Life will continue to advance our commitment to fostering a culture and a workplace, in which Indigenous People, and all employees, can contribute to their fullest potential and make their maximum contribution, by promoting and providing opportunities where people who are different can learn from one another. Within the next year, we will strive to:

i) Further increase awareness of unconscious biases through training offered to all of our employees to foster a culture of inclusivity for all employees, including Indigenous People;

ii) Continue to develop partnerships that advance building a workforce that reflects the diversity of the communities that we live and operate within. This includes increasing representation, support, and advancement of Indigenous People within our workforce;

iii) Continue to support the newly established Diversity Leadership Council and Employee Resource Groups for our Indigenous employees;

iv) Increase visibility of Indigenous contributions, experiences, cultures, languages, and/or teachings to bridge understanding between Indigenous and non-Indigenous communities through enhanced communications, activities, and events;

v) Engage in community support advocating for Indigenous rights (related to economic development, child welfare, legal, justice, education, environment, language, health and healing etc.).

vi) Identify and develop data and metrics to start measuring diversity & inclusion impacts. Impacts measured will include those for all employees, including Indigenous employees.

Our Progress
The following are the unique indicators of progress towards our Year 2 goals:

1) Unconscious Bias Training was offered for people leaders throughout 2018 and will be made available to all employees in 2019. The training promotes awareness of, and strategies to address, unconscious biases that participants may have. This results in creating a more inclusive environment with increased acceptance and appreciation of employees being their authentic selves in the workplace.

2) Developing and implementing robust diversity and inclusion metrics to measure progress and track workforce trends for demographics such as women, Indigenous People, persons with disabilities, multicultural, young professionals, LGBTQ2+, etc.

In 2018 diversity metrics were derived from our employee engagement survey, where employees voluntarily self-identified against diversity demographics- which included Indigenous identification. This allowed us to identify trends and gaps that were being experienced by our Indigenous population, and address as needed. Our Indigenous population had strong overall engagement scores.

3) Launched our Canadian Diversity Leadership Council (DLC), comprised of a diverse group of senior leaders across our various lines of business and corporate functions. This group acts on behalf of the company to accelerate diversity and inclusion efforts by embedding them within our business and organizational priorities.

In alignment with the DLC, we increased focus on our company support to Employee Resource Groups (ERGs) such as Indigenous People. These grass roots ERGs will aim to advance diversity and inclusion for both the membership and the organization. The ERGs increase awareness, acceptance, and provide networking and developmental opportunities.

4) The Executive Sponsor, and 7 other members of the Indigenous Peoples ERG, participated in a KIAROS blanket exercise. This unique opportunity allowed participants to experience

Canada's last 500 years of Indigenous and Non-Indigenous relations to build awareness, understanding and respect that are critical in enabling the journey of reconciliation.

5) In continuing to acknowledge diversity & inclusion days of recognition, employees are encouraged to bring their whole selves to work. In 2018, the following days have been celebrated:

- On June 21, 2018, National Indigenous Peoples Day was celebrated nationwide with an article to raise awareness of Indigenous culture and showcase an Indigenous employee. In Winnipeg, Stefan Kristjanson, our previous President and Chief Operating Officer, hosted a public event to reaffirm the commitment of our organization to reconciliation, celebrate Indigenous culture, and discuss the work we are doing to build a diverse workplace that is inclusive of Indigenous peoples. This event featured a 22-foot-tall teepee and inspiring words from Indigenous organizations we support through our corporate program, Stronger Communities Together.
- Recognized the Human Rights Day (Dec 10), marking the 70th anniversary of the signing Universal Declaration of Human Rights. Employees learned ways to #standup4humanrights within our workplace, for our customers and the communities that we serve.

6) Our 2018 employee engagement survey asked several questions to measure the inclusiveness of our organizational culture:

- Where I work, people accept a variety of ideas, perspectives and working styles.
- I am treated with respect and dignity.
- I work in an environment that is free from harassment and discrimination.
- I can maintain a reasonable balance between my personal life and work life.
- The amount of work expected of me is reasonable.
- Our wellness initiatives are effective at encouraging healthy behaviours.
- I can be myself at work (i.e. I can be my authentic self).

Our Indigenous population had strong favourable responses for all of the inclusive questions. We will continue to monitor and will leverage the Indigenous People ERG to identifying ways to continue enhancing inclusiveness, of Indigenous and all employees, within our organization.

7) Community Partnerships & Support:

Our national corporate citizenship policy – Stronger Communities Together™ – provides an operational framework through which we channel the commitment of our organization and our people, to the communities in which we operate. During this reporting period, Canada Life was proud to partner with, provide volunteer support and/or corporate donations to the following programs to advance Indigenous People in our Winnipeg community:

a) Organization: Indspire- Canada Life has proudly been a longtime supporter of Indspire, a national Indigenous-led registered charity that invests in the education of Indigenous people for the long-term benefit of these individuals, their families and communities, and Canada.

Canada Life has provided sponsorship support to the following Indspire programs:

i. 2019 Indspire Awards: Supporting Sponsor - Recognizes achievements of Aboriginals in diverse occupations, builds self-esteem and pride as well as provides valuable role models for Aboriginal youth in a one-of-a kind awards show.
ii. Building Brighter Futures Fund awards, providing National support for Aboriginal university and college students studying business. The program disburses between $10 and $12 million annually to between 4,000 and 5,000 First Nation, Inuit and Métis recipients nationwide.

b) Organization: Business Council of Manitoba- Provided sponsorship to the 2019 Aboriginal Education Awards. Our commitment supports young Aboriginal and Métis students pursuing post-secondary education. Funds are matched by the federal and provincial governments.

c) Organization: Provided The Promoting Life Skills in Aboriginal Youth (PLAY)- This program delivers community-driven, culturally-relevant, play-based programming to Aboriginal children and youth by partnering with 88 First Nations communities and urban Aboriginal organizations across British Columbia, Alberta, Manitoba and Ontario.

d) Organization: Pathways to Education – We are currently in year 2 or our five-year national commitment as Lead Innovation Sponsor to help Pathways to Education test, improve and put into practice new and innovative programming ideas.

e) Organization: Manitoba Aboriginal Youth Achievement Awards- Sponsored the annual awards celebration to recognize the accomplishments of youth in the fields of culture, employment, traditional lifestyle, business and academic excellence.

f) Organization: University of Manitoba, I.H. Asper School of Business - Faculty of Management- Provided sponsorship of the 2018 Excellence in Aboriginal Business Leadership Awards Banquet which honours an individual or organization that has exemplified leadership within the context of Indigenous business.

g) Organization: Teach for Canada – In 2018, we commitment to Teach for Canada's National Expansion into Manitoba as the Lead Sponsor. This national expansion into 10 Manitoba First Nations communities will recruit, prepare and support 80 teachers – with the goal of impacting over 2,000 students during 2019-2020, 2020-2021 and 2021-2022 school years.

h) Organization: Taking IT Global – Our support for students in Northern communities also includes Connected North – a program that uses technology to deliver immersive and interactive youth engagement services to remote, underserved communities. Connected North delivers education programming to students through interactive, live webinar-style sessions with subject matter experts and educational institutions such as museums and galleries. The content covered in each session is linked to the overall student curriculum.

The program also uses technology to connect students with Indigenous role models, mentors and leaders from across the country they otherwise wouldn't have access to. The overall goal is to deepen students' level of interest and commitment to learning while providing access to

materials and resources that had previously been out of reach. With our help, Connected North will continue its work in Ontario schools and expand into Manitoba in 2019.

CentrePort Canada Inc.
Our Goal
Call to Action: 92
We share in the vision to ensure Winnipeg's future is rooted in truth, harmony and generosity. As we continue to develop the inland port in Manitoba, and as opportunities for investment arise, we are committed to engaging with Indigenous people to include them in all steps of the development process with a goal to further economic growth and create jobs. This includes consultation and outreach with Indigenous groups with an interest in Treaty 1 land at CentrePort. In addition, we will seek opportunities to enhance awareness and deepen our own understanding of reconciliation.

Our Progress
CentrePort Canada, North America's largest inland port, has continued to pursue a meaningful partnership with Working Warriors. Working Warriors is an organization building a national skills inventory and database of the Indigenous workforce that creates pathways for engagement and removes barriers to accessing Indigenous communities and employees. For the second year in a row, CentrePort has offered Working Warriors a complimentary membership in the Marketing Partnerships Program, valued at $10,000.

CentrePort Canada is working to connect Working Warriors with companies at the inland port, with a goal of creating employment and training opportunities that will benefit both Indigenous communities and Manitoba companies. Efforts also include actively advocating for the inclusion of Indigenous workforce requirements for construction activity on the CentrePort footprint.

Downtown Winnipeg Biz
Our Goal
Call to Action: 92
The Downtown Winnipeg BIZ will do more to create a welcoming atmosphere for our Indigenous community. The Downtown Winnipeg BIZ will advocate and promote reconciliation, will continue to celebrate Indigenous arts, culture, music and history. The BIZ will create awareness, promote tolerance and capitalize on opportunities to indigenize downtown Winnipeg.
Vision: To celebrate and share the strengths of our Indigenous community in our downtown and city.

Goal: Celebrate Indigenous history and culture in downtown in the spirit of reconciliation, partnership and co-operation, with assistance from the Indigenous Peoples Advisory Committee.

Objectives:

1. Continue engaging Indigenous people in providing formal feedback on the programs of the Downtown Winnipeg BIZ.
2. Recognize and celebrate Indigenous history, culture, and people within Downtown Winnipeg BIZ services and programs.

Our Progress

2018 Activities:

1. Strengthened cultural awareness and sensitivity training for staff that included education about the history and impacts of residential schools.
2. Supported employment and volunteer opportunities for Indigenous peoples and newcomers to help them gain employment in the criminal justice or social services fields.
3. Celebrated Indigenous history and culture through programming and the planting of Indigenous plant species at the Indigenous Gardens. This program expanded to include other planters throughout downtown.
4. Distributed Welcome Decals to Downtown Winnipeg BIZ members and community partners to welcome guests in six Indigenous languages.

2019 Action Plan:

1. Continue the Downtown Winnipeg BIZ's ongoing efforts to strengthen cultural awareness and sensitivity training for its staff and Board of Directors.
2. Be aware of, and incorporate whenever possible into programs and services, the 94 recommendations of the Federal Truth and Reconciliation Report released by the Truth and Reconciliation Commission of Canada.
3. Build strong relationships with Indigenous groups in the community.
4. Engage the Downtown Winnipeg BIZ Indigenous Peoples Advisory Committee to encourage Indigenous people to participate in Downtown Winnipeg BIZ committees.
5. Engage the Indigenous businesses community to grow in downtown.
6. Celebrate our Indigenous culture in the programs we deliver.
7. Share the Indigenous language welcome decals with new Downtown Winnipeg BIZ Members.
8. Support employment and volunteer opportunities for Indigenous individuals.
9. Create a new Indigenous Liaison role within Downtown Winnipeg BIZ Watch Ambassador program.

ft3 Architecture Landscape Interior Design
Our Goal
Call to Action: 22, 75, 76, 81, 82, 83, 92

We will advocate, on our health care projects, for the inclusion of Aboriginal Healing practices as an option for patients in collaboration with Aboriginal Healers and Elders. As part of our community consultation process we will initiate this conversation and we will continue to invest in awareness/ education of our staff (Call to Action: 22).

We will call on the Federal Government on any of our federal correction projects to eliminate barriers to the creation of healing lodges within the federal correction system (Call to Action: 35).

We will research/cross-reference on our project locations' proximity to former Residential Schools and burial sites (Call to Action: 75, 76).

We will, as part of our standard project protocol, respect, protect and commemorate Residential School cemeteries and burial grounds in accordance to the principals identified in Call to Action 76 i, ii, iii.

We will advocate through our professional organizations for the creation of Residential School monuments (Call to Action: 81, 82).

We will reach out to Indigenous artists, where appropriate, and work collaboratively to contribute to the reconciliation process on our projects (Call to Action: 83).

We commit to providing an inclusive work environment.

We will continue to invest in awareness/education of our staff .

We are committed to diversity in our workplace and inclusive hiring practises (Call to Action: 92).

We will stimulate and encourage Indigenous training opportunities in our firm and on our projects.

We recognize that there are barriers to entering our profession (Architecture, Landscape Architecture, and Interior Design) and the design community. We commit to actively working on breaking down barriers to access to education.

Our Progress:

Call to Action: 22
We will advocate, on our health care projects, for the inclusion of Aboriginal Healing practices as an option for patients in collaboration with Aboriginal Healers and Elders. As part of our community consultation process we will initiate this conversation and we will continue to invest in awareness/ education of our staff.

Healthcare is one of our areas of expertise. ft3's project team members consistently use the Integrated Design Process which incorporates the expertise from the project stakeholders including Elders and Aboriginal Healers and members from the community.
We continue to invest in education of our staff during regular staff meetings and educational sessions.

Call to Action: 75
We will research/cross-reference on our project locations' proximity to former Residential Schools and burial sites.

We continue to refer to the map of the Truth and Reconciliation's Residential Schools of Manitoba and Northwest Ontario and the map of First Nations and Treaty Areas in Manitoba.

Call to Action: 76, 81, 82
We will, as part of our standard project protocol, respect, protect and commemorate Residential School cemeteries and burial grounds in accordance to the principals (76) i, ii, iii. & We will advocate through our professional organizations for the creation of Residential School monuments. (82)

As part of our work with the Healing Forest project we are facilitating a community dialogue of place making and memorialization of Indigenous children lost to the residential school system. The Healing Forest is a living memorial to Indigenous children lost to or affected by the residential school system. It will be placed within St. John's Park in the North End of Winnipeg. Through its in-depth community consultation process and Indigenous Elder input, the Healing Forest is more than a memorial as the land will be a gathering place for families and communities and a place for healing and contemplation.

Call to Action 83
We will reach out to Indigenous artists, where appropriate, and work collaboratively to contribute to the reconciliation process on our projects.

We keep a list of practicing, female, Manitoba Indigenous Artists. The list was compiled based on staff personal knowledge, Google searches, plus information supplied by Urban Shaman and Creative Manitoba.

- A Powerpoint presentation was created containing biographies and sample artwork of approximately 25 artists. This presentation is available on an internal LAN drive for any staff to view.
- Discussion was held about how to incorporate / commission a piece of original artwork into an architectural project. Contact was made with both the Winnipeg Arts Council (Public Art Program) and Tricia Wasney (formerly in charge of the WAC Public Art Program) to talk about the logistics.
- Commissioning art work for a project.

Call to Action: 92
We commit to providing an inclusive work environment.
We will continue to invest in awareness/education of our staff.
We are committed to diversity in our workplace and inclusive hiring practises.
We will stimulate and encourage Indigenous training opportunities in our firm and on our projects.

We recognize that there are barriers to entering our profession (Architecture, Landscape Architecture, and Interior Design) and the design community. We commit to actively working on breaking down barriers to access to education.

HTFC Planning and Design
Our Goal
Call to Action: 92
As a firm that works with and for Indigenous communities and in Indigenous territories, HTFC Planning & Design acknowledges our individual and collective responsibilities to First Nations, Inuit, and Métis communities and their traditional lands. We commit to actively participating in the journey of reconciliation and decolonization, understanding that this may not always be a linear or comfortable experience. We anticipate that this will be an ongoing process of listening, learning (and unlearning), relationship building, challenging and interrupting oppressive systems, and supporting Indigenous peoples through our work.

We have articulated the following goals for HTFC and are currently working to define specific actions for 2019:

i. LISTENING, LEARNING, & ACKNOWLEDGING TRUTHS:
Continually educating ourselves about Indigenous cultures, histories, languages, place names,
and community contributions, as well as about historical and ongoing injustices, that are connected to the places where we live and work. Learning about and examining our unconscious biases;

ii. UNDERSTANDING & INTEGRATING LESSONS:
Familiarizing ourselves with the processes and recommendations of the TRC Report and Calls to Action, UNDRIP,the RCAP Report, and relevant case law. Better understanding how to uphold our roles and responsibilities in accordance with the Treaties and Section 35 of the Constitution Act. Supporting community-led initiatives and standards, and integrating them into our business practices. Using respectful, community-identified language, labels, and terminology. Working towards reflexive self-awareness, intercultural competency, and equity-based practices.

iii. ENGAGEMENT & ACTION:
Leveraging our access, skills, and opportunities to work alongside Indigenous communities and leadership towards equity and justice. Supporting the work that Indigenous communities and organizations are leading. Supporting other non-Indigenous organizations in their learning and unlearning journey towards reconciliation.

Our goals are guided by Call to Action number 92 (Business and Reconciliation).

We also recognize that there are directives intended for Canadian governments that HTFC can encourage, support, or enact on a smaller scale, including Calls to Action numbers: 7 (Education and Employment gaps); 14 (Language and Culture); 43 & 44 (Adopting and Implementing UNDRIP and FPIC); 45 (Royal Proclamation reaffirming the Nation-to-Nation relationship); 62 (Support for Education and Integration of Indigenous Knowledge in post-secondary institutions).

We are pleased to sign on to the City of Winnipeg's Indigenous Accord and commit to the TRC's Calls to Action as part of our ongoing, iterative, and reflexive process of decolonization and reconciliation journey.

IG Wealth Management (formerly Investors Group)

Our Goal:

Call to Action: 92

IG Wealth Management is committed to making a contribution to the many communities across Canada, in which we operate by supporting local and national activities and Indigenous events. In doing so, we hope to help our communities become more dynamic and interesting places to live and work. We strive to be a workplace of choice for all. We have implemented programming and initiatives to advance women, visible minorities and provide regular training and learning opportunities for employees on a number of Diversity and Inclusion related topics including unconscious bias. IG Wealth Management is a workplace in which all of our employees including First Nation, Metis and Inuit can contribute to their fullest potential. We will

promote and provide opportunities for all people to learn from one another and from Indigenous Peoples. To help further our goal(s), we will continue to provide Indigenous awareness training as part of our corporate learning platforms.

Our Progress:

This is our second report to the City of Winnipeg's Indigenous Relations Division under the City of Winnipeg's Indigenous Accord. While this is our second report this year is the first full year report which includes initiatives that may have commenced prior to our first full year report.

Here are some highlights of the activities we have carried out:

We continue to provide the Kairos Blanket Exercise experience to our employees. IG Wealth Management has implemented this interactive teaching tool to share the historic and contemporary relationship between Indigenous and non-Indigenous peoples in Canada. These exercises provide unique Indigenous awareness training as part of our corporate learning platform. We are on track to meet our Year 1 target, by offering 9 sessions with 200 employees participating in the experience. The feedback from these sessions has been so positive that IG Wealth Management recently extended the invitation to participate to our Consultant network that is located in the greater Winnipeg area. In addition, it has been adopted and offered regularly for over a year in our Toronto location.

We continue to profile Indigenous culture, traditions, beliefs through opportunities at employee and corporate events (e.g. by recognizing National Indigenous Persons Day celebrations and incorporating smudging, land acknowledgments, elder blessings and traditional drumming and/or dance into other events.) IG Wealth Management provides guidance on the importance of incorporating land acknowledgments and blessings (e.g. smudge ceremony) for head office events and other significant events (e.g. employee forums, leadership development events, etc). On June 21, 2018 as part of our National Indigenous Peoples Day events our CEO Jeff Carney and Elder Sandra Siha hosted a Land Acknowledgment Plaque Ceremony in our head office One Canada Centre. This event included a smudging and blessing by elders as well as a feast of bannock and soup provided by a local indigenous business.

We have demonstrated our commitment to reconciliation and enhancing awareness of Canada's residential schools by establishing the Downie Wenjack Foundation Legacy Room. The Gord Downie & Chanie Wenjack Fund is part of Gord Downie’s legacy and embodies the commitment of the Downie and Wenjack families to support the reconciliation process through awareness, education, and action for all Canadians continuing the conversation that began with Chanie Wenjack’s residential school story. The Downie Wenjack Legacy Room is available to all employees for corporate training activities, which also raises awareness about Indigenous peoples and reconciliation. A formal dedication ceremony for this room that seats up to 45 people took place in 2018. During the reporting period the room was booked for a total of 327 times for events and corporate training purposes. In addition to this, IG Wealth Management is proud of having a five year commitment (2017-21) to provide ongoing financial support to the Gord Downie & Chanie Wenjack Fund.

We have launched our first Indigenous Partners in Action Team. This cross functional employee resource group's mission is, "To create a welcoming and supportive environment where we develop understanding of the history and culture of First Nations, Metis and Inuit as we work towards reconciliation." The team meets biweekly and plays a key role in supporting IG Wealth Management's efforts to meet our commitments as a member of the City of Winnipeg

Indigenous Accord. The team participates, coordinates and hosts learning and awareness events and experiences related to the First Nations, Metis and Inuit communities.

We recognize the importance of raising the profile and awareness of Indigenous culture within our work community. There are now regular profiles of Indigenous related topics and events in our internal corporate communications platform Source. This increased level of internal communication has directly supported our efforts to increase the participation levels of related learning experiences.

We continue to be community leader actively providing financial support in the forms of scholarships and learning opportunities for students of Indigenous heritage. These include Indspire, the University of Winnipeg-Model School Program and the Winnipeg Foundation Aboriginal Education Award. In the last year IG Wealth Management also participated in the Youth CEO program where we hosted a student in our business for one week to work in various areas to get a deeper understanding of the business. That Youth CEO went back to report on their experience to the summer day camps which last year had approximately 2,000 students participating.

Manitoba Bar Association

Our Goal

Call to Action: 27

The Manitoba Bar Association, will offer education sessions for lawyers on appropriate cultural competency, conflict resolution, human rights and anti-racism based on the Call to Action #27 recommended by the Truth and Reconciliation Commission.

Manitoba Blue Cross

Our Goal

Call to Action: 92

Manitoba Blue Cross recognizes the importance of acknowledging Treaty 1 land, and recognizes the importance of the Truth and Reconciliation Commission's Calls to Action. Our first year goal is to promote a more balanced representation of Manitobans by the Board of Directors and to introduce an organizational Diversity Committee that will include Indigenous and non-Indigenous perspectives to help maintain a more inclusive culture.

Our Progress:

Since joining the Winnipeg Indigenous Accord in October of 2018 we at Manitoba Blue Cross have been initiating a series of programs and processes for greater engagement and understanding with Indigenous peoples and Indigenous perspectives. Two areas we would like to draw special attention to include our recognition for the need of diversity including Indigenous representation on our Board of Directors, and the measured processes we are undertaking to ensure this representation has a meaningful and sustainable impact on our organization. Secondly, we are very proud to announce our recent partnership with the Winnipeg Art Gallery and the pledge we have made for the Inuit Art Centre. We believe the relationship we have established with the WAG and the Inuit Art Centre is a strong step in carrying forward our commitment to the Winnipeg Indigenous Accord and towards education of Indigenous history and culture.

Manitoba Heavy Construction Association
Our Goal
Call to Action: 92

Our Progress:

Heavy Construction Certificate Program -- Indigenous workforce training

- this initiative under development intends to offer a certificate program at the high school level, targeting Grade 12 Indigenous students. The certificate will show the student ready for an entry-level position within the heavy construction industry, and prepare through the menu of introductory courses students for further certification in specific, job-ready skills. Partners in this initiative include the Manitoba Construction Sector Council and the Southeast Collegiate. Intent is to offer the course as of February, 2020.

Indigenous Engagement Guide -- Canadian Construction Association

- the MHCA initiated the preparation of the CCA's Indigenous Engagement Guide, produced and distributed across Canada in the heavy civil and ICI construction industries in 2016. The guide is the manual for construction companies looking to work with and in Indigenous communities; the intent of this guide is to build a respectful partnership and to ensure legacy value, through economic and workforce training, to the communities when the construction project itself is complete.

MHCA Introduction to Heavy Equipment Operation

- The MHCA has delivered in northern communities a week-long course to prepare workers for entry-level positions in the industry, and prepare them to take heavy equipment operator certification courses. Partners include University College of the North.
- The MHCA is working with the Manitoba Metis Federation to provide "introduction to the heavy equipment operation" to students sponsored by MMF.

In addition, MHCA has reached out to the Circles for Reconciliation to explore options for learning more about Indigenous culture and recommendations of the Truth and Reconciliation Commission.

Mediation Services
Our Goal:
Call to Action:

Ensure land acknowledgment happens at the start of every board meeting and training session.
Update all of our educational videos to be for appropriate for our trainings put on for Indigenous groups.
Continue to ensure all staff at Mediation Services have proper education in Canada's history, UNDRIP and the TRC Calls to Action.
Ensure our job postings are more accessible to Indigenous peoples.
To look for Indigenous groups/people/mentors that we can consult and obtain consent from in any economic development projects that may come up in our future.

Our Progress:

Mediation Services has a 40 year history of working towards restorative justice. This has included some level of efforts in the area of reconciliation, however over the last few months reconciliation has moved from an "as we have time" project, to something we are intentionally dedicating time and resources towards.

Before starting to attend the All Partners Gathering, Mediation Services offered course discounts to Indigenous justice organizations, made room modifications to ensure we had space that could accommodate smudging, and also worked in partnership with an Indigenous organization on ensuring indigenous peoples going through the court diversion have access to culturally appropriate justice systems.

Since starting to attend the All Partners Gathering, we have invested time and money into a Lunch and Learn course on the TRC and UNDRIP to a full day course designed to inform, inspire and hold accountability to all participants in the TRC Calls to Action. We are currently working towards the possibility of making that course mandatory for all people looking to achieve certificates through our social enterprise.

Further to Call to Action 92, we have been intentional about putting our job postings on Indigenous job boards.

North West Company
Our Goal
Call to Action: 92
The North West Company will (1) work with Indigenous communities and economic development entities to identify, explore, and generate business development opportunities with Indigenous peoples and organizations through authentic and transformative partnerships; (2) support the revitalization, preservation and sustainability of Indigenous languages by jointly working with Indigenous communities and linguists to create store shelf signage and other initiatives in language of local communities; (3) work with Indigenous communities to plan, develop and launch training, employment and mentoring opportunities and (4) continue to work with Indigenous communities to identify issues of critical importance and jointly advocate with Indigenous communities on important social and economic issues.

Our Progress:
The North West Company continues to support Indigenous economic development initiatives. We have 51 such ventures established with community-based Indigenous entities in Canada and the United States and others in progress. We recently entered into a Inuvik Solar partnership with the Gwich'in Tribal Council to promote sustainable development.

We continue to support the revitalization, preservation and sustainability of Indigenous languages by offering store shelf signage in 30 different Indigenous languages and dialects. We supported healthy living initiatives through our Healthy Horizons Foundation which is focused on Northern youth and have raised in excess of $1 Million since inception in 2015. In the process we have collaborated with numerous school run clubs, fostering participation in physical activity.

In 2018 we partnered with a First Nation to plan, develop, and launch a community training program resulting in new employment opportunities in our stores. Finally we continue to work with Indigenous communities to identify issues of critical importance and jointly advocate with Indigenous communities on important social and economic issues.

RBC Convention Centre
Our Goal:
Call to Action: 92
The RBC Convention Centre Winnipeg is honoured to become a partner of the City of Winnipeg's Indigenous Accord. Our vision is to foster a culture within our Centre where the key principles of truth and reconciliation are aligned with our values. We will nurture a workplace where people can learn from one another and understand the history and legacy of the Indigenous peoples through both training and conversation (Call to Action #92).

We endeavor to continue our respectful relationships with the Indigenous community, and in doing so provide resources to our events and guests that support the Winnipeg Indigenous Accord, the Truth and Reconciliation Report and the Calls to Action.

Our Progress:
In effort to respond to Call to action #92, the RBC Convention Centre developed a plan to provide training to all leaders, staff and our contracted partner agencies in 2019. The following steps were taken:

- We partnered with Jessica Dumas Coaching and Training to develop a full day session for our leadership team. The training consisted of the KAIROS blanket exercise, sharing circle, lessons on the Truth and Reconciliation Act, and discussion facilitated by a Knowledge Keeper.
- Eight additional half day sessions providing the KAIROS blanket exercise and sharing circle for 240 front line staff of the RBC Convention Centre and partners.
- Copies of the Truth and Reconciliation Calls to Action book by the National Centre for Truth and Reconciliation were provided to all members of the leadership team.
- Content from the training was introduced into our new hire orientation training to be given to all new staff of the Centre going forward.

The Winnipeg Chamber of Commerce
Our Goal
Call to Action: 92
Along with the Winnipeg Poverty Reduction Council and Winnipeg Regional Health Authority, The Chamber is working on a new social innovation initiative called TRC#92: Youth Employment Strategy. This initiative focuses on supporting learning and promoting awareness around issues related to Indigenous employment within private sector companies, and creating linkages with community based groups who are training youth for employment. Stakeholders will collaborate to help youth develop employment plans and implement the employment of youth in the business environment.

Our Progress:

In November 2018, The Winnipeg Chamber of Commerce presented a 'Cannabis and the Workplace' conference to provide local organizations with the information needed to adapt to legalization. A highlight of the conference was the 'Growing the Indigenous Community' panel, which examined the economic opportunities being created by Indigenous entrepreneurs and communities. Moderated by Chamber Incoming Chair Jessica Dumas, the panel featured Dr. Shelley Turner of First Farmacy Medical; Rebecca Chartrand, Executive Director of Indigenous Strategy at Red River College; and Long Plain First Nation Councillor Stephen Prince, responsible for economic and business development.

2018 marked the second year of a partnership agreement between The Winnipeg Chamber of Commerce and the Aboriginal Chamber of Council (ACC), designed to support the advancement of the ACC and its leadership role in economic reconciliation. The partnership has contributed to ACC's successful luncheon in March 2019 featuring Dr. David Suzuki and his exploration of climate change and Indigenous teachings.

Through The Chamber's participation on the Winnipeg Poverty Reduction Council, The Chamber has had the opportunity to be part of its TRC92: ‘Youth Employment’ initiative. The initiative has built relationships with ten community organizations training Indigenous youth for jobs. It has also brought together 12 private-sector employers eager to connect with these job seekers. The employers are also meeting regularly to learn more about the important work going on in the community, what youth are looking for and the challenges they face.

Within the policy realm, The Winnipeg Chamber submitted a series of recommendations through the City of Winnipeg's OurWinnipeg review process, including recommendations to support the establishment and success of urban reserves in Winnipeg.

World Trade Centre Winnipeg
Our Goal
Call to Action: 92

Our Progress:

The World Trade Centre Winnipeg (WTC Winnipeg) continues to focus its activities in the following three areas:

1) Proactive outreach and service delivery to the Indigenous business community to support small business and entrepreneurship. This includes partnering with Indigenous business organizations, building relationships with communities, assisting Indigenous-owned businesses, developing seminars to encourage Indigenous business start-ups.

2) Educating staff on the topics of treaties and reconciliation. Staff have participated in multiple events with the Indigenous community, and WTC Winnipeg encourages and supports its staff to take part in ongoing education on the topic.

3) Working to help educate the non-Indigenous business community on the topic of business and reconciliation. This is done through our seminar series, through a new online training video on the topic, through partnerships, and by more consciously and proactively declaring our

commitment to reconciliation in our presentations to clients, partners, and the business community.

COMMUNITY ORGANIZATIONS

Building Urban Industries for Local Development (BUILD) Inc.

Our Goal

Call to Action: 92

BUILD Inc.'s self-identified goal is to facilitate training and employment opportunities for Indigenous people by partnering with non-Indigenous businesses to hire our trainees. Through healthy partnerships between Indigenous governed social enterprise (i.e. BUILD) and non-Indigenous businesses, we are addressing Call to Action 92, specifically for training and employment, increasing access to the labour market.

Our Progress:

All staff have participated in the Kairos Blanket exercise.
All staff have access to an Elder on-site for one-on-one counselling.
All staff have access to attend sweatlodge ceremonies with their colleagues on work time.
Indigenous membership on the Board of Directors has increased from 80% to 100%.

End Homelessness Winnipeg

Our Goal

Call to Action:

- Amending by-laws and procedures to become an Indigenous organization;
- Working with the Assembly of Manitoba Chiefs to finalize a strategy for ending First Nations homelessness;
- Training for staff and management on intercultural competency and anti-racism.

Our Progress:

End Homelessness Winnipeg's core operating values include UNDRIP and the Truth and Reconciliation Commission Calls to Action. The organization at all levels has a commitment to reconciliation with Indigenous peoples and is working toward becoming and Indigenous organization.

Since signing on to the Accord in 2018, End Homelessness Winnipeg has developed an employment strategy to hire Indigenous peoples as part of its operational plan. The organization is currently updating its Business and Strategic plans to integrate Indigenous strategies and approaches; and amending its by-laws and procedures, in collaboration with Indigenous leadership, to become an Indigenous organization in 2019-20.

Among many other collaborations and partnerships with Indigenous organizations and leaders this past year, End Homelessness Winnipeg partnered with the Assembly of Manitoba Chiefs to develop a strategy for ending First Nations homelessness. The strategy will be finalized in 2019.

Immigrant Centre
Our Goal:
Call to Action: 93
The Immigrant Centre Manitoba Inc.'s annual goal for 2018-2019 is related to #93 of the Calls to Action. We are committed to providing culturally appropriate training on Indigenous history and cultural for all Immigrant Centre staff members. Our staff members provide orientations for newcomers and we will ensure over the next year that our staff has the appropriate training to orient newcomers about Indigenous history and culture.

Immigration Partnership Winnipeg
Our Goal:
Call to Action:
To finalize a full day training workshop for settlement staff, faith based groups, and ethno-cultural communities by June of 2019.

To finalize Indigenous orientation contents that would be incorporated into EAL curriculum and made available to newcomers learning English as an Additional Language

To formalize and finalize our new partnerships with some of the key players interested in playing a role in reconciliation process such as Circle for Reconciliation, Citizenship Dept. of Immigration and Refugee Citizenship Canada.

Our Progress:
Through its role in the field of settlement and integration in Winnipeg, Immigration Partnership Winnipeg (IPW), has recognized important steps that needs to take in order to achieve its mandate. IPW is responsible for engaging stakeholders, identifying needs and priorities, and areas for action to support settlement and integration of newcomers in Winnipeg. Additionally, IPW is striving to make its vision attainable " Winnipeg is welcoming and inclusive multi-cultural city where everyone finds the support and opportunities to realize their best potential" IPW believes that we would not be able to reach our goals in creating an inclusive city if one or more social/cultural group is excluded or disengaged. IPW also realizes the facts that our city of Winnipeg is growing; particularly two demographic groups in Winnipeg that are rapidly increasing, the Indigenous and newcomer communities.

In 2016, IPW has conducted a research on the relationship between Indigenous and newcomer communities in Winnipeg. Among many of the research findings, one has confirmed the concerns that was anecdotally shared among some of the settlement and newcomer serving organizations in Winnipeg. The concern is that a serious and very negative gap exists between the two communities. This gap is getting bigger and fueled by misconceptions, myths, stereotypes and lack, or absence, of a proper Indigenous orientation provided to newcomers

upon arrival. The fact that we do not have an Indigenous orientation available to newcomers upon arrival for decades has created a fertile land for the seeds of ignorance, discrimination, division and racist social attitudes towards each other. IPW has responded to this issue in a decisive and firm action. For this purpose, IPW has reached out to key Indigenous and non-Indigenous partners to develop an Indigenous orientation tool kit and make it available , once completed, to settlement service providers, faith groups, ethno-cultural communities in Winnipeg and beyond.

Established Key Partnerships:

With the goal of building bridges and creating ties, Immigration Partnership Winnipeg has expanded its Indigenous and newcomer partnerships by engaging some key partners such as:
1- Treaty Relations Commission of Manitoba (TRCM)
2- Cambrian Agassiz KAIROS Canada
3- Manitoba Association of Newcomer Serving Organizations(MANSO)
4- University of Manitoba- Community Learning Service & Dept. of Native Studies
Recruiting and engaging two Indigenous curriculum developers, three English as Additional Language teachers, and formed two working groups:

- First Working Group that is currently working on developing a full day workshop to train and educate Settlement Service Providers on Indigenous peoples and their tradition, more specifically, on land and Treaties.
- This workshop will be piloted in June of 2019 to deliver in three separate full days to around 90 settlement staff members.

- Second Working Group that is currently finalizing more than 10 themes (such as land-Treaties- Commonalities- Resurgence of culture and role models- storytelling and oral traditions etc.) to finalize an Indigenous Orientation Tool Kit (IOTK)

New Partnerships and Community Engagement Planning:
IPW built new partnership with Circle for Reconciliation and APTN collectively and collaboratively celebrating reconciliation on National Aboriginal Day (June 21 &22). Planning to incorporate Citizenship Ceremony into the National Aboriginal Day's event program to educate newcomers/new Canadians on Treaties and Indigenous traditions - Attendance will be in hundreds. Around 30 to 50 new Canadians would obtain their Canadian Citizenship and participate in the Citizenship ceremony on June 22

IPW activities:

Since Feb. 2018, Immigration Partnership Winnipeg (IPW) has worked and delivered the following under Building Bridges and Creating Ties:

1 - IPW organized and delivered two biannual forums: first forum was organized and delivered on March 3rd of 2018 in which more than 60 Indigenous, newcomers and settlers had participated with focus on Storytelling and sharing personal and family ties and experiences

through oral traditions. The second forum was organized and delivered on Nov.11 of 2018; around 70 people participated in it. This forum's focus was on Treaties and the role of Newcomers in Reconciliation.

2 - First Nation Visit: around 30 newcomer ethno-cultural community members participated in an information and orientation session focusing on Land-Treaty and Reserves delivered by former Chief Jim Bear of Broken Head First Nation community. This was part of a visit to a First Nation's Reserve and Chief Bear's presentation was an orientation that preceded the visit. The group received the orientation prior to departing and then made the trip to Brokenhead First Nation. The group had the chance to spend all day of August 11th of 2018 participating in Powwow ceremonies at the Brokenhead First Nation. They observed, witnessed, shared and participated in the Powwow ceremonies with their counterparts from the First Nations community members- Sharing of cultures through food, dance and participation in ceremonies and celebration.

3 - Build new partnership with Aboriginal Peoples' television Network (APTN) to promote our work of building bridges and creating relationships between Indigenous Peoples and newcomers to Winnipeg. APTN conducted a full hour televised interview with representatives from our Indigenous and Newcomer Engagement Sector Table and members of our Immigrant Advisory Table along with our staff. This was to highlight IPW's work in building positive relationships between newcomers and Indigenous Peoples. IPW and APTN are jointly planning on working together to celebrate National Indigenous Day on June 22nd, 2019. We are collaborating with Immigration Refugees and Citizenship Canada to host a citizenship ceremony as one of the key launch events of the event.

4 - IPW created a partnership with Turtle Lodge of Sagkeeng First Nation. Engage Elder Dave Courchene in contributing to IPW's Indigenous Orientation Tool Kit-Video and image-based component of the comprehensive Indigenous Orientation Tool Kit project.

North End Community Renewal Corporation
Our Goal
Call to Action:
NECRC will establish an Indigenous Advisory Board to guide the implementation of Strategic Plan resulting in culturally appropriate programs/services, policies and hiring practices.

Our Progress:
In October of 2018, NECRC Board, staff and volunteers came together for a two day strategic planning session that started with the KAIROS Blanket Exercise to set the tone for the discussion that followed. Those discussions focused on three pillars: Organizational Development, Organizational Stainability and Reconciliation and answered the question "How can the board and staff embrace the Spirit of reconciliation and create a cultural shift so that our organization is reflective of the people we serve and employ?" The result was a Strategic Plan that identifies clear actions that will result in culturally appropriate programs/services, policies and hiring practices.

Pembina Active Living
Our Goal
Call to Action: 53

- Recognize our presence in Treaty One Territory and the homeland of the Métis nation at our gatherings and in written annual reports.
- Endeavour to include programming that informs and educates our members on our shared history, the Truth and Reconciliation Commission findings, and the important contributions of the Indigenous community and culture.
- Promote programs that are inclusive and accessible to Indigenous peoples in the community.

Our Progress:
Pembina Active Living continues to recognize our presence on Treaty One territory and the homeland of the Metis nation at our Christmas party, Spring Fling and Summer Picnic large gatherings and on all written agendas, minutes, and annual reports.

In order to improve our understanding of our role in reconciliation, the organization's executive director has registered for the Indigenous Relations Workshop offered by the City of Winnipeg. Another member acting as a liaison has also received similar training through another program for City staff.

As for programming for increasing the knowledge of our general membership, we have invited former residential school survivor and past chief Jim Bear to speak on Historical and Contemporary Perspectives of First Nations. Admission to this talk is without cost to anyone wishing to attend and we hope for a good turnout and positive learning experience.

Salvation Army
Our Goal
Call to Action: 48
The Salvation Army continues to advance our commitment as a signatory of the Winnipeg Indigenous Accord as a framework toward reconciliation.

Our Progress:
Our Board has approved a recommendation to move ahead with a visible Land Acknowledgment in all facilities operated by The Salvation Army in the City of Winnipeg (and across the Prairie Division) and this will include consultation within the Indigenous community.

We have been creating opportunities through local initiatives as well as participation in national conferences to provide cultural awareness and training for members of our workforce. This continues to provide many benefits in the delivery of our various programs and services.

As we complete our capital project at the Winnipeg Centre of Hope (formerly Winnipeg Booth Centre) we have engaged an Indigenous artist to assist us in honouring the rich heritage of Treaty 1 territory in the main foyer of the building.

The Salvation Army Prairie Division is making progress on a number of other fronts as well as we intentionally strengthen the consultative and participatory feedback within the Indigenous community in the delivery of our social programs and governance structures.

SEED Winnipeg Inc.
Our Goal
Call to Action:
To work in partnership with Indigenous community members and organizations to reduce the ongoing impact of colonization by taking action on the recommendations of the Truth and Reconciliation Commission.

Our Progress:
In 2017, SEED's Board of Directors passed a resolution committing to the implementation of the TRC's Call to Action #92 on business and reconciliation. In so doing, SEED has committed to adopting the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) as a reconciliation framework and to apply its principles, norms, and standards to internal policies and core operational activities involving Indigenous peoples. This includes: committing to meaningful consultation; building respectful relationships; supporting the right of Indigenous peoples to free, prior, and informed consent; ensuring equitable access to jobs, training, and education opportunities; and providing education for management and staff on the history of Indigenous peoples.

Over the past year, SEED's activities related to this goal include:

Undertaking a process of revising SEED's land acknowledgment which included consultations, research and reflection. Our land acknowledgment now reads "SEED respectfully acknowledges that we live and work on the territories and homeland of Indigenous peoples and that the land and water sustain us. We respect the treaties as intended by Indigenous peoples. It is our responsibility to understand the truth of our history, be aware of the present and work with Indigenous peoples to make positive changes for the future." The cross-programs team that undertook this work engaged SEED staff in an educational process to enhance the understanding of, meaning and reasons behind land acknowledgments. Please see the attached document for information on the rationale behind SEED's new acknowledgment.

SEED's Indigenous Programs Advisory Committee provided guidance and advice on the direction SEED will take in developing partnerships in the Indigenous community to increase Indigenous participation in SEED's current programs. This committee includes Indigenous, Metis and Inuit Board members and staff.

Securing resources to expand the Money Stories program. Money Stories is a customized money management training program for Indigenous youth. This program features Indigenous elders who speak about their experiences with money, combined with facilitator-led activities about money appropriate for youth.

Youth who complete Money Stories are able to apply for summer and year-round paid internships at SEED to deliver money management training to other youth and community members. These positions are often the interns' first jobs. Initial training topics include: employer expectations of an employee, communicating with an employer, opening a bank account and understanding payroll deductions. An essential part of retaining youth in their first

job experience has been to provide mentors on staff and cultural supports . Training includes job skills as well as cultural outings with Indigenous community members. Other training topics help the youth prepare for what they will do when the internship ends –searching for other employment or attending post-secondary education. These topics include resume writing, applying for scholarships, and outings to post-secondary facilities. Program graduates employed at SEED also engage in program planning, curriculum development and the provision of administrative support. Over the past year, eight Money Stories program graduates were employed at SEED as junior facilitators over the summer and four program graduates were employed as year-round interns or SEED program staff.

Encouraging and supporting staff to attend and use their professional development allocation to attend University and College courses on Truth and Reconciliation and understanding Indigenous and Métis Rights.

Adding new Indigenous resources to SEED's library for staff and board. Topics of books and resources include: truth and reconciliation, residential schools, and contemporary Indigenous issues.

Organizing staff-led lunch hour conversations on impacts of colonization, racism, systemic discrimination and genocide on Indigenous Peoples.

Including opening prayers and teachings from community Elders at our public and private events and meetings.

Increasing the proportion of SEED staff and board members who are of Indigenous descent.

Organizing staff-led letter writing sessions and circulating petitions to advocate for Indigenous human rights issues, such as equitable funding for First Nations children, the full implementation of the UNDRIP, and implementing a national action plan to address the issue of missing and murdered Indigenous women.

The Forks Renewal Corporation

Our Goal

Call to Action: 53, 83, 93

The Forks is committed to working with indigenous organizations to encourage opportunities for public dialogue and initiatives for reconciliation. The Forks will work with Indigenous and non-Indigenous artists to undertake collaborative projects that contribute to the reconciliation process. The Forks will support projects that build public understanding of Treaties and projects that expose the public to the significant contributions of the Indigenous community today.

Our Progress:

The following have taken place at The Forks in support of these goals:

- National Indigenous Day celebrations in June 2018 with Sunrise to Sunset ceremony and Sacred Fire at Oodena Circle, as part of the program featuring artisans, dance, language, storytelling and traditional Games;
- Founding Nations Pow Wow summer series to showcase the beauty and styles of the dances from the Indigenous communities in Manitoba;
- Summer series Oral History Tour led by elders and beginning at St. Boniface Cathedral, over

the Esplanade Riel bridge and through The Forks site to learn about the rich history of Manitoba's Indigenous people through stories, legends and Forks monuments;
- Weekly Winter Indigenous Programming with elders sharing stories and demonstrating bannock making inside a traditional teepee;
The area formerly knows as South Point was officially named Niizhoziibean to honour our city's Indigenous heritage and its prominent place alongside the Red and Assiniboine Rivers. Elders, Clarence and Barbara Nepinak, uncovered the name during a traditional naming ceremony in August of 2018.
- Indigenous artists leading a project at The Forks South Point that is presently in the design stage. Due for completion this summer the artists will create a sculptural piece and include landscaping features to celebrate the Indigenous history of the site;
The Forks unveiled a new sculpture at the entrance to Niizhoziibean in September of 2018 titled, Niimaamaa. Niimaamaa is a stylized sculpture of a pregnant woman that represents motherhood, Mother Earth and new beginnings by artists KC Adams, Jaimie Isaac, Val Vint.

United Way Winnipeg
Our Goal
Call to Action: 1, 5, 92
Our Accord goals, submitted in August 2017, are to "...continue to work with government, community organizations and the corporate sector to embody and further TRC Calls to Action #1, #5, and # 92."

Our Progress:
United Way Winnipeg (UWW) signed on to the City of Winnipeg Indigenous Accord in June 2017 as another way to demonstrate the commitment to inclusion, truth, and reconciliation we embarked on almost a generation ago.

United Way utilized our first City of Winnipeg Indigenous Accord Partner report (submitted in April 2018) to establish a picture of our organization's current state, and create a baseline for reporting on truth and reconciliation focused activities from that point forward.

The narrative and quantitative indicators of progress submitted for this 2019 report detail our activities over the past 12 months - from June 2018 through until May 2019.

In keeping with our policy on the importance of education, all new United Way Winnipeg staff participated in an education session regarding the history and experience of Indigenous peoples in Canada. In addition, a number of existing staff sought to further their understanding and knowledge by participating in a range of opportunities. These included: the Truth & Reconciliation Through Rights Relations program offered through the Banff Centre; learning events offered through the Aboriginal Chamber of Commerce Learning Series; facilitated Blanket Exercises; Workshops offered through the Treaty Commission; education sessions associated with Winnipeg Poverty Reduction Council's (WPRC's) TRC 92: Youth Employment initiative and, gatherings and reading offered as part of our participation in this Indigenous Accord.

Over the past year, United Way has engaged in a number of collaborative efforts with Indigenous peoples and organizations. Some were continuations of existing relationships and efforts, while others were new opportunities. Examples of these collaborations include: collaborating with Manito Ahbee for Conscious Kindness Day; supporting the work of Manitoba

Human Resource Strategists (MAHRS); working with the community to support development of culturally appropriate mental health supports for youth; participating in the re-launch of the Winnipeg Indigenous Executive Circle (WIEC) community plan; and, WPRC, an initiative of United Way Winnipeg, working collaboratively with the National Centre for Truth and Reconciliation on implementation of the TRC 92: Youth Employment initiative;.

Active partnerships with Indigenous peoples include: stable funding agreements with 11 Indigenous led agency partners; provision of organizational development grants to three Indigenous organizations; and ongoing work with both End Homelessness Winnipeg Inc, and the Winnipeg Boldness Project.

In 2019, United Way continued to act on the three policies and practices reported in 2018. In addition, UWW continued work on PAR certification - which includes a process of looking at organizational policies & procedures to ensure they are inclusive.

Over the past year, our organization continued implementation of two initiatives that formally advocate for Indigenous rights and include: 1) The three year strategic plan developed by United Way Winnipeg's Council for Indigenous Relations (CIR); and 2) The Winnipeg Poverty Reduction Council's (WPRC)'s TRC92: Youth Employment Initiative.

Some additional activities and events undertaken in 2019 to bridge understanding between Indigenous and non-Indigenous communities included: 1) Partnering with the National Centre for Truth & Reconciliation (NCTR) to host the Dr. Peter Bryce Exhibit in United Way's atrium; 2) Working with the NCTR, the community & the business sector to produce at TRC 92: Youth Employment Initiative video; 3) WPRC participation in webinars & monthly conference calls with the national Cities Reducing Poverty (CRP) network to share progress and key learnings from the TRC 92: Youth Employment initiative; and 4) United Way establishing a PAR (Progressive Aboriginal Relations) Working Group to guide us in the certification process.

A key activity for United Way Winnipeg this past year has been working to research and develop a Staff Diversity Census. The intent of the Diversity Census is to provide a mechanism for staff to self-identify, and to enable our organization to gather and track over time data regarding the representation of Indigenous peoples in our workforce.

United Way Winnipeg has been practicing traditional territory and land acknowledgment since signing on to the Accord (in June 2017) and submitting our goals in August 2017. These acknowledgments are increasingly meaningful and individual as our staff and volunteers continue to further and deepen their understanding of the history of Indigenous peoples in our country.

Wolseley Family Place

Our Goal

Call to Action: 5, 12, 23, 36, 57

As part of our commitment as new signatories to the City's Indigenous Accord, I'm pleased to submit to you Wolseley Family Place's self-identified goal statement.

Over the next year, we commit to building on our knowledge and awareness around Indigenous issues at our centre – including cultural competency, and the history and impact of colonization on Indigenous peoples. In response to a few of the TRC's Calls to Action, including #23 and

#57 regarding staff training, we will provide opportunities for staff to do professional development in these areas. We anticipate this will also allow our staff to better respond to other TRC Calls to Action regarding delivery of culturally-appropriate services, including #5, #12 and #36. We will also provide opportunities to our participants, both Indigenous and non-Indigenous, to engage with this knowledge and conversation through programming, including inviting guest facilitators and knowledge holders into our centre to host these discussions and share their knowledge.

Woman Healing For Change MB Inc.

Our Goal

Call to Action: 1-5, 10, 19, 33, 55, 62, 66

HELP us secure the last $400,000 to build The LITTLE STARS PLAYhouse in the NORTH END.

THIS early education centre addresses the TRC calls to action 1-5 and 10, 19, 33, 55, 62, 66 as it relates to CHILD WELFARE

"The TRC calls upon the federal, provincial, territorial, and Aboriginal governments and ALL CITIZENS to:

• develop culturally appropriate parenting programs for Aboriginal families.
• provide PREVENTION programs delivered in a culturally appropriate manner.
• develop culturally appropriate EARLY CHILDHOOD EDUCATION PROGRAMS for Aboriginal families.
• enable parents to fully participate in the education of their children.
• spend on PREVENTION services.
• close the gap in health outcomes between Aboriginal and non-Aboriginal communities - indicators: infant mortality, life expectancy, maternal health, suicide, mental health, addictions, infant and child health issues, chronic diseases, FASD.

Our Progress:

The LITTLE STARS PLAYhouse - a GRASSROOTS ACTION - Indigenous and Non Indigenous Working Together towards TRC calls to Action #1 to 5, 10, 19, 33, 55, 62, 66 CHILD WELFARE. The non profit registered charity Woman Healing For Change MB Inc. is the collaborator.

Last June 2018 we had hope that a North End Early Learning Centre the LITTLE STARS PLAYhouse on 681/3 Selkirk Ave. near McGregor would get in the ground in the spring of 2019. The Carpenter's Union, PCL Constructors, the City, the Federal Gov't, the Carolyn Sifton Foundation, the Wpg Foundation, the North End have stepped up. The Building Permit is ready. The Province would provide the operating budget when built.

CHALLENGE: It is April 2019... WE ARE SHORT $400,000 of the $2 million centre.

WHY the Little Stars PLAYHouse is so needed?

Commissioner Hughes from the Phoenix Sinclair Inquiry wrote... “It is clear to me that WHAT IS NEEDED IS A COHERENT and COLLABORATIVE APPROACH to supporting families and preventing maltreatment of children before they ever come into contact with child welfare. This means intervening in children’s lives early, for best results."

(In Manitoba, the number of children coming into the child welfare system, particularly Aboriginal children, continues to rise." (nearly 10,000 Indigenous children currently in care in MANITOBA. THAT is a HUMAN CATASTOPHE. HALF were apprehended before the age of 2.)

APPENDIX A

Commissioner Hughes said ....
"Families with young children need public, non-stigmatizing spaces within their neighbourhoods to call their own. Rather than a place separating children from the world, learning centres need to celebrate children, giving them a sense of grounded identity from birth. This promotes social cohesion and breaks down the isolation, which is a breeding ground for neglect, abuse and violence."
"There is compelling evidence that EARLY CHILDHOOD CENTRES promote social cohesion in neighbourhoods, combat poverty by enhancing families' capacity to be self-sustaining; increase the visibility of young children in their community; and neutralize the conditions that make families vulnerable and put children at risk of abuse or neglect."

PLEASE READ the evidence - go to The Center on the Developing Child at Harvard University https://developingchild.harvard.edu
Compelling evidence based research helps us understand that Indian Residential Schools, the Sixties Scoop and now the current CFS system - ripping very young children from families versus supporting families - has contributed to "chronic, unrelenting TOXIC STRESS IN EARLY CHILDHOOD". "When a child experiences extreme, frequent, and/or prolonged adversity (e.g., going into foster care, abuse, neglect, caregiver substance abuse or mental illness, exposure to violence, economic hardship) without adequate adult support, a toxic stress response is triggered in the body and impairs the child's development, with lifelong effects on learning, behavior, and health. The developing brain is derailed. Any child who experiences prolonged adversity is at risk for physical and mental health problems, and individuals who are more vulnerable to stress are even more likely to experience long-term impacts."
"Providing stable, responsive environments for children in the earliest years of life can prevent these impacts. Positive back and forth interactions during PLAY and other interactions buffers a child from the effects of stress… and keeps brain development on track."

The LITTLE STARS PLAYhouse is about PREVENTION.

Society pays a huge price when children do not reach their potential. The costs to remediate the devastating effects of toxic stress as the child gets older is VERY ,VERY Expensive. For a teen who needs psychiatric care or a youth centre costs can range from $100,000 per year to $500,000 per year per teen.
HALF of our HOMELESS were once children in the CFS system.

WAYS YOU CAN HELP
Credit card or Paypal - Go Online to Canada Helps.com
search "Woman Healing for Change MB"
A receipt will be issued immediately.

Cheque Payable to "Woman Healing for Change"
Mail to: 3388 Raleigh St WPG. MB R2E 1B9
Tax receipt for donations over $20
For info call Gerrie 204-668-1515

Cheque Payable to "United Way Winnipeg"
In memo write "Woman Healing for Change #891621864RR0001"

Donate Resources / Donate Your Time
• donate a library and it will be named after you
• donate carpet, bricks, tiles, metal fence

• build a wooden gazebo
• donate wooden tables, chairs, computer, blinds, carpet, rocking chair
• donate your time ... welder, plumber, carpenter
• donate lumber
• donate a van
• donate a piece of art or a toy for the children
• create or buy a piece of children's art
• donate a kitchen and have it named after you
• high school students to adopt us as their charity of choice
• businesses - please earmark their United Way donations to Woman Healing For Change for at least one year
• support for the after school music and art programs - we need music teachers and art teachers
• bricks, stepping stones, rubber like material for playground

CITY OF WINNIPEG DEPARTMENTS and MEMBERS OF COUNCIL

Call to Action 43: United Nations Declaration on the rights of Indigenous Peoples

Lead department: Indigenous Relations Division

Our Goal:

Formulate a recommendation and framework for the potential implementation of the UNDRIP to guide and inform future policies, processes, and practices of the City of Winnipeg.

Our Progress:

- Ongoing review of the baseline report to identify success and gaps. Once finalized a communications strategy will be developed to share with stakeholders within the civic system in addressing UNDRIP, as it relates to municipal jurisdiction.
- Attended KIKSINOHAMATOWIN: An International Academic Forum on the Human Rights of Indigenous Peoples on January 18 & 19, 2019 to learn about the profiled research that will inform the implementation of the UN Declaration.
- Providing education and awareness of UNDRIP to civic leaders through the City's WAPSO Leadership Series.
- Canvassing of responses to this Call to Action in other municipalities is also being undertaken.

Practice, protocol, and policy changes:

- Re-examining a City of Winnipeg By-law which may impact the use of parks and open spaces for medicinal harvesting that will involve community engagement with Indigenous Elders and meeting with internal stakeholders.
- The City of Winnipeg is continuing implementation of its Smudging and Pipe Ceremonies Administrative Standard in order to create organization-wide understanding and protocol relating to the practices of smudging and pipe ceremonies.

Call to Action 47: Doctrine of Discovery

Lead department: Legal Services

Our Goal:
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.

Our Progress:

- The Legal Services Department is working in collaboration with the Indigenous Relations Division to identify subject matter experts who can provide assistance in reforming City of Winnipeg policies and by-laws, including exploration of these historical concepts from an Indigenous perspective.
- Dr. Brenda Gunn, Associate Professor of Law at University of Manitoba, met with the TRC lead civic committee November 2018 to provide insight into the Doctrine of Discovery as it relates to municipalities.
- Reviewing the status of by-laws and the municipal legislative process to develop tools and knowledge to examine and modify by-laws that fail to accommodate Indigenous perspectives.
- Canvassing of responses to this Call to Action in other municipalities is also being undertaken.

Call to Action 57: Public Service Training

Lead departments: Human Resources, Employee Development Branch

Our Goal:

To provide education and awareness opportunities for all public servants on the topics within Call to Action #57.

Our Progress:

Currently, the City of Winnipeg offers a half-day training session (W'daeb Awaewe) for all public service staff and a two-day training session (Chi Ki Ken Da Mun) for public service staff with direct reports on the topic of the history and legacy of residential schools.

- Over 80% of City of Winnipeg employees have been trained through scheduled and department-requested sessions.

In addition to Indigenous awareness training, City of Winnipeg employees have ongoing learning opportunities through monthly Cultural committee workshops and activities organized by the Indigenous Relations Division and led by community Elders, Cultural Providers, and Knowledge Keepers. Workshop offerings included: celebrating seasonal Solstice/Equinox; Traditional Medicine picking; Traditional Teachings of the Full Moon Ceremony; and Moccasin and beading workshops.

Indigenous Relations Civic Leadership Series topics:

- In June 2018, approximately 60 Public Service leaders participated in the Leadership Series workshop on Treaties. Loretta Ross, Commissioner of the Treaty Relations

Commission of Manitoba, provided an overview of the Treaties and facilitated discussion on the Treaty relationship.
- In September 2018, 59 City of Winnipeg leaders attended the Leadership Series presentation on the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) by subject matter expert, Dr. Brenda Gunn, Associate Professor of Law at University of Manitoba.
- In November 2018, 64 City of Winnipeg leaders attended the Leadership Series presentation on Reconciliation: Defined by subject matter expert, Dr. Kevin Lamoureux, Associate Vice President of Indigenous Affairs, University of Winnipeg.

International Indigenous Peoples' Day and Indigenous Cultural Week workshops and activities were held daily June 19 to 23, 2018 with employees participating in:
- Traditional Teachings led by Cultural Providers sharing their knowledge of the Medicine Wheel, the ceremonial Drum, Sundance Ceremony, and Medicine Pouch making including the four sacred medicines; and
- A celebration of National Indigenous Peoples Day including the traditional raising of a Tipi at City Hall, learning to make bannock, several traditional Indigenous performances, and an Indigenous artisans market.

The Indigenous Relations Division provides additional learning opportunities for civic employees by hosting Indigenous exhibits on a variety of topics:
- Launched June 2018, the City's Assiniboia Residential School Exhibit displays were hosted at City Hall, Water and Waste; Planning Property & Development, and at neighbourhood libraries: Millennium, Henderson, River Heights, Charleswood, and Pembina Trails.
- The Story Posts Project is a travelling exhibit community art project initiated by Red Road Lodge, a partner to Winnipeg's Indigenous Accord. The mission of the Story Posts Project is to create an environment of healing for Indigenous and non-Indigenous communities through public art displays. This exhibit was hosted at City Hall Fall 2018.

Employee feedback on course participation:

"I am so grateful to have had the opportunity to learn from these facilitators. It is made very clear during the course that this is not about pointing the finger or about blame, it's about understanding and I can definitely say that I walked away with a much better understanding of the history and why things are the way they are today. I think everyone needs this information. I also really enjoyed learning more about the ceremonies and traditions. "

"This course offered an excellent perspective from an indigenous view. Everyone could benefit from these teachings."

"This course exceeded my expectations. It provided some clarity and insight on the concerns and struggles the Indigenous people have faced. It made me realize how important reconciliation is and how it's imperative in order to move forward in the future. "

Call to Action 75: Residential School Cemeteries

Lead department: Planning Property and Development, Cemeteries Branch

Our Goal:

Initial research into installation of a memorial/monument at Brookside Cemetery has begun. A multi-pronged approach has been developed involving Brookside cemetery records, ensuring families are provided adequate supports for involvement, and engaging with other stakeholders with key information about unmarked graves.

Our Progress:

- In 2018, the Cemeteries Branch continued to execute established internal procedures regarding how the City researches burial records and shares information with family's next of kin. Further, the branch continued to share information with other cemeteries, creating an effective process for families pursuing burial search information.
- The Branch is also in the process of digitizing all cemetery records to provide all citizens, including Indigenous families, with the ability to trace a name online, in private. Transcona Cemetery digitized all records in 2018 and these records can be searched using the iCemetery app.

Call to Action 77: Archival Records

Lead department: City Clerks, Archives and Records Control Division

Our Goal:

Building on work completed to date, the City Archives will continue to identify and improve access to records that support the reconciliation process, and update the research guide as new records come to light. As well, the City Archives will seek guidance to develop and implement appropriate protocols for managing gifts and artifacts received by the City from Indigenous organizations and individuals.

Our Progress:

The City of Winnipeg Archives holds records that lend themselves to the exploration of Indigenous histories in the city, and of civic policies, programs and decisions that affect Indigenous communities within the city. The Archives continues to enhance the accessibility of its holdings by creating, updating and sharing resources with internal and external stakeholders via Winnipeg in Focus and other means. As well, the Archives is open to the public, and staff are available to assist researchers looking for information about Winnipeg's social, cultural, economic and environmental history and development.

- Circulation and promotion of the publication: Indigenous Peoples and Records: A Guide to Research at the City of Winnipeg Archives.
- Ongoing updates to the master inventory of photographs held by the Archives that document Indigenous peoples and communities in Winnipeg.

City of Winnipeg - Councillor Jeff Browaty

Prior to this year's reporting period I was approached by leadership at John G. Stewart School at the Knowles Centre (2065 Henderson Highway) about finding a place to engage the

community with wood-carved panels to teach and explain the seven Indigenous sacred teachings. The popular Bunns Creek Centennial Trail in the North Kildonan ward was selected and with the support of the City's Parks and Open Space Division at Public Works and a $20,000 grant from the North Kildonan allocation of the Land Dedication fund this project came to life this year. The project was further complimented by modern art pieces by artist Becky Thiessen who worked with students through the Winnipeg Arts Council's Youth With Art program.

During this past year I had the opportunity to meet with the student artists to see their work-in-progress and to learn about the significance of the teachings and the panels they were producing.

It was also my pleasure to participate in the official unveiling of the displays in December 2018 in a ceremony complete with ceremonial drumming and blessings.

In January, during the launch of Welcoming Winnipeg: Reconciling our History, the Bunns Creek Trail Seven Sacred Teaching panels were recognized as a positive initiative to help ensure that the contributions, experiences, and perspectives of First Nations, Métis, and Inuit are reflected truthfully in our stories, historical markers, and place names. During a council seminar with my colleagues I was able to share with my colleagues how positive the experience had been for both Indigenous and non-Indigenous residents and a step towards reconciliation.

City of Winnipeg - Councillor Brian Mayes

In 2019 I hope to fund a marker on Bishop Grandin Greenway that discusses Grandin's role in the Residential Schools tragedy. If approved by Council, this marker would be created in conjunction with the Indigenous community.

- This past year saw the completion of Darwin School's Circle of Courage, which I was pleased to help fund.
- I am also pleased that the City is continuing its grant to University of Winnipeg for $200,000 per year for the inner city work study program, which brings together suburban and inner city students to study the TRC Calls to Action.
- In 2019 I approved a grant for $6,500 for the Red Road to Healing program being operated for families in three schools in the Louis Riel School Division.

Winnipeg Transit

Contributing to the honouring of Call to Action #57 – Professional Development and Training for Public Servants, Winnipeg Transit is committed to providing its staff with awareness training specific to issues impacting the Indigenous people both historically and in present day. Furthermore, Winnipeg Transit commits to a meaningful contribution relating to Call to Action #92 – Business and Reconciliation, ensuring that Indigenous peoples have equitable access to jobs, training, and education opportunities through focused and comprehensive recruitment and outreach campaigns and partnerships.

A significant outlay of resources continues to be used to support the Indigenous Awareness educational campaign that has resulted in more than 2/3 of Transit staff receiving this critical information. With the introduction of additional resources designed to enable greater access by

our Bus Operators to this programming, we expect to enjoy similar or greater success in 2019.

Our ongoing efforts to partner with the MMF in promoting our available career opportunities to its stakeholders and associates represents a continued and meaningful effort in a broader campaign of awareness and promotion to the Indigenous community. We continue to anticipate that through the promotion and partnerships we will undertake, we will see a significant increase in available opportunities finding their way to eligible members of the Indigenous community for consideration.

Actively participating on committee-level teams in broad support of Indigenous-focused programming helps to promote a culture supportive of advancement, opportunity and achievement for our current and future staff representing the local Indigenous community.

Winnipeg Police Service

The Winnipeg Police Service (WPS) continues its commitment to reconciliation. Officers from the Chief and Executive down to the newest police recruits, Cadets and civilian staff are committed to engaging the community in trust and relationship building in all their daily work.

Chief Smyth's recent statement at the Missing and Murdered Indigenous Women and Girls Inquiry has been widely acclaimed as a positive step for Canadian Policing and reconciliation. Under the guidance of Inspector Bonnie Emerson, a leader with Indigenous heritage of her own, our Community Support Division houses many specialized resources that support and encourage reconciliation, including our dedicated Indigenous Partnerships Unit, Cadet Unit, Diversity and Crime Prevention Units. Community Support also has the Victim and Volunteer Services Units, which include a social worker for victims of crime, and a provincially and federally funded family support worker- dedicated to supporting the families of missing and murdered, many of whom are Indigenous. All of these members provide daily support and partnership in the community, and planned presentations on a range of topics oriented around community safety and wellbeing.

The Service invests in its members to become the best police leaders and peace-builders they can be. For example, Inspector Emerson recently, with the support of the Service, attended the Rotary International Peace Fellowship Program, learning skills to further WPS reconciliation efforts. In Community Support we also have Staff Sergeant Bob Chrismas who recently completed his Ph.D., achieving the University of Manitoba's distinguished dissertation award for his research and work focused on interrupting violence against Indigenous women and girls in Canada. Bob speaks and teaches in the community and is published widely on policing and justice-related topics, including how police and governments can improve trust and build a better shared future with Indigenous people. This work all supports WPS restorative justice efforts, as well as the substantial resources that have been developed and are dedicated to working in counter-exploitation and missing persons by the WPS.

The Winnipeg Police Service has formed rewarding and valued relationships with numerous agencies, including Ma Mawi Wi Chi Itata Centre Inc., Marymound School, Winnipeg's school divisions, and many others for Indigenous events, celebrations and shared learning. Some examples over the past year include the yearly pow wow at the Manitoba Youth Centre, and events at the Manitoba Keewatinowi Okimakanak, Southern Chief Organization, the Assembly of Manitoba Chiefs, and other community leaders' offices. Our participation routinely intersects with other groups with common interests in reconciliation, including initiatives of the civic,

provincial and federal governments, the Indigenous Veterans Association, the Rotary Club of Winnipeg, Urban Eagle Transition Centre, Onishawaywin, Mediation Services, Salvation Army, Ndinawe, Macdonald Youth Services, and others too numerous to list.

Over the past several years the WPS has supported the Provincial Block by Block Community Safety and Well Being, Thunderwing project, assigning police resources full-time, with executive WPS members participating in its collaborative multi-sectoral leadership tables. This program assists families and organizations to overcome systemic barriers for improved quality of life. The WPS also supports the Bear Clan, offering them training and equipment, and partnering on community-oriented projects such as neighbourhood cleanups and crime prevention initiatives.

In efforts to build a service that is reflective of the community it serves, the WPS has conducted recruiting initiatives with a focus on Indigenous and visible minority candidates. For example, a two-day Diversity Career Exhibition was held in July 2018, giving 60 candidates a unique opportunity to learn about policing, write the entrance exam, and gain exposure to the physical abilities test and other hiring processes for the Service. The WPS also used this exhibition to examine our hiring processes, looking for ways to reduce barriers to good candidates who face challenges related to being from diverse ethnic cultures. In March of 2019, the Winnipeg Police Service held the 3rd Annual Indigenous Unity Gathering. In partnership with the Ma Mawi Wi Chi Itata Sacred Seven Youth Council, 70 youth from numerous organizations were brought together for a meal and shared Indigenous teachings with members of the RCMP and WPS, garnering trust with Indigenous youth and showcasing youth talent and Indigenous culture.

Our in-service training has continued to include mandatory Indigenous awareness training, through the City of Winnipeg Corporate Education office. At the time of this report, 1654 police staff have completed W'daeb Awaewe course, and another 81 are enrolled. Twenty-eight have completed Chi Ki Ken Da Mun course and another nine are enrolled. One member was sent to the Indigenous Senior Police Administration course at the Canadian Police College. Taking the direction of the Winnipeg Police Board to provide hands-on Indigenous Awareness Training to all members, the WPS, in partnership with the Behavioural Health Foundation, has reintroduced the sweat lodge ceremony as a regular part of mandatory extensive Indigenous awareness training that is provided to all police recruits and new Cadets.

Organizational culture in the Police Service is being guided at every level to embrace reconciliation and respect for Indigenous community members, with a high value on Indigenous partnerships. Treaty acknowledgements are now spoken routinely at the start of training and public appearances, indicating the improved understanding of our shared history, and the path towards reconciliation is clear for the Winnipeg Police Service.

Winnipeg Fire and Paramedic Service

The Winnipeg Fire Paramedic Service (WFPS) has continued its commitment to achieve training of 100% of its 1400 staff in either the W'daeb Awaewe and/or Chi Ki Ken Da Mun programs. As of the end of March 2019, 95% or 1330 out of our 1400 staff have received this training. This has been accomplished due to a significant budgetary commitment, as the regularly scheduled training could not accommodate the 24/7/365 nature of our department's operations.

As noted in last year's report, the leadership of the WFPS have all taken the two-day Chi Ki Ken Da Mun program to achieve as much awareness as possible of the terrible of residential schools is instilled in our department. Reinforcing this commitment is our ongoing practice of ensuring all new frontline staff (paramedics, firefighters, and communications operators) also receive this course.

On a personal level, I continued to strive to take advantage of opportunities to learn as much as possible about the relationship of Indigenous and colonizing peoples. I have attended seminars by the Treaty Commissioner for the Province of Manitoba, the Associate Vice-President of Indigenous Affairs for the University of Winnipeg, and other Indigenous leaders who presented at the City of Winnipeg. I attended the WFPS evening with the Bear Clan Patrol along with all of our departmental senior leadership.

EDUCATION – POST-SECONDARY INSTITUTIONS

Booth University College
Our Goal
Call to Action: 62, 63

Booth University College (Booth UC) recognizes our ongoing opportunity and responsibility to participate in the reconciliation process both in reducing educational gaps for Indigenous Groups, and in ensuring our academic programs and institutional supports foster understanding, empathy and mutual respect. Accordingly, Booth UC became a Partner in the City of Winnipeg's Indigenous Accord in June 2017.

We achieved our Year 1 Goal to establish an Indigenous Advisory Council (IAC) and develop a cohesive multi-year plan that will enhance Booth UC's response to the Truth and Reconciliation Commission Calls to Action, guided by the vision, commitments, and principles of Winnipeg's Indigenous Accord.

We implemented our Year 2 Goal and have made significant progress implementing the priorities established for 2018/19.

Booth UC's Year 3 Goal is to continue implementing the institutional plan developed in Year 1 by focusing on the priorities established for 2019/20, and to maintain the Indigenous Advisory Council (IAC) to guide and monitor the implementation process.

Our Progress:

Booth University College (Booth UC) recognizes our opportunity and responsibility to participate in the reconciliation process both in reducing educational gaps for Indigenous Groups, and in ensuring our academic programs and institutional supports foster understanding, empathy and mutual respect. Accordingly, Booth UC became a signatory Partner in the City of Winnipeg's Indigenous Accord as of June 2017.

Booth UC's Year 2 Goal was to implement the priorities established for 2018/19 by our

Indigenous Advisory Council (IAC). Representative initiatives and accomplishments since July 2018 are summarized below:

1. Prominent signage on campus of our treaty and land acknowledgment statement and commitment to the Accord; "Welcome" signs that include Indigenous languages have been posted on the front doors of campus buildings; Indigenous art purchased for display on campus.

2. Ensured continuation of our Indigenous Advisory Council (IAC) which includes two Indigenous students and one external Indigenous advisor. The IAC met quarterly to monitor progress on our 2018/19 priorities and to support those providing leadership for various initiatives. Quarterly reports of progress against the 2018/19 priorities are required and were provided to the university college leadership team and members of the IAC.

3. All new employment vacancies were posted to websites and other media/locations that are targeted toward Indigenous candidates.

4. Collected information regarding support needs for Indigenous students as part of a campus student survey. The data is helping to guide decisions on programming.

5. Created opportunities to build awareness of Indigenous history and culture on campus: completed Blanket Exercises with student council, residence students and within one class; First Nations guest presenter conducted sharing circles in Community Gatherings; Indigenous Perspectives Awareness Campaign conducted March 11-22 2019 featured two Indigenous elders/resource people as guest speakers and teachers. The awareness campaign included special community gatherings, several in-class presentations, meetings with the IAC and university college leadership team, and a student-led traditional beading workshop.

6. Created and implemented new scholarships/grants for Indigenous students.

7. Completed an academic review of Indigenous content in existing courses and established as a recurring agenda item in academic planning meetings a focus on ensuring appropriate Indigenous content in existing and new courses. Faculty have committed to increasing Indigenous content and are making progress on this objective. Launched a new history course on Indigenous Cultures, engaged two Indigenous sessional faculty and have begun compiling a list of local and national Indigenous scholars.

8. Established a self-declaration form for students wishing to identify their Indigenous heritage (optional).

9. Introduced Indigenous food/meals into our Bistro menu.

10. Participated in all Partner Accord meetings and various other local events to build awareness and understanding among IAC members and senior leadership, as well as to broaden our relationships and network.

We have observed consistent participation in the initiatives noted above, with some individuals expressing they are engaging in educational and community events with a new perspective, interest and awareness of Indigenous concerns.

Frontier College
Our Goal
Call to Action: 62, 63, 64, 66

Frontier College-MB Office will, in response to Calls to Action #62, 63, 64, and 66, work with partners in multiple community organizations in the North End area. Frontier College will work with partners to best fit the literacy needs of Indigenous and non-Indigenous learners. We will listen to the learners and follow a their strengths to support their learning around residential schools and Indigenous history. This will be done through the Truth and Reconciliation summer literacy camp in July and throughout the year in our other partnerships.

Frontier College will continue to increase the number of high quality Indigenous content books that are read and available to our First Nation community partners in the summer literacy camps that we facilitate together. The summer literacy camps lessen summer learning loss and support children and youth in the upcoming school year. Frontier College will also increase the number of Indigenous content books that our Interns will use in the urban programming. We will do this through the purchasing of books for our office library and using them to develop literacy activities related to the Indigenous content books.

Our Progress:

Frontier College has partnered with many North End communities to support a higher Indigenous population. The Truth and Reconciliation Summer Literacy camp was run in partnership with CEDA Pathways to Education July. Campers were guided through the history of Canada's residential schools, the effects and impact through history, and the present day realities of such trauma. Staff received extra training from the National Centre for Truth and Reconciliation to support the campers. At the end of the camp, support was provided to all as their journey continued in reconciling our past.

Niji Mahkwa and William Whyte schools hosted Family Literacy workshops to support literacy and school entry skills. Families from each school attended workshops that were facilitated by a Frontier College Intern who prepared activities for the parents and guardians to take home with them. These literacy activities were then used in the home and discussed at the next session. The Intern would then build on the families' learning and extend and modify based on the parental feedback.

Over 15 Reading Tents were facilitated in Point Douglas and North End. The Reading Tent run by two Reading Tent Coordinators who read with children and youth, facilitate literacy activities, and give out new, free books.

Volunteer tutors tutored in Kaakiyow Li Moond Likol, an Adult Education Centre in WSD. The support that the volunteer tutors were able to provide allowed for extra learning and graduation for some of the students.

Manitoba Institute of Trades & Technology (MITT)
Our Goal
Call to Action: 57, 62, 63

MITT will, in response to the TRC’s calls to action #57, 62, and 63, and as partners to truth and reconciliation with Indigenous peoples, provide Indigenous cultural perspectives and competency development for our staff and students through varied opportunities offered at

campus and community in ways that foster cultural safety while respecting diversity and inclusion.

Our Progress:
Through MITT's internal staff newsletter, information about Reconciliation and Indigenous inclusion continues to be a regular feature. In a recent publication, MITT took time to remember and honour the contributions of two prominent Elders who passed away February 2019 - Elder Joseph Meconse and Elder Garry McLean. A significant loss for the city and the country as a whole. Other content has included: The Province of Manitoba's Path to Reconciliation Act; Understanding Treaty Acknowledgement; highlights from the National Film Board's Indigenous Cinema; and CBC's Beyond 94, Truth and Reconciliation in Canada.

Staff and students across various MITT campus locations took time to recognize and honour September 30: Orange Shirt Day; October 4: Day of Remembrance for Canada's Missing and Murdered Indigenous Women and Girls, and November 8: National Aboriginal Veteran's Day.

MITT has representatives sitting around key tables:
1. The Mayor's Indigenous Advisory Circle
2. The Manitoba Collaborative Indigenous Education Blueprint Working Group
3. City of Winnipeg's Indigenous Relations Collaboration Table for the Indigenous Youth Infrastructure Training Apprenticeship Program
4. The Winnipeg Poverty Reduction Council with specific involvement in the WPRC's work with the Truth and Reconciliation Commission's Call to Action #92 - Youth Employment

Over the next couple of months the Aazhogan Indigenous Student Centre located at MITT's Henlow Campus will receive a refresh. The Centre is going to partner with local artists and community-based organizations in an effort to showcase Indigenous art - the first art installation has been provided by students in the art program at Southeast Collegiate. Pieces include paintings, mini drums, bead work and woo work. At the end of April, participants from Art City's Indigenous Art Program will share their talents with students, staff and guests at MITT's Henlow Campus. In addition to the art installations, the centre is looking to create its own resource library that will feature local and national Indigenous authors. Signage will also be created to acknowledge Treaty 1 Territory, The Homeland of the Metis Nation and Treaty 3.

MITT's convocations continue to include active engagement of Elders, a drummer and drum groups as well as performers. At this year's spring and fall convocations, MITT invited a young hoop dancer to perform. The exciting part about her involvement is that her dad is a student in the YouthBuild Carpentry program.
At the end of March student's involved with the Indigenous Student's Circle (ISC) were involved in a cultural showcase that focused on sharing aspects of different cultures. MITT's ISC organized a pow wow demonstration that included dancers who performed the Hoop Dance and the Chicken Dance.

MITT continues to deepen its relationship and partnership with both Ka Ni Kanichihk and Neeginan College of Applied Technology.

This year Ka Ni Kanichihk has offered MITT's Executive Assistant certificate program as a second year option for those students who graduated from the Business Administrative Assistant program last year. This second year curriculum was created for those students who wanted to take their learning and experience to the next level.

MITT and Neeginan College have finalized the terms of their Agreement so that Neeginan is able to deliver MITT's Early Childhood Education curriculum at its campus on Higgins Avenue. Students are registered and have started their coursework.

This past fall, PennCo Construction was awarded the contract to build schools in four northern remote communities in Manitoba - Wasagamak, Bunibonibee Cree Nation, God's Lake First Nation and Manto Sipi Cree Nation. As part of the project jobs will be available to community members. MITT has provided PennCo with the necessary tools to assess employees knowledge and skills mastery in the areas of Logistics/Shipping/Receiving, Concrete Forming and Rebar.

Red River College
Our Goal
Call to Action: 61, 63, 66, 69, 70, 79, 89, 92
2020 TRC Initiative Priority focus
RRC recognizes the need for ongoing institutional change and will continue its effort to address colonization along with the intergeneration impacts on Indigenous peoples. Many post-secondary institutes are focused on engagement and accessibility initiatives but for change to occur we must dig deeper and address these issues through institutional change. As such, RRC will focus this year on the implementation of Indigenous policy to support the ongoing needs for Indigenous Achievement. In addition, TRC initiatives and engagement data collection will be improved for 2020.

RRC is committed to collaborating with our education partners, work with Industry, the Indigenous community, all schools and sectors to ensure our students have voice, presence, academic success and employment opportunity.

Our Progress:
Equitable Access to Jobs - Call to Action 92
Since January 2019, the Transition to Employment department has solidified fourteen sector, government and non–profit partnerships to assist students transition into employment. In addition, a Manager of External Indigenous Relations and Partnerships has been hired to maintain and grow successful partnerships with Indigenous organizations who wish to offer Red River College programs within their organizations or communities.

Elders in Residence Program - Call to Action 61
Red River College has had two Elders-in-Residence since 2006 and has recently hired another Elder to support language revitalization and further support students and faculty. Elder, Paul

Guimond is a fluent Ojibwe language speaker from Sagkeeng First Nation. This past year alone, approximately 1,000 members of our College community have benefited from these interactions and support from our Elders.

Since the Fall of 2018, over 721 students have met our Elders, attended cultural teachings or had a Ceremony with them; 521 of those interactions have been requested through RRC departments and faculty for programming to support their curricular outcomes. Since the start of this Academic year, there have been approximately 229 interactions from rural RRC campuses with our Elders-in-Residence Program.

Sports and Recreation - Call to Action 89
This year RRC held our first annual Indigenous Games that lasted a week-long. All students and staff at had the opportunity to learn about Indigenous peoples through games, events and outdoor activities.

Library Services - Call to Action 69, 70
Work has begun in the Library for the Indigenous Subject Headings Modification Project to replace the terms “Indians of North America” with “Indigenous peoples” in the classification and description of Indigenous materials (books & videos).

Guides or pathfinders are designed to direct students and staff to resources, both in the Library and on the web. The following guides have been developed:

- Residential Schools Library Guide
- Indigenous Languages Library Guide
- Murdered and Missing Women Guide
- Traditional Ecological Knowledge Guide
- Indigenous Health and Well-being (coming soon)

Prominent visible displays have been showcased in the Library public display on a variety of topics pertaining to Indigenous issues, such as: the history of Indigenous sport, access to fresh water as a human right, and honouring the International year of Indigenous language.

Highlights from RRC TRC Champions - Call to Action 63, 66, 93
An Instructor from Child and Youth Care asked students to develop research on topics from the TRC Calls to Action in the area of education, and healthcare. The research was shared publicly through project boards in the RRC mall at the Notre Dame Campus for students and staff to view information on a variety of topics.

The Faculty of Community Services implemented TRC reconciliation monthly staff discussions in partnership with Nidinwe, a non-profit organization that services inner city youth. Approximately 45 staff participated in these discussions.

The RRC International Student Center and new employees attend Indigenous knowledge teachings as part of their staff orientation. This component offers an introduction to Indigenous knowledge and the history of Indigenous peoples in Canada.

Interactive Collaboration - Call to Action 79
RRC and SIE held an interactive public engagement process with the participation of Indigenous students in the Welcoming Winnipeg Reconciling Winnipeg’s History to resolve the

absence of Indigenous perspectives, experience and contribution. Approximately 40 students participated in this event in person, and by internet surveys.

RRC created the Truth and Reconciliation and Community Engagement Manager position to further support Indigenous student achievement. A Truth and Reconciliation Training Plan has been developed and training will be offered to all staff across the College. Our goal is to enhance Indigenous, non-Indigenous relations across the college which will strengthen relations between everyone. Learning will be offered through a number of modalities including classroom sharing circles, presentation, guest speakers, land-based and experiential learning. This is also a truth telling process that will help participants understand the need to engage in reconciliation efforts. This process begins with a consultation to engage stakeholders with the development of an Indigenous Education and Indigenous Achievement policy. The policy aims to create institutional support to enhance Indigenous Achievement. This policy may include the following components:
1. Indigenous Language Revitalization
2. Human Resources Components:
a. Employment Equity
b. Establish a response protocol for issues that arise regarding stereotyping, prejudice, discrimination, racism or harassment.
3. TRC PD Training for Staff and Students,
4. Indigenous Ways of Teaching and Learning including Curriculum Development,
5. Data Collection, Data Analyses & Reporting
6. Enhancing Indigenous Students Supports,
7. Dedicated Academic and Indigenous Cultural Learning Spaces

Since the hiring of the TRC Manager in January 2019, the Manager has been meeting with RRC departments and faculty to understand prior efforts to engage staff in TRC training. The Manager will continue to build on this effort, which includes a modified KAIROS blanket activity. To date, Senior Leadership Team, Leadership Council and staff from various departments have participated, this has been a good first step as it is a colonization simulation activity.

In addition, approximately 1200 staff attended the 2018 RRC Red Forum. It is an opportunity for all RRC staff to attend as a professional development day with workshops and keynote speakers. Niigaan Sinclair (am) presented; How to Build an Indigenous College and Kevin Chief (pm) presented; Building Resiliency and Hope as keynote speakers and along with two workshops offered; Women's Teaching –Traditional Role of Women in Indigenous Society and The 7 Sacred Teachings.

Last year, a partnership was established with Indspire, which brought one million, four hundred and eighty thousand dollars into the College that covered tuition and books for eighty-six Indigenous students. We will support an additional one hundred fifty students with remaining funds that will be dispersed to support students enrolling in programs for September 2019. The recent $1 million secured will enable supports for almost twice as many students this year.

This year, RRC plans to launch four new programs: ACCESS pathway to Business, Creative Communication and Digital Technology Programs, Language Certificate Program in Cree, Cannabis 101 and a Cannabis Retail Course.

University of Winnipeg

Our Goal

Call to Action: 11, 16, 63

University of Winnipeg is contributing to the fulfillment of the Calls to Action through the content of courses across all disciplines and faculties, through sport, through curatorial practices, through governance, student recruitment and retention, and through training and education for other institutions as well.

The University of Winnipeg recognizes that we are located on Treaty One land, in the heart of the Metis homeland. The future of Manitoba and our success as a province depends on the education system's ability to reach out to Indigenous people, nurture their talents and learn from and incorporate their traditional knowledge. Indigenization is about brining Indigenous people, perspectives, cultures and traditions into every aspect of the academy. For this reason, The University of Winnipeg is continuously seeking to advance reconciliation, incorporate Indigenous knowledge into our institution, and implement the Calls to Action identified by the Truth and Reconciliation Commission. The University of Winnipeg is guided by both the Calls to Action specifically, as well as an overarching commitment towards reconciliation and Indigenization. We use a holistic approach in working towards these goals.

The Truth and Reconciliation Commission's Call to Action 63.iii in particular guides us as an institution; we strive towards increasing intercultural understanding, empathy, and mutual respect. Throughout our courses, and across our departments, this Call to Action is our aim. This includes continuing education and our programs for professional development and training such as Indigenous Insights. With this holistic approach in mind, we have adopted several future goals that relate to specific Calls to Action, including:

- Call to Action 16: The University has already achieved a great deal in regards to Call to Action 16, which calls upon post-secondary institutions to create programs in Aboriginal languages. We will further our commitment to this call to action by strengthening our pre-existing language programs, as well as pursuing new opportunities to expand the number of programs and courses offered at the University.
- Call to Action 11: While this Call to Action is directed specifically at the federal government, we believe that as an institution we can play an important role in supporting Indigenous students who are pursuing a post-secondary education. To this end, The University of Winnipeg provides Indigenous students with a wide range of supports. University of Winnipeg's Opportunity Fund assists students from traditionally underrepresented populations, such as inner-city and Indigenous students, access post-secondary education. Since 2007, over $2.7 million in bursaries has been awarded to over 2,600 students. Additionally, Indigenous students at The University of Winnipeg have access to a range of academic, social and cultural supports that helps them achieve academic success and facilitates their engagement with graduate school opportunities, meaningful employment, and leadership roles. To do our part to meet the 11th Call to Action, The University of Winnipeg will continue to provide a wide range of supports to Indigenous students. The University will also review funding structures to ensure that Indigenous students have the tools and supports they need to attend university.

Our Progress:

In the past year, UWinnipeg has continued to build upon our Indigenization initiatives. UWinnipeg has implemented a wide range of programs and initiatives that supports the realization of Indigenization as an institutional priority. A summary of key Indigenization

initiatives that are infused throughout the university environment is as follows:

• Indigenous Leadership at UWinnipeg
UWinnipeg President and Vice-Chancellor, Dr. Annette Trimbee, is Métis. UWinnipeg's senior executive team includes Dr. Lorena Fontaine, Academic Indigenous lead at UWinnipeg, who has completed her PhD research on Aboriginal language rights in Canada. Dr. Fontaine is working with the Manitoba Aboriginal Languages Strategy of Manitoba, Red River College, University College of the North, the University of Manitoba and the Manitoba Provincial Government to develop a certification program for Aboriginal Language Speakers that are not teachers. She has also been an Aboriginal language rights advocate for the past 12 years both nationally and internationally.

Additionally, Wab Kinew, previous Associate Vice-President Indigenous at the UWinnipeg, recently defended his Masters in Indigenous Governance thesis on Machine Translation of the Ojibwe language. Dr. James Currie, Vice-President Academic at the University of Winnipeg and Professor of Mathematics, was one of the individuals to expose Statistical Machine Translation to Wab for the potential relating to Indigenous languages. This is a great example of how different areas of research can work together to preserve Indigenous languages. Dr. Currie and our Dean of Arts, Dr. Glenn Moulaison, have both invested time to learn the Ojibwe language.

• Manitoba Metis Federation Partnership
In January 2018, UWinnipeg and the Manitoba Metis Federation (MMF) signed a Memorandum of Understanding that brings an additional $600,000 to campus to support Métis scholarship at UWinnipeg for ten years. The first phase will include UWinnipeg researchers collecting and analyzing data to paint a picture of how Métis people in rural and urban Manitoba are faring in terms of health, economic and educational outcomes. This MOU build on an existing collaboration between UWinnipeg, the MMF, and the MMF's educational arm, the Louis Riel Institute. This collaboration has provided over $2.3 million in bursaries to Métis students attending UWinnipeg.

• Indigenous Languages Courses
Indigenous language courses continue to be offered within UWinnipeg's Indigenous Studies Program. The university recognizes and honors the central role of language as carrier of culture, conveyor of tradition and knowledge, and signifier of individual and community identity by supporting the teaching of the Indigenous languages Ojibwe and Cree. The language instructors in the department include Darren Courchene, Aandeg Muldrew, Annie Boulanger and Ida Bear. These credit courses contribute to the Truth and Reconciliation Commission's call to action 16, "We call upon post-secondary institutions to create university and college degree and diploma programs in Aboriginal languages." Additionally, our community outreach program includes free Indigenous language classes for neighbourhood residents ("Let's Teach Ojibwe to Our Kids").

• Human and Indigenous Rights Executive in Residence program
For the second year in a row, the Canadian Museum for Human Rights (CMHR) and The University of Winnipeg have partnered to deliver an exciting program – exclusively for senior leaders and decision-makers – that focuses on integrating Indigenous and Human Rights thinking into an organization's corporate social responsibility approach. The purpose of this program is to prepare private and public sector leaders to enhance their organizations' relationships with Indigenous peoples. This unique and immersive experience will be delivered on site at the world-renowned Canadian Museum for Human Rights, and will equip government, corporate, and public leaders to shape their organizations' perspectives and apply human rights leadership principles in the workplace.

Facilitated by experienced and distinguished UWinnipeg faculty, participants will attend classes at the CMHR and will also be exposed to hands-on experiential learning opportunities that will include excursions to local First Nation and Metis communities to learn from elders and traditional knowledge keepers. Participants will return to their workplace with new skills, and an understanding of the rights of Indigenous people.

• Indigenous Insights
The University of Winnipeg has officially launched Indigenous Insights - an innovative and flexible learning program designed to advance reconciliation across Canada through employee training. The program highlights Indigenous Peoples' history, rights, and relationship with Canada, and provides a foundation for organizations seeking to understand and respond to the seminal Truth and Reconciliation Commission's (TRC) Calls to Action.Canadian National Railway (CN) has already signed on as the premiere partner, and consider it the perfect tool for employees eager to learn more.

Indigenous Insights includes seven video modules hosted by well-known and respected Indigenous leaders including Tina Keeper, Michael Champagne, and Kevin Lamoureux. Two dynamic learning options are available: an online course that can be completed in under 90 minutes and a one-day facilitated session for up to 25 people. The program is ideal for organizations from all sectors and those seeking to enhance their knowledge and understanding of Indigenous Peoples.

University of Manitoba
Our Goal
Call to Action: 24, 28, 57, 63, 92
The University of Manitoba recognizes our responsibility to make concrete changes and to mobilize on the Truth and Reconciliation Commission of Canada's 94 Calls to Action.

We acknowledge that the TRC's Calls to Action are interconnected, and we are committed to a comprehensive approach to advancing reconciliation.

Three primary goals for 2019:

1. Several of the Calls to Action (24, 28, 57, 63, 92) direct our ongoing goals to incorporate Indigenous perspectives into our learning, discovery and engagement programs:

An Indigenous Initiatives Fund has supported unit-based projects since 2016. The majority of projects that received funding for 2019 focus on developing curriculum that integrates Indigenous perspectives, pedagogies and knowledge(s).

- We will continue to create opportunities for students, faculty and staff to learn about Indigenous perspectives through an Indigenous speaker series, Indigenous Awareness Month, Fireside Chats on Indigenous knowledge(s), to name a few.
- Using information from a newly launched self-declaration strategy for faculty, leadership and staff, we will create a strategy to enhance our recruitment and retention efforts of Indigenous employees.
- Indigenous senior leadership role and mandate is under review.

2. Ensure that every student graduates with an understanding of the importance and contributions of Indigenous Peoples in Manitoba and Canada.

The Faculty of Arts, Department of Native Studies in partnership with the Centre for the Advancement of Teaching and Learning will host a Summer Institute for Indigenizing Curriculum. The purpose of the Institute is to provide support to faculty who wish to Indigenize their existing courses or to work on creating an Indigenous content course that would potentially meet a future Indigenous Content Requirement. Opportunities to expand this pilot to other faculties may emerge.

3. The University of Manitoba is also working towards implementing Call to Action 16, which states: “We call upon post-secondary schools to create university and college degree and diploma programs in Aboriginal languages.”

In December 2018, Senate approved two language focus areas (concentrations) for a Bachelor of Arts (General Major) in Native Studies:

- Anishinaabemowin (Ojibwe) Language Focus
- Cree Language Focus

Both will be in effect for the Fall 2019 term.

The University of Manitoba will continue to work to enhance all Indigenous language course offerings and offer additional non-credit opportunities in which any U of M students, staff and faculty, as well as community members can engage. The creation of these programs and enhancement of Indigenous language courses are critical steps in the preservation of Indigenous languages.

Our Progress:
By the second-year anniversary of the signing (May 2019), the University of Manitoba will:

1. Over and above recruitment initiatives cited for year one, continue to increase the number of Indigenous faculty by a similar amount (6).

2. Reach the stated enrolment goal of 5% graduate students and thus improve the pool of research assistants who may support tri-council funded research.

1. The University of Manitoba Created the Indigenous Scholars Fund to support the recruitment of Indigenous Scholars who specialize in topics relevant to Indigenous experiences. In 2018, the following six positions were approved for funding:

- I.H. Asper School of Business, Assistant/Associate Professor/ Professor, tenure-track in the Department of Business Administration – candidate has been identified as being supported by the faculty to complete their PhD.
- School of Art, Assistant/Associate Professor, tenure-track – candidate has been hired.
- Faculty of Arts, Assistant/Associate Professor, tenure-track in the Department of Native Studies – announcement of successful candidate forthcoming.
- Faculty of Arts, Assistant Professor, tenure-track in the Department of Political Studies – candidate has been hired

- Rady Faculty of Health Sciences, Assistant Professor, tenure-track in the Department of Community Health Sciences – candidate has been hired.
- Faculty of Science, Assistant/Associate Professor, tenure-track in the Department of Microbiology – candidate has been hired.

2. The goal of 5% Indigenous graduate students was surpassed. In 2018, 6.8% of graduate students self-declared as Indigenous.

EDUCATION – SCHOOLS AND ASSOCIATIONS

Balmoral Hall School

Our Goal

Call to Action: 62, 63

Our goal is to collaborate with the local Aboriginal community, both elders and youth, in the planning of our annual in-house, full day Equity conference to be held in February 2020. The conference will focus on residential schools, and Aboriginal contributions to Canada. The conference will be organized and led by grade 11 students and age appropriate sessions and activities will be developed for all students from Kindergarten to Grade 12.

Our goal is addressing Call to Action #62 and #63.

Calls to Action

62. We call upon the federal, provincial and territorial governments, in consultation and collaboration with Survivors, Aboriginal peoples, and educators to:

i. Make age appropriate curriculum on residential schools, Treaties, and Aboriginal peoples' historical and contemporary contributions to Canada a mandatory education requirement for Kindergarten to Grade 12 students.

63. We call upon the Council of Ministers of Education, Canada to maintain an annual commitment to Aboriginal education issues, including:

i. Developing and implementing Kindergarten to Grade Twelve curriculum and learning resources on Aboriginal peoples in Canadian history, and the history and legacy of residential schools.
ii. Sharing information and best practices on teaching curriculum related to residential schools and Aboriginal history.
iii. Building student capacity for intercultural understanding, empathy, and mutual respect.
iv. Identifying teacher-training needs relating to the above.

Our Progress:

Our goal was to collaborate with the local Aboriginal community, both elders and youth, in the planning of our annual in-house, full day Equity conference that was held on February 13, 2019. The conference was organized and led by the Humanities Department and grade 11 students. Age appropriate sessions and activities were developed for all students from childcare to Grade

12.

Our goal over the last two years has been to plan and host a one-day conference, but our focus has grown to be much more than that. Continued collaboration and conversations with our local Aboriginal community has enabled us to continue to build our resources and ensure our programming is relevant and accurate.

We are hoping that in the future, we can stream the conference to rural schools so that they too can benefit from the knowledge shared by our Aboriginal community.

Activities:

1. Orange Shirt Day- All students were encouraged to wear an orange shirt on September 28th to continue the dialog representing residential schools and to honour the survivors. With support and suggestions from our community, students are working to design a logo for next September's Orange Shirt Day.

2. On November 8th, homeroom and advisory activities acknowledged Aboriginal Veterans Day by focusing on the contributions of Indigenous men and women in the Korean, and First and Second World Wars.

3. All students and faculty participated in our 3rd annual Equity Conference, on February 13, 2019. This year's theme was "Celebrating Indigenous Spirit". Again, with the assistance of our local Aboriginal community, age appropriate activities were planned for all students from childcare to grade 12. We celebrated indigenous spirit through storytelling, music, art, games and even looked at the TRC through a science lens. An elder opened our day with prayer, and we were thrilled to have Mayor Bowman and Tracey Cechvala reinforce the importance of the day on deepening our understanding of truth and reconciliation. After the conference ended with a Pow Wow, all students were asked to reflect on their learning through text, art, music or video. Three stories of visual reflections can be found in our school's atrium.

4. Faculty are seeking out and participating in professional development opportunities that will help with the development of relevant and meaningful age-appropriate activities and lessons.

5. This year, 25 titles were added to the library's indigenous collection. This brings the total resources to 81 with more on order. As well, a Grade 12 AP art student donated 5 paintings and her book, "Remembering her stolen voice". The book and paintings showcase the story and lives of five murdered Indigenous young women.

Dakota Collegiate
Our Goal
Call to Action: 63
Dakota Collegiate will continue to focus on Call to Action 63iii (building capacity for intercultural understanding, empathy and mutual respect) in our classrooms, leadership and school community.

Our Progress:

Call to Action 63iii (building student capacity for intercultural understanding, empathy and mutual respect) has been the focus in Dakota's Collegiate's classrooms, leadership and school community. Our initial commitment to the Winnipeg Indigenous Accord was through our community garden classroom and has expanded to include all staff and students.

We are proud of our continued student and staff commitment to our divisional student leadership group, the development of the divisional treaty education portal, the divisional Indigenous Education Community Council and the completion of our tri-school outdoor garden classroom.

Our new school advocacy group, Mino Giizhigad, group has impacted our entire school population through school wide Orange Shirt Day featuring 4 teachers sharing the impact of residential schools on themselves and their families and their hopes for the future. All 1,222 students in the school viewed the video in classrooms with teacher lead discussions. Fall also featured a water walk for 90 students and the Save our Seine community group. And on May 5 the school foyer will host an art installation which will focus on Missing and Murdered Indigenous Women.

Our new community garden classroom is installed and this May will include 18 trees (9 of these being fruit trees), a bed of 75 strawberries, 30 asparagus, 6 rhubarb, herbs and salad greens all planted using Indigenous ways of knowing in partnership with Victor Mager and Lavallee elementary schools and the Rene Delorme Newcomer Settlement program. Our school is the recipient of heritage squash seeds from students from General Vanier school and hope to plant the seeds at all three schools for a fall harvest feast.

And this year 11 sections of grade 9 classrooms have been taught by 14 teachers from an Indigenous perspective with Indigenous pedagogies. We estimate these courses have impacted 250 grade 9 students. This curricula has been further shared with 4 teachers from another school.

Glenlawn Collegiate

Our Goal

Call to Action: 62, 63, 79

Glenlawn Collegiate will continue to work on our previously set goals, however, we are also setting new goals for the upcoming reporting year:

1. We will be creating an Indigenous student group with a focus on belonging, learning, sharing, and building relationships.
2. We will be implementing strategies to enhance enrollment and interest in our Grade 11/12 Current Topics in First Nations, Metis, and Inuit Studies course.
3. We will be creating a space in our library for Indigenous resources that reflects Indigenous peoples and world-views.
4. We will be offering another set of Indigenous themed/authored novels for this year's book-read for staff.
5. We will be creating a professional development action plan to ensure that all staff are supported in their learning journey.
6. We will be creating a resource package for new staff so that they can effectively integrate Indigenous philosophical and content area pieces into their teaching.
7. We will continue to develop our school plan around the Circle of Courage philosophy.

Our Progress:

As signatories to Winnipeg's Indigenous Accord, Glenlawn Collegiate Institute continues to take very seriously its commitments to reconciliation. The TRC recommendations for public education have provided us with a clear path towards change, and a mandate to do our part in helping to create a reconciled future for all Canadians. As educators, we understand and acknowledge the role of education in our historical relationship with the Indigenous peoples of Canada. As such, we believe in the power of our educational institution as a place of reconciliation and positive relationships moving forward.

It has been important for us, as a large school, to continue our work in our Winnipeg's Indigenous Accord Working Committee. Our committee was created to ensure entire school involvement, accountability and a platform to creating change as we move towards our goals and our pledge.

In our goal setting for the 2018/19 year, we continue to take a three-pronged approach. We feel it is necessary, in congruence with TRC recommendations 79, 62, and 63, that we address change not only for our building, but for our staff, and most importantly for our students. Since becoming signatories, our school's committee has met often to plan and assess the progress of our commitments and to look ahead to possible future goals.

Our first goal was to ensure that we are commemorating Indigenous peoples in the daily practices and traditions of our school.

In September of 2018, we invited students and their families, along with school staff and staff from our Indigenous Education Department to join us in a community feast. We a had former indigenous grad come and share his experience as a Glenlawn student, and staff member Hilda Kent brought her drum and offered those gathered a welcome song. Staff, students, and families were able to dialogue and meet one another as we celebrated community together.

Glenlawn has continued to encourage whole-school participation in Orange Shirt Day on September 30th each year. We incorporate into our commemorative practices the honoring of those who were/are impacted by residential schools. Each year, teachers have available to them various resources designed to educate and create dialogue amongst not only their students, but fellow colleagues, and our community.

We have continued to honour Indigenous Veteran's Day and Remembrance Day each year with a whole-school ceremony on November 8th. Each year students have taken the lead in educating our community about the significant contributions of Indigenous and Non-Indigenous veterans to Canada's military and socio-political history.

We have continued to implement personalized treaty acknowledgments at staff meetings and over the school intercom as a way of honoring the contributions and histories of Indigenous peoples in our province and city. We feel that by acknowledging the importance of treaty relationships, that we are promoting the idea that we are all treaty people and instilling in our staff and students a respectful attitude towards the Indigenous peoples whose lands we currently share and benefit from each day as Canadians. We continue to post daily treaty acknowledgments on our hallway television monitors to provide daily reminders of the importance of treaty relationships for all, and to create ongoing dialogue.

Our second goal was to support teachers in their ability to effectively integrate Indigenous perspectives into all subject areas and curriculum. Many of our staff have begun increasing their own knowledge of Indigenous peoples within their professional learning time. This increased knowledge has led to greater implementation of Indigenous perspectives in their teaching. This is beginning to happen across all grade levels (9-12), and in many different content areas, but continues to be an area of growth with us.

Treaty Education Committee: Glenlawn has established a Treaty Education Committee that has met four times this year with a larger group of educators from the Louis Riel School Division. The purpose is to support the creation of a divisional Treaty Education Web Portal, along with grades 9-12 curricular resources for teachers to use. This portal will be launched to the division in April 2019 and will act as a comprehensive resource base for all teaching staff.

School Philosophy: Glenlawn continues to use Dr. Martin Brokenleg's Circle of Courage philosophy as a foundation for school planning. Students and staff have had the opportunity to create their own "circles", and all continue to grow in this area as we develop our understanding further with the Circle of Courage philosophy.

Professional Collaboration: All our teaching staff have also recently engaged in professional collaboration sessions with the focus of creating dialogue and understanding around issues that face Indigenous peoples. These professional collaborations have been led by multiple people including our Indigenous Scholar in Residence, Dr. Frank Deer.

Staff Book-Talk: Staff were all provided with Indigenous themed/authored books for their 2018 summer reading. The books were: The Break, Marrow Thieves, The Inconvenient Indian, The Comeback, and Seven Fallen Feathers. Staff began the year with rich discussions about the themes within each book, and these discussions have carried over into many aspects of their professional development and colleague networking initiatives.

Mid-week Network Group for Treaty Education – Each week groups of teachers meet to incorporate and enhance Treaty Education in their teaching; this includes indigenous worldviews and ways of knowing. Efforts are underway to enhance treaty education in Grade 9 Humanities and Grade 11 History specifically.

Our third goal was to develop student capacity for inter-cultural understanding, empathy, and mutual respect.
Glenlawn Living library – The Living Library is an annual event at our school that provides a platform for students and members of the community to engage in story and dialogue for learning. The theme for 2019 is 'Unbound' which is centered around the Circle of Courage philosophy. As part of the Living Library we invited all of the Indigenous Accord Partners to come and act as living books in our library.
Grade 9 Personal Reflection – This January, Glenlawn incorporated three days of learning about the Circle of Courage as a philosophy for personal reflection and growth.

Indigenous Youth Leadership Cohort - A group of Glenlawn students continue to engage as part of the Louis Riel School Division's Indigenous Youth Leadership Program, with the focus on advocating for Indigenous rights and educating their peers on Indigenous history and culture. This year our group was gifted the name "Oyoycik" in ceremony, which translated as "those who come a calling". On March 20th, our students put on a community feast for families and staff from across the division, where the group spoke of its future goals in educating and action on reconciliation initiatives.

Indigenous Education Teachers - Glenlawn has invited Indigenous education teachers into our COOP Program four times this year to share teachings with students and to provide a framework for current and future learning. We continue to look for opportunities to partner with the Indigenous community to share cultural and traditional teachings with staff and students.

Blanket Exercise - To promote intercultural understanding, Glenlawn's Indigenous education teacher, along with student volunteers, have facilitated the Kairos Blanket Exercise for approximately 200 students.

Gonzaga Middle School
Our Goal
Call to Action: 45, 62, 63, 64
Gonzaga Middle School has developed four goals as participants in the Winnipeg Indigenous Accord and as part of our larger commitment to Reconciliation:

- Infusing Indigenous perspectives across all curricula, teaching the Manitoba Treaty Relations curriculum and the history and legacy of residential schools at all grade levels;
- Utilizing NCTR recommended books in "read aloud" programs in classrooms and novel studies;
- Ensuring students can articulate treaty acknowledgement;
- Encouraging an inclusive spiritual culture which allows all in the school community to respect their own spiritual tradition and to learn about other spiritual traditions including Indigenous traditions.

Our Progress:
Gonzaga Middle School has actively infused Indigenous perspectives across all curricula and engaged students and teachers in learning about reconciliation and the history and legacy of residential schools. All classrooms are rich with aboriginal literature, art and music. Daily all-school assemblies routinely include Indigenous perspectives including and beyond the Seven Teachings. Land-based education components include students learning about birch bark biting, the history of the land that is Manitou Abhee at Tim Horton's Camp Whiteshell for example. Students also participated in ceremonies, learning about tobacco ties, spirit meals, smudging and traditional medicines. The Manitoba Treaty Relations kit was actively used in the Grades 6 and 8 social studies classroom and UNDRIP was discussed as part of Grade 7 Social Studies with some students choosing to participate in a letter writing campaign related to UNDRIP.

Thanks to various partnerships students were able to participate in activities which advocate for Indigenous rights, such as a Cub Walk with the Mama Bear Clan, a Water Walk for improving access to clean water, and The Red Dress Project in support of Missing and Murdered Indigenous Women in collaboration with Sarasvati Theatre Group. Gonzaga students also participated in the Project of the Heart and in Orange Shirt Day where they heard stories from grandparents who were Residential School survivors. Elders Barbara and Clarence Nepinak shared knowledge about drumming and hoop dancing with students both at the school and at Festival du Voyageur programming. Students annually participate in the National Centre for Truth and Reconciliation's "Imagine a Canada" program with a group of three Gonzaga students being chosen to represent Manitoba at the 2018 National event which included learning about and creating ribbon skirts and then working with the Elder's Council on the meaning of reconciliation. Thanks to a partnership with the Inuit Centre, acclaimed Inuit author Michael Kusugak came to Gonzaga to read and tell stories during the annual Storytelling Festival. Students learned about and participated in traditional jigging thanks to the Norman Chief Dancers and also through Gonzaga's participation in True North Foundation's Project 11 which allows students to learn about jigging and Pow Wow Sweat as part of their Physical Education program and after school enrichment.

Gonzaga Middle School has also engaged or partnered with Indigenous groups or organizations

that suppport Indigenous peoples. Some examples include: Ogijiita Pimatiswin Kinamitwin (OPK) as we welcome their Young Men's Life Skills group weekly in the evenings, participating in WASAC sponsored events, supporting Mama Bear Clan, partnering with North Point Douglas Women's Centre, and I Love the North End. This has included volunteering at events, hosting events and a pipe ceremony, and staff attending Indigenous knowledge teachings and then sharing knowledge with other staff to build a respectful and inclusive school culture.

John G. Stewart School

Our Goal

Call to Action: 83

We are currently in the process of seeking out the funding necessary to create an outdoor classroom to be located outside our school building. We will likely partner with the Knowles Centre as our school is located on their property. We will use this outdoor classroom for cultural teachings, visual arts, and also for classroom teachers to use at their discretion.

Our Progress:

We are very proud to report that this year we unveiled the 7 Sacred Walk along Bunn's Creek parkway in North Kildonan. The event was a joint venture between John G. Stewart School, the Winnipeg Arts Council featuring artist Becky Thiessen and the Knowles Centre. This project could not have come to fruition without the great work of Karl Thordarson (City of Winnipeg Parks-East) and Councilor Jeff Browaty.

The event occurred Dec. 5th and was very well attended. We celebrated the installation of 9 signs, including 2 trail head signs, along Bunn's Creek that feature both wood carving and interpretive art depicting the 7 sacred teachings. The signs are designed to educate the community about these very important teachings. The art work was created by students from John G. Stewart with guidance provided by Rob Unik and Becky Thiessen. The school and all partnering organizations are very proud of this public display which will serve to educate this community for decades to come.

Manitoba Association of Parent Councils

Our Goal

Call to Action: 10, 45

MAPC is currently working on strengthening its goals to participate fully as a partner in the Accord. Currently, it is in discussion for items that include (but are not limited to) the following actions:

- We will continue to open MAPC meeting and event by recognizing that we live, work, and meet on Treaty Land in the homeland of the Metis people, to ensure that every MAPC volunteer, director, employee, and member parent group understands that the land has a deep connection to our collective histories as First Nations, Inuit, and Metis people, as well as settlers and newcomers (TRC Call to Action 45.iii);
- Offering opportunities for MAPC membership, both Indigenous and non-Indigenous, to learn about the history of the colonization of Canada and legacy of the Residential School system through workshops and exercises coordinated in partnership with the Indigenous Inclusion Directorate. (TRC Call to Action 10.vi and 10.vii);

- Offering support, as a friend and ally of First Nations, Inuit, and Metis people and their respective school communities, to assist in the collaborative development of relevant resources, supports, and materials promoting the inclusion of autonomous parental voice in a variety of school systems, for First Nations, Inuit, and Metis people, as well as allies and partners. (TRC Call to Action 10.v and 10.vi).

Our Progress:

MAPC is working on the following areas;

- establishing ex officio representation on the governing board;
- enhanced partnerships with Indigenous groups and organizations;
- continued use of Elders for blessings and counsel at events;
- organizing multiple "meet and greets" with Indigenous parents.

Success Skills Centre

Our Goal

Call to Action: 93

We will continue to provide the Elder facilitated awareness session incorporated in our pre-employment program for Newcomer professionals and skilled workers, and expand education sessions for staff. Our goal for this year is to increase the amount of time we are allotting to our present Indigenous Awareness Program with our immigrant clients.

Our Progress:

During our monthly Hands-On Practicums (eight groups per year, 20-30 to each group, of newcomer professionals and skilled workers) at Success Skills Centre, we have as part of our curriculum a regular training session delivered by Elder Dr. Albert McLeod called "Indigenous Canadians Welcome New Canadians". Between 160 to 200 newcomers participated in total.

In June of 2018, our staff of 11 participated in the Blanket Exercise, with some having participated in the past also.

The Manitoba Teachers' Society

Our Goal

Call to Action: 57, 62

In response to the Truth and Reconciliation Commission's Call to Action #57 and #62 the Society work with education partners in Manitoba to provide professional learning opportunities for educators on the history, treaties and laws that impact Indigenous Peoples in Canada as well as training on intercultural competency, conflict resolution, human rights and anti-racism. Professional Learning will focus on:

- creating an understanding of corrective history and the impact of colonization on Indigenous peoples.
- supporting increased advocacy related to changes in policy, practices and curriculum to ensure the full inclusion of Indigenous educators, students, families and communities in Manitoba schools.
- providing tools to support educators in teaching about human rights, anti-racist education and equity practices.

Our Progress:
The Manitoba Teachers Society (MTS) represents 16,000 teachers from across the province and focuses on building the capacity of teachers to teacher about Indigenous history and address the Calls to Action. Specifically, this has included professional learning such as:

- Circle and the Box
- Exploring our Place in Reconciliation
- Local Indigenous Chairs Seminars
- Annual MTS whole staff training.

In terms of policy development recommendations the Society continues to take advice from the Indigenous Voice in Action Standing Committee (IVASC) comprised on Indigenous Educators from across the province. The committee continues to monitor and assess trends and developments in Indigenous education as well as make policy and practice recommendations at our Annual General Meetings and to our Provincial Executive. MTS is currently exploring ways to increase Indigenous voice in our organization through action planning and various new initiatives.

The work of IVASC continues to be supported and highlighted through our Indigenous Chairs who are responsible to bring resources and new knowledge to local teachers associations across Manitoba.

In addition to our internal committees, we continue to meet with educational partners on a regular basis to discuss Indigenous education and identify areas of communality both for advocacy and professional learning.

EDUCATION – SCHOOL DIVISIONS

Louis Riel School Division
Our Goal
Call to Action: 63
The Louis Riel School Division is committed to Indigenous student success, families and community, and providing education to all students that promotes Indigenous history, language, culture, and knowledge systems to actively encourage intercultural understanding, empathy, and mutual respect. The Louis Riel School Division continues dedication to building teacher capacity by our continued development and implementation of Kindergarten to Grade Twelve curricula and learning resources in support of the TRC Call to Action #63 in conjunction with the vision, commitments, and principles of Winnipeg's Indigenous Accord.

The Louis Riel School Division's goal for 2017-2018 is to further develop K – 12 curricula, resources, and supports to further promote our understanding of Indigenous peoples and cultures in historical and contemporary contexts, the history and legacy of residential schools, our historical and contemporary relationships to Treaties, and Indigenous languages.

This work will continue to be a collaborative effort with divisional Elders, our community council, the Indigenous Education team, school communities, and teams of teachers from across the division.

Our Progress:
The Louis Riel School Division is committed to Indigenous student success, families and community, and providing education to all students that promotes Indigenous history, culture, and knowledge systems to actively encourage intercultural understanding, empathy, and mutual respect.

We have continued the various events, activities, and initiatives in working towards our goals within the Winnipeg Indigenous Accord and towards Truth and Reconciliation in our school division, city and country.

https://www.youtube.com/watch?v=WaEoSIrPQwM&feature=youtu.bE

Please also see updates on our ECHO Program, writing project, Indigenous Language Program, Medical Career Exploration Program, Treaty Education Portal, Graduation Powwow, and Citizen and Reconciliation Forum in our Annual Report to the Community.

https://www.lrsd.net/Documents/LRSD_AR_201718.pdf

This year we also began a meaningful relationship with the St. Theresa Point community. On February 19, 2019, Louis Riel School Division hosted an historic collaboration between educators from LRSD and St. Theresa Point from northeastern Manitoba. The professional learning partnership was known as Anisinineew Weentamaakewin, translated from Island Lakes Oji-Cree as "People Sharing Information." This relationship also has students from LRSD preparing for a trip to St. Theresa Point to learn and share.

https://www.lrsd.net/News/Pages/Anisinineew-Weentamaakewin-PD.aspx

Pembina Trails School Division
Our Goal
Call to Action: 57, 63
The Pembina Trails School Division is committed to moving forward in accomplishing its goals. Strategies in meeting these goals will unfold over time and will be reflected in future reports.

Our Progress:
In this current school year (2018/19), Pembina Trails continued to develop and expand its Divisional Indigenous Education Plan. As background, this is the fourth year of implementation of this plan and recognizes that prior to 2014/15, many efforts and strategies were implemented to advance Indigenous Education priorities, and the belonging and success of Indigenous students. As this has evolved, the Pembina Trails Indigenous Education plan includes:
1. the role of Indigenous Student Success teachers, organized by High School feeder schools in selected geographic areas;
2. the role of an Indigenous Elder in Residence to engage with work with senior years Indigenous students in all high schools;;

3. professional development and programming opportunities;
5. a summary of initiatives and process for accessing resources for school-based initiatives; and,
6. the establishment of a Divisional Indigenous Youth Leadership Development program and student-led steering group .

The role of Indigenous Student Success teachers has evolved with increased structure that includes systemic tracking of students on varied supports provided and success towards meeting Divisional engagement, literacy, numeracy goals and graduation goals.

The role of the Indigenous Elder in Residence is to provide cultural teachings, individual student support, general school community support, guidance to Indigenous student groups, teachers and leaders in schools, and role-modeling.

This year, Pembina Trails has continued to move forward through the following:
1. Engaging a Scholar in Residence to work with divisional / school leaders and teachers as well as Indigenous Student Success teachers and student leaders;
2. Recognizing the completion of leadership training provided to the first group of thirty IYLD students; and,
3. i. Supporting various programming initiatives:
- Drum-making programs were established in two schools. This was also provided at the IYLD Camp.
- The license to NFB video resource was provided to all schools
- A space for Indigenous teachings was established at General Byng School.
3. ii. Supporting various events:
- Pembina Trails Voices along with Indigenous musical artists hosted a fundraising concert for the United Way.
- The focus of the Student Voice Unite Forum in May is Reconciliation through belonging.
- School participation at Niniimi'iwe in June is widely promoted with subsidized support to increase access.

Some of the key responsibilities of the Indigenous Scholar in Residence are:
- To continue the development and implementation of the divisional Indigenous Education Plan in collaboration with Elders, Indigenous Student Success Teachers, Indigenous Youth Leaders;
- To develop a professional learning plan to deepen understanding Residential Schools, Treaties, Truth and Reconciliation; and,
- To provide leadership, professional development, and support to school leaders and teachers in Indigenous Education.

In recent years prior to 2018/19, initiative highlights include:
- establishing an Indigenous Education Resource Centre and Family Welcome Centre at Westgrove School;
- upgrading the Turtle Garden outdoor-based / community space at Acadia School; and,
- ensuring Indigenous representation in all school library collections.

River East Transcona School Division
Our Goal
Call to Action: 7, 45

As part of River East Transcona School Division's commitment to Winnipeg's Indigenous Accord, we are providing the following self-identified goals:

- In relation to Call to Action #7, RETSD is committed to improving educational outcomes for Aboriginal students and closing the achievement gap between Aboriginal and non-Aboriginal students.
- In relation to Call to Action #45 (iii), RETSD is committed to fostering a safe and welcoming learning environment for all that is built on the Treaty principles of mutual recognition, respect and shared responsibility for relationships today and into the future.

We believe that these goals closely align with our current and planned work for the whole of the school division as well as the area of Aboriginal education, the Calls to Action and the Commitments reflected in the City of Winnipeg Indigenous Accord.

Our Progress:
The River East Transcona School Division continues its mandate to improve educational outcomes for Indigenous students and to close the achievement gap that exists between Indigenous and non-Indigenous students. With the support and active involvement of Elders and those within the Indigenous Community, the Indigenous Educational Leadership Team has developed a three year plan with a focus on increasing Indigenous student academic achievement in 3 schools with the highest number of Self Identified Students in Early, Middle, and Senior Years. Focus of involvement encompasses three areas- Academic/Curricular, Indigenous Student/Parent/Community Engagement, and Mentorship/Pathways to Success. Grades focused on are 3, 7, and 12. Elders, Knowledge Keepers, and IELT members collaborate closely with school personnel and community members in developing plans to meet the needs of Indigenous Students and to support teachers in implementing best practices in regards to Indigenous Education. Data collected at the end of each year will help guide future planning and will be indicators of success.

Treaty Residencies within all schools across the division continue, the purpose being to model for teachers how Treaties can be taught through an Indigenous lens and to strengthen student understanding that We Are All Treaty People. Residencies explore life on Turtle Island before colonization, the spirit and intent of the Treaties, the impact of the Indian act, and the power of Resiliency. This year, 13 schools, and approximately 4000 students and 160 teaching and support staff, have actively participated in the Treaty Residencies. The Land Acknowledgment Statement has been sent out to all schools and divisional meetings open with the acknowledgment that we are on Treaty One Land. The majority of schools are doing the Land Acknowledgment at least once a week during morning announcements and assemblies.

Walk With Us, a colonization simulation, has been facilitated in 12 schools for teaching and support staff, and has been adapted to now include Senior Years students. By the end of this year, 95% of schools and staff in the division will have participated in the Walk With Us learning experience.
Three Literacy Support Teachers continue to work within our schools and provide one-on-one support to increase literacy skills in Self-Identified Students who need support. This is accomplished through a combination of targeted Reading Recovery intervention, small group literacy support and whole class co-teaching of Indigenous perspectives.

To strengthen Indigenous Identity and cultural connections amongst First Nation, Metis, and Inuit students, Mentorship programs, Smudge Leadership groups, Mino-Pimatisiwin in Middle Years, drumming groups, as well as cultural and language learning continue in 90% of the 42 Schools within the Division.

Seven Oaks School Division

Our Goal

Call to Action: 10, 14, 15, 62, 63

Seven Oaks School Division's goal is to further the process of true reconciliation with Indigenous peoples by contributing to language revitalization, by honouring Indigenous history and culture in our teaching and by ensuring that Indigenous students graduate from schools with lives rich with possibility. And to ensure that non-Indigenous students are graduating with a strong understanding, appreciation, respect and acknowledgment of Indigenous peoples.

Seven Oaks School Division will continue to increase their efforts to revitalize and preserve Indigenous Languages through cultural and land based teachings opportunities, language classes, courses and events.

Our Progress:

Seven Oaks goal is to further the process of true reconciliation with Indigenous peoples by contributing to language revitalization, by honouring Indigenous history and culture in our teaching and by ensuring that Indigenous students graduate from our schools to lives rich with possibility. Seven Oaks goal is to increase number of students, staff and/or public participating in Indigenous language classes and will enhance and/or create the number of Indigenous Languages being offered within the division.

The Ojibwe Bilingual Program at Riverbend has grown to as of this school year K - 5 classrooms. We have expanded from 4 classrooms into 6 classrooms. The K-5 dual track program offers 50% of their school day instruction in Ojibwe language and 50% in English. We are steadily developing our own curriculum, standardized resources and books, literature and technology to support it. This program is revitalizing and preserving Indigenous language through culture. It is a blending of the past with present to bring about strength, opportunity and a bolder presence of Indigenous peoples in the future. In partnership with Canadian Heritage, we have created several Ojibwe language resources for our classrooms which will be shared on our divisional website to share with the public for their own interest and learning. We will be having our 4th Ojibwe Language Summer Camp in July 2019 which is open to all students and families in the division. The camp will be supported by teachers, elders and knowledge keepers and will incorporate land based learning into language and culture. Our Ojibwe program teachers, EA's and support staff have been given the opportunity to take Ojibwe Language courses with Red River College. Many of them are working towards their language certification with Red River College.

Our whole staff (teachers, EA's, custodians, bus drivers, etc) came together for our Annual Divisional Day in October 2018 and the day was dedicated to Indigenous ways of being and knowing. Dr. Cindy Blackstock was our keynote speaker for the morning at the Concert Hall and the afternoon was a series of workshops (that were offered by Indigenous community members, Indigenous Seven Oaks staff, ally staff. elders, knowledge keepers, Indigenous advocates). Seven Oaks staff could choose to attend the workshop of their interest and choice. This day demonstrated Seven Oaks commitment to Indigenous resurgence and to increasing a

stronger foundation for understanding and appreciating Indigenous cultures and worldviews.

The Seven Oaks Administration and Superintendents spent 3 days with Elders Mary Courchene, Dan Thomas, Harry Bone and Advocate Mitch Bourbonierre at the Administrators Conference in October 2018 deepening their understandings of the Indigenous histories, current and contemporary issues and situational land based teachings. Seven Oaks Leadership continues to seek and understand how Indigenous knowledge is foundational to what we do in education.

We had an Indigenous Youth Gathering in February 2018 which brought together 145 Indigenous students from our 3 high schools and 2 MET schools. The focus of the gathering was youth empowerment, pride, identity and resilience based on the Orange Shirt Day idea of Every Child Matters and We're Still Here! We had elders open the day, Indigenous role model Sonya Ballantyne was our keynote speaker for the morning, alongside several of our Seven Oaks youth who showcased their gifts of song, dance and voice. The afternoon was a series of workshops aimed at creating a deeper sense of their identity.

This June 2019 will mark our 10th year for the Divisional Traditional Graduation Pow Wow. This community event includes staff, students from every school, families and the Pow Wow community of dancers, singers, drummers, veterans and elders. We also have many dignitaries such as our local MLA's, Mayor, Councillors, Wpg Police and Indigenous Leaders who attend our Pow Wow. We are thrilled to be celebrating our 10th year of this amazing and important Seven Oaks community event.
In partnership with University of Winnipeg, our CATEP (Community-Based Aboriginal Teacher Education Program) had 2 graduates in October who joined our teaching staff. Since the inception of this program, we are currently working with our 13th cohort and we currently have 25 Indigenous teachers working in our division who have graduated through CATEP.

St. James School Division

Our Goal

Call to Action: 63

St. James-Assiniboia School Division believes in and is committed to improving the sense of connection, belonging and academic success of Indigenous students. Our Division continues to focus on the areas of capacity, community, curriculum and culture.

Our Progress:

This year SJASD has moved forward with a number of significant recommendations made by our Divisional Scholar in Residence, Dr. Niigaan Sinclair. A new Divisional Indigenous Education steering committee has been created, comprised of senior administration, school administration, teachers, and school trustees to meet regularly around the priorities of Indigenous inclusion within our schools. Some schools have also engaged Indigenous parent groups to ensure that their voices and opinions have been included in school planning and addressing barriers. All of our schools from kindergarten to grade 12 have identified Indigenous-specific goals as part of their school planning that address the academic success of Indigenous students, as well as building mutual respect and understanding within the entire school community.

Divisional staff continues to be engaged in professional learning opportunities throughout the school year around Indigenous history, cultures, knowledge systems, and worldviews, which will

have a direct impact on the learning within our classrooms. Our school teams also continue to collaborate with support staff, Elders and Knowledge Keepers, and community members to develop meaningful relationships and ensure that all voices are honoured.

St. James-Assiniboia School Division is committed to the process of reconciliation, and understands that it is the responsibility of all Manitobans to work together towards a strong future for all.

Winnipeg School Division
Our Goal:
Call to Action: 14
The Winnipeg School Division continues to support and address the requests of the community for Indigenous language instruction. In order to preserve the Ojibwe and Cree language and culture, Children of the Earth High School and Niji Mahkwa School were established 25 years ago. Recently, the Cree and Ojibwe Bilingual Programming was established at Isaac Brock School to continue supporting this need and also aligns with the Truth and Reconciliation Commission of Canada: Calls to Action #14.1. Cree and Ojibwe language support is provided for classroom teachers along with evening Cree and Ojibwe language classes for students, staff, and the community.

Our Progress:
Niji Mahkwa School and Children of the Earth High School continue to support the students, families and community in the journey of restoring relationships through language and culture. Ojibwe and Cree classes and the cultural programming work synonymously to support the growth of the learners.

The Elder/Knowledge Keeper works directly with teachers to integrate Indigenous language and knowledge into the classrooms. The Optimal Learning Model has been a successful strategy used to enhance teacher practice and student learning.

The Cree and Ojibwe Bilingual Programming at Isaac Brock School will be opening a Grade 3 classroom for both languages and it will continue adding one grade per year until grade 6.

Evening language classes continue to be successful. The program periodically moves locations to allow multiple communities the opportunity to attend.

The journey began in January 2019 for 27 Indigenous Winnipeg School Division students in the Build From Within (Ozhitoon Onji Peenjiiee) teacher development program. The Winnipeg School Division in partnership with the University of Winnipeg and Indspire will be supporting the development of 27 students/teacher candidates from Grade 11 to completion of their Education degree. These students would then be hired as teachers in the Winnipeg School Division upon graduation from the program.

FAITH AND RELIGION

Anglican Diocese of Rupert's Land
Our Goal
Call to Action: 48, 60, 61, 62, 82

Our Progress:

#82 In 2015 Wechetowin (People Helping People) partnered with the community of St Paul's, Fort Garry to plan and install a monument at the Peace Meeting Site at The Forks, Winnipeg. The monument, supplied by Larson Memorials, is a rough field stone with an inscription in Cree syllabics, French and English. "Grandfather Rock" is a memorial for Survivors of Indian Residential Schools: "Survivors have much to teach the world, our country and local environment . . ." It was our hope that the Provincial Government might claim this as the Provincial Monument, this has yet to happen. A commemoration ceremony happens annually on May 26 with a sacred fire and pipe ceremony at sunrise, and a ceremony with Survivor discussions at 10 am each May 26.

#48 Since our last report to the Accord, each parish in the Diocese of Rupert's Land begins all gatherings with an acknowledgement of the land, recognition that we are responsible for the treaties, and that we are thankful to, and for, the nations that steward the land.

This summer (2019), in Vancouver, the Anglican Church of Canada will be led by Indigenous Anglicans to move the Church to support an Indigenous self-determining branch of the Church. This process was begun long ago, and is administered by a national consultative body led by the National Indigenous Anglican Bishop. Epiphany Indigenous Anglican Church, in Winnipeg, is the pilot parish and prototype for a self-determining Church. Following is a brief report from the incumbent priest of Epiphany.

> *Epiphany Indigenous Anglican Church is the culmination of the hopes and dreams of the Elders of Rupert's land to see an Indigenous worshipping community once again after the closing of St. Helens many years earlier. A video of the opening service can be seen at https://www.youtube.com/watch?v=-QvbPIHocRM or at our Facebook page https://www.facebook.com/Epiphany-Indigenous-Anglican-Church-403996733291058/*
>
> *As the Elders had advised, Epiphany was to be a place for all Peoples and to that end, one third of the congregation is non-Indigenous. It is becoming a place of true reconciliation. Part of the reconciliation work of the people of Epiphany is the three joint services that we had. One of these was a communion service with St. Francis Anglican and the other one was a feast and a Nine Lessons and Carols service with Ukrainian Evangelical and St. Francis Anglican. The other was a service with the Lutheran youth of the local Synod. We hope to have many more of these kinds of joint services with other congregations in the Diocese.*

The Urban Indigenous Ministry Developer for our Diocese has implemented healing program for indigenous people out of various locations in the city. A call for the healing program to venture beyond the Perimeter Highway is presently under construction.

> *The Diocese of Rupert's Land has initiated healing and education projects for Indigenous individuals in Winnipeg which will employ professional cultural and counselling experts to conduct sharing, talking and healing circles, as well as*

one-on-one counselling sessions. Additionally, this project will facilitate educational workshops for its staff and community members pertaining to Indigenous spirituality and cultural practices, as well as talking circles focused on Reconciliation. This two pronged approach seeks to provide critical healing resources for Indigenous community members to address the acute need for individual counselling and recovery from trauma, as well as to address the chronic issue of insufficient cross cultural understanding in the broader community. Together with our professional collaborative counselling partners this project will bring much needed direct healing services to individuals and provide educational opportunities which encourage non-Indigenous community members to have a deeper appreciation of Indigenous people's contemporary and historical contributions, as well as the need for society-wide Reconciliation.

Reconciliation work continues to be another important part of the Urban Indigenous Ministry. The depth of the development of new relationship and understanding is hard to measure. However, we can gage a continue interest in fostering dialogue and friendship by the success of the events that we have held.

I continue to look forward to building bridges and relationships between Indigenous and non-Indigenous Peoples. This work of reconciliation is not without its pain and anguish, but the support that I have received from the people of the Diocese of Rupert's Land, both Indigenous and non-Indigenous keep me forging on when the task seems overwhelming. I continue to look forward to more good things, even though these may come with challenges.

Finally, the members of our 2018 biennial Diocesan Meeting (Synod) discerned that we need to be led by Indigenous Elders. We are becoming increasingly aware of our need to reconcile because of our past and present practices and presence. We acknowledge our privilege has restricted and hurt indigenous people. We wish to live-out a call to be forgiven, and to do so, we must change. Two elders are to be invited to adjudicate our synod proceedings; and we are expected to pay heed to what the elders have to say to us regarding our actions, words and presence.

#60, #61, and #62 According to our diocesan policy all active clergy are required to successfully complete a course on Indigenous Awareness. Many priests and deacons, (over 60 thus far) including the two bishops have successfully completed the course which was introduced in the fall of 2018. Since the implementation of our own university credit level course, 6 parishes have or begun, or indeed completed, that course, or similar online university courses, to better understand what we are being called toward as a Church.

The Urban Indigenous Ministry Developer is called to teach in Diocesan parishes, both within and outside the City of Winnipeg, on most Sundays. He is often asked to make return trips to parishes for further teachings and opportunities to move to action. He has been invited to speak at twenty-six churches in Rupert's Land as of November 2018, as well as numerous Universities and organizations.

Social media, particularly Facebook, has become and exciting and immediate mechanism for teaching in the wider communities in which the Church exists. "Churches for Freedom Road", "Idle NO More" and "Standing Rock" are examples of how the Church members engaged Facebook first, and then brought their learnings back into the decision making bodies of the

parishes.

Rupert's Land Sacred Circles have become common place for teachings and reconciliation. Our next Sacred Circle is planned for June 22, 2019, at St. Peter's Church, Dynevor, MB. At that event National Indigenous Bishop, Mark MacDonald, and Diocesan Bishop Geoff Woodcroft will lead the circle with and objective of leading the Church to a stance of repentance, and to an openness that makes the Anglican Church safe and positive for indigenous persons. The Parish of St Matthew's has led this charge for the last five years with a redesigned worship space that embodies the four colours of the four directions. Other parishes have invited elders to teach, smudge, and engage Church members understand the insidious nature of racism in our City.

Crescent Fort Rouge United Church
Our Goal
Call to Action: 48, 49, 59
Introduce and enable members of the congregation to become familiar with the United Nations Declaration on the Rights of Indigenous People; to provide members of the congregation with information about the effects of colonization and concepts such as the Doctrine of Discovery; and learn about our church's role in colonization and residential schools and the importance of our apologies.

Our Progress:
During the past year, several individual members of Crescent Fort Rouge Church have continued to support reconciliation in a variety of ways, but as a congregation, we have not had a major event to continue our educational goals. There have been some attempts made to begin an ongoing program where we can be connected to the process of reconciliation, but unfortunately, we have not moved ahead very far. In the coming year, we hope to continue to find ways that we can learn more about the calls to action and to implement the ones that are best for us to challenge ourselves and become more involved.

We do have some ongoing programs such as Films by Indigenous Women of Winnipeg, and the inclusion of Indigenous artists in our annual Artfest held every April, and we will continue to support and develop those events. As we move forward, it is our hope to increase awareness and involvement of both ourselves and others in the implementation of the calls to action.

Manitoba Buddhist Temple
Our Goal
Call to Action:
In the next year, the Manitoba Buddhist Temple will incorporate an Indigenous land acknowledgment in services and other events we host; educate our sangha (community) on truth and reconciliation and the Calls to Action through our services and temple activities; participate in and encourage community activism that supports reconciliation and/or the Calls to Action.

Our Progress:
On March 18th, the Manitoba Buddhist Temple hosted approximately 170 people in one of the four Truth and Reconciliation: Westworth 2019 Interfaith Dialogue sessions. The session began

with Steve Heinrichs, Director of Indigenous-Settler Relations at the Mennonite Church Canada and Elder Stan McKay, Cree Elder and former Moderator of the United Church of Canada, sharing their experiences and views on reconciliation to the interfaith community. The presentations were followed by facilitated discussions in smaller groups. Along with our interfaith community partners, the Manitoba Buddhist Temple Board members and congregation helped facilitate the discussions on how the faith community can address and respond to truth and reconciliation. Manitoba Buddhist Temple Board members and congregation also participated in and helped facilitate discussions hosted by the three other interfaith community partners. Following the conclusion of the fourth session, Manitoba Buddhist Temple will share the experiences and learning with the local sangha (community) through the monthly newsletter.

Mennonite Central Committee Manitoba

Our Goal

Call to Action: 48, 59, 61, 93

In line with Call to Action 48.iii, we plan to continue to engage in ongoing public dialogue and actions to support the United Nations Declaration on the Rights of Indigenous Peoples.

In line with Call to Action 59, we plan to continue to create ongoing education strategies for constituency church congregations about our 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.

In line with Call to Action 61, we plan to provide funding towards various Indigenous community-controlled healing, reconciliation, culture-revitalization and economic livelihood opportunity projects.

In line with Call to Action 93 we plan to continue to create educational opportunities for Newcomers to Canada and work with other organizations towards revising the information available for newcomers to Canada.

Our Progress:

A key focus of the Indigenous Neighbours program of our MCCM is to develop ongoing education strategies for affiliated churches in our constituency in line with CTA 59. During the time period seven formal presentations in churches and one school were done on topics ranging from Doctrine of Discovery, Treaties, Reconciliation, perceptions of Indigenous peoples and Indigenous inclusion in affiliated social enterprises. Over 300 individuals collectively attended these learning events. Some of these were clergy. In addition, MCC staff led the facilitation of the Kairos Blanket exercise in a constituent church, a school, and with some MCC staff and volunteers at an MCC owned social enterprise. A presentation on Settler-Indigenous relations was also offered to the organization's Board of Directors.

There were at least 10 ongoing partnerships/collaborations initiated or developed further during this time period with groups that included Indigenous peoples, Elders or Knowledge Keepers. One of these was with the Interchurch Council on Hydropower seeking to amplify the voices of Hydro affected Northern communities and work toward social & ecological justice. To this end a professional documentary was created and is now online; and a Jr-high curriculum on the effects of Hydro on Indigenous communities has been created and 6 schools (at least) used the curriculum package and 6 to 10 new schools showed an interest.

Another collaboration was taking part in a planning committee for "The Healing Forest Project Winnipeg" (in line with CTA 82) to develop an urban outdoor healing and educational space for those affected by Residential Schools, emerging out of the National Centre for Truth and Reconciliation.

MCC contributed to a multi-year initiative to work with youth in care to create and maintain a Medicine Garden at Circle of Life Thunderbird House--in line with CTA 48.ii and 61

One other initiative included "Share the Gifts-Honour the Treaties," a Settler-initiated endeavor collaborating with Indigenous persons and elders to provide opportunities for Settlers to observe treaty obligations in line with giving money toward Indigenous Community-controlled revitalization projects in line with CTA 61.

Mennonite Church Manitoba
Our Goal
Call to Action: 59, 61, 62, 93

Our Progress:
Mennonite Church Manitoba has collaborated with Indigenous elders, leaders and organizations on a number of events this past year with the goal of educating and encouraging calls to action on: treaties and pathways to treaty relationships, on the TRC, on the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), on Bill C 262 which would ensure that the laws of Canada are in harmony with the Declaration, and on land stewardship with a specific focus on pipeline 3 and its impact on Indigenous communities in Canada and southern United States.

In addition to these events, we have partnered with an Indigenous Knowledge Keeper who offers traditional land-based teachings to Winnipeg school groups who visit a camp that Mennonite Church Manitoba operates near Headingley, Manitoba.

River East Church
Our Goal
Call to Action: 59
1. We will have two educational opportunities in a year to focus on educating ourselves with knowledgeable speakers to teach us about the church's role in colonization, the history of residential schools and why apologies to former residential school students, their families and communities were necessary.

2. We will become aware of and inform our church attenders about public opportunities to learn more about the TRC and about the Residential School System and the influence of these on indigenous peoples. (Learn of opportunities through social media advertising, checking websites, contacts, and inform others through our bulletin, emails, announcements, social media, posters, etc.)

3. We will acknowledge that we are on Treaty One Land, the traditional territory of the Anishinaabe, Cree, Oji-Cree and Dakota peoples, and the homeland of the Metis Nation. (This is done weekly in our bulletin, and it will be on our website, and is to be stated during church services often. We are also working on having a piece of artwork created for us by an

Indigenous artist who will include an acknowledgement that we are on Treaty 1 land within the artwork. This artwork will be displayed in a very visible spot in our church.)

ii) The above goals relate to the TRC call to action #59: We call upon church parties to the Settlement Agreement to develop ongoing education strategies to ensure that their respective congregations learn 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.

Winnipeg United Churches' TRC Action Group

Our Goal

Call to Action: 22, 23, 37, 46, 48, 49, 59

STATED GOALS FOR WINNIPEG UNITED CHURCHES' TRC ACTION GROUP 2019-2020:
Goal: to build knowledge and understanding of issues addressed in the Calls to Action: #46, 48, 59
Goal: learn the history of the territory on which we live and continue to raise awareness of our church's role in colonization and residential schools and the importance of our apologies; to learn about and understand the effects of colonization and concepts such as the Doctrine of Discovery, terra nullius, White Privilege. Calls to Action #46, 48, 49, 59
Goal: continue to raise awareness of the United Nations Declaration on the Rights of Indigenous People.
Call to Action #48
Goal: develop opportunities for relationship building between Indigenous and Settler peoples, both within and beyond congregations and ministries. Call to Action #48
Goal: advocate for and support initiatives of culturally appropriate programming and spiritual care within the health care and justice systems. Calls to Action #22, 23, 37
Goal: Build respectful relationships between organizational entities of the United Church of Canada and indigenous organizational entities. Call to Action #48
Goal: Transformation of individuals and corporate bodies in knowledge, understanding and relationships
Calls to Action: #46, 48

Our Progress:

The organizational structure of The United Church from regional to national levels has undergone a significant change within the past few months. This has meant that communication networks, administrative relationships and accountability are subsequently impacted.
The name of our group has changed from Winnipeg Presbytery of the United Church of Canada to Winnipeg United Churches' TRC Action Group. This includes representation and/or liaison with some United Church congregations, Sandy-Saulteaux Centre, pastoral care providers with indigenous clients within Winnipeg Regional Health Authority, and staff for Indigenous relationships within The United Church of Canada and United Church Halfway Homes.

New within the past year:
1. 10% of the sale of any United Church property will be given to support "indigenous ministry and justice work"
2. attendance at United Way launch of "Peter Henderson Bryce: A Man of Conscience"
3. Book club kits - providing several copies of selected titles along with discussion guides - suggested books include: Indigenous Writes, Seven Fallen Feathers, Indian Horse, Marrow Thieves, The Break, Things You May Not Know About the Indian Act, Yours, Mine, Ours -

Unravelling the Doctrine of Discovery, Unsettling Canada. Contact was made with staff at the Winnipeg Public Library suggesting some or all of these titles be included in current of future book club kits.
4. Participation by various individuals in We Are All Treaty People event held at The Forks September 16, 2018
5. Support to "Music for Life" - a summer camp program at Cross Lake/Pimicikamak (61)
6. Attendance/support for rally on Bill C262
7. Interfaith Dialogue series February - March 2019; one action result: Petition to Province of Manitoba regarding lack of consultation regarding cancellation of fishing quotas in Fisher River and elsewhere.
8. building relationships with Keewatin Cluster of First Nations congregations
9. statement acknowledging traditional territory distributed to all congregations, outreach ministries and offices associated with the United Church of Canada in Winnipeg

Youth For Christ

Our Goal

Call to Action: 59

As part of our mission to “see the hope and potential in every young person”, the on-going Self-Identified Goal of Youth for Christ Winnipeg as a partner of the Winnipeg Indigenous Accord is to continue to ensure that all our staff and volunteers participate in appropriate educational experiences to learn about the history of colonization, the history and legacy of residential schools, and why apologies to former residential school students, their families, and communities were necessary. (TRC Commitment #59)

This will include, but not be limited to, forming an WIA Accountability Working Group, planning frequent "lunch and learn" opportunities with guest speakers and/or educational videos, and participating in Circles for Reconciliation gatherings in more of our YFC locations in and around Winnipeg.
We believe this is important to ensuring every person from every background will continue to be treated with kindness, decency, and respect as YFC continues to work to meet the needs of young people in Winnipeg.

Our Progress:

This past year, as more and more of our staff and volunteers have taken the opportunities to participate in Blanket Exercises, Circles of Reconciliation, and related conferences/workshops, it has been encouraging to hear more and more important and challenging conversations taking place.

Staff are now taking it upon themselves to search for additional opportunities to learn and share, and are looking to formalize and create accountability for this initiative with the creation of an inner "working group" dedicated to this on-going education.

HEALTH AND ASSOCIATIONS

Association of Registered Nurses of Manitoba

Our Goal
Call to Action: 18, 19, 20, 21, 22, 23, 24
Together with key stakeholders such as the Aboriginal Nurses Manitoba Inc., the Association of Registered Nurses of Manitoba's overall goal is to improve health care experiences and health outcomes of Indigenous peoples. The Association is committed to increase our members' knowledge and skills related to cultural competency and sensitivity by providing professional development opportunities and workshops related to Calls to Action 18-24, set out by the Truth and Reconciliation Commission of Canada.

Our Progress:
Since October 1, 2018 we have had meetings with the Community Health Nurses of Manitoba and the Manitoba Indigenous Nurses Association Inc., to strengthen our working relationships, increase supports to Indigenous nurses, and collectively determine what activities and supports we can provide to nurses to advance nursing knowledge and skills related to cultural competency.

We've provided educational events for our members including:
Serving Equity Seeking Populations:
Nurses work with equity seeking people every day who are greatly impacted by the social determinants of health. They are often underserved and at higher risk for adverse outcomes due to complex health and social needs. The goal of the sessions was to increase knowledge and skills related to how nurses can make a difference caring and advocating for these populations.

Partnered with the Community Health Nurses of Manitoba (CHNM) to provide the following educational events:

"Reconciliation Part 1"
Goal to provide an opportunity to examine reconciliation and how it applies to nursing practice".

"Reconciliation, we're all in this together. What now?"
Goal to provide an opportunity to further examine reconciliation and how it applies to nursing practice.

"Caring for People who use Drugs in the Community".
Goal to explore how social conditions shape drug-related harms and the how to support the vulnerable populations nurses serve.

Life's Journey Inc.
Our Goal
Call to Action: 33, 57, 92
Life's Journey Inc. will continue its commitment to the following goals and calls to action:

• Life's Journey Inc. supports Indigenous peoples' cultural revitalization and integrating Indigenous knowledge systems, oral histories, laws, protocols, and connections to the land into the reconciliation process are essential.

• Life's Journey Inc. respectfully seeks to amend harm caused from the impacts of historical events, intergenerational trauma, and prevent any further systemic oppression, discrimination or

inequalities to Indigenous peoples.

Address and Prevent Fetal Alcohol Spectrum Disorder #33

Life's Journey Inc. primary mandate is to provide voluntary, individualized, and lifelong services that are clinically informed and culturally relevant. Supports focus on wellness and empowerment and are delivered to increase the quality of life of persons living with Fetal Alcohol Spectrum Disorder (FASD) and other neuro-developmental and Co-occurring disorders.

• Participants and staff have accessible and appropriate cultural services to provide traditional healing and wellness activities, reducing and addressing experiences of trauma and disconnection.

Professional Development and Training for Public Servants # 57

Life's Journey Inc. self-identified goal for Calls to Action # 57 is to educate and train Life's Journey staff, board of directors, government, and community collaterals in cultural knowledge, teachings, healing practices, and the impact of indigenous historical events.

• Partnerships and collaborations occur between the agency and community agencies to increase the strength and knowledge of our communities surrounding common areas of focus

Business and Reconciliation #92, ii, iii

92 ii

Ensure that Aboriginal peoples have equitable access to jobs, training, and education opportunities in the corporate sector, and that Aboriginal communities gain long-term sustainable benefits from economic development projects.

Life's Journey Inc. is committed to increasing the representation of Aboriginal people ensuring that services offered are delivered by people who are representative of the Aboriginal community. Life's Journey Inc Aboriginal Workforce strategy was developed by Diane Carriere in 2015.

• Ongoing investment by the agency to a representative workforce, and trainings on traditional knowledge for existing staff to provide culturally responsive supports.

92 iii

Life's Journey Inc. respects and supports the 94 "Calls to Action" of the Truth and Reconciliation Commission of Canada and the United Nations Declaration on the Rights of Indigenous Peoples.

• Cultural considerations are integrated throughout the agency, including support plans, events and activities, mediation services, wellness supports for both participants and staff, training and orientation programs, and the physical work and programming.

Our Progress:
Life's Journey Inc. is a non-profit agency that provides support services to individuals who have

Fetal Alcohol Spectrum Disorder (FASD) and other neuro-developmental and Co-occurring disorders to find a holistic balance between a spiritual, emotional, physical and intellectual wellbeing. Life's Journey Inc. services include access to an in-house Indigenous Spiritual Care Services (ISCS). The ISCS team members collaborate with other Life's Journey programs and services. Services are sensitive to the cycle of historical and ongoing trauma for Indigenous people; indigenous healing methods, cultural reconnection and educating is fostered in a non-judgmental and empowering space. We, as an agency, strive for the participants to feel that they have a purpose and meaningful life by honoring their Indigenous identity and receive cultural care as an absolute right.

SPIRITUAL – IDENTITY – CULTURAL CEREMONIES. (HOPE)

There has been an increase in participation in cultural ceremonies. We've been able to facilitate grief and loss (Chiiby) ceremonies, naming ceremonies, sweatlodge ceremonies and house blessings for program participants in all programs at Life's Journey. The ISCS team were invited to do prayer blessings at the 2018 Life's Journey Annual General Meeting, Networking Connections community gathering, Crystal Meth Forum, Easter, Thanksgiving and Christmas dinner events. The ISCS program celebrated Solstice and Equinox: Summer, Winter, Fall and Spring beginning each with a pipe ceremony, feast and Sacred Fire.

At the Sacred Fire events the participants and staff made a big drum, hand drums and rattles. There was also numerous activities and teachings provided at these events such as: a mini drum making, head dress making, painting 7 sacred teachings, storytelling, dream catchers, ribbon skirt making, traditional deer hide shields and beading.

At the Sweatlodges there have been forty-five naming ceremonies, where members of the Life's Journey family have received their spirit name, clan and colors. Participants have shared that these ceremonies help facilitate assistance with limiting substance use to abstaining, as well as reclaiming connection to their identity and cultural roots in a safe and healing environment. Together with safe supports, cultural activities and ceremonies the participants have begun their own chosen healing journey by undoing colonization and embracement of their Indigenous identity.

EMOTIONS – CONNECTION – CULTURAL ACTIVITIES. (WELLBEING)

This year we have seen an increase participation at the men and women's wellness groups, co-ed drumming groups, and beading group. The ISCS team continues to provide one on one culturally appropriate counselling sessions at the office, within the community and at residential homes. The ISCS team conducted twenty grief and Loss (Chiiby) ceremonies upon the request from participants and referrals through their staff to work through the emotions when a family member or close friend has traveled to Spirit World. Our team also conducted three grief and loss (Chiiby) ceremonies with staff to honour and grieve participants we lost this past year. The ISCS team provided monthly cultural teachings and activities for participants and staff of Rural Connections, Steinbach, MB and El dad, Michell, MB. Participants and staff from these offices

participated in their first sweatlodge ceremony Oct 2018. Four sweatlodge ceremonies were conducted throughout the year for agency staff. On Orange Shirt day agency staff stood in silence to remember and acknowledge the children who attended the Indian Residential Schools.

PHYSICAL – BELONGING – COMMUNITY INVOLVEMENT (RELATIONSHIPS)

Our drum group has had wonderful opportunities to practice and then perform within the community. The drum group practices at Vimy Ridge Park during the summer months, where members of the community would request to sing and drum along with us. The drum group performed at the Elders gathering held at Lower Fort Garry, MB, FASD Awareness Day with Mayor Brian Bowman drumming with the participants, CNFASD Partnership National Symposium and the 13th Life's Journey Annual General meeting.

This year the Representative Work Force Committee met quarterly. The aim of the committee is to increase the awareness of the agency within the community to help encourage indigenous applicants. We welcomed three students, from Red River College who completed their practicum placement within the ISCS department. Other practicum students doing their placement primarily with other programs within the agency have had the opportunity to explore the ISCS and the benefits to the participants.

The ISCS program provides a monthly on-boarding orientation session to educate and inform new employees about the effects of historical events, 60's Scope, impacts on Indian Residential Schools survivors and their children, and cultural services in place for the participants to learn about their indigenous identity.

INTELLECTUAL – EMPOWERMENT – CULTURAL TEACHINGS. (DIGNITY & RESPECT)

The ISCS team has facilitated teachings during regular occurring staff meetings with Residential Office staff, House Lead staff, Spectrum Connections staff, Women's and Men's Outreach program staff. Program staff had the opportunity to hear teachings about indigenous history and its impacts, intergenerational trauma, the circle of life medicine wheel philosophy, ceremonies and practices, seeing your gifts, medicine wheel and self-care and rattle making. The ISCS program facilitated four sweatlodge ceremonies for the Residential and Women's Outreach programs. Several staff received their spirit name, clan and colours. These program staff also received additional teachings from our hard-working program participant Scabays "helpers".

In closing, the ISCS program continues to create a balanced atmosphere of harmony and peace where participants can safely explore their indigenous identity, feel connected, know they belong and are empowered knowledge keepers prepared to share teachings with staff, other participants and their families.

Manitoba College of Social Workers
Our Goal
Call to Action: 1, 22, 57

The Manitoba College of Social Workers (the College) continues in its commitment to reconciliation, implementing specific Calls to Action since signing Winnipeg's Indigenous Accord in August 2017. The College promotes and provides education related to the history and culture of Indigenous peoples for its members, Manitoba's social workers.

ONGOING IDENTIFIED RECONCILIATION GOALS:

• Open Board of Directors meetings and College events with an acknowledgement that we are on Treaty One territory and that the land on which we gather is the traditional territory of Anishinaabeg, Cree, Oji-Cree, Dakota, and Dene peoples, and the homeland of the Métis Nation
• Continue to promote participation of Indigenous Social Workers on the Board and committees of the College
• Continue the development a multi-year education plan to ensure Social Workers can receive education regarding:
o The history and legacy of residential schools
o United Nations Declaration on the Rights of Indigenous Peoples
o Treaties and Aboriginal rights
o Indigenous Law and Aboriginal-Crown relations
o Indigenous approaches to social work
o Aboriginal healing practices
o Intercultural competency
o Conflict resolution
o Human rights
o Anti-racism

Participating in the Winnipeg Indigenous Accord supports the Manitoba College of Social Workers ongoing social justice efforts and affirms the College's commitment to honour and respect the equality, worth and dignity of all people. The College is grateful for the opportunity to evaluate and quantify our reconciliation efforts.

Our Progress:
The College continues to make progress on its Strategic Direction established in November 2017:
Advance the reconciliation efforts of the social work profession within the context of the College.

Goals identified include:
i. Promote knowledge within the social work profession related to Indigenous peoples, including their history, culture and spirituality.
ii. Continue to promote participation of Indigenous representatives with College events and on the Board/committees of the College.
iii. Engage in organized reconciliation efforts, including the continued partnership with the Winnipeg Indigenous Accord.

Since the Continuing Competence Program was introduced in 2016, 1916 members reported completing workshops related to social work with Indigenous peoples.

The following educational events have been delivered and/or sponsored by the College since April 2018:
• October 17, 2018 – Manitoba College of Social Workers Annual General Meeting's Keynote presentation was "Taku Wakan: Something Sacred" by Pahan Pte San Win, RSW & Wanbdi Wakita, Wacasa Wakan, Bear Paw Tipi (299 registrants)

• October 24, 2018 – Participation in Creating a New Legacy, Aboriginal Health & Wellness Conference, the College and the Canadian Association of Social Workers presented our progress toward reconciliation

• November 2018 – Board of Directors meeting at the St. Boniface Museum and participation in learning about the history of the Metis people of Manitoba.

The College participated with and supported its federation partner, the Canadian Association of Social Workers (CASW) with the following national initiatives since April 2018:

• October 2018 – Announcement of the awarding of the contract to Indigenous consultants for the revision of the national Code of Ethics and Guidelines (the Code). The Truth and Reconciliation Commission Calls to Action will inform revisions to the Code. [Beyond 94]

• February 2019 – Brief to the Standing Senate Committee on Human Rights by CASW. The CASW provided a focus on the social determinants of health, the impact of colonialism and the resulting overrepresentation of Indigenous peoples in the criminal justice system. The CASW emphasized the need for self-determination and Indigenous approaches to criminal justice. Specific recommendations include:
1. The decriminalization of the personal use of psychoactive substances
2. The removal of mandatory minimum sentences in accordance with TRC call to action 32
3. Indigenous approaches to be provided from their communities with adequate funding
4. Continuity of care to facilitate successful reintegration into society

• March 2019 – Support for Bill C-92, an Act respective First Nations, Inuit and Metis children, youth and families. The CASW, in partnership with the Child Welfare League of Canada released its support for Bill C-92, welcoming this new direction for Indigenous Child Welfare and acknowledging the right of Indigenous governance to self -determination in child welfare, in accordance with TRC call to action 4. Jan Christianson-Wood, MCSW Board Member and CASW President: "Generation after generation of Indigenous children have been separated from their families, culture, and community. Social workers acknowledge the profession's role in contributing to this harm and we are committed to bringing humility and accountability in support of realizing the intent of this legislation."

Indigenous Social Workers are important members of the Board of Directors and the College's committees. The current overall membership of Indigenous Social Workers with the College (via voluntary declaration) is 342 or 16%.

The Lung Association, Manitoba/Sanatorium Board of Manitoba
Our Goal
Call to Action: 19, 20

The Calls to Actions for our organization will be formed primarily around health, as stated in Calls to Action 19 and 20, in addition to addressing and incorporating the primary principles of reconciliation and relationship building.

Our Progress:

June 20th Board Chair, Ms. Deborah Harri signs Winnipeg Indigenous Accord.

July 11, CEO visits Bloodvein FN with U of M Rady Faculty of Health Sciences, College of Rehabilitation Science representatives to explore health issues.

July –August identified and asked representatives from Indigenous communities to participate in advisory council

Sept 21- CEO and 2 Board members attend United Way event launching the DR Bryce exhibit "The Story of a National Crime"

October 2, 2018, Represented the CLA at national partners' Roundtable on Reconciliation
October 5- CEO and a senior staff member attend the Winnipeg Indigenous Accord event.

Dec4 CEO and Staff member participate in theWebinar "Separate Beds" By M. Lux. It specifically relates to the book of the title and is being presented by its author.
''Separate Beds: A History of Indian Hospitals in Canada, 1920s - 1980s ''.
A Public Health and Preventative Medicine (PHPM) webinar hosted by the National Collaborating Centres for Aboriginal Health and Infectious Diseases.
Presenter: Dr. Maureen Lux, Professor and Chair of the History Program, Brock University
This webinar provided an overview of the book: Separate Beds: A History of Indian Hospitals in Canada, 1920s - 1980s. Separate Beds is the shocking story of Canada's system of segregated health care. Operated by the same bureaucracy that was expanding health care opportunities for most Canadians, the "Indian Hospitals" were underfunded, understaffed, overcrowded, and rife with coercion and medical experimentation. Established to keep the Aboriginal tuberculosis population isolated, they became a means of ensuring that other Canadians need not share access to modern hospitals with Aboriginal patients. Tracing the history of the system from its fragmentary origins to its gradual collapse, Dr. Lux described the arbitrary and contradictory policies that governed the "Indian Hospitals," the experiences of patients and staff, and the vital grassroots activism that pressed the federal government to acknowledge its treaty obligations.

Dec 6: Met with Dr. Mary Jane McCallum, Erin Millions PhD., regarding a proposal for a "picture naming project".

January 17th: Picture naming project Indigenous leaders and elders consultation.

January 22: meet with Dr. Linda Larcombe re northern First Nations' housing and indoor air-quality overview and possible partnerships.

January 29th- Meet with Elder Norman Meade re Picture Naming Project advice.

Feb 21st: Staff Anjie Valgardson spoke at 4th annual Bridging Indigenous Knowledge with the latest information on commercial tobacco, Talk was on Vaping as harm reduction strategy in smoking cessation

Feb 23rd: participate in CRHP Webinar: Social Determinants and Respiratory Health

Inequalities among Indigenous Peoples in Canada. Thank you for registering for "CRHP Webinar: Social Determinants and Respiratory Health Inequalities among Indigenous Peoples in Canada".
Poor respiratory health status is closely linked to social determinants of health. In this webinar, Dr. Maria Ospina will review epidemiological evidence on the burden of respiratory disease among Indigenous peoples in Canada and the significant barriers they face to access health care services for diagnosis and treatment
At the end of the webinar, participants will be able to:
1: Understand the root causes of poor respiratory health among Indigenous peoples of Canada.
2: Familiarize themselves with indicators of respiratory health inequalities that are relevant to Indigenous peoples.
3: Discuss strategies to tackle respiratory health inequalities among Indigenous peoples of Canada.

March 13th: CEO attends Welcoming Winnipeg event: Reconciling our history indigenous perspectives.

Operational: working with Indigenous representative on Tobacco network, Corey Bighorn Commercial
Tobacco Reduction Coordinator, Southern Manitoba First nations Commercial tobacco Reduction Strategy

Made a separate traditional Indigenous campaign for ManitobaQuits “Keep the tradition, Quit the Addiction” smoking cessation campaign. Sought Indigenous advice on wording and images prior to start of the campaign.

Incorporating Indigenous traditional use of tobacco into school programing through "Lungs are for Life" program redevelopment, describing traditional tobacco vs harms of commercial tobacco.

Other: CEO read "Indigenous Healing- Exploring Traditional Paths" by Rupert Ross, Penguin, Toronto, 2014.

Winnipeg Regional Health Authority
Our Goal
Call to Action: 18, 19, 20, 21, 22, 23, 24

We commit to providing high quality, culturally safe health care that is free of racism and discrimination for Indigenous Peoples.

Indigenous Health is a strategic priority for the WRHA Board and Executive for 2019 and 2020. At a governance level, Indigenous Health is a focus for Board development and education; Board commitment to oversight of WRHA progress on TRC Calls to Action and a commitment to meaningful engagement with Indigenous communities on specific issues and ongoing relevant discussion points.

Our Progress:
The Winnipeg Regional Health Authority (WRHA) commits to responding to the TRC Calls to Action through the provision of high quality and culturally safe health care that is free of racism

and discrimination for Indigenous Peoples, to increasing opportunities for Indigenous leadership throughout the organization and to enhancing access to Traditional Healing for Indigenous people who request it as part of their health and healing journey.

All areas of the WRHA have undertaken education to increase knowledge of Indigenous culture and cultural safety training to increase awareness and practical knowledge. Training has included: Manitoba Indigenous Cultural Safety Training (MICST); an 8 hour on-line facilitated training, Indigenous Cultural Awareness Workshop; a 2 day in person experiential training opportunity, Culturally Safe Collaborative Care, Indigenous Traditional Teachings Workshop, Indigenous Sweat Lodge Teaching Workshop, Palliative Care: Indigenous Perspectives On End Of Life, Indigenous Employee Retention for Managers, Circle of Care: Enhancing the Culture of Well-being, Indigenous Health Grand Rounds; presentations offered quarterly, one specifically welcomed Mayor Bowman to offer his perspectives on “Reconciliation and our Changing City”, Trauma Informed Care, the Blanket Exercise, the National Indigenous Cultural Safety Learning Series; a webinar series.

The above list is not exhaustive, only a sampling of the formal training that is available within the WRHA. There have also been innovative training opportunities established to meet the specific needs and requests of program areas, these have included involvement from the Indigenous Community and been supported by Elders and Knowledge Keepers.

Although cultural safety training is not mandatory within the WRHA, Leadership encourages their respective areas to participate in training and supports their involvement. Many areas have determined that MICST will be required for all new hires as a starting point for implementation throughout the program or site. Educational opportunities offered by the WRHA are made available to all employees, partnering organizations as well partnership established with the educational institutions for healthcare learners.

WRHA maintains a commitment to meaningful engagement and collaboration with the Indigenous community, input is sought on specific issues as well as ongoing involvement in the development of programs and services and representation on committees and advisory groups that inform practice and improve service delivery. Indigenous perspectives are welcomed by community members, Indigenous community organizations and Indigenous partners in service delivery.

WRHA maintains an active partnership that contributes to community development, education and research, among them: Medical Career Exploration, Patient Advocacy Unit in Partnership with the Assembly of Manitoba Chiefs, Ongomiizwin Health Research, Qanuinngitsiarutiksait: Developing population-based health strategies for Inuit, Manitoba Keewatinowi Okimakanak, Seven Oaks School Division, Frontier School Division, First Nations Inuit Health, Urban Circle Training Centre Inc., Children of the Earth School and University of Manitoba Rady Faculty of Health Sciences.

The WRHA hosts events throughout the Region to celebrate National Indigenous Day, commemorate Orange Shirt Day, celebrate the Equinox and Solstices, and recently has endorsed a Regional policy that ensure access to ceremony is available to all patients. Of special note, is the innovative community involvement that is being coordinated by Churchill Health Centre in the local area. They have hosted a community feast, developed five Community Action Items, hosted an Indigenous stakeholder discussion, hosted Food Matters Manitoba & Tides Canada country foods and cultural workshop and held an Elders dance and mapping exercise.

The WRHA does not actively solicit ethnicity identification for its employees however applicants are provided an opportunity to self-declare at the time of application. Further, there is a growing opportunity to create positions that are designated to Indigenous applicants, the creation and support of these positions are the first step in attaining a representative workforce.

INDIGENOUS KNOWLEDGE

Aboriginal Peoples Television Network (APTN)

Our Goal

Call to Action: 85

APTN will strive to increase its presence in Winnipeg by supporting initiatives such as Aboriginal Day Live, as well as other cultural or social events that increase the visibility of our values and teachings bringing together our Aboriginal community and the greater community in Winnipeg. APTN will be the organization that will foster and expand the understanding and relationship between these communities.

Our Progress:

APTN launched in 1999 as the first national Indigenous broadcaster in the world, creating a window into the remarkably diverse mosaic of Indigenous Peoples. A respected non-profit and charitable broadcaster, it's the only one of its kind in North America. The network is Sharing Our Stories of authenticity in English, French, and a variety of Indigenous languages to approximately 11 million Canadian subscribers. With over 80% Canadian content, APTN connects with its audience through genuine, inspiring, and engaging entertainment on multiple platforms.

APTN has unique programming that focuses on Indigenous culture, teaching and values through compelling story telling. The programming presented allows all Canadians an opportunity to bridge an understanding between Indigenous and non-Indigenous communities. In this reporting period APTN aired a total of 64 series which includes programming for all ages and demographics.

Circles for Reconciliation

Our Goal

Call to Action: 57, 59, 92, 93

We continue to expand at any increasing rate in Winnipeg and expect to reach our goal of 100 circles, each meeting ten times. Because we have already completed 50 circles and the momentum is growing, it is possible that we will reach this goal of 100 circles in the next year. Our new goal is to extend our reach even more into seven rural communities in Manitoba (including in Carmen, Flin Flon, Headingley, Neepawa, Selkirk, Steinbach, and Thompson).

Our expansion across Canada is also responding to requests from individuals committed to reconciliation from across the country. We are beginning with Ontario, with special emphasis in

the first instance on Toronto and Thunder Bay. We have already hired staff in the Toronto area, thanks to a grant from the Toronto Foundation. Alberta and British Columbia also have already expressed interest in developing circles. However we will not ignore requests from other communities for circles.

We will implement our new survey on the longer term impact of our project by using Survey Monkey for those who have completed a circle at least six months ago.

We will expand our use/reach of social media significantly. This will include developing video clips to accompany the texts associated with our 21 themes, used as the basis of knowledge transmission in all of our circles. We are significantly increasing our Instagram and Facebook presence.

We will introduce our project to Indigenous people by adding a video introduction to our circles on our website in Cree, Ojibway, Oji-Cree, Dakota, Michif and Dene.

Our Progress:
Circles for Reconciliation is a grassroots initiative in Winnipeg based on an equal partnership between Indigenous and non-indigenous people with the goal of creating and maintaining respectful relationships between our peoples.

We do this through the creation of Circles for Reconciliation. Each circle is composed often participants, five Indigenous and five non-Indigenous and each circle meets once a week for ten weeks. Circles are led by two trained facilitators, one Indigenous and one non-Indigenous. Our goal is threefold; to “honour the truth” by presenting a different theme each week related to the history of Indigenous people in Canada; to create a safe, respectful environment for honest sharing, and; to thus create the conditions for the establishment of lasting relationships.
We recruit participants by making presentations to groups throughout the city, as well as using print, T.V. and social media to spread the message. Word of mouth is also a significant recruiter. Our website (circlesforreconciliation.ca) is kept up to date with weekly additions, including new themes, new resources, new comments from participants. This past year, an increasing number of organizations have taken the initiative to approach us asking to host a circle.

In our 2018 submission we reported over 700 participants in individual circle discussions. Today we can report over 1,600 participants, for an increase of 130%. Last year we reported 3,400 hours of sharing in our circles. This year we can report over 9,100 hours, an increase of over 168%. Almost 50 circles have completed their ten week meetings and almost 30 more are in the planning stage.

In the last year we have expanded preparations for circles to seven rural communities in Manitoba, and Selkirk, Flin Flon, and Thompson have already hosted a total of five circles.

This past year our national expansion has increased. We have visited Toronto as well as central Alberta, and we have held workshops and meetings in each case involving over 60 people. Four circles will be starting in Toronto shortly and circles are being organized in five communities in central Alberta. We have been invited to present at the University of Toronto Scarborough

campus, held on March 8th, 2019, as well as at the National Housing and Homeless Congress for 700 delegates in Victoria, B.C., held on April 4th, 2019.

We have now trained over 100 volunteer facilitators; about 50 in the last year. What is most encouraging is that at our last training of 23 in January of2019, 13 were Indigenous persons. We can now be confident that every circle will have an Indigenous and a non-Indigenous co-facilitators. These facilitators each contribute at least 30 hours, with some reaching up to 100 hours of their time.

The Winnipeg Boldness Project

Our Goal

Call to Action: 1, 7, 12, 21,

Call to Action #7: We call upon the federal government to develop with Aboriginal groups a joint strategy to eliminate educational and employment gaps between Aboriginal and non-Aboriginal Canadians.

Activity: Canada Learning Bond (CLB)

Through the prototyping of a person-centred approach regarding the sign-up process of the Canada Learning Bond, the project determined several barriers to enrollment for the CLB such as obtainment of appropriate identification, financial illiteracy, distrust of financial institutions, as well as the absence of a college-bound identity for Indigenous kids. The Winnipeg Boldness Project continues to work directly with Child & Family Services (CFS) agencies to scale sign-up processes, develop a communications strategy for children in care to maximize the immediate potential impact of education savings, and explore opportunities to leverage additional funds for investment in education savings.

Call to Action #12: We call upon the federal, provincial, territorial, and Aboriginal governments to develop culturally appropriate early childhood education programs for Aboriginal families.

Activity: Early Childhood Engagement

The project has recently begun work on developing a prototype to determine culturally appropriate early childhood education principles and, based on these principles, will develop a resource for organizations working with babies and young children.

Our Progress:

Call to Action #1: We call upon the federal, provincial, territorial, and Aboriginal governments to commit to reducing the number of Aboriginal children in care by:

ii. Providing adequate resources to enable Aboriginal communities and child-welfare organizations to keep Aboriginal families together where it is safe to do so, and to keep children in culturally appropriate environments, regardless of where they reside.

Activity: Health and Wellness Planning

In partnership with Andrews Street Family Centre, the project ran a prototype to support families in determining their own Health and Wellness goals and identifying resources to help them succeed. The project will now develop materials around its Health & Wellness Planning

prototype to share with the broader community. These materials will not only serve as a way to communicate the overall impact the project has had, but more importantly, help to influence others to learn from the outcomes of the prototype and promote scaling of these efforts through the development of further resource-based programming.

We completed several knowledge transfer tools for the Health and Wellness Planning prototype. These knowledge transfer tools are designed to help both management and front-line workers think differently about how they work with families and children and provide practical ways to achieve this. The Project is using the learnings we documented in these tools to pursue further work in this area.

Call to Action #7: We call upon the federal government to develop with Aboriginal groups a joint strategy to eliminate educational and employment gaps between Aboriginal and non-Aboriginal Canadians.

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Over the last year, the Project has strengthened relationships with CFS Authorities and Agencies to promote the uptake of the Canada Learning Bond in their organizations. We will continue to work with our partners to improve uptake of the Canada Learning Bond for children in care in 2019-20.

Call to Action #12: We call upon the federal, provincial, territorial, and Aboriginal governments to develop culturally appropriate early childhood education programs for Aboriginal families.

Activity: Early Childhood Engagement

The project has recently begun work on developing a prototype to determine culturally appropriate early childhood education principles and, based on these principles, will develop a resource for organizations working with babies and young children.

The Project formed a steering committee and an environmental scan has been complete. Additional work on this prototype will continue in 2019-20.

Call to Action #21: We call upon the federal government to provide sustainable funding for existing and new Aboriginal healing centres to address the physical, mental, emotional, and spiritual harms caused by residential schools, and to ensure that the funding of healing centres in Nunavut and the Northwest Territories is a priority.

Activity: Supports for Dads

The project has identified hubs within the community, which are providing culturally appropriate healing for men via peer support groups. Participants who find themselves excluded from their families or communities based on a criminal record, addictions, poor mental health, or personal trauma can join these groups in order to find support and resources. The project will document these gaps, barriers, and strengths within the community in order to encourage the development of new programming, while also pointing to the strength-based work that is currently happening around men and dads.

For the Supports for Dads prototype, we are partnering with three organizations: Andrews Street Family Centre, North Point Douglas Women's Centre, and Mount Carmel Clinic. These three organizations are all facilitating programming specific to men and dads, through a combination of new programs and services, as well as enhancements to existing program and services. We are working on producing a comprehensive Guiding Principles document for services providers to better engage with fathers, a toolkit to implement the Guiding Principles, and knowledge transfer tools to raise awareness of gaps, needs, and potential solutions for engaging fathers.

MUSEUMS AND GALLERIES

Canadian Museum for Human Rights

Our Goal

Call to Action: 68

We commit to continue developing innovative and collaborative museum practices related to Indigenous content, stories and programming by integrating the rights outlined in the Truth and Reconciliation Commission of Canada's Calls to Action and the United Nations Declaration on the Rights of Indigenous Peoples. The CMHR will keep sharing stories of those working towards reconciliation, providing a space for discussion and dialogue.

Additionally, as a national museum devoted to human rights education, we are committed to playing a meaningful role in sharing the truth of the genocide committed against Indigenous peoples in Canada as we work towards reconciliation.

Our Progress:

Highlights -

Indian Act (Temporary exhibit): The exhibit, which presents the Indian Act as a tool of assimilation, oppression and dispossession, was created in close collaboration between the Museum and First Nations Elders and advisors, who had a direct voice in decisions about its content and physical design. The exhibit opened in September 2019.

The Witness Blanket: The Museum has been engaged in developing a historically unique partnership with artist Carey Newman and The Witness Blanket, a powerful artwork made with 800 pieces collected from the sites and survivors of 77 Indian residential schools across Canada.

Mandela, Struggle for Freedom; 27 Hours for 27 Years: In December 2018, Indigenous leader Derek Nepinak spent 27 hours in the replica of Nelson Mandela's tiny jail cell at the CMHR as a

personal journey to reflect on the parallels between the apartheid system in South Africa and the experience of Indigenous people in Canada, as explored in the exhibition. In March 2019, the Museum hosted a public program with Derek Nepinak leading a discussion about his reflections on discrimination and its impact on people, particularly families with children.

Indigenous and Human Rights Executive Leadership Program (Pilot): In June 2018, a unique new program developed by The University of Winnipeg and the CMHR was held to help business executives and organizational leaders shape workplace cultures that respect Indigenous and human rights.

First Indigenous NASA Astronaut: Commander John Herrington, a member of the Chickasaw Nation, shared his story onsite at the Museum, then connected via two-way video technology with over 500 young people in 15 remote and northern communities from across Canada from Nunavut to the Yukon, the largest virtual session ever held by Connected North – an initiative designed to foster student engagement and enhanced education outcomes in remote Indigenous communities.

Our education, public and professional programs and events saw thousands of participants for tours, concerts, films, workshops, showcases, presentations and special programming with a focus on Indigenous perspectives and voices. Topics ranged from Indigenous history, music, craft, and literature, to contemporary issues and intercultural understanding.

Manitoba Children's Museum

Our Goal

Call to Action: 63, 66

We will install a representation of the Four Directions in our Welcome Centre.

We will host and participate in one or more Circles for Reconciliation.

We will recruit an Indigenous artist to instruct one or more of our Free2Play Access Program Arts Clubs.

We will add a traditional territory and land acknowledgment on our website.

We will add an Indigenous Languages Welcome Decal from The Downtown Winnipeg Biz.

Our Progress:

Elders Barb and Clarence Nepinak provided their support and feedback as we drafted a traditional territory and land acknowledgment that also notes our desire for mutually respectful partnerships. The Board of Directors fully adopted this best practice and start each board meeting and our Annual General Meeting with the acknowledgment.

The Children's Museum strives to be as accessible as possible. During this reporting period, we worked with Indigenous Languages of Manitoba Inc. to translate our Visitor Information Guide into both Cree Roman Orthography and Ojibwe Roman Orthography.

As previously reported, we have permanently added "Teepees, the Land, and Us" school programs to our school program roster. During this reporting period, we added information about Orange Shirt Day to the resources we share with teachers. We have also revisited some

of the books used in our other school programs and switched to books that contain more indigenous content.

We celebrated our 2nd Aboriginal Day on June 21, 2018. This event was free with museum admission, and was attended by about 400 guests. We offered a hoop dancing performance, drumming workshops, teepee building and story sharing workshops, a snack of bannock, and a craft. We were thrilled to welcome back Elder Barb Nepinak who acted as an emcee and also connected us with the performers that were featured. We were also happy to partner with Art City which provided us with art works made by Art City participants featuring medicine wheels, drums, and signs with words of welcome and thanks in both English and Ojibwe. These art works were displayed in our Welcome Centre so that all guests saw them as they entered the building.

As original signatories of the Indigenous Accord, we remain active participants in the Indigenous Accord Partner Gatherings. Through these gatherings we learn more about the partners in our community. During this reporting period we connected with such a partner, Circles for Reconciliation, and look forward to extending this partnership into the next reporting period.

A staff person attended The Winnipeg Foundation's Lighting the Way Forward: The Calls to Action in Action. This Vital Conversation with Senator Murray Sinclair was presented by The Winnipeg Foundation, in partnership with the Sacred Seven Youth Council of Ma Mawi Wi Chi Itata Centre, and it was exceptionally insightful and inspiring.

We are committed to including Indigenous voices and perspectives at the museum, particularly in our programming, and are actively contracting Indigenous artists for multiple opportunities at the museum, including our Free2Play Access Program Arts Club.

The Manitoba Museum

Our Goal

Call to Action: 63, 65, 66, 67, 68, 69, 92

Collaborate with Indigenous communities on research, collection, presentation, interpretation and representation of Indigenous peoples of Manitoba;

Collaborate with Indigenous communities to plan, develop, and evaluate various Museum activities such as exhibitions, publications, public programs, and cultural policies, as well as access to information and collections;

Develop hiring and HR policies that provide a supportive environment for Indigenous job candidates and employees;

Establish training programmes to empower Indigenous staff members/trainees and interns to participate in the presentation of Indigenous stories;

Establish Manitoba Museum’s training programmes for wider audiences to gain a better and more accurate representation of historical and contemporary Indigenous perspectives and worldviews.

Support and promote Indigenous languages through the incorporation of these languages in our exhibitions, publications, and programs.

Our Progress:

The Manitoba Museum has worked in collaboration with Indigenous communities over several decades. This last year we were pleased to establish our Indigenous Advisory Circle with the intent to cultivate strong working relationships between the Museum and Indigenous communities throughout Manitoba. The Circle helps to support and promote Indigenous inclusion in Museum activities and improve Indigenous representation in exhibitions and programs, with a sincere desire to advance reconciliation, and address and build on the recommendations of the Truth & Reconciliation Commission Calls to Action.

The Indigenous Advisory Circle members include people with connections to the Treaty Relations Commission of Manitoba Elders Council, museums, universities, arts and culture institutions, science research, education, and language support. A purposeful intention is being made to include the languages and communities of the Métis, First Nations, Inuit, Dakota, Anishinaabe, Cree, Dene, urban and reserve populations. The Circle has met three times focusing primarily on content for our upcoming new gallery renewal for the Bringing Our Stories Forward Capital Renewal Project, and sharing ideas and advice on museum programs and initiatives.

For this Stories Project, we hired two Indigenous curatorial assistants in Archaeology and Cultural Anthropology whose research contributions to Renewal Project have been very meaningful to the process. They are both being mentored in museum practices towards supporting future career goals.

In addition to the many exhibitions and programs that are central to the Museum's mandate, there are additional academic projects which promote Indigenous knowledge and language preservation. One of these projects, Six Seasons of the Asiniskow Ithiniwak: Reclamation, Regeneration, and Reconciliation, is a SSHRC supported initiative with the University of Winnipeg to develop a set of five companion books to accompany our existing museum publication Pisim Finds Her Miskanow (2013).

The second, is the recently published book written by Kevin Brownlee Curator of Archaeology, titled Dibaajimindwaa Geteyaag: Ogiiyose, Noojigiigoo'iwe gaye Dibinawaag Nibiing Onji/Stories of the Old Ones: Hunter Fisher from Sheltered Water. The book chronicles this archaeological research project, and also integrates historical fiction with the intention to imagine the life of the Ancestor central to this publication, and also with the intention to contribute towards language preservation. At the heart of this project is the collaboration between Indigenous and non-Indigenous peoples to tell the story of this Ancestor. This book weaves Indigenous Knowledge with human and natural history, featuring contemporary Indigenous art, ethnographic collections, and stunning photography to bring the fascinating story of the Two Eagles Ancestor to life. The path to reconciliation takes many directions and forms. This publication was designed and written to contribute to this dialogue, and opens a portal to the past to help us all see into the future.

Kevin Brownlee participated in a Panel discussion titled Reconciling our History: Indigenous Perspectives organized by the Welcome Winnipeg initiative. The panel was organized by the Indigenous Relations Division of the City of Winnipeg.

We continue our successful Indigenous Scholars in Residence Program, now in its fourth year, to host Indigenous post-graduate university students to have scholarly access to the Museum's collections to advance their academic practice.

Over the past six years the Manitoba Museum has designed a series of education kits for northern communities, the most recent one, Spirit Lines, was recognized with two distinguished awards: the International Guardians of Culture and Lifeways Outstanding Project (by a Non-Native Organization) Award was presented by the Association of Tribal Archives, Libraries, and Museums (U.S.A.); and in 2017 the Spirit Lines project received the prestigious Governor General History Alive! Award.

The Manitoba Museum's Learning & Engagement team collaborated with a working group of Indigenous Elders, professors, and linguists to develop a new learning program "Welcome to Treaty 1". This program examines the ideas, laws, languages, and stories that helped shape Treaty 1, and encourages participants to reflect on what a Treaty relationship should look like today. This exploration is facilitated through the use of exhibitions, storytelling, and participatory activities. During the development phase of this new program, we recorded over 3 hours of interview footage with our program development working group; this footage has been edited into 1-6 minute long video clips that speak to the history of Treaty-making in Manitoba. The voices of Elders, Indigenous professors, and Indigenous language experts can be heard on-site and on-demand in any of our gallery spaces during the delivery of each session. Over 260 adult learners participated in this program over the past year, including social workers, health care professionals, government employees, engineers, and teachers. This year, 69 of the Manitoba Museum's full-time and part-time staff also participated in the Welcome to Treaty 1 program. The Manitoba Museum's Learning & Engagement team continues to partner with Indigenous organizations for internal staff training and professional development. In May 2018, we attended a Tikinaagan-making workshop at the Manitoba Indigenous Cultural Education Centre (MICEC). Our summer day camp also visited MICEC for a field trip, learning how to play traditional games and participating in arts and crafts activities.

We continue to offer our popular workshop series featuring Indigenous arts and crafts, including mitten-making, moccasin-making, birch bark basket-making, two-needle beadwork, and quillwork. The workshops are led by local Indigenous artists, and include a visit behind-the-scenes with a Museum Curator to learn about the historic artifacts in our collection. Workshops are attended by adults, primarily between the ages of 25 and 65; this year we had over 100 participants in our workshop series.

The Manitoba Museum has 10 guided school programs that involve Indigenous content, 8 of which are also delivered in French. These 18 guided school programs were experienced by 11,923 students and 1,023 teachers or other adult supervisors between April 2018 and April 2019. School programs at the Manitoba Museum are varied and involve guided tours of the Museum Galleries, hands-on activities and artifact handling, art workshops, etc.

Learning and Engagement Activities:
Attended Tikinaagan workshop at Manitoba Indigenous Cultural Education Centre in May 2018 for Learning & Engagement Producer's professional development.

Public Programs - Indigenous Artist Workshop collaborations:
Jennine Krauchi, Métis Two-Needle Beading x 3 workshops = 50 total participants
Jennine Krauchi, Quillwork x 2 workshops = 22 total participants
Cynthia Boehm, Moccasins: 1 workshop = 16 participants
Alan Easter, Mittens: 1 workshop = 6 participants

Welcome to Treaty 1 program development collaborators:
Niigaan Sinclair, Elder Harry Bone, Elder Peter Atkinson, Dr. Aimee Craft, Dr. Gina Starblanket,

Roger Roulette.
Delivered “Welcome to Treaty 1” to 69 full-time and part-time staff of the Manitoba Museum.
Welcome to Treaty 1 program – Total number of participants in from April 2018 to May 2019: 262 participants from external organizations/members of the public.
We Are All Treaty People – one booking for 14 people

Transcona Museum
Our Goal
Call to Action: 62, 67-70, 77, 78
The Transcona Museum is committed to building positive relationships and to exploring opportunities with Indigenous and non-Indigenous groups for the continued growth of the Museum through its programs, exhibitions, collections and archives. We could do this through inviting Indigenous and Non indigenous groups to the museum in consultation and friendship. As well as participate in Truth and Reconciliation activities both held at the museum and the community.

Our Progress:
The Transcona Museum has begun adding the traditional territory and land acknowledgment to our presentations and our website. In March we held a talk at the museum entitled "Museums and Reconciliation" where we spoke about the what reconciliation is, history of museums in regards to reconciliation, and what we the Transcona Museum can do as we move forward to reconciliation. The presentation was attended by a number of Metis individuals and afterwards there was a discussion that occurred where people shared their truths and histories. The Museum has begun reviewing our collection and archives for materials related to the residential school system that can then be shared with the National Centre for Truth and Reconciliation.

SPORTS AND ATHLETICS

Manitoba Lacrosse Hall of Fame and Museum
Our Goal
Call to Action: 87, 88

The objective of the Manitoba Lacrosse Hall of Fame and Museum is to remember and recognize those who have brought honour and distinction to Lacrosse in Manitoba as players, builders, player/builders and teams. The Hall of Fame and Museum is a registered non-profit organization at the Federal and Provincial level.

The Manitoba Lacrosse Hall of Fame and Museum is proud to participate in the City of Winnipeg Indigenous Accord. We believe we hold a very special position in recognizing the sport of Lacrosse as both The Creator’s Game and Canada’s national summer sport.

We have self-identified the following Truth and Reconciliation Calls to Action: #87 and #88.

Our goals are as follows:

1. Become a signatory to the City of Winnipeg Indigenous Accord.

2. Create a permanent seat on the Manitoba Lacrosse Hall of Fame and Museum Board of Directors to be filled by a member representing our indigenous communities.

3. Review all Manitoba Lacrosse Hall of Fame inductees to compile a list of indigenous members.

4. Forward this list of indigenous inductees to Sport Manitoba for inclusion in their records.

5. Identify a section on our website and in our museum that recognizes and tells the story of our Aboriginal athlete inductees.

6. Ensure our website and museum provide public education on the important heritage and cultural history of Lacrosse as both a Medicine Game and The Creator's Game.

7. To encourage and recognize long-term Aboriginal athlete development and growth in the sport of Lacrosse in conjunction with the Manitoba Lacrosse Association and their respective disciplines.

Sport Manitoba
Our Goal
Call to Action: 87, 88, 90
Goal 1: Celebrate and honour Indigenous athletic achievement by induction/recognition in the Manitoba Sports Hall of Fame and Museum.

- The Manitoba Sports Hall of Fame assessed their own honoured membership to identify First Nations Indigenous athletes within our own ranks.
- During our recent Feature Exhibit on the Great War and the Manitoban athletes who partook in that struggle, we dedicated an entire case to Joe Keeper.
- Currently celebrating Angela Chalmers in the Women in Sport exhibit.

TRC 87. We call upon all levels of government, in collaboration with Aboriginal peoples, sports halls of fame, and other relevant organizations, to provide public education that tells the national story of Aboriginal athletes in history.

Goal 2: Expand opportunities for Indigenous youth in sport and widen opportunities for all youth to learn. This is achieved through funding provided by the Bilateral agreement between the Government of Canada and Government of Manitoba for sport development in the province of Manitoba which is administered by Sport Manitoba.

- Through partnerships with Provincial Sport Organizations, the Manitoba Aboriginal Sports and Recreation Council, WASAC and a number of community youth agencies sport programming and training in the active start, FUNdamentals and learn to train

stages were provided to indigenous youth in a number of sports; (Athletics, Archery, Badminton, Ball Hockey, Basketball, Ice Hockey Lacrosse, Paddling, Softball, Volleyball, Cross Country Ski, Soccer, football, gymnastics etc.) Coach, official and leadership development was also provided through sport specific training as well as through our Coach Academy training sessions.

• The partnership with the Manitoba Aboriginal Sports and Recreation Council provided financial support to assist with sport development and capacity building. Through this funding their sport development coordinators provided communities and organizations with the opportunities to develop and implement many sport programs in indigenous communities. They work with and visit many communities to assist in setting up delivering programs in a number of sports as well as community strategic planning and traditional games opportunities. Aboriginal Coach Module Learning Facilitator's were trained and delivered sessions in many indigenous communities.

- Two coaches were given the opportunity to increase their knowledge and skills in their particular sport through the Canada Games Apprenticeship program. This enabled them to be a better coach and leader in their sport which will in turn benefit the athletes that they will be working with. Coaches attended several training sessions, took several courses and attended team selection events.
- Sport Manitoba initiated a research project and contracted out a research team to research areas of funding investment through Sport Manitoba and our funded partners through the Federal/Provincial Bilateral agreement specific to areas of Indigenous participation in sport and sport development. The final report will be used to assist us and partner agencies in establishing future direction in eth area of support and programming for indigenous sport programming.
- Fit Kids Healthy Kids program facilitated nine physical literacy sessions in Indigenous Communities during 2018/2019. This program is a partnership between Doctors Manitoba and Sport Manitoba. The goal of the program is fit, healthy kids that are active for life. The program teaches children and their adult leaders the fundamentals of movement that make kids confident and competent in sport, recreation and life. Fit Kids Healthy Kids facilitators provide services that help recreation leaders, health leaders, early childhood educators, parents, teachers and community in general learn the meaning of physical literacy.

TRC 88. We call upon all levels of government to take action to ensure long-term Aboriginal athlete development and growth, and continued support for the North American Indigenous Games, including funding to host the games and for provincial and territorial team preparation and travel.

TRC 90: We call upon the federal government to ensure that national sports policies, programs, and initiatives are inclusive of Aboriginal peoples, including, but not limited to, establishing:

i. In collaboration with provincial and territorial governments, stable funding for, and access to, community sports programs that reflect the diverse cultures and traditional sporting activities of Aboriginal peoples.

Youth1st Lacrosse
Our Goal
Call to Action: 88

- Canada Day Lax Bash - double in size each year;
- Further growth into new communities;
- Broader player selection for the 2020 North American Indigenous Games (tryouts to be held in July 2019)

Our Progress:
Youth1st Lacrosse is proud to help support communities throughout Manitoba to start up sustainable lacrosse programming in partnership with Manitoba Aboriginal Sports and Recreation Council, Sports Xpress, and of course the Winnipeg Indigenous Accord.

This year has been very busy with returning communities as well as new communities who are seeing the value of the Medicine Game.

On July 1st, 2018, Youth1st Lacrosse held the first annual Canada Day Lax Bash at The Forks Historic Site of Canada in partnership with Parks Canada. The day was a beautiful celebration of the Creator's Game and Canada's National Summer Sport - Lacrosse.

Long Plain First Nation defeated Roseau River First Nation in a tight match to win The Two Rivers Cup. This year our hopes are to double in size with 4 communities competing for the annual cup.

Throughout the year leading up to the tournament, Youth1st Lacrosse is out on the highways traveling all over Manitoba to teach lacrosse to new participants and prospective athletes. Youth1st Lacrosse can support with start-up equipment, fundamental training, future opportunities, and presentations on the history of the game within indigenous cultures and school divisions.

We are thrilled with the amount of support that we have received and are happy to know that communities are seeing the value that we share in the Medicine Game.

Lacrosse is a game of respect and our values are: FHPT - Family, Honour, Pride, Tradition.

Big thanks to all the media outlets in Winnipeg as well for all the coverage and support we have seen to further educate the general public about this magnificent game!

Grow the game.

Yours in lacrosse,

Don Jacks, Founder
Youth1st Lacrosse

Manitoba Aboriginal Sports and Recreation Council
Our Goal
Call to Action: 87, 88, 89, 91, 91
The MASRC will continue to promote sport and recreation, within Manitoba's Indigenous community, as a means of pursuing overall health and well-being. Our goal for 2018 will be to offer 500 programs (as an organization and through partnerships) which includes: sport clinics, coaching clinics, officials clinics, sport development camps, seminars, events, AND community visits.

Our Progress:
It was a busy, creative year this year. We thoroughly enjoyed the task put before us of offering 500 programs as an organization and through partnerships. This goal caused staff to think differently about programs and partnerships. It caused reflection and several opportunities to ask the crucial ‘why’ behind our relationships. We saw the growth not only in our participant numbers but in our leadership skillset as a staff and in our coaches. Planning together, building together and learning together became a norm by the end of our year. Our volunteer coaches are engaged in ways that surprised us and there is a new ease to volunteer recruitment with the influx of opportunities provided last year!