Winnipeg's Indigenous Accord

PARTNER GOALS & PROGRESS REPORT

August 2020

Winnipeg | Indigenous Relations
Relations avec les Autochtones

JOURNEY OF RECONCILIATION
LES CHEMINS DE LA RÉCONCILIATION

Dedicated to the memory of Thelma Meade.

Cover photo: Mural at HTFC Planning and Design office by Métis artist Katherine Boyer.
Photo credit: Emily Christie

Winnipeg's Indigenous Accord

Winnipeg's Indigenous Accord is a tool in which Indigenous and non-Indigenous Winnipeggers can explore reconciliation together. One of the City of Winnipeg's key actions in supporting reconciliation was creating the Accord, so that organizations and individuals can come together to learn and share their journeys of reconciliation. This has become our mission while we grow together as a City. The Indigenous Relations Division reached out to Accord partners to identify progress on their commitments from June 2019 to May 2020 (or since becoming a partner after June 2019):

- 85 reports were received from Accord partners and compiled in this third annual report of progress involving 61 of 94 TRC Calls to Action;

The City of Winnipeg and Accord partners are utilizing several methods to build increasing levels of knowledge and understanding. The following are key highlights of collective partner progress over this past year:

- 20,307 members and employees from 51 Accord partner organizations have participated and are continuing to participate in education and training in response to Calls to Action 57 and 92, including 100% of the City of Winnipeg Public Service.
- 17,300 students from five school divisions are learning age-appropriate curriculum on residential schools, Treaties and Indigenous peoples' history and contemporary contributions to Canada, in response to Calls to Action 62 and 63.
- 79% of Accord partners are practicing traditional territories acknowledgments as part of daily announcements and at events, meetings and gatherings.
- 2,019 collaborations with Indigenous people were reported by 64 Accord partners, obtaining improved capacity and understanding through culturally appropriate guidance to inform the development and implementation of strategies, curriculum, protocols, projects and programming.
- 165 policies and practices amended or newly adopted by 35 partner organizations to recognize Indigenous rights, reflect Indigenous priorities and improve Indigenous access and inclusion.

The following Partner Goals and Progress Report includes written summaries provided by Accord partners describing annual progress on goals and commitments to advance reconciliation and implementation of the TRC Calls to Action. This information is published at winnipeg.ca/indigenousaccord.

The City of Winnipeg would like to thank all Accord partners who provided their reports during these uncertain times and for their commitment to our shared journey of reconciliation.

Table of Contents

SECTION I

The report is organized by the following sector groups (alphabetical order):

Arts, Culture and Heritage 5 - 12

Festival Du Voyageur Inc.
Folk Arts Council of Winnipeg Inc./Folklorama Inc.
Royal Manitoba Theatre Centre
Royal Winnipeg Ballet
Sarasvati Productions
St. Andrew's Society
Winnipeg Folk Festival

Businesses and Associations 13 - 31

Assiniboine Credit Union
Association of Fundraising Professionals, Manitoba Chapter
Canada Life Assurance Company
CentrePort Canada Inc.
Downtown Winnipeg BIZ
ft3 Architecture Landscape Interior Design
HTFC Planning & Design
IG Wealth Management
KPMG LLP
Manitoba Bar Association
Manitoba Blue Cross
Manitoba Construction Sector Council
Manitoba Heavy Construction Association
RBC Convention Centre Winnipeg
The North West Company
World Trade Centre Winnipeg

City of Winnipeg Departments and Members of Council 33 - 43

Indigenous Relations Division
Winnipeg Fire Paramedic Service
Winnipeg Police Service
Winnipeg Transit
Councillor Brian Mayes
Councillor Cindy Gilroy
Councillor Matt Allard
Councillor Sherri Rollins

Community Organizations 45 - 60

Building Urban Industries for Local Development (BUILD) Inc.
Canadian Homeless Resources Inc.
End Homelessness Winnipeg
Immigrant & Refugee Community Organization of Manitoba (IRCOM)
Immigrant Centre
Immigration Partnership Winnipeg
Ka Ni Kanichihk Inc.
Momenta Inc.
North End Community Renewal Corporation
Pembina Active Living (PAL 55+)
Rotary Club of Winnipeg, Honouring Indigenous Peoples (HIP) Committee
SEED Winnipeg Inc.
The Forks Renewal Corporation
The Winnipeg Foundation
United Way Winnipeg
Wolseley Family Place

Education – Post-Secondary Institutions 61 - 72

Booth University College
Red River College
University of Manitoba
University of Manitoba Rady Faculty of Health Science
University of Winnipeg

Education – Schools and Associations 73 - 81

Balmoral Hall School
Glenlawn Collegiate Institute
Gonzaga Middle School
John G. Stewart School
Manitoba Teachers' Society
Success Skills Centre

Education – School Divisions 83 - 89

Louis Riel School Division
Pembina Trails School Division
River East Transcona School Division
Seven Oaks School Division
Winnipeg School Division

Faith and Religion 91 - 101

Anglican Diocese of Rupert's Land
Kairos Canada, Manitoba & North Western Ontario Region (formerly Kairos Cambrian Agassi Region)
Manitoba Northwestern Ontario Synod-Evangelical Lutheran Church in Canada
Mennonite Central Committee Manitoba
River East Church
TRC Cluster of UC (formerly Winnipeg United Churches' TRC Action Group)
Youth for Christ Winnipeg

Health and Associations 103 - 112

Association of Regulated Nurses of Manitoba
Life's Journey Inc.
Manitoba College of Social Workers
The Sanatorium Board of Manitoba/The Lung Association, Manitoba
Two-Spirited People of Manitoba Inc.

Indigenous Knowledge and Excellence 113 - 116

Circles for Reconciliation
The Winnipeg Boldness Project

Museums and Galleries 117 - 123

Canadian Museum for Human Rights
Manitoba Children's Museum
Manitoba Museum
Transcona Historical Museum Inc. (Transcona Museum)

Sports and Athletics 125 - 131

Manitoba Aboriginal Sports and Recreation Council
Manitoba Lacrosse Hall of Fame and Museum
Sport Manitoba
Youth 1st Lacrosse

SECTION II

Shared Indicators of Progress 133 - 147

Arts, Culture and Heritage
Business and Associations
City of Winnipeg Departments and Members of Council
Community Organizations
Education – Post-Secondary Institutions
Education – Schools and Associations
Education – School Divisions
Faith and Religion
Health and Associations
Indigenous Knowledge and Excellence
Museums and Galleries
Sports and Athletics

Arts, Culture and Heritage

Festival Du Voyageur Inc.

Our Goal

Call to Action: 45.ii, 48.iii, 57, 84.i, 92

- Review our hiring and HR practices and policies to ensure there are no barriers, real or perceived, toward members of the Indigenous community;
- Acknowledge the Indigenous land that Fort Gibraltar and our festival is located on and educate the public on Treaty No.1;
- Formalize inclusion of Treaty No. 1 and Métis land acknowledgment on our website and in all our events;
- Inclusion of Indigenous languages in park signage during the festival;
- Plan & initiate a review of our heritage & education program to ensure Indigenous perspectives are reflected;
- Establish an Indigenous consultation group that will meet at least twice per year;
- Develop more partnerships with Indigenous groups & organizations to strengthen relations;
- Better inclusion of Indigenous artists in Festival du Voyageur programming.

Our Progress

Festival du Voyageur promotes the celebration of Indigenous people and culture. We're focused on reconciliation by hiring more Indigenous artists, staff and in creating partnerships in order to implement Indigenous programing and educational activities throughout the year.

The first step of our Indigenous initiatives was hiring an Indigenous initiatives coordinator. This full-time Indigenous staff person was responsible for developing new partnerships, establishing an Indigenous advisory committee, hiring Indigenous artists and implementing new training for staff, board members and volunteers.

The 51st edition of Festival du Voyageur, held from February 14th-23rd, 2020, brought to life these new partnerships and initiatives. Festival hired more than 90 Indigenous performers, visual artists, storytellers and celebrated this Indigenous culture with over 70,000 festivalgoers. We're proud to have included Michif, Cree, Anishinaabemowin and Inuktitut languages into our programming. In addition to performances, a special art project, in collaboration with Jaime Black from the REDress project, celebrated Indigenous voices. Promotions for the festival focused on celebrating the kinship between voyageurs and Indigenous Peoples with the creation of a new designed by a local Indigenous artist.

In order to ensure that our festival is a safe space for everyone to celebrate, our staff and volunteer training manual was reviewed to include educational information on Treaty No.1, residential schools and the Sixties Scoop. This educational information was also shared with festivalgoers on-site.

From an operational stand-point, Indigenous individuals and organizations contributed to the festival by helping out at our Safer Space (Maia Wellness), collaboration with our security team (Bear Clan MB) and helping share educational handouts (Red Rising Magazine).

Folk Arts Council of Winnipeg Inc. / Folklorama 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. During the 50th Anniversary Folklorama Festival, Folklorama featured the First Nations and Métis Pavilions. 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. This year, an increased number of pavilions acknowledged Treaty 1 and the Métis Nation prior to the start of shows. Our goal is to have this standard at all pavilions in the upcoming year. It is currently the standard to make these acknowledgments prior to all Folklorama membership meetings.

Additionally, Folklorama's Talent and Teachings departments played an important role in bringing Indigenous cultural programming to the community year-round. From June 2019 until the end of May 2020, 41 shows were produced that featured Indigenous performers, with 16 of those shows presented in an educational setting. 1841 students in kindergarten to grade 12 took part in Indigenous-focused workshops and performances. These achievements coincide with Folklorama's ongoing mission statement to celebrate diversity and promote cultural understanding.

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

We were proud to have new Artistic Director Kelly Thornton sign Winnipeg's Indigenous Accord in June 2019 on behalf of Royal MTC and our Board of Trustees.

We will continue 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).

The year was bookended by two Indigenous-created pieces of art. In June Royal MTC partnered with Tomson Highway on his song cycle “Songs in the Key of Cree” and we closed our Tom Hendry Warehouse Season with the world premiere of the full-length version 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.

Our year-end plans for Board workshops on reconciliation and inclusion were upended by COVID-19, but our commitment to this learning remains strong.

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 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 Royal Winnipeg Ballet is in its second year as a signatory of the Winnipeg Indigenous Accord. In consultation with the RWB Indigenous Advisory Circle, we set out to explore ways that would answer a crucial question: ‘how do we end a history of non-relationship between Indigenous and non-Indigenous people?

Sharing Dance is a nation-wide movement to bring dance and its many benefits to all people. Leading up to last summer, hundreds of children and youth from schools in under-served communities in Manitoba participate in

Sharing Dance Kids programming. Indigenous dance artist Shanley Spence performed and lead a workshop at Winnipeg Sharing Dance Day in June 2019, along with other multi-generational community performances. Ms. Spence was previously involved in Sharing Dance Day 2017.

By September, the RWB Company and RWB School were back in full session. To mark the start of the season together, Elder Albert McLeod was invited to guest speak and perform a smudging ceremony which was attended by the dancers, post-secondary training students and by several artistic and administrative staff. This tradition was incorporated into our season in our first year of the Winnipeg Indigenous Accord and wanted to ensure that it would continue as a regular part of all our seasons. Light snacks from Feast Café Bistro, which offers 'modern dishes rooted in traditional First Nation foods', was served to all those who attended.

In October, Going Home Star Truth and Reconciliation, a full length ballet that was created as a collaboration between Indigenous and non-Indigenous artists about the residential schools, held its international premiere at the Festival Internacional Cervantino, the most important arts and cultural festival in Latin America and one of only four festivals of its kind in the world. Steve Wood and The Northern Cree Singers – who significantly contributed to the creation of Going Home Star with their music, lyrics and spoken words – joined the tour and opened each performance. Dancers and musicians were brought together again in an emotional reunion in front of the world.

The company performed to over 2,700 people across three performances, including a matinee attended by over 600 secondary school students. The performances received standing ovations and wide coverage in the media. While the conversation about truth and reconciliation has been on-going in Canada for many years, in Mexico it is only recently that federal government has begun taking steps towards addressing their own history and relationship with colonization and the Indigenous people of Latin America.

The RWB partnered with the National Centre for Truth and Reconciliation to set up public displays at the festival detailing the history of the residential schools in Canada. Danielle Morrison, a founding member of the RWB Indigenous Advisory Circle, also joined the tour and hosted a panel discussion on the history and legacy of the residential schools at Canada House sponsored by the Embassy of Canada in Mexico. In attendance were students, Indigenous artists from Mexico and the media. An additional thank you to Cassandra Cochrane at Caribou Connection Textiles who was commissioned to create traditional beaded lanyards for the tour.

In the fall, the Indigenous Advisory Circle comprising of Danielle Morrison, Professor Kevin Lamoureux and Tara Letwiniuk (Board Member), formally welcomed Elder Albert McLeod as its latest member. The Indigenous Advisory Circle is our promise to ensure our decisions and actions are inclusive, considerate and accountable.

Five RWB staff attended Creative Manitoba's Smoke Signals Indigenous Communication Conference on October 25 as part of our enduring commitment to listen and learn about crucial importance of having Indigenous voices in the art and media world. In the same week, the RWB School organized a group booking for students to attend Santee Smith's performance and post-performance talkback of The Mush Hole at MTYP.

In early November, the RWB served as co-host for the City of Winnipeg's Winnipeg Indigenous Accord All Partner Gathering. The Winnipeg Boldness Project, Assiniboine Credit Union and the RWB were invited to speak about the work they have done as partners and signatories of the Winnipeg Indigenous Accord. A six-minute excerpt from Going Home Star was performed by RWB dancers Sophia Lee and Tristan Dobrowney.

RWB School alumni Cameron Fraser-Monroe, a status member of Tla'amin Nation on the West Coast, choreographed a new piece that was to tour throughout Manitoba this past March as part of On the Edge Tour. In collaboration with Manitoba educator Elder Wilfred Buck, Fraser-Monroe's piece, Pine Needle in The River, combined traditional dance and ballet and was inspired by a creation story Why The Raven's Feathers are Black. Fraser-Monroe explained that a large part of the inspiration for the piece is water and a lack of potable water in many Indigenous communities.

Unfortunately, the On The Edge Tour as well as our spring Guest Speaker series had to be postponed due to COVID-19. Originally scheduled for April, Professor Kevin Lamoureux had been invited to guest speak with our dancers, students and staff about the history and legacy of the residential schools and about the importance of truth and reconciliation. We look forward to rescheduling the guest talk in the future.

When the global public health crisis hit, the RWB created a pilot project to redirect our resources and efforts in our wardrobe department to create hundreds of high-quality multi-layered face masks based upon WHO and CDC guidelines. At the genesis of the project we approached the Winnipeg Boldness Project about partnering with us to

deliver these masks to the community. The first 500 masks will be delivered to the community in June with a second delivery scheduled for July (and hopefully beyond).

In June, RWB dancers Yosuke Mino, Alanna McAdie, Chenxin Liu and Yue Shi accompanied by pianist Donna Laube and Principle Conductor Julian Pellicano filmed their performances to appear on Almighty Voices, an initiative created by Tom Jackson in support of the Unison Benevolent Fund, a non-profit registered charity providing counselling and emergency relief services to the Canadian music community.

Finally, 490 people attended RWB performances this past season through our Higher Horizons program and in partnership with over 30 local social service organizations. Higher Horizons focuses on serving families in our community who may not have the same opportunity to attend one of our performances.

Sarasvati Productions

Our Goal

Call to Action: 66, 83, 93

1. Collaborating with community-based youth organizations 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 engage Indigenous artists in our programming. Our guest artist at our annual theatre festival, FemFest, was Algonquin playwright and director Yvette Nolan. She led a playwriting masterclass, which included Indigenous emerging writers. She read her work for a public audience and spoke to theatre and film students at the University of Winnipeg. In addition at the festival, we brought together mothers and daughters of Indigenous ancestry for a unique live theatre performance, “Like Mother, Like Daughter”. We also featured Indigenous artists as part of the festival Opening Cabaret. Throughout the year we engaged numerous Indigenous artists as part of our Reconciliation Through Theatre project. They facilitated workshops with Indigenous youth. A fully Indigenous creative team has been engaged to bring the final result of this project to the stage and dozens of Indigenous youth are being mentored. Finally as part of our International Women’s Week Cabaret of Monologues both Cree musician Wanda Wilson and spoken word artist Sadie-Phoenix Lavoie were showcased.

As part of our on-going commitment, we continued to work with Elders, both as an important guiding presence at workshops and to offer opening prayers at our events. As a result we built relationships with new seven new Elders.

Our Indigenous Community Outreach Coordinator met with multiple community organizations and attended their events in order to strengthen partnerships. Our Indigenous Project Coordinator oversaw workshops with over 70 Indigenous youth. Alongside youth participants they presented an overview of our Reconciliation Through Theatre project at a conference hosted by the Canadian Network for Arts and Learning as well as for the Manitoba Association of Drama Educators. Most recently, in order to best integrate the work in to our daily activities, the two positions were amalgamated in the hiring of a new part-time administrator from the Nisichawayasihk Cree Nation in Manitoba.

To further our company values, our Board and staff also attended a presentation on inherited trauma in Indigenous communities led by Louis Ogemah of Addictions Foundation of Manitoba.

St. Andrew's 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

The St. Andrew's Society still maintains its commitment to recognizing Treaty One and the Métis Homeland at all functions. As well as having former Chief Jim Bear as a patron of the society whom is an active member in society and its goings-on. We maintain our Indigenous Relations Committee which is chaired by Luke Settee a status Indian and celebrates his two cultures. Luke was nominated and elected as the Societies 2nd Vice President for the coming year. This committee has worked on gathering and publishing a reading list of books for our membership that will help in fostering and understanding our commitment to reconciliation. We have decided in these past months to work on being a supportive partner with local Indigenous organizations and making ourselves visible to the community by attending events and being supportive in celebrating their achievements and traditions.

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.

Business and Associations

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.

Association of Fundraising Professionals, Manitoba Chapter

Our Goal

Call to Action: 92

The Association of Fundraising Professionals, Manitoba Chapter, commits to fostering a culture in which Indigenous Peoples and all members can contribute to their fullest potential by promoting and providing opportunities for people who are to learn from one another. In response to Call-to-Action 92 we will ensure Aboriginal Peoples have equitable access to professional development training. We will continue to open membership meetings by practicing Traditional Territories Acknowledgement and/or alternate acknowledgements. We will investigate providing education on Indigenous history to our membership as well as incorporating an Indigenous perspective on Philanthropy into our programming.

Our Progress

AFP MB was successful in expanding its traditional territory and land acknowledgment from its special occasion gala to include its more frequently scheduled professional development curriculum. We are in the process of selecting a vendor to provide Cultural Indigenous Training to our membership, free of charge. We incorporated an Indigenous perspective on Philanthropy into our programming by selecting 'AFP Fellow in Inclusion and Philanthropy', Sharon Redsky to be the keynote speaker at our annual general meeting, discussing her research into Indigenous culture and Philanthropy.

Canada Life Assurance 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:

1. 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;

2. 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;

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

4. 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.

Our Progress

1. *NEW* Unconscious Bias Training was offered to all employees beginning in 2019 and continuing in 2020. 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.

   Our 2019 engagement survey continued to include diversity metrics, 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. Our 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)

   NEW We are able to see year over year trends with engagement survey questions and demographics, which allow us to identify trends, gaps and areas of opportunity. The Indigenous population continued to have strong overall engagement scores.

4. Continued support of 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 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.

5. *NEW* Our Indigenous Peoples ERG held Kairos blanket exercises for over 80 people leaders across Canada in London, Winnipeg, Toronto, Regina and Montreal throughout June and July 2019 and with plans to continue through 2020. 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. The sessions were positively received by leaders, a majority of which stated that the session helped increase their awareness.

6. In continuing to acknowledge diversity & inclusion days of recognition, employees are encouraged to bring their whole selves to work. From June 2019 to May 2020, the following days have been celebrated:

   - On June 21, 2019, National Indigenous Peoples Day was celebrated nation wide with an article to raise awareness of Indigenous culture and showcase an Indigenous employee. From June 18 – 22, a 22-ft teepee was raised in our Winnipeg office with the support of AMIK and our Indigenous Peoples ERG. The tee-pee raising was accompanied by a cultural teaching by Knowledge Keepers including the history of the tee-pee.

   - *NEW* In recognition of National Indigenous Peoples Day, Canada Life has committed over $500,000 combined to Teach For Canada and Connected North. Both non-profits will provide assistance for Indigenous youth education in remote northern Manitoba communities through creative tools, technology and in-classroom support.

   - *NEW* On September 30, 2019, in recognition of Orange Shirt Day (also known as National Truth and Reconciliation Day) our Indigenous Peoples ERG screened Aboriginal Peoples Television Network's First Contact, which follows 6 Canadian's through a journey within Indigenous communities where prejudices are challenged. Approximately 100 leaders attended the session in Winnipeg. A national article was published on the Zone as well, showcasing our commitment and what we are doing to increase awareness and commitment to Indigenous Communities.

   - June 21, 2020 plans are underway to recognize National Indigenous Peoples Day nationwide through an engaging and interactive event for employees.

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) Canada Life Building Brighter Futures awards: Our national support provides 22 awards annually for First Nations, Inuit and Métis post-secondary students who are studying either Business, Business Administration or Commerce, with a focus of either: Accounting Finance, Human Resources Management, International Business, or Marketing & Communications at a recognized Canadian post-secondary degree granting institution. In 2019 - of the 22 awards were allocated to MB - 3 awards provided to students identifying as from a community in BC and 3 more awards to students studying at a school in BC. These awards represent % of funds disbursed. Funds are matched by the federal government.

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) *NEW* Organization: Right to Play International - Promoting Life Skills in Aboriginal Youth (PLAY) Program - Delivers community-driven, culturally-relevant, play-based programming to Aboriginal children and youth, enhancing leadership, self-confidence and self-esteem. Our national support in 2019 helped 5 communities in MB deliver programming impacting 346 youth and 61 community mentors. A total of 5 Youth led events were held.

d) Organization: Pathways to Education – We are currently in year four of 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: University of Manitoba, I.H. Asper School of Business - Faculty of Management- Provided sponsorship of the 2019 Excellence in Aboriginal Business Leadership Awards Banquet which honours an individual or organization that has exemplified leadership within the context of Indigenous business.

f) Organization: Teach for Canada – In 2019, we continued our commitment to Teach for Canada's National Expansion into Manitoba as a 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.

g) 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, under-served 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 has expanded into Manitoba in 2019 continuing into 2020.

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 meaningful partnerships with the Indigenous community. Through the CentrePort Canada Marketing Partnerships Program, the organization has formalized a relationship with the Southern Chiefs Economic Development Corporation (SCEDC) and the Aboriginal Chamber of Commerce. These partnerships provide the two organizations with the following benefits:

Southern Chiefs Economic Development Corporation – Strategic Partnership:

- Business referrals from local, national and international companies requiring local services
- Assistance with facilitation of meetings and introductions to potential clients and decision-makers
- Brand exposure and promotion including social media engagement
- Media support to increase public profile for promotion of new business investments
- Complimentary invitations to strategic networking events
- Opportunity for information to be included in the CentrePort Express Newsletter (electronic distribution to 1800+)

Aboriginal Chamber of Commerce – Friends level, in-kind arrangement:

- Complimentary invitation to one strategic networking event annually
- Online promotion via the CentrePort Business Directory

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

The Downtown Winnipeg BIZ recognizes and celebrates Indigenous history, culture and people within our services and programs. In 2019, we continued to build relationships and share the strengths of our Indigenous community through enhanced partnerships, increased education and a greater focus on reconciliation with support from the Downtown Winnipeg BIZ Indigenous Advisory Circle.

2019 Activities:

- Strengthened cultural awareness and sensitivity training for staff that included education about the history and impacts of residential schools.
- Celebrated Indigenous history and culture through programming of downtown concert series and the 5th annual planting of Indigenous plant species at the Indigenous Gardens.
- Rebranded and distributed Welcome Decals to Downtown Winnipeg BIZ members and community partners to welcome guests in six Indigenous languages.
- Partnered with O.P.K. and Mama Bear Clan on weekly walks through the downtown to connect with and support individuals.
- Partnered with Synonym Art Consultation to bring Indigenous art downtown through the Wall-to-Wall Mural Festival.
- Added “Inclusion” to organizational values and developed a new, three-year strategic plan that weaves reconciliation and an Indigenous lens into all programming and organizational development.

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 practices (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

Commissioned Artwork

As a longer range project, ft3 is developing a process in which we can include original art commissions in our projects. To this end, we are testing out our processes in a limited way and fine tuning them. In 2019 we awarded the following commissions for artwork:

St. John's Park, Wandering Spirit Healing Forest - The Wandering Spirit Healing Forest is a living memorial to Indigenous children lost to or affected by the residential school system. As part of this project, ft3 sought out and commissioned an Indigenous artist to incorporate artwork into some of the landscape design elements. The artist chose several large boulders that were transformed into signifiers of the four directions, enhanced by the images of the sacred animals.

Mural - ft3 commissioned a mural for a multi-family dining room that we are renovating. For this project, we created a PowerPoint presentation of approximately 20 Indigenous, women artists practising in Manitoba for our client's review. The artists chosen for the presentation were based on consultation with MAWA, Creative Manitoba, artists in the community and our own prior knowledge. Our client created a shortlist of four artists that we then approached. An RFP was circulated and based upon the responses, together with the client, we choose a Winnipeg-based Indigenous painter. This artist is in the process of creating a mural highlighting traditional, Indigenous themes.

Training

Beginning in 2016, all of our staff have participated in a two-day workshop, led by an Indigenous facilitator, that introduces participants to a number of key issues that have impacted the Indigenous community. This participatory workshop also includes an introduction to important traditional values such as the medicine wheel and the seven sacred teachings. ft3 has continued with the training sessions as new staff have been hired on.

Community Consultation

In 2019, ft3 participated in several proposal bids for new schools in First Nations. These bids included submitting renderings of the new schools. To lead us in the design development, we held consultation meetings on location with community members, stakeholders and Elders in English and the Indigenous language of the community. We are currently involved in a design-build school project with a First Nation that will also involve local artists and consultation conducted in both English and Oji-Cree.

Participation in Community Events

As a firm, ft3 participated in orange shirt day.

HTFC Planning & 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.

Our Progress

In 2019-2020, HTFC has worked on refining and advancing the goals that we set in signing the City of Winnipeg's Indigenous Accord in May 2019. These goals aim to focus the initiatives that HTFC has been undertaking to recognize and uphold our responsibilities in response to the TRC Calls to Action for the past several years.

Over the past year, we have worked to further define the actions needed to work towards our stated goals. We believe that it is integral to enact and embed our goals in the work that we do, in order to uphold our responsibilities in relation to the Truth and Reconciliation Commission's Calls to Action.

With this report, we are renewing our commitment to ongoing learning, self-reflection, righting past wrongs and finding positive ways forward. Listed below are some of the actions that our firm has implemented or initiated over the past year. We have organized our actions into three streams to match our goal statement: i) Listening, Learning, & Acknowledging Truths; ii) Understanding & Integrating Lessons; and iii) Engagement & Action.

i. Listening, Learning, & Acknowledging Truths (Education):

In the past year, HTFC has worked to engage our staff in a number of educational opportunities including:

- A half day workshop on Residential Schools at the National Centre for Truth and Reconciliation in June 2019.

- A knowledge sharing presentation on Sundance Ceremony, offered by a frequent collaborator.
- Collaboration on an article in the Winnipeg Free Press about the history of Provincial Parks with project partner Brokenhead Ojibway Nation in June 2019.

Individual staff members have been encouraged to attend conferences, presentations, community talks and events on Indigenous topics that align with their personal and professional education.

ii. Understanding & Integrating Lessons:

HTFC has developed an internal group that works to guide a coordinated effort and implementation of the Indigenous Accord within the firm. The group continued to reflect on business practices and identify opportunities to participate in actions of reconciliation and decolonization.

We wrote and added a Territory Acknowledgement to our firm's website in May 2019, which reads:

"HTFC has been privileged to work with and for Indigenous peoples and communities and to practice on their traditional lands for 50 years.

Our Winnipeg office is steps away from the Red River, within the traditional territories of the Anishinaabe (Ojibwe), Ininiw (Cree), Oji-Cree and Dakota peoples; in Treaty 1 territory; and in the homeland of the Métis Nation. Our projects and partnerships extend to the territories and Treaty areas of other Indigenous peoples across Manitoba, Ontario, Saskatchewan, Nunavut, the Northwest Territories and beyond.

As individuals and as an organization, we are committed to actively participating in the journey of reconciliation and decolonization. We are working to understand the harms of the past and to move forward in positive ways. We strive to listen, to learn, to unlearn when needed, to build relationships and to support Indigenous peoples and communities through our work."

Other actions that we have taken over the past year to apply lessons in the ways that we work include:

- Commissioned a mural for our office by Métis artist Katherine Boyer (through Synonym Art Consultation), who created a piece based on a historic map by Cree Cartographer Cha Chay Pay Way Ti (see photo).
- Supported a fundraiser for an Indigenous community organization that supports parents and family members involved with the Child Welfare System.
- An HTFC staff member was invited to participate in an interdisciplinary panel at the University of Manitoba's Faculty of Architecture on 'Designing Pathways' for Indigenous Students in Planning and Design.

iii. Engagement & Action:

Our firm is committed to creating more pathways into the planning and design professions for Indigenous people and offering support to existing Indigenous planners and designers.

Some actions we have taken to enact this goal in 2019/2020 are:

- Awarded the first year of a five-year scholarship for the University of Manitoba's Faculty of Architecture to support Indigenous students and students committed to Indigenous planning and design.
- Continued support of one of the HTFC Principals, as a volunteer advisor to the University of Manitoba's Indigenous Planning Studio.
- Partnered with a grassroots Indigenous youth collective to develop a community-led housing project.
- Created a summer employment position for an Indigenous student from York Factory First Nation in 2019.

IG Wealth Management

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, Métis 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 full year reporting to the City of Winnipeg's Indigenous Relations Division, under the City of Winnipeg's Indigenous Accord. While most of the items below occurred as planned, some have been delayed/canceled due to Covid-19. IG Wealth Management has met last year's target of 200 employees completing the Kairos Blanket Exercise. We have remained dedicated to providing these sessions with a total of 343 completions to date. Covid-19 has forced the cancellation of two additional sessions this year, which would have increased that total. We are currently researching virtual options to make up for the missed opportunities. A significant indicator of success that we would like to highlight is our Consultant network are now regular participants (a session was offered at their annual meeting). After accepting our offer to attend these sessions, the Alzheimer Society of Manitoba and Canada Life have since begun offering sessions to their own networks.

We continued to make significant strides in our efforts to increase the number of colleagues who either participate, or have an opportunity to expose themselves to Indigenous cultural experiences. Land Acknowledgments at our major corporate meetings, participation in National Indigenous Peoples Day and Orange Shirt Day, Partner in Action events and a regular focus on Indigenous topics in our internal employee communications has increased our number of touchpoints to over 5000. This is up from just over 1200 last year. (Note this number includes employees who may have participated in multiple experiences over the year.)

We also had some significant wins regarding our efforts to profile Indigenous culture, traditions and beliefs during our employee and corporate events. Highlights include our National Indigenous Peoples Day celebration, where traditional food was provided in our Bistro. A Hoop Dance performance was also organized in addition to a Kairos Blanket Exercise in our Downie Wenjack Legacy Room. Well over 350 employees participated in the festivities. Our Orange Shirt Day extended to all our offices across Canada, with over 1600 hand pinned orange ribbons distributed to employees, which noted the significance of the day and encouraged participation. This was extremely well received with employees and Consultants sharing their pictures on social media and pledging their support. The day culminated with an employee picture that was taken of over 200 people in our head office lobby proudly wearing their Orange Shirts.

Our Indigenous Partners in Action Team recently celebrated their second anniversary and played a key role in the accomplishments outlined in this report. In particular, their efforts during National Indigenous Peoples Day and Orange Shirt Day were remarkable. They also launched their own internal website to promote awareness of Indigenous issues and to encourage others to participate in related initiatives. This year the team was focused on developing a closer relationship with the University of Winnipeg and made a concentrated effort to participate in more community gatherings, such as "Meet me at the Bell Tower". Unfortunately, Covid-19 delayed those plans and forced the team to re-imagine this year's National Indigenous Peoples Day celebrations.

IG Wealth Management continues to be a leader in our community and actively provides financial support to in the forms of scholarships and opportunities for students of Indigenous heritage. These scholarships and prizes are decided upon and presented by "Indspire", the University of Winnipeg-Model School Program and the Winnipeg Foundation Aboriginal Education Award. Looking ahead, IG Wealth Management is exploring new opportunities for greater engagement through mentorship support.

This year also marked the development of the “Empower Your Tomorrow”, program which includes a focus on supporting financial literacy and confidence for the national Indigenous community. While Covid-19 has posed challenges in terms of rollout, at the time of this report we are continuing our commitment as planned.

Finally, although access to our Downie Wenjack Legacy Room is on hold due to Covid-19, IG Wealth Management is proud to continue our five year commitment (2017-21) to provide ongoing financial support to the Gord Downie & Chanie Wenjack Fund.

KPMG LLP

Our Goal

Call to Action: 92

1. Increasing internal awareness and education at all staff levels of Indigenous culture and history;
2. Contributing to an inclusive work environment for Indigenous employees which includes increasing our Indigenous talent attraction and retention strategies;
3. Reinforce relationships and give back to the Indigenous community through community involvement and other activities.

Our Progress

KPMG in Winnipeg is extremely excited to report on our first year of being part of the City of Winnipeg’s Indigenous Accord. Our progress during this past year includes the following activities:

1. KPMG in Winnipeg has two partners represented on the KPMG Canada’s National Indigenous Peoples Network which is a growing coast to coast network of KPMG professionals seeking to increase awareness, contribute to inclusive work environment and give back to the Indigenous community.
2. KPMG in Winnipeg participated in the CPA Martin Mentorship Program in support of Indigenous Youth commencing in September 2019 where four KPMG partners and staff mentored high potential Indigenous Youth from Elmwood High School by getting together on a monthly basis.
3. KPMG in Winnipeg continued to be a strong supporter of the University of Manitoba Indigenous Commerce Students Association (UMICS) by supporting various events, including the Future of Indigenous Business Banquet where we also brought our CPA Martin Elmwood High School students to the dinner so that they could experience a “business banquet” and meet and learn from so many inspirational Indigenous leaders that were in attendance and spoke at the event.

   We also hosted an office tour and combined group event with the UMICS and CPA Martin student groups in January. We held an interactive workshop about resume building and interview techniques, sharing our experiences and tips for best practices. As well, we video-conferenced in our KPMG Canada Chair of the Indigenous Peoples Network to discuss the various initiatives we have on-going across the country as well as discuss the various lines of business that KPMG operates in beyond the traditional ‘accounting and tax” functions. We highlighted the possible career paths available to both the university and high school students and had an in-person presentation from our local Cyber Security Manager.
4. A KPMG in Winnipeg partner was a committee member of the newly struck Winnipeg Chamber of Commerce Truth and Reconciliation Advisory Committee which first met in December 2019 with a purpose of developing a roadmap to Truth and Reconciliation for Winnipeg Chamber members.

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.

Our Progress

The Manitoba Bar Association (MBA), a branch of the Canadian Bar Association (CBA), hosted or participated in the following sessions and events to further our goal of offering 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.

Tebwetibajimowin - Tebwetibajimowin which translated from Anishinaabemowin is “To Tell the Truth,” was a program on Indigenous law that was led by Elders and knowledge keepers. The program served as a primer for practicing lawyers looking to learn about Indigenous laws and customs and gain insight into how Indigenous peoples navigate various legal systems. The entire agenda was set by Indigenous Elders and included ceremonies and presentations that embody some of the principles of Indigenous law. Indigenous law students from Robson Hall provided support to the Elders and shared their views on the importance of Indigenous law. The full day program was hosted jointly with The Law Society of Manitoba and was held at Turtle Lodge on Sagkeeng First Nation.

Indigenous Peacemaking Project – Justice Megan Cavanagh of the Michigan Supreme Court, Former Justice Michael Cavanagh and Brett Shelton, Native American Rights Fund spoke at a lunch and learn session on Michigan’s Tribal State Federal Judicial Forum, discussing the process and the nature of the relationship between State and Tribal Courts. Information about the Indigenous Peacemaking Project’s work plan that focuses on helping Native nations fortify or revive their traditional dispute resolution systems was discussed. In addition, information about different world view inherent in western or Anglo-American systems of justice versus tribal notions of justice, as well as the possibilities for adoption of Indigenous approaches to aid in other justice systems for non-Indigenous, mixed or multi-tribal communities was presented.

Reconciliation: What’s Law Got to do with it? – The word “reconciliation” has increased in popularity following the important work of the Truth and Reconciliation Commission of Canada and the National Inquiry into Missing and Murdered Indigenous Women and Girls. But what does “reconciliation” mean? Reconciliation is and must be more than just a “buzzword”. This half day panel discussion provided lawyers in various practice areas and law students a deeper understanding of reconciliation between Indigenous and non-Indigenous peoples, as well as substantive suggestions for practicing lawyers to engage with the concept of reconciliation in their everyday practices.

Rights-Based Framework for Reconciliation – This on-line session considered the relevance of the Calls to Action of the Truth and Reconciliation Commission in the context of public service lawyers acting for the Crown and introduced, or revisited, consideration of a rights-based framework for reconciliation. This lunch and learn session was hosted by the CBA and members in Manitoba attended.

An Introduction to the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and the Making of UNDRIP Law in Canada – This webinar provided an introduction to the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP/the Declaration). It provided the history leading up to the passage of the Declaration, including Canada’s position as only one of four countries who voted against it. The session also addressed why, despite the Declaration’s goals, the Declaration is controversial and ongoing efforts to bring it into law in Canada. This 1.5 hour session was hosted by the British Columbia branch of the CBA and members in Manitoba attended.

The Path – Your Journey Through Indigenous Canada – The program consists of 5 online modules made up of videos and quizzes that focus on the First Nations, Inuit and Métis peoples of Canada, the history of Indigenous peoples and their relationship with European settlers, the British Crown and the Dominion of Canada. These modules set out to demystify some of the legal issues surrounding the Canadian Constitution, the Indian Act, historical and modern treaties, recent rulings by the Supreme Court of Canada and what they mean in practical terms. The final module provides some context to better understand the importance of cultural traditions and values for Indigenous peoples

as well as suggestions on how to work and communicate with Indigenous colleagues and partners to strengthen your relationships. The online modules are offered by the CBA and members in Manitoba are invited to attend.

MBA Representatives attended the Manitoba Courts Sacred Eagle Gifting Ceremony where sacred eagle feathers were presented to the Courts. A teaching was also offered to the observers. People appearing in Manitoba Courts who consider the eagle feather sacred are now able to hold or be in the presence of an eagle feather when they are giving evidence or speaking in Court.

The CBA has also established a Truth & Reconciliation web-site - https://cba.org/Truth-and-Reconciliation/Home. The web-site highlights advocacy efforts, tools and resources and educational offerings for all members across the country. The web-site also has resources for staff, including the MBA staff, including videos, recommended readings, etc.

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

This year has seen steady progress towards our objective of creating greater engagement and understanding with Indigenous peoples and perspectives. Since our last report we have established a relationship with Urban Circle Training Centre to provide relevant student job placements within our organization. We have had Speaker representation from the Treaty Relations Commission of Manitoba come and discuss the Spirit and Intent of the Treaties with our employee's, providing knowledge and firsthand accounts of the importance and impact of the Treaties. We have joined the Aboriginal Chamber of Commerce. We have partnered with BearPaw Teaching and Healing and provide Indigenous teaching and healing through our Employee Assistance Centre. And, we continue in our effort to ensure meaningful and sustainable Indigenous representation is exercised on our Board of Directors and our business as a whole.

Lastly, we are especially proud of our continued partnership with the Winnipeg Art Gallery and the pledge that we continue to carry forward with the Inuit Art Centre. We believe our commitment to the Inuit Art Centre is a strong step towards greater understanding of Indigenous history and culture within our community.

Manitoba Construction Sector Council

Our Goal

Call to Action: 92

Manitoba Construction Sector Council will provide support to members by:

- Building on best practices that promote the skills and talents of Indigenous people;
- Exploring and advancing human resource issues with strategic best practices;
- Providing links to organizational workplace strategies through networking;
- Examining approaches and results in organizational effectiveness;
- Developing and promoting the capacity for change management;

- Recognizing the cost of doing business;
- Providing short and long term advice on the importance of investing with Indigenous business and community.

Why?

- To allow a focus on Indigenous human resources that will work to foster their perspectives, values, histories and experiences in Indigenous employment strategies.
- To provide an opportunity for MCSC to dialogue on Indigenous employment issues and provide support to one another.
- To problem solve with others who understand and experience similar workplace challenges.
- To provide and share examples of current best practices.
- Increase opportunities to network with future stakeholders, partners and investors.

Our Progress

Manitoba Construction Sector Council (MCSC) provides education and training to Indigenous youth in Winnipeg and across the province. This includes the delivery of 4 summer camps in Winnipeg's north end. A carpentry camp, welding camp, bicycle build camp and a horticulture/landscaping camp at Wabung Abinoonjiiag was held with 42 youth in partnership with Skills Manitoba.

In addition, MCSC hosted the first Women in Trades Conference at Victoria Inn. Shaneen Robinson Desjarlais was Emcee, May Louise Campbell as Elder, a meet and greet was held with entertainers Tracy Bone (Indigenous), Sierra Noble (Métis) and Nikki Komaksiutiksak (Inuit). Speakers included Indigenous HR specialist Dianne Carriere, Assembly of MB Chiefs program coordinator, Karen Harper, educator, Melissa Constant UCN, Amik career counselors, Eva and EJ Fontaine and mentors/panelists Tania Poulin, Charlene Walker, Eline Anderson and Annette Head. These Indigenous leaders celebrated the contributions of Indigenous people in our community and mentored women entering or advancing their careers. MCSC sponsored 25 Indigenous youth to attend this 2 days event including 15 students from South East Collegiate.

Conference Video: http://mbcsc.com/mwt-building-our-future-conference/

MCSC started a new Try a Trades program for Indigenous youth. Jennifer Daniels, our program coordinator reached 2,043 Indigenous students, 98 teachers and 36 principals to bring tradespeople virtually to the classroom using VR. William Kirkness, MCSC's Indigenous Liaison, coordinated a framer training course and found employment for 62 Indigenous youth. In addition, 6 Indigenous blast hole drillers were trained and found employment and 147 Indigenous youth took job readiness training and found entry level employment in the construction sector.

MCSC was keynote sponsor for the Winnipeg Chamber of Commerce event, Indigenomics. MCSC was also nominated for a Spirit of Winnipeg Award through the Winnipeg Chamber of Commerce for their commitment to community.

MCSC added Joan Harris Warren, Executive Director, First Peoples Development Inc. to their Board of Directors.

Indigenous education, awareness and engagement is at the forefront of the Manitoba Construction Sector Council activities.

Manitoba Heavy Construction Association

Our Goal

Call to Action: 92

With the expected implementation of the Heavy Construction Certificate Program, MHCA will work to expand its take up in educational institutions and pursue stronger ties with Indigenous organizations to develop entry-level skills and recruitment initiatives for the heavy construction industry.

Our Progress

Heavy Construction Certificate Program -- Indigenous workforce training

- MHCA continues to pursue this initiative, under development, 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. Implementation is delayed due to COVID-19 restrictions in the educational sector

Indigenous Engagement Guide -- Canadian Construction Association

- The MHCA continues to actively promote the CCA's Indigenous Engagement Guide, which MHCA initiated. The Guide, produced and distributed across Canada in the heavy civil and ICI construction industries in 2016, 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 WORKFORCE - Introduction to Heavy Equipment Operation

- York Landing in-seat heavy equipment operator training (25 Days) Aug 2019
- MMF Introduction to Heavy equipment operator training (Simulator training - 20 Days) March 2019
- MMF Introduction to Heavy equipment operator training (Simulator training - 20 Days) April 2019
- Introduction to Heavy equipment operator training UCN/WORKFORCE - 3 delivered in Thompson and 1 in Norway House (20 Days) each 2019

For 2020 plans are on hold until COVID-19 restrictions are lifted for the North

- War Lake First Nation in-seat heavy equipment training was planned for June, postponed until Aug/Sept 2020
- Indigenous and northern relations with Moose Lake in-seat heavy equipment training 2020 (date TBD)
- UCN/WORKFORCE MHCA/MKO both in-seat heavy equipment operator training and introduction to heavy equipment operator training 2020/2021 (date TBD) all over the North in communities and in Thompson

MHCA WORKSAFELY

- MHCA has two rural safety advisors, one of whom is Indigenous and is located in Northern Manitoba. In the course of their responsibilities, these advisors work closely with Indigenous communities in construction workplace safety and health training, including certifying local construction operations for COR - the industry leadership certification required for bidding on public contracts valued at $100,000 or more.

RBC Convention Centre Winnipeg

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 following steps were taken by the RBC Convention Centre over the past year:

- We continued to partner with Jessica Dumas Coaching and Training to provide the KAIROS blanket exercise and sharing circle to our front line staff and partners
- We added information about the Journey to Truth and Reconciliation on our website
- Information on Truth and Reconciliation resources and local land acknowledgment is provided to clients and planners of events held in our facility
- After consultation with local Elders, Indigenous presentation was incorporated into the Centre's New Year's Eve event
- Client appreciation gifts have been sources from Indigenous artists with incorporation of expression of thanks in English, French and Indigenous languages
- Land acknowledgment has been included in internal staff events

The 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 90 such ventures established with community-based Indigenous entities in Canada and the United States and others in progress. We adopted an Indigenous Services Procurement Policy as a key component in an evolving approach to community investment and supply chain management, creating opportunities for Indigenous owned businesses as a key path to economic reconciliation. Our Inuvik Solar partnership with the Gwich'in Tribal Council was successfully completed in August 2019, reducing up to 47% our carbon footprint in the community.

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 adopted and have implemented an Indigenous Cultural Awareness & Safety program taught by Harley Eagle Dakota/Ojibway Indigenous and Cultural Safety Consultant, based on respect and understanding, to nurture community relationships.

Finally, we continue to work with Indigenous communities and the communities we are proud to serve to identify issues of critical importance and jointly advocate with them on important social and economic issues.

World Trade Centre Winnipeg

Our Goal

Call to Action: 92

The World Trade Centre Winnipeg is committed to the principles outlined in the Winnipeg Indigenous Accord and to the ongoing process of reconciliation in Winnipeg, based on the establishment and maintenance of mutually respectful partnerships. Our organizational goals are to:

1. Continue educating staff on the subjects of the treaties, the Truth and Reconciliation Commission (TRC) and the Calls to Action to guide our interactions with the business community and Indigenous clients;
2. Provide training and business advisory services to support Indigenous entrepreneurship and business development;
3. Continue building partnerships with Indigenous business organizations; and
4. Deliver two or three seminars on the topic of business and reconciliation aimed at the non-Indigenous business community.

Our Progress

The World Trade Centre Winnipeg (WTC Winnipeg) is focused on the following:

1. Educating staff on the topics of treaties and reconciliation: Staff 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.
2. Proactive outreach and service delivery to the Indigenous business community to support small business and entrepreneurship. We delivered seminars on procurement opportunities for Indigenous entrepreneurs and partnered with organizations like the Aboriginal Chamber of Commerce to support their efforts. We sought opportunities to expand our outreach to northern Manitoba. We also developed business relationships between Manitoba and Nunavut, which involves facilitating positive partnerships with Inuit-owned businesses.
3. Helping to educate the non-Indigenous business community on the topic of business and reconciliation. This is done through our seminar series entitled “How Can Your Business take Part in Reconciliation?” delivered by Jessica Dumas. We have an online training video on the topic of Business and Reconciliation available at: wtcwinnipeg.com/en/business-and-reconciliation. We have also been participating in a couple of business-focused initiatives to promote reconciliation: the TRC92 Employer Consortium initiative led by the Winnipeg Poverty Reduction Council and the United Way and the Reconciliation Roadmap being developed by the Winnipeg Chamber of Commerce.

City of Winnipeg
Departments and Members of Council

City of Winnipeg

Call to Action 43 – United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)

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

- Due to competing priorities this past year, Indigenous Relations continues the 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.
- 2019 marked the fourth summer in a row in which Medicine Gardens were planted at City Hall, creating awareness of and access to, the traditional medicines used and held sacred by Indigenous peoples.
- Indigenous Relations continues to work with an internal working group to assess and designate spaces that welcome Smudge and Pipe Ceremony requests. By taking this step, the City is working to do its part to recognize Indigenous peoples' spirituality, cultures and identities in a way that respects people's dignity and well-being and accommodates spiritual practices as a human right.

Call to Action 47 – Doctrine of Discovery

Lead Departments: Legal Services, Indigenous Relations Division

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.
- 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.
- In August, the Legal Services Department hosted a "Lunch and Learn" for their staff showing the documentary Doctrine of Discovery: Stolen Lands, Strong Hearts, a film about a devastating decision, made over 500 years ago, which continues to profoundly impact Indigenous and Settler populations worldwide. Pope Alexander VI ruled that the lands being "discovered" by European explorers at the time were "empty" lands and the millions of Indigenous inhabitants were "non-human." Approximately 10 Legal Services employees were in attendance at the August event.
- In 2020, IRD has begun work on a Research Plan, which includes research from other municipalities, details on implementation from the TRC Final Report and examples of implementation. The Research Plan will be used to develop an Action Plan to implement the findings.

Call to Action 57 – Public Service Training

Lead departments: Human Resources, Employee Development Branch, Indigenous Relations Division

Our Goal

100% of employees trained and will continue to deliver W'daeb Awaewe and Chi Ki Ken Da Mun as new employees are hired.

Our Progress

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.

In 2019, the City of Winnipeg reached its goal of providing mandatory Indigenous Awareness Training to all Public Service staff over 3 years.

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; Maadoodosan (Sweat) Lodge.

During the summer of 2019, a Welcoming Winnipeg Walking Tour was developed in partnership with the Manitoba Museum, to provide employees with education and awareness of the historical significance on how the City recognizes and commemorates various historical people, events and place names.

- In October, 30 participants over 3 sessions took part in the Walking Tour.
- Indigenous Relations Civic Leadership Series topics:
- In September 2019, 65 City of Winnipeg leaders attended the video presentation of Urban Eclipse: Rising Tides of Kekekoziibii (Shoal Lake 40). 2019 marked the 100th year of The Winnipeg Aqueduct; this video provides the community of Shoal Lake 40's perspective on the aqueduct.
- In November 2019, 24 City of Winnipeg leaders attended the documentary screening of Doctrine of Discovery: Stolen Lands, Strong Hearts, to further their understanding of the issues and implications of the Doctrine of Discovery.

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 continue to be circulated in City workplaces such as Community Services and Winnipeg Police Service Headquarters and at neighbourhood libraries: St. James-Assiniboia, St. John's West Kildonan and Transcona.
- Two new exhibits are currently in development:
    - Shoal Lake and Winnipeg: Over a Century of Connection – to provide education and awareness of the history of the aqueduct that brings drinking water from Shoal Lake to Winnipeg.
    - Missing and Murdered Indigenous Women and Girls (MMIWG) – to provide awareness and information about the National Inquiry and its Final Report.

National Indigenous History Month and National Indigenous Peoples' Day were celebrated with workshops and activities throughout the month of June, with employees participating in:

- Presentations about Inuit and Métis history and culture from the Manitoba Inuit Association and Louis Riel Institute as well as a Welcome to Treaty 1 workshop presented by the Manitoba Museum.
- 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.

Employee feedback on course participation:

“Beyond expectations. I already had some knowledge on it, but not as well as I thought. The course really opened my eyes”.

“It was interesting to hear an Indigenous community member tell stories and bring insights into challenges facing Indigenous peoples”

New Goal

Continue to deliver W’daeb Awaewe and Chi Ki Ken Da Mun and begin to develop an additional half-day session for Public Service Staff on the topic of Treaty and Indigenous Rights, as identified in Call to Action 57.

Call to Action 75 – Residential School Cemeteries

Lead departments: Planning, Property & Development, Cemeteries Branch, Indigenous Relations Division

Our Goal

Research and communicate with other municipalities are doing related to the Call to Action to assist in informing our action plan going forward and continue to digitize burial records for easier access.

Our Progress

There has been significant progress on digitizing records for St. Vital Cemetery and we intend to make them available on the iCemetery app in 2020.

Call to Action 77 – Archival Records

Lead departments: City Clerk’s Department, Archives and Records Control Division, Indigenous Relations 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 and Records Control Branch 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 Branch continues to enhance the accessibility of its holdings by creating, updating and sharing resources with internal and external stakeholders:

- Ongoing 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.
- 2019 marked the centenary of the completion of The Winnipeg Aqueduct; as such, the Archives sought to make improvements to the description of and access to, the Greater Winnipeg Water District (GWWD) records. This included sharing copies of descriptions, finding aids and photographic prints with Shoal Lake 40 First Nation Band Office and community members (ongoing).
- Coordinated public screening of Urban Eclipse: Rising Tides of Kekekoziibii (Shoal Lake 40) in partnership with filmmakers Jesse Green and Vanda Fleury-Green and the Winnipeg Public Library. The event included a temporary photograph display.

- In February 2020, the Archives and Records Control Branch held a workshop with an Indigenous knowledge keeper to learn about Indigenous protocols for caring for collections and methods of community consultation.

Call to Action 79.3 – Commemoration

Lead department: Indigenous Relations Division

Our Goal

To support the Assiniboia Residential School Legacy Group (ARSLG) in carrying out the process of designating land at the Assiniboia Residential School to honor and commemorate the Assiniboia Residential School.

Our Progress

Indigenous Relations has been attending monthly meetings to support the development and implementation of the work plan. The group is currently working on an outreach plan, fundraising campaign and designs for the commemoration.

Winnipeg Fire Paramedic Service

The Winnipeg Fire Paramedic Service (WFPS) has continued its commitment to achieve training of 100% of its 1444 staff by Elders in either the W'daeb Awaewe (1/2 Day) and/or Chi Ki Ken Da Mun (2 Day) programs. As of the end of April 2020, 91.48% or 1321 of our 1444 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 effects of residential schools that is instilled in our department. Reinforcing this commitment is our ongoing practice of ensuring all new front-line staff (Paramedics, Firefighters, Firefighter Paramedics, and Communications Operators) have received the 2 day program as part of their on-boarding training and orientation.

In addition to Indigenous Awareness Training, WFPS 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: Indigenous Rights Tours, Celebrating Seasonal Solstice/Equinox; Traditional Medicine Picking; Traditional Teachings of the Full Moon Ceremony; Tobacco Ties; Sweat Lodge – Maadoodosan; We Are All Treaty People; Medicines Harvest; Métis History and Culture; Inuit History and Culture; Tipi Raising and Teachings; National Indigenous Day Celebration; and Moccasin and Beading workshops.

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.

The WPS has an Indigenous Partnership Section (previously Aboriginal and Diversity Policing Section), that started in 2000 with an Aboriginal Liaison officer. This section works with Winnipeg's Indigenous citizens, to provide information on public safety issues and help create partnerships which encourage social development. It also assists with recruitment and initiatives for hiring and promoting a more diverse workforce. It is also responsible for assisting in the training of WPS members (civilian and staff) regarding Indigenous issues. The curriculum is based on TRC, MMIWG and UNDRIP recommendations. The training includes presentations from people with lived experience. The training is done in conjunction with Elders and other knowledge keepers as well as grassroots and political Indigenous organizations to ensure information presented is culturally appropriate.

As a rule, training provided by the WPS Training Academy is reviewed for content by our Curriculum Designer prior to presentation to the selected audience. All of the Training Academy led material has been reviewed since the MMIWG Inquiry without issues of note. We have begun to add Trauma Informed training to various sections of courses we instruct. Our Training Academy staff have been actively pursuing a stand-alone Trauma Informed Course that suits front line members as well as investigators and we are closing in on selecting a program to be provided to the membership.

Last year we had one senior officer attended the Canadian Police College's Indigenous Senior Police Administration course hosted by the Tsuu T'ina First Nation in Calgary. In the past couple of years the following numbers of members have completed WPS offered training:

- Fair and Impartial WP0362 – 1535
- Fair and Impartial Supv WP0366 – 303
- Fair and Impartial Trainers – 23 (trained by outside agency and received credit as external training)
- Fair and Impartial Executive – 16 (trained by outside agency and received credit as external training)

As well, the following courses are offered at the City of Winnipeg and the below numbers reflect WPS members who have participated in them:

- Diversity and Inclusion CE0817 – 25
- Indigenous - Blanket Exercise CE0957 – 50
- Indigenous - Chi Ki Ken Da Mun CE0908 – 58
- Indigenous - Spring Equinox Teachings CE0940 – 4
- Indigenous - Sweat Lodge CE0513 – 27
- Indigenous - Tipi Raising and Teachings CE0706 – 5
- Indigenous - Traditional Medicine Picking CE0898 – 4
- Indigenous - W'daeb Awaewe CE0895 – 1997
- Métis Culture CE0606 – 52
- Moccasin Making CE0757 – 6

As of December 15, 2019, 11.12% of our sworn officers and 9.92% of our civilian members have self-declared as Indigenous. That gives us an overall average of 10.76% of our members being Indigenous.

Regarding new recruits in the latest recruit class, five people are self-declaring as visible minority, nine are self-declaring as Indigenous out of a class size of 38.

The WPS has worked towards attracting more Indigenous applicants, including: conducting an in-depth analysis of applicant trends by race and gender in order to identify and address potential barriers to employment and increase collaboration between the Recruiting Unit and the Community Support Division to attract prospective applicants. In 2018, the WPS conducted workshops that introduced Indigenous and visible minority youth to the WPS and provided them with information and advice on how to succeed in the recruitment and screening process.

The WPS continues to form 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. However, it should be noted that members of the WPS Community Relations division, including School Resource Officers, were redeployed as a result of the global pandemic in the latter half of this reporting cycle for 2020.

Winnipeg Transit

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 2020, including the pursuit of training staff internal to Winnipeg Transit to deliver Indigenous programming thus enabling the delivery of this training with greater flexibility than currently available.

Our ongoing efforts to partner with the Main Street Project in promoting educational awareness opportunities to our staff represents a continued and meaningful effort in a broader campaign of awareness and understanding enabling enhanced customer service to the Indigenous community.

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.

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.
- Continued to support the University of Winnipeg's Inner City Work Study summer program (2020 is year 4), an initiative which I helped create. City of Winnipeg funds $150,000 per year, mix of suburban & inner city students who work 4 days a week for inner city agencies and study TRC Calls to Action on 5th day each week. Royal Bank is now funding $500,000 over 5 years as well.
- As Chair of Food Council, provided grant to Bear Clan for help with food handling efforts during COVID19. Grant is only $500, but this is roughly 1/4 of Chair's annual budget.
- Donated $2,500 to Old St. Vital Biz for upcoming celebration of St. Vital history, which will include Métis history such as Riel family mill site.
- City rep on Winnipeg Art Gallery Board, City has completed five-year, $5 million grant towards new Inuit Art Centre.

Councillor Cindy Gilroy

I believe that in my role as a City Councillor it's important that I listen to the Indigenous community and leadership to learn and understand how I can help to facilitate reconciliation efforts in the work I do on council. These efforts have allowed me to establish partnerships and relationships with the community. The effects of climate change are real and I've worked with Mother Earth Recycling an Indigenous Social Enterprise to divert mattress and electronics from the landfill and to support Indigenous workers getting employment.

Another key success was the support of Indigenous lead youth organizations specifically the Winnipeg Aboriginal Sport and Achievement Centre which provides employment, empowerment and opportunity for young people in the community. It was an honour to Support Shoal Lake 40 and there push for freedom road and I was able to contribute to a research paper highlighting my push for funding from various levels of government. Through my work as chair of the UN safe cities initiative I continue to support and advocate for implementation of the recommendations of the Truth and Reconciliation Commission and to bring justice and healing to the families outlined in the National Inquiry into Murdered and Missing Indigenous Women and Girls.

Councillor Matt Allard

- I have been using the traditional land acknowledgment in public speaches since Mayor Bowman started the practice in 2014.
- I attended a walk with the Bear Clan.
- I read 21 Things You May Not Know About the Indian Act by Bob Joseph and promoted the book via social media.
- I had the honor of participating in a sweat lodge ceremony hosted by Brian McLeod organised by Jon Rost as part of reconciliation education for transit.

Councillor Sherri Rollins

REPRESENTING THE CITY OF WINNIPEG AT THE NATIONAL INQUIRY CLOSING EVENT

I was honoured to represent the City of Winnipeg at the closing ceremony and launch of Reclaiming Power and Place: the Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls. The final report contains the sacred truths of almost 15,000 family members and survivors of violence, 83 knowledge keepers and experts and officials, including our Chief of Police Danny Smythe who gave a heartfelt apology on behalf of the Winnipeg Police Service.

PARTNERSHIP WITH MACDONALD YOUTH SERVICE'S RECONCILIATION GARDEN (LAND-BASED PROGRAMMING)

MYS wanted to connect more youth and families to Indigenous Culture, community knowledge and ceremony through a riverside teaching garden. This will be done through land-based programs that connect people to traditional ways of knowing and being central to healing. When completed, the teaching riverside area will include a sweat lodge, fire pit, bee apiary, space to build tipis and food and medicine gardens. I was able to support this project with a significant funding contribution.

WATER: PROTECTING WATER & RESPECTING SHOAL LAKE 40 AND LAKE WINNIPEG

Early in 2019 I received direct political action of the students in Ms. Ramraj's class regarding their concern for safe drinking water and respect for Shoal Lake 40, which I support. The 2019 budget contained some important investments that demonstrate council commitment to water. Directing $400 million to the North End Treatment Plant, investments in The Netley-Libau pilot project are two such examples that prioritize what Winnipeg can do for water. Closer to home, in partnership with West-Broadway Directors including Nine Circles, we are contemplating the best location for water fountains for basic access to drinking water.

DIGNITY WASHROOM PROJECT - OSBORNE VILLAGE - OAK TABLE & DOWNTOWN BIZ – WEST BROADWAY

Public toilets should be part of urban design for reasons of gender issues, sanitation, public health, cultural appropriateness, safety concerns and the city's image. Oak Table (Augustine Centre/Augustine United Church) feeds 150 people every day for lunch. They wanted to expand services to a washroom and shower, create a more home-like feeling lunch area and provide the dignity of free toiletries and laundry room. I was able to support this project with a significant funding contribution.

Worked to re-publish "Places to go" Winnipeg's downtown washroom strategy. I am involved in ongoing work with Downtown Winnipeg Biz on public washroom strategy.

I was also able to fund a clothes washing machine for the West Broadway Community Ministry.

HIGHER NEEDS REPORT & MAPPING CHILD POVERTY IN WINNIPEG

Good data on poverty is needed to be a better ally with equity, poverty and inclusion advocates. In 2019 Protection, Community Services and Parks asked the public service to create a map as part of the response to the Methamphetamine and Illicit Drugs Action Plan. The goal was to help shape the committee's priorities and help ensure more equitable community services and smart future public investments.

A SAFE CITY BY DESIGN

Winnipeg desperately needs a gender perspective in urban planning. As a UN Safe City Winnipeg is committed to innovative approaches to preventing and addressing sexual violence against women and girls in public spaces however, we have a long way to go to understand the necessary steps and implications for urban design.

a) Working with Cindy Gilroy we have entered into an agreement with Jay Pitter, Placemaker, Author, Speaker and HerCity project lead. City Planners, while receptive are demonstrating little literacy with safe city work.

b) Participated in feminist city planning program to consider shortage of women in city planning and architecture in university programs.

c) Working with women of Lord Roberts entered into discussion with developers on Winnipeg's first and to date, only transportation oriented development. There were uncomfortable pinch and entrapment points and through dialogue these were changed by the developer.

d) Crime Prevention Through Environmental Design Policy being considered for 2020

HIGHER NEEDS REPORT & MAPPING CHILD POVERTY IN WINNIPEG

Good data on poverty is needed to be a better ally with equity, poverty and inclusion advocates. In 2019 Protection, Community Services and Parks asked the public service to create a map as part of the response to the Methamphetamine and Illicit Drugs Action Plan. The goal was to help shape the committees priorities and help prioritize recreation and library investments and inform the city's applications to the Investing in Canada Infrastructure Program. Colour coded maps available online identity highest need areas, highlighting neighbourhoods in Winnipeg inner city and south end. Additionally, analyses consider demographic groups most impacted by poverty including Indigenous residents and children 0-14 years of age. Within days of being released University partners communicated with my office to use these maps to extend their own equity focused work.

HOUSING AND SAFETY DIALOGUE EVENT

Last November I held a dialogue event on a Saturday concerning housing and community safety. 120 people came mostly from Fort Rouge East Fort Garry but there were participants from across the city as well. Through a consultative process known as Global Cafe 120 people articulated a Vision for Housing and Vision for Safety.

Housing is a priority for both the Calls to Action, as well as Calls to Justice MMIWG. Report can be found here: https://www.sherrirollins.net/uploads/public/documents/housing-and-community-safety-report-11-2019.pdf. Much of the work on various housing and safety initiatives stems from this dialogue event:

a) 12 story new building and $25.6 million federal announcement for the West Broadway Commons the excavator never stopped working. No time was wasted in getting the 110 units, 56 affordable and the 33 accessible units and all common areas constructed in keeping with universal design standards. "What truly is highest and best use for land? If we care about society, we must broaden the definition from ROI to social development…and happier soci al outcome(s)." - Sandi Mielitz, All Saints Anglican on behalf of the West Broadway Commons Joint Venture

b) Misericordia Health Centre's continuum of care for healthy aging includes Misericordia Place Personal Care Home, Transitional Care Units, Scheduled Respite Care and PRIME – a health centre for seniors.

c) Creation of a grant for 24/7 Safe Space in 2020budget

d) Work with MMIWG Coalition Sandra DeLaronde and Hilda Anderson Pyrz 24/7 low barrier safe space more to come hopefully with council's support

e) Writing Minister of Justice concerning realization of Indigenous Police oversight body (AJI recommendation)

f) Working with Manitoba Police Commissioners on Downtown Safety Report

g) Motion to support unsheltered Winnipeggers and adoption of human rights framework in Fort Rouge East Fort Garry;

h) Ongoing political work with Members of Parliament, MLA's in support of vulnerable and unsheltered Winnipeggers.

ACTION ON NATIONAL INQUIRY INTO MMIWG CALLS TO JUSTICE

Following the Calls to Justice, Executive Policy Committee directed the public service to produce a report on the Calls to Justice. The Winnipeg Indigenous Relations Office provided a report. The ongoing council leadership will include an annual report to council with respect to calls to justice and ongoing support through UN Safe Cities and Protection, Community Services and Parks and for my part, enhanced work with MMIWG Coalition priorities where the city can be an ally and where the city can assist.

ELDERS & TRADITIONAL KNOWLEDGE KEEPERS

Really important to understand the temporal nature of political office and the good that can be done and I want to acknowledge all the Elders and Traditional Knowledge Keepers and political mentors that help me do just that:

- Elder Norman Meade, Elder Mae Louise Campbell, Elder Lucy Guiboche: I get the benefit of their wisdom from sitting on the Mayors Indigenous Advisory Circle
- Elder Carolyn Moar: Sat “virtually” with her to discuss her leadership on medicine garden and how it ushered in an important food security discussion, in particular ushered in a more holistic city campus.
- Grandmother, Knowledge Keeper Dr. Leslie Spillett: I had the benefit of sitting with Leslie Spillett during my term with the National Inquiry into Missing and Murdered Indigenous Women and Girls. She always pulls me back to consideration for the most vulnerable of all of our relatives. Lucky to do ceremony with her including a beautiful and gentle sweat this year.
- Damon Johnston sits on the Manitoba police board, when there is community tension with police I call him to discuss. He also is very protective and knowledgeable of urban Indigenous work and advises on policy and program alignment.
- Chief Jim Bear: Collaborative Leadership Initiative and thoughts on Bill 48 have been influenced by Chief Jim Bear and the potential for revenue sharing and structures that will promote reconciliation and more sustainable territorial and water governance.
- Grandmothers and Medicine Woman of the MMIWG: Dedicate so much of my work, time, considering your contribution to the National Inquiry, funeral and other ceremonies, honour songs and beyond.

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 cultural teachings and Indigenous language workshops.

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 remains at 100%.

Canadian Homeless Resources Inc.

Our Goal

1. To sign all Indigenous accords throughout Canada.
2. To establish strong partnerships with, an inclusive and diverse, group of Indigenous organizations all over Canada.
3. To encourage a strong Indigenous presences and diverse representation in the designing of Canadian Homeless Resources Inc. Web Site.
4. To facilitate training and employment opportunities for all Indigenous people at Canadian Homeless Resources Inc.
5. To acknowledge and try to fulfil all relevant recommendations of the Truth and Reconciliation Committee of Canada.

Our Progress

Presently CHR is trying to sign all the Indigenous accord in Canada. We are trying to collaborate with a high number of Indigenous groups here in Winnipeg to design our web site. We are aiming to hire roughly 50% of our staff from the local Indigenous community. We are working closely with traditional Indigenous organizations, along with many female Indigenous organizations.

End Homelessness Winnipeg

Our Goal

Call to Action: 92

- 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. In 2019, bylaws were amended and the composition of Board and staff altered as part of End Homelessness Winnipeg becoming Indigenous organization.

End Homelessness Winnipeg has developed an employment strategy to hire Indigenous staff as part of its operational plan, The organization launched a new 5-Year Plan in October 2019, integrating Indigenous strategies and approaches.

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 and hosted a National Indigenous Gathering on Homelessness in October 2019 in partnership with the Canadian Observatory on Homelessness and Indigenous homelessness and housing partners from across Canada. End Homelessness Winnipeg currently has an in-house staff member being trained as part of a "train the trainer" initiative on Reconciliation work. This staff member will be offering training to all board members, staff and volunteers on how to apply the principles of Reconciliation to our work.

Immigrant & Refugee Community Organization of Manitoba (IRCOM)

Our Goal

Call to Action: 93, 94

IRCOM's goal and one of our four strategic priorities as an organization, is to nurture strong Indigenous-newcomer relations. IRCOM works closely with newcomers to Canada and believes that through education, face-to-face dialogue and cultural sharing, we will strengthen our communities and build a more inclusive Winnipeg for all. Our goals support the TRC Calls to Action numbers 93 and 94 which focus on newcomer education and awareness of treaties and an accurate and positive representation of Indigenous peoples.

Our Progress

IRCOM hosted 6 Meet the Neighbors Community barbeques in the summer of 2019, providing Indigenous and newcomer community members the opportunity to engage with each other is a safe environment while sharing food, culture and conversation. We surveyed 3 of the BBQ's and over 50% of respondents indicated an interest in participating in further programs such as Food Handlers, Emergency 1st Aid, weekly gatherings, sharing circles and exercise classes.

We partnered with Rossbrook House to co-host 2 events: Across Cultures Community Barbeque, complete with music, games and food and Cold City, Warm Hearts. Cold City Warm Hearts is a wonderful event that is also in partnership with FortWhyte Alive. "It's been 4 years and the event never gets tired!" said IRCOM's Associate Executive Director, Shereen Denetto. "This event is an important part of the journey of truth and reconciliation. The truth lies in the fact that through play, children see strangers become friends. And reconciliation flows from the new connections that remain in their hearts and minds, long after the event is over."

IRCOM's Volunteer program and the Common Ground project joined together to offer the community Emergency First Aid Training and Food Safe Handlers training.

IRCOM is dedicated to providing staff and newcomers the opportunity to increase knowledge of Indigenous culture, history and worldview. Working towards that objective we offered the following:

- We engaged with Elder Ron Bell, Standing Buffalo Man, for land based Cultural Teachings at the Petroforms, who provided a tour and teachings of the Petroforms at Bannock Point. 24 community members, AYO members and IRCOM staff attended. IRCOM hosted a cooking program that had tenants and community members share a traditional family recipe and meal together.
- Riel House event; Youth and staff attended a Riel House Métis Soirée on August 27th, 2019. The Louis Riel Institute provided a tour and history teaching of Riel House along with crafts and entertainment. Our group got a lot out of the experience. The Métis community were very welcoming and expressed appreciation that we wanted to learn more about the Métis culture.

During Festival du Voyageur week: In recognition of Louis Riel Day and Manitoba's 150th anniversary the Louis Riel Institute shared with us some history of the Métis and their contributions to Manitoba by coming to IRCOM to share cultural teachings as well as engage us in fiddle and spoon music! IRCOM staff learned a little jigging dancing as well!

- University of Winnipeg's Indigenous Insights workshop. Staff were taken on a journey of reconciliation with carefully crafted videos and facilitator-led discussions. This was a full-day, immersive and intensive experience.
- Traditional Indigenous Games with Blair Robillard, North Star Man. Staff from the After school program, Community Resource Program and Childcare staff participated in this Train the Trainer program. This is essential training for us as an organization and community member, to respond to the Truth and Reconciliation Calls to Action. The training provided powerful insights about Indigenous games and spirituality including the seven teachings, the medicine wheel and reconciliation. We aim to natural integrate these teachings into all levels of our programming across the organization.

Open Roads Transformative Writing: Offered a weekly, ten session, cross-cultural transformative writing program to six IRCOM and six Rossbrook House staff to facilitate storytelling across Indigenous and newcomer communities. Participants shared both inspiring and challenging stories from their life experiences in a safe, supportive environment. Similarities and differences were explored and the rich assets of all participants, regardless of cultural background, were highlighted and acknowledged. Leadership skills were also honed through a variety of exercises and the development of confidence and voice.

10 IRCOM newcomer refugee youth participated in the Youth 4 Truth and Reconciliation project with Ma Mawi Wi Chi Itata Centre Inc. The Y4TR Project brought together young Winnipeggers, from a diversity of backgrounds, to share their experiences while learning about Indigenous History, Truth and Reconciliation along with leadership and civic engagement.

IRCOM was scheduled to host the first plenary session at the 22nd Metropolis Canada Conference, to be held in Winnipeg in late March. The session topic was Building Bridges Between Newcomers and Indigenous Peoples in Canada and had speakers from Manitoba and BC participating. Metropolis, a national conference aimed at service providers, policy makers, researchers and governmental representatives working in settlement, was postponed due to COVID-19

IRCOM's Indigenous-Newcomer staff committee has developed our Terms of Reference and meets quarterly to coordinate staff and newcomer participant education, events, experiences, resources and referrals, across the organization.

Our staff have delivered food donations and essential supplies to AYO! and Ma Mawi for food hampers for Indigenous and north end community members.

IRCOM aims to participate in local community events, networks, initiatives that are aligned with project goals such as attend local neighboring organizations events, programming and other activities.

IRCOM will work to create dialogue through one-one-one conversations with staff and community members, helping create understanding, debunk myths, etc. on the topics that are important to Indigenous and newcomer communities.

Immigrant Centre

Our Goal

Call to Action: 93

The Immigrant Centre Manitoba Inc.'s annual goal 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.

Our Progress

2 Immigrant Centre staff were trained as trainers of Indigenous orientation to newcomers. The training was offered by MANSO. The 2 staff who received the training were able to train all of the Immigrant Centre staff on it.

Immigrant Centre is offering information to newcomers about Indigenous culture.

We regularly share a guide on Indigenous Peoples on our social media channels, which was prepared by the Mennonite Central Committee in plain English for newcomers to understand.

Our CEO met with an Indigenous leader in January.

Some staff attended Indigenous celebrations in the community.

Immigration Partnership Winnipeg

Our Goal

Call to Action: 93, 94

To finalize a full day training workshop for settlement staff, faith based groups and ethno-cultural communities.

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

From April 1, 2019 throughout 2019 held several consultations and worked closely with Indigenous partners, including the Indigenous Consultation Circle and Indigenous and Newcomer Engagement Sector Table, two groups formed by IPW for the purposes of ensuring our work is in line with the Truth and Reconciliation Calls to Action. In addition, IPW set out to ensure all activities were supported by and supportive of Indigenous owned and led businesses and community members.

Consultation and collaboration were necessary throughout the year to forward work on the Indigenous Orientation toolkit, as well as the organization and presentation of research towards the Fostering Safe Spaces for Dialogue and Relationship-building between Newcomer and Indigenous Peoples report. It is important to note that materials

for these events were sourced from local Indigenous Businesses and both events took place in a location where Indigenous culture and history could become a visual part of the event.

On January 15, 2020 IPW, with support from the Winnipeg Foundation, launched hosted the formal launch for the Fostering Safe Spaces for Dialogue and Relationship-building between Newcomers and Indigenous Peoples report, written by researchers Aliraza Alidina, Darrien Morton and Jenna Wirch. This event was a large success, with over 100 attendees comprised of members of the media, community organizations, cultural leaders and knowledge keepers and the general public. In addition, media coverage combined with available digital distribution of the report after the launch ensured that interested community members unable to attend the launch were able to benefit from the information provided as well.

On January 28 & 29, 2020 IPW hosted the first pilot workshop for the Indigenous Orientation Toolkit. The pilot workshop included 26 registered attendees from 17 organizations providing support services for newcomers to Canada, as well as 8 unregistered attendees from partner organizations to provide feedback and evaluation of the workshop. The pilot workshop was formatted in a "trainer the trainer" style to provide information, resources and activities for the attendees to create further workshops for their programs' participants. Feedback from attendees regarding the materials, resources and information from the pilot was collected immediately following the initial workshop. Additional feedback regarding how these resources, materials and information have been shared throughout the attendee's organization is currently being collected. Feedback is and will be used to revise the initial workshop materials and information, as well as to guide development of future workshops.

Beginning May 2020 IPW has further engaged with the Indigenous Orientation Toolkit Partners (MANSO, KAIROS, TRCM, UofM-Community Engaged Learning Center) to begin development of future IOTK workshops. Draft agendas have been prepared and reviewed by the Indigenous Consultation Circle and curriculum is beginning to be developed based on their feedback. In addition, in April 2020 IPW has begun development on a website which will create a space for digital resources for the IOTK can be made available for public access/use.

Throughout February and March 2020, IPW engaged in several meetings with partners from a variety of different Indigenous and Newcomer serving organizations to plan activities for celebrations during the week prior to and including National Indigenous Day 2020. Unfortunately, these events have had to be postponed due to COVID-19 social distancing requirements. The partner organizations for "Indigenous Week Celebrations" are still connected with intention to continue planning once we are able to ensure safe and welcoming events for all.

Ka Ni Kanichihk Inc.

Our Goal

Call to Action: 1, 27, 91, 92

Develop a Manitoba-specific Indigenous Ally Toolkit that can be used to inform, educate and orientate business, community and government in advancing reconciliation.

Our Progress

Ka Ni Kanichihk was pleased to come on board the Winnipeg Indigenous Accord in March 2020. The work of Ka Ni Kanichihk is connected to ten+ of the TRC's Calls to Action. We identified a goal to develop a Manitoba specific "Indigenous Ally Toolkit" that can be used to inform, educate and orientate business, community and government in advancing reconciliation. We have embarked on a project that has the potential for far reaching impacts. We have started the process to put this project in action which will work to improve Indigenous and Non Indigenous relationships and create respectful and inclusive work and community environments.

Momenta Inc.

Our Goal

Call to Action: 1, 8, 10, 11, 13, 14, 18, 19, 24, 33, 38 43, 44, 62, 63, 64, 65, 66, 68, 79, 83, 87, 88, 89, 92, 93

At Momenta Inc. our mission is to create experiences that discover strengths and foster growth. We have 4 programs areas that are led by 78% females, 33% Indigenous and 22% LGBTIP2SQQ.

1. Adventure Therapy Programs
2. Outdoor Education Programs
3. Foresthood Programs
4. Clear Paths Cycling & Consulting

Our goal has been for our team to identify which Calls to Action we should focus on to advance the process of Canadian reconciliation. We have identified the following Calls to Action:

Legacy

- Child Welfare 1
- Education 8, 10, 11
- Language and Culture 13, 14
- Health 18, 19, 24
- Justice 33, 38

Reconciliation

- Canadian Governments and the UNDRIP 43, 44
- Education and Reconciliation 62, 63, 64, 65
- Youth Programs 66
- Museums and Archives 68
- Commemoration 79, 83
- Sports and Reconciliation 87, 88, 89
- Business and Reconciliation 92
- Newcomers to Canada 93

Our next goal is to create a document that highlights each Call to Action listed above, the work we are doing and the work to be done in this area at Momenta Inc. by April 9, 2020. This will act as a guide to highlight our successes and identify areas of growth.

Our Progress

We have created a shared document for our staff team, where staff members add stories, photographs or art that highlight the identified TRC Calls to Action in action at Momenta Inc. We have only recently joined the Indigenous Accord (February 2020 and have been working from our homes since March), therefore this is a new initiative and goal and we will be eager to continue the development of this document to be included in our report next year.

North End Community Renewal Corporation

Our Goal

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

Work has begun to establish the Knowledge Keepers Advisory Circle. We expect that the Circle will be functional in late 2020.

We have continued to strengthen relationships with our Indigenous partners by participating in collaborative networks led by Indigenous organizations. Over the last year, we have become an active member of the Winnipeg Indigenous Executive Circle and collaborated with Ma Mawi Wi Chi Itata and other community partners to reactivate Aboriginal Visioning for the North End and the Winnipeg Friendship Centre. We also combined our Annual Picnic in the Park with the Annual No Stone Unturned Concert to host one large community event that honours Manitoba's Missing and Murdered.

Pembina Active Living (PAL 55+)

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

The Board of Directors of PAL (55+) met with representatives of the Aboriginal Seniors Resource Centre to discuss governance, Board recruitment and programming issues.

Recognition and commitment to Indigenous Accord at all PAL (55+) events.

For 2020, PAL (55+) received a grant from the Government of Canada, New Horizons for Seniors Department, to initiate the Making Connections project. This project is designed to help PAL (55+) become more inclusive and representative of the community it serves, and will have two distinct streams: collaborating with ethno-cultural groups, and developing programs that expand awareness of Indigenous peoples and culture. Initially the committee was developing strategies to engage PAL (55+) members in Indigenous activities and awareness through attendance of major activities such as Manito Ahbee, Red River Cart Expedition, Sweat Lodge Ceremony, as well as visit a number of Aboriginal museums and historic sites. In addition, PAL (55+) wanted to enhance knowledge of urban reserves through a lecture format. Unfortunately, due to restrictions brought on by the pandemic, these activities were cancelled or did not meet the social distancing guidelines set down by government. Alternate methods are being explored.

Prior to the social distancing restriction, the Making Connections Committee arranged to have a cultural display at each of the organizations social gatherings to present the concept of the Making Connections project as well as display culturally sensitive articles such as sweet grass, Métis sash, model of the Red River Cart and various Indigenous art. A person was available to respond to any questions.

As a result the committee has refocused their approach to social engagement and the sharing of knowledge by more appropriate means given the new reality. The committee is in the process of translating the PAL (55+) brochure to Ojibwe. The task has been completed and we are just waiting for the translation to be proofread for accuracy before going to print. A number of virtual lecture series are being developed. The Making Connections Committee along with the PAL (55+) Board are looking at enhancing the PAL (55+) website to allow for virtual capacity to present livestreaming as well as a retention of lecture series and capacity to provide links to other cultural websites that have cultural presentations.

The Making Connections Committee had contact with the Southeast Development Cooperation, MMF, MMF St. Norbert Local, Infinity Woman Secretariat Inc. and the Manitoba Indigenous Cultural Education Centre, to name a few.

Rotary Club of Winnipeg, Honouring Indigenous Peoples (HIP) Committee

Our Goal

Call to Action: 62(i), 62(ii), 62(iii), 63, 66, 85(ii), 92

The mission of Rotary's Honouring Indigenous Peoples (HIP) Committee is to promote awareness of Indigenous knowledge systems, language, culture, history and inherent rights in Canada; to build and engage in meaningful and equitable relationships with Indigenous Peoples; and to invest time and resources in support of Indigenous education initiatives that will assist with social, economic, cultural, political, civil, physical, mental and spiritual way of being of Indigenous Peoples.

Our Progress

SPEAKING, TRAINING AND ENGAGEMENT EVENTS:

- Canada Life Honouring Indigenous Peoples Event, September 30, 2019. At the invitation of Canada Life, this awareness and sensitization workshop was a partnership among HIP National, HIP Winnipeg and the producers and cast of the First Contact TV Series (APTN). [~100 participants]
- Understanding the Indigenous Acknowledgment of Territory, Rotary Luncheon Presentation by Dr. Niigaanwewidam James Sinclair, September 25th 2019. Dr. Sinclair is Anishinaabe (St. Peter's/Little Peguis), a Winnipeg Free Press – City Columnist and Assistant Professor at the University of Manitoba. [~30 participants]
- Indigenous Peacemaking and Tribal Notions of Justice, Special Rotary Luncheon Presentation by Brett Lee Shelton, October 16th 2019. Mr. Shelton is from the Oglala Sioux Tribe and is the Senior Staff Attorney with the Native American Rights Fund, Boulder, Colorado, USA. [~75 participants]
- Rotary District Conference Honouring Indigenous Peoples Presentation and Video, in partnership with HIP national. A 15-minute video presentation was produced by HIP national with participation from members of the Winnipeg Downtown club HIP committee. [~200 participants] The video can be viewed here: https://drive.google.com/file/d/1NAqmlGwIXpprQSdHWDffyic2KMFWhAwo
- Indigenous Awareness and Reconciliation Training Workshop by Jessica Dumas, Nov 16th, 2019. This event was postponed to the spring but then could not be pursued further due to Covid-19. Ms. Dumas is the owner of Jessica Dumas Coaching and Training and is the Chairperson of the Board of the Winnipeg Chamber of Commerce. [planning for 25 participants]
- HIP committee consultations were undertaken to refresh the Downtown club's acknowledgment of territory language.

INITIATIVES IMPLEMENTED:

- Organized and co-hosted the First Contact Season II TV Series Special Screening, Panel Discussion and Facebook Live Event in partnership with the TV series producers and cast, September 19, 2019 [~150 participants]. Visit https://www.facebook.com/firstcontactseries/ and http://www.firstcontactcanada.ca/

- Rotary Schools Reconciliation Initiatives (Partnerships between remote First Nations and Winnipeg schools):
    - Little Grand Rapids and Pauingassi First Nations: The types of assistance provided this year included provision of books to promote literacy, healthy food alternatives, sports equipment such as hockey and baseball gear, winter clothing in late fall. A notable endeavor currently underway is to model a school partnership between the Winnipeg Laura Secord School and the Little Grand Rapids Abbalak Thunderswift Memorial School. The purpose of the partnership is to foster an environment where personal relationships can be developed between students attending each of these schools. Grade 5 classes in each of these schools are getting to know each other. One of the Elected Band Councillors at Little Grand Rapids is excited about the possibilities this exchange might bring to students in his community. He envisions, for example, hosting Winnipeg Students on excursions such as canoe camping on the Berens River system near Little Grand Rapids. He also supports the idea of reciprocity where students in his community would benefit from opportunities with students and families in Winnipeg.
    - Wasagamach First Nation: A class of students at River Park West School was paired with a class at George Knott School in Wasagamach. Elder Emma Harper from Wasagamach came to Winnipeg to spend a morning with students and staff at River Park West School sharing information about Indigenous history and life in her community. The staff of George Knott School will also be spending a Professional Development Day with their colleagues at River Park West.
    - St. Theresa Point First Nation: In the spring of 2019, a group of students and staff from JH Bruns Collegiate in Winnipeg flew to St. Theresa Point to spend a week with their counterparts there. The JH Bruns students have been continuing to keep in touch with their friends from St. Theresa Point and hosting them whenever they are in the city. In the 2018-19 school year representatives of Louis Riel School Division staff and St Theresa Point staff jointly planned a 3-day professional development conference. The entire staff from STP travelled to Winnipeg in February and gathered at the LRSD conference centre where they engaged in a variety of mutual learning experiences while building lasting friendships.
    - Summer 2020: Plans for summer programs in the communities were suspended due to the COVID-19 pandemic. We will be working with our community partners in the fall to plan for the summer of 2021.
- Breaking Barriers Building Bridges: Two schools participating from the “south end” were Fort Rouge Collegiate and JH Bruns Collegiate. The Indigenous partners were from the CEDA Pathways program. Four one-day sessions were planned but, unfortunately, only one was held as the other three had to be cancelled due to COVID-19.

SUPPORT TO OTHER INITIATIVES

- Youth Parliament of Manitoba - Indigenous Support ($500, Garry McLean Scholarship Fund)
- Letter of Support for the Grassroots News application to the Government of Canada’s COVID-19 Economic Response Plan
- Letter of Support Ma Mawi Wi Chi Itata Centre Proposal to Commemorating the History and Legacy of Residential Schools Fund (including $750 financial commitment)
- Supported the Defence for Children International- Canada for the support of their Young People in First Nation’s Northern Communities initiative ($2500)
- Supported the HIP National Covid-19 Relief Fund ($500). Ma Mawi Centre in Winnipeg received a $2500 contribution from the HIP National Covid fund)
- HIP committee and club members participated in Ma Mawi’ Winter Solstice Feast on December 21st.
- Supported the Summer Literacy Camp organized by Frontier College, including their Elmwood Camp and Truth & Reconciliation Camp staff ($750 from club budget). In 2018, over 2,000 children and youth in Manitoba and Saskatchewan took part in the camps, which were held in close to 40 communities, including 19 First Nations: 9 in Manitoba and 10 in Saskatchewan. Current First Nation partners include Birch Narrows First Nation and Fishing Lake First Nation in Saskatchewan and Waywayseecappo First Nation and Ebb & Flow First Nation in Manitoba.

SEED Winnipeg Inc.

Our Goal

Call to Action: 92

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.

Highlight of SEED's activities over the past year related to this goal include:

- Expanded the Money Stories program. Money Stories is a money management training program for Indigenous youth and customized by Indigenous youth. Indigenous Elders speak about their experiences with money, combined with facilitator-led activities about money relevant to youth. Over the past year 8 Money Stories program graduates were employed at SEED as junior facilitators over the summer, year-round interns or as program staff who deliver money management training to other youth and community members. Program graduates employed at SEED also engaged in program planning, curriculum development and the provision of administrative support.
- Arranged with two Indigenous organizations to include SEED Winnipeg staff during their volunteer orientation and training in their respective organizations.
- Added new Indigenous resources to SEED's library for use by staff and board. Some titles include: Seven Fallen Feathers: Racism, Death and Hard Truth in a Northern City by Tanya Talaga, The Break by Katherena Vermette, In Search of April Raintree by Beatrice Mosionier, 21 Things You May Not Know About the Indian Act: Helping Canadians make reconciliation with Indigenous peoples a reality by Bob Joseph.
- Organized staff led lunch hour video screenings and conversations on Two-spirit people, impacts of colonization, racism and genocide on Indigenous Peoples. Some titles included: Indian Horse by Richard Wagamese, Deb-we-win Ge-ken-am-aan – Our Place in the Circle by Lorne Olson, First Contact (Aboriginal Peoples Television Network), Life in the City of Dirty Water by Clayton Thomas-Muller, Unistoten Camp – Invasion, Reconciliation Thunder video series, nîpawistamâsowin: We Will Stand Up.
- Included opening prayers and teachings from community Elders at our public and private events and meetings. Invited guest speakers on topics that included Manitoba Treaty Relations Commission, Treaty from the Indigenous Perspective.
- Incorporated teachings on land acknowledgement, myth busting and reconciliation circles in financial literacy programs for Immigrants.
- Organized staff led letter writing sessions and circulated petitions to advocate for Indigenous rights issues that included: remediation and health interventions for Grassy Narrows First Nation residents poisoned by mercury, the forced sterilization of Indigenous women, recognition of Indigenous land rights in Wet'suwet'en Territory, BC., adoption by Canada of United Nations Declaration on the Rights of Indigenous peoples and a National Missing and Murdered Indigenous Women Action Plan.

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

A number of new projects and activities have taken shape at The Forks in the past year.

Three new public art projects, funded by The Winnipeg Foundation, are being created to be installed over the next three years. Three female Indigenous artists, Val Vint, Jaimie Isaac and K.C. Adams are creating pieces with the theme of Stories of Compassion. The first piece is being installed this year on Niizhoziibean. The second and third pieces are being installed in 2021 and are set to commemorate the signing of Treaty One and the Winnipeg Foundation's 100th anniversary.

A self-guided walking tour, narrated by Niigaan Sinclair features the history of The Forks as told by many voices. Included within the history of Indigenous peoples, the story of the peace meeting that took place on site and messages of reconciliation. Elders and those who have contributed to The Forks are featured in the tour with specific landmark stories.

Oral History Walking Tours, led by Elders and beginning at St. Boniface Cathedral, over the Esplanade Riel bridge and through The Forks site give the public the opportunity to learn about the rich history of Manitoba's Indigenous people through stories, legends and Forks monuments;

Weekly Winter Indigenous Storytelling Programming with Elders sharing stories and demonstrating bannock making inside a traditional teepee;

Founding Nations Pow Wow summer series to showcase the beauty and styles of the dances from the Indigenous communities in Manitoba;

Quarterly "lunch and learn" sessions featured Indigenous advisors awith The Forks management team, staff and board members on topics including the history of treaties and reconciliation.

The Forks is also the site of APTN's Indigenous Day Live, the kick off for Manito Ahbee and many other third party events and celebrations as well as vigils and ceremonies.

The Winnipeg Foundation

Our Goal

Call to Action: 1, 21, 53, 63, 66, 83, 92

We recognize this time in our national history calls on each one of us respond to and support healing and reconciliation. The Winnipeg Foundation (TWF) is honoured to sign on as an official partner to the City of Winnipeg's Indigenous Accord demonstrating our organizational commitment to Truth and Reconciliation.

Our vision is of a Winnipeg where community life flourishes for all and we will continue to support the equitable place of Indigenous voices and culture within our community.

Our Progress

This is our first report to the City of Winnipeg's Indigenous Accord and reflects our work prior to becoming an official partner to the Accord. Truth and Reconciliation is identified as a priority in The Winnipeg Foundation's 2019-2021 Walking Together strategic plan.

The Winnipeg Foundation signed the Philanthropic Community's Declaration of Action in 2015 and it continues to guide our Truth and Reconciliation Journey. It is important to The Foundation to promote a culture where everyone can learn from one another, strengthen cultural awareness, increase understanding of Truth and Reconciliation and provide sensitivity training for all staff, committees and Board. Actions to date include:

- Mandatory training in Indigenous Insights, a series of facilitated conversations and learning modules through the University of Winnipeg and Indigenous Canada an online course in the history and experience of Indigenous peoples in Canada. This education material or equivalent will be part of the orientation process for new staff.
- The Foundation created an employee led Truth and Reconciliation Circle for staff to engage in learning and dialogue opportunities. Key activities to date include the development of resource library and interactive lunch and learns for staff to engage in learning and dialogue opportunities.
- Staff have attended executive leadership courses, conferences, workshops and seminars on the topics of philanthropy, the Truth and Reconciliation Commission and UNDRIP.
- Indigenous special guest speakers have presented to all staff on topics including the legacy of residential schools, treaties and the Truth and Reconciliation Commission.
- The Foundation offers capacity building resources to Indigenous led charitable organizations.
- The Foundation has established a post-secondary scholarship to support the academic study of Indigenous history in Canada.
- The Foundation has provided grants to charitable organizations working towards Truth and Reconciliation with respect to Calls to Action 1, 21, 63, 66, 83 and 92.

The Winnipeg Foundation honours the ongoing process of Truth and Reconciliation in Winnipeg based on the establishment and maintenance of mutually respectful partnerships. As relationship building across the entire community will always be an important emphasis for The Foundation, we see the inherent value in increasing visibility of Indigenous contributions, experiences, cultures, languages and teachings to bridge understanding between Indigenous and non-Indigenous people. We commit:

- To providing a diverse and inclusive work environment.
- To respectful engagement with Indigenous people to strengthen the philanthropic sector.
- To continue to build strong community relations with Indigenous Elders, community leaders, educators, community agencies and partners on Foundation special projects and programs.
- To continue to serve on community committees in collaboration with Indigenous leaders and Knowledge Keepers.
- To convening public education and dialogue about the history and legacy of residential schools, Treaties and Indigenous rights, as well as the historical contributions of Indigenous peoples to Canadian society.

We recognize The Winnipeg Foundation's journey of Truth and Reconciliation is ongoing and we are excited to continue to grow our efforts and bring greater opportunity for discovery, shared leaning and deeper understanding in our community. We look forward to continued and sustained meaningful engagement with the partners of the City of Winnipeg's Indigenous Accord and the Indigenous community.

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.

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."

The following notes provide further context for the indicator values provided in Section #1;

Since 2016, all United Way Winnipeg staff participate in an education session regarding the history and experience of Indigenous peoples in Canada. In addition to offering this session to 13 new staff over the past year, staff members also participated in 10 ongoing learning activities. These included multiple presentations from the Treaty Relations Commission of Manitoba (TRCM), film screenings and discussions of nîpawistamâsowin: We Will Stand Up, The Experimental Eskimos, The Pass System and participation in the KAIROS Blanket Exercise. More than half of these staff members participated in multiple learning activities.

We continue to engage in collaborative and co-creating activities with Indigenous groups and Individuals. We engaged with Indigenous community members in the development of culturally appropriate mental health supports for youth and we worked with Indigenous employees to gather cultural insight for 211 Manitoba.

In addition to the Council for Indigenous relations (CIR) United Way supports an Indigenous Youth Mental Health Circle.

Our partnerships with Indigenous peoples include: ongoing stable funding for 15 Indigenous-led organizations, provision of organizational development grants to 6 additional Indigenous-led organizations and fundraising partnerships with 3 Indigenous-led companies.

As part of United Way Winnipeg's Progressive Aboriginal Relations (PAR) process, our Board of Trustees adopted a formal Indigenous Relations Policy for the organization.

United Way Winnipeg's Moving Forward strategic plan includes a strategy to promote & practice inclusion and further specifies a commitment to exploring our role in truth and reconciliation. Our organization continued the implementation of the 3-year Indigenous Relations strategic plan and the Winnipeg Poverty Reduction Council's (WPRC) TRC92: Indigenous Youth Employment initiative.

Through the WPRC Indigenous Youth Employment Initiative TRC 92, we convened employer groups for 10 learning opportunities over the past year.

In 2019, United Way Winnipeg carried out its first Staff Diversity Census. The census, completed by 95% of staff, provides us with a benchmark on which to build our future inclusion efforts.

We have been formally acknowledging traditional territory and nations since 2016. Our practice continues to evolve as our understanding deepens and we now include the treaty 3 and treaty 5 contributions in our acknowledgement.

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.

Our Progress

Our focus in our goals this year was on two areas:

1. Staff professional development to build cultural competency for working with Indigenous community members.
2. Facilitating programming that incorporates Indigenous knowledge and culture and builds understanding between Indigenous and non-Indigenous participants.

We made some progress towards both goals:

1. Staff participated in professional development activities including:
    - Trauma and Resistance: Innovative Responses to Oppression, Violence and Suffering
    - Decolonizing Sexual Health Workshop (SERC)
    - Anti-Oppression training
    - TRC workshop hosted by faith community
    - Reading books by Indigenous authors and learning about Indigenous worldviews
    - "I See You!" Truth and Reconciliation in Early Childhood Education workshop
    - Workshop on a trauma informed approach working with Métis women
2. We hosted activities and events including:
    - Collaborative art project with Indigenous and non-Indigenous participants to create land acknowledgment art piece to hang at our centre
    - National Indigenous Peoples Day celebration
    - Cultural Sharing Day - facilitated by Indigenous participants, focused on Ojibwe culture - part of a series where participants facilitate sessions to share their own culture with others
    - Hosted a guest Indigenous artist from the community to lead an "Art InK" session on Woodlands style of painting. Also provided passes to participants to attend the WAG's Kent Monkman exhibit
    - Invited an Indigenous Knowledge Keeper to our Grand Opening of our new space to smudge and bless the space

In addition to the above activities, one of our staff has been participating in our local parent-child coalition's TRC committee, advising partner organizations on incorporating truth and reconciliation into their programming. Another staff member has begun participation in a Sundance family, planning on participating in her first Sundance ceremony this summer. She has been sharing her experience and learning with her coworkers.

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 in June 2017.

Booth UC's Year 3 Goal was to implement the priorities established for 2019/20 by our Indigenous Advisory Council (IAC). Representative initiatives and accomplishments since May 2019 are summarized below:

1. "Journeying to Reconciliation" embedded as a key priority in development of the next institutional strategic plan.
2. Ensured continuation of our Indigenous Advisory Council (IAC) which included two Indigenous students over the course of the year and one external Indigenous advisor. The IAC met quarterly to monitor progress on our 2019/20 priorities and to support those providing leadership for various initiatives. Quarterly reports of progress against the 2019/20 priorities are required and were provided to the university college leadership team and members of the IAC.
3. Provided scholarships/grants specifically for Indigenous students. Indigenous student representative added to the Student Council Constitution.
4. All new employment vacancies were posted to websites and other media/locations that are targeted toward Indigenous candidates. Percentage of Indigenous people currently represented in our workforce increased from 4% to 9%.
5. Facilitated several opportunities to build awareness of Indigenous history and culture on campus through the display of Indigenous art and informational posters, guests, course content, student input and in current social/political discussions (e.g., climate change). Unfortunately, our second annual Indigenous Perspectives Week scheduled for March 16-20 had to be canceled due to the outbreak of COVID-19. Planned activities had included guest speakers, beading workshops, Kairos Blanket Exercise, fiddling presentation, campus prepared meals and guest lecturers in courses.
6. Enhanced knowledge and awareness of the number of Indigenous students on our campus, following implementation of an optional self-declaration form for students wishing to identify their Indigenous heritage.
7. Facilitated discussion forums with Indigenous students to gain more detailed awareness and understanding of opportunities and challenges experienced in our campus community and to develop steps to move forward.

8. 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.

9. Established a “buddy” program linking incoming 1st year Indigenous students with returning students, to facilitate a smooth transition to university setting.

10. Several employees attended and participated in external events to increase awareness and understanding among faculty and staff. Planned participation in spring and summer events is not possible due to COVID-19 cancellations.

Red River College

Our Goal

Call to Action: 61, 63, 66, 69, 70, 79, 89, 92

As an educational institute, Red River College (RRC) has actively taken on the responsibility to embed the Truth and Reconciliation Commission of Canada’s Calls to Action. As a signatory to the Manitoba Collaborative Indigenous Education Blueprint, RRC has made a public pledge to advance Indigenous education in the province. Red River College is committed to advancing Indigenous achievement by enhancing the environment supporting Indigenous student success and by strengthening partnerships with Indigenous communities.

At the heart of reconciliation is the need to create strong relationships built on trust, respect and inclusion. Reflective of these values, the Manager of Truth and Reconciliation and Community Engagement is focused on building strong relationships between non-Indigenous and Indigenous students, staff, faculty and community.

Our Progress

To educate staff and faculty, the College has begun offering the Blanket Exercise, a role-playing simulation of the colonization of Canada. To compliment this one-day workshop, the College will roll out new online modular reconciliation training called the Four Seasons of Reconciliation. Additionally, RRC has created original videos to provide staff with baseline knowledge of smudging practices, the role of Elders, the importance of Indigenous language revitalization and the importance of Truth and Reconciliation.

Many departments have begun to include Indigenous historical perspectives, case studies and initiatives into their curriculum. Some have hired Indigenous specialists to assist with this process. Indigenous students and non-Indigenous students are learning about Canada’s true history inclusive of Indigenous perspectives, innovation and knowledge.

Specifically for RRC students, several departments have had the opportunity to participate in Privilege Walks to demonstrate and understand the intricacies of privilege and its effects for equality and equity. This demonstration recognizes various privileges individuals experience based on race or their personal life experience.

During the College’s first Truth and Reconciliation Week this past fall, various events were offered to engage staff and students in Truth and Reconciliation topics and Indigenous culture in partnership with several departments.

Two t-shirt designs were sold in partnership with the Campus Store: Orange Shirt Day: Every Child Matters and Missing and Murdered Indigenous Women and Girls. The funds raised were sufficient to create a new student award, the first Mínwastánikéwin Truth and Reconciliation Student Award. The word Mínwastánikéwin is Cree and means ‘to set it right.’ The recipient was selected via essay submission on what Truth and Reconciliation means to them personally.

The Indigenous Student Support & Community Relations department also holds regular Indigenous ceremonies for the seasonal solstices and equinoxes where all staff and students are invited to attend. Our Elders-in-Residence play a significant role in these events that builds relationships with Indigenous and non-Indigenous people in the College community. The second year the Indigenous Winter games grew with popularity allowing staff and students came together for healthy competitive Indigenous sports and activities.

This year, the College launched an “I am Indigenous” campaign to promote staff and student self-declaration to maintain accurate data information, support the development of strategies, programming and practices, ensure under-represented groups are given the opportunity to participate equitably and highlight Indigenous pride.

Indigenous languages are critical to preserving culture and identity. In honour of 2019 being the International Year of Indigenous Languages, as declared by the United Nations, a guest Cree Elder provided teachings called The Culture is in the Language. Red River College also expanded its Indigenous Language offerings by launching a new full-time certificate program in Inninew (Cree).

Indigenous achievement is taken into an account during space planning at all campuses. Just this year, nearly two dozen suites were reserved for Indigenous students at Paterson GlobalFoods Institute’s student residences in the Exchange District to help address housing issues faced by Indigenous students, especially those who have relocated to Winnipeg for their studies. With more Indigenous students than ever living at PGI, it was important for the College to ensure visual representation. The building features design motifs depicting the seven sacred teachings and now an original mural designed by Juno Award-winning artist Gwiiwizenz Dewe’igan — whose English name is David Dorian Boulanger — adorns the walls of a gathering room where students can study and socialize. The mural aims to create an inviting space where Indigenous students can feel inspired, represented and connected to their history.

At the 19th annual Graduation Pow Wow, Red River College unveiled a new Indigenous graduation stole to recognize the achievements of the College’s Indigenous students. RRC’s Elders and members of the College’s leadership presented students with their stoles. The 2019 Graduation Pow Wow grew by more than 25 per cent from the previous year and is one of RRC’s largest cultural celebrations.

RRC’s Indigenous Transition to Employment department hosted events to promote career pathways for future and current Indigenous students that also strengthened existing sector, government and non-profit partnerships. These events included the Careers and Education in Cannabis job recruitment fair and Careers in Construction Meet and Greet featuring round table discussions with Akman Construction Ltd.

The RRC Library plays an active role in student achievement by providing resources and services for RRC students and staff. This year they implemented a Celebrating Indigenous history blog post suggesting many resources, films and books. Author Cliff Cardinal provided an engaging storytelling hour cohosted with the Winnipeg International Writers Festival. The Indigenous Subject Heading Modification Project is now in the implementation phase and is part of an Indigenous National Library movement that works collectively together to ensure Indigenous communities have input to appropriate use of subject headings.

The Human Resource Services (HR) department has hired an Indigenous HR Consultant and a Diversity Inclusion Specialist. These staff will be responsible for developing HR recruitment and retention strategies and an Alternative Dispute Resolution process utilizing Indigenous paradigms.

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

The University of Manitoba is a large, complex organization with a community that is committed to advancing reconciliation through curriculum, initiatives, research and partnerships. 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.

In 2019 a committee was struck to assess the existing mandate and support structures for Indigenous senior leadership and provide recommendations going forward. In response to the committee’s recommendations, UM appointed Dr. Catherine Cook as its first Vice-President (Indigenous) in early 2020.

An Indigenous Initiatives Fund supports unit-based projects that further the university’s goals and priorities to transform the UM into a centre of excellence in Indigenous education and research. Some highlights from the past year include:

- An Indigenous Content Literacy Institute was established to take faculty and staff beyond Indigenous awareness and Indigenous competency to the level of literacy required to introduce Indigenous content into their classes. This program also answers Call to Action #57, as well as addresses how to manage discussion of racially sensitive topics in the classroom.
- The Faculty of Kinesiology and Recreation Management hosted an Indigenous Land-Based Education Conference, engaging Indigenous land-based educators to strengthen connections and understandings of land-based practices from communities across the province.

- A joint Architecture/Engineering design-build course was developed in collaboration with Shoal Lake 40 First Nation. Students, faculty members and community members designed and built a pavilion to be used for community feasts.
- An Indigenous Languages Elders-in-Residence program was established by the department of Native Studies.
- The Traditional Medicine Garden (Ta Minogin Kii Mashkiki Minaan) at Rady Faculty of Health Sciences is being revitalized under the direction of Elders and Knowledge Keepers, including teachings on traditional medicines and their uses.
- An Inuit Connections Programs in the Rady Faculty of Health Sciences provides culture-based programming and mentorship from Inuit university students to urban Inuit secondary students.
- A Midwifery degree program was developed by the College of Nursing. Knowledge of traditional Indigenous midwifery practices are woven throughout the curriculum. The program will be offered beginning September 2021.
- Community Engaged Learning produced a framework and resources for decolonizing community engagement and service-learning.

These are just a few examples of many collaborative efforts that are creating sustainable change and answering the TRC's Calls to Action.

The university 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." Over the past year the department of Native Studies offered: four classes in Michif, two classes in Cree, two classes in Dakota and six classes in Anishinaabemowin (Ojibwe). A full-time tenure-track assistant professor of Anishinaabemowin language is joining the department on July 1, 2020. The department is developing joint laddering of language curriculum with the University of Winnipeg so that more entry-level courses can be offered at both institutions and upper-level courses can be shared across institutions.

University of Manitoba Rady Faculty of Health Science

Our Goal

Call to Action: 18, 19, 20, 21, 22, 23, 24

As a partner of the Winnipeg Indigenous Accord the University of Manitoba Rady Faculty of Health Sciences is committed to responding to the health-related Calls to Action (Numbers 18-24). We commit to training more First Nations, Métis and Inuit health professionals; to deliver health professional education in the areas of Indigenous health outlined in TRC Call to Action #24; and to supporting First Nations, Métis and Inuit peoples cultural revitalization and integrating Indigenous knowledge systems, oral histories, protocols and connections to the land in curriculum, research protocols and health service delivery models in accordance with respectful protocols guided by Elders and Knowledge Keepers.

Our Progress

In response to the health-related Calls to Action (Numbers 18-24), the Rady Faculty of Health Science has developed a plan in the following five theme areas:

1. HONOURING TRADITIONAL KNOWLEDGE SYSTEMS AND PRACTICES
    - Medicine Garden Project (Ta Minogin Kii Mashkiki Minaan): further development of our Medicine Garden led by Dr. Melinda Fowler in partnership with Kathy Bird, Margaret Lavallee and Leslie Spillett including harvesting and storing of traditional medicines in Ongomiizwin Education.
    - On June 20, 2019, National Indigenous Peoples Day was celebrated on the Bannatyne campus. Events included the construction of a teepee in the Medicine Garden/Mashkiki Gitigann, a pipe ceremony led by

Elder Margaret Lavallee and a children's storytime at the teepee with Knowledge Keeper Leslie Spillett. There was a complimentary feast in the Brodie Centre Atrium with entertainment including Indigenous dance. Artists and crafters displayed their works in the Brodie Centre Atrium.

- On Aug. 22, 2019, a reproduction of The Witness Blanket, a large-scale art installation created by master carver Carey Newman, went on display on the third floor of the Neil John Maclean Health Sciences Library on the Bannatyne campus. Retired nurse and residential school survivor Ann Callahan spoke at the opening. The installation has been described as "a national monument to recognize the atrocities of the Indian Residential School era, honour the children and symbolize ongoing reconciliation." It provides an opportunity for U of M students, staff and faculty to reflect upon the stories of those affected by residential schools. The free exhibition is also open to the public and school groups. It is on display until Oct. 31. https://news.umanitoba.ca/the-witness-blanket-bannatyne-exhibition-opens-august-22/
- On Sept. 27, 2019, students, staff and faculty of the College of Nursing participated in the annual Every Child Matters – Orange Shirt Day on the Fort Garry campus. Participants wore orange T-shirts for an Awareness Walk from the Helen Glass Centre for Nursing to the National Centre for Truth and Reconciliation. The walk, organized by nursing students and led by Elders, honoured survivors of residential schools and acknowledged the multi-generational impact of the schools on Indigenous peoples. The walk had the largest turnout in its five-year history. https://news.umanitoba.ca/hundreds-walk-in-solidarity-for-orange-shirt-day/
- On Jan. 23 – 24, 2020, Ongomiizwin - Research hosted its seventh annual Indigenous Health Research Symposium, "Past, Present, Future: Telling Our Stories." The theme explored the importance of centring the Indigenous voices in health research and the critical role that language plays in disrupting colonial narratives. https://news.umanitoba.ca/symposium-sharing-stories-Indigenous-health-research/
- On Jan. 31, 2020, a beaded quilt that honours missing and murdered Indigenous women and girls was unveiled at the entrance of the Neil John Maclean Health Sciences Library on the Bannatyne campus. The quilt was donated to the university by Deborah Young, former U of M executive lead for Indigenous achievement. It was made from squares created at a community "bead-in." "A single bead on its own remains unfinished, but when many beads are brought together, it tells a powerful story of resistance and resilience only made possible by community voice and action," Young said. Dr. Brian Postl, dean of the Rady Faculty, said the quilt will help the faculty move forward with Indigenous communities in a spirit of reconciliation and collaboration. https://news.umanitoba.ca/untold-stories/

2. SAFE LEARNING ENVIRONMENTS AND PROFESSIONALISM

- Anti-racism: addressing the safety of the learning environment by recruiting and hiring an Anti-Racism Practice Lead who will lead the development of an anti-racism strategy that includes an anti-racism policy and procedures; providing faculty development including, on May 27, 2019, Ongomiizwin, the Rady Faculty's Indigenous Institute of Health and Healing, co-presented Dr. Ronald Wyatt, who spoke on the topic "Dismantling Institutional Racism to Achieve Health Equity: A New Framework." Wyatt is chief quality officer at Cook County Health, one of the largest public health systems in the U.S. The Winnipeg Regional Health Authority and the George & Fay Yee Centre for Healthcare Innovation participated in presenting Wyatt. https://news.umanitoba.ca/us-expert-stand-up-against-whiteness-and-racism/
- Pimose Ta (let's walk together) mentorship event: One day of land base teaching
- Ongomiizwin's support for the development of the University of Manitoba Indigenous Senior Leadership: Report and Recommendations to the Provost and Vice President
- October 29, 2019 – UM enters new era with appointment of first-ever VP (Indigenous) – Dr. Catherine Cook appointed to pivotal new role
- June 14, 2019 – Stand in your power – Ongomiizwin welcomes a new Knowledge Keeper
- May 20, 2020 – Vice-dean of Indigenous health bridges professional work with community - Meet Indigenous Scholar Dr. Marcia Anderson
- In May 2019, Dr. Sara Goulet was been appointed associate dean, admissions for the Max Rady College of Medicine. Goulet, a member of the Métis community, graduated from the U of M's family medicine

residency in 2007. She travels all over northern Manitoba and the Kivalliq region of Nunavut, providing primary care to First Nations and Inuit communities. She also provides leadership to the fly-in physicians at Ongomiizwin Health Services. Goulet hopes to continue to foster diversity and to explore ways to support pipeline projects to increase the number of First Nations and Inuit students in medical school.

- In April 2020, Amanda Fowler-Woods, a PhD candidate in community health sciences was awarded a CIHR fellowship as part of a newly launched Strategy for Patient-Oriented Research (SPOR) – Transition to Leadership program. She is received $50,000 per year for two years for her Indigenous health research and is a first-time recipient. She is a two-time UM alumna who works regularly with Ongomiizwin – Indigenous Institute of Health and Healing. The fellowship supports development of leaders in the field of patient-oriented research. She is advised by Dr. Annette Schultz of the College of Nursing. https://news.umanitoba.ca/early-career-researchers-awarded-cihr-fellowships-for-patient-oriented-research/.

3. STUDENT SUPPORT, MENTORSHIP AND RETENTION

- Medical Student Entrance Interviews (MSEI) workshop increased admission this year, 15 Indigenous Med students
- The Prairie Indigenous Knowledge Exchange Network counts 51 active mentors, over 200 students connected to the program, 32 funded Indigenous graduate students and 23 undergraduate Indigenous students research internships.
- On Feb. 25, 2020, a new family medicine residency program in Thompson was announced which will allow medical residents to experience northern and remote health-care service delivery and encourage physician recruitment and retention to underserved areas across the large and diverse region. This program is a partnership between UM and the Northern Regional Health Authority to support stronger recruitment and retention efforts across northern Manitoba. https://news.umanitoba.ca/thompson-program/
- Faculty Junior Trailblazer Award– Melinda Fowler-Woods, director of Ongomiizwin – Education, received an award for a body of work that includes clinical practice, education and advocacy.
- Community Builder Award – Debra Beach Ducharme, director of Indigenous health integration for Ongomiizwin – Education. Beach Ducharme works alongside Elders and Indigenous communities and experts to provide supports for students as they transition from the U of M community into health sciences programs in the Rady Faculty.

4. EDUCATION ACROSS THE SPECTRUM

- Manitoba Indigenous Cultural Safety Training online course: To date 300 Rady Faculty Health Sciences staff and faculty have completed the training.
- K-12 recruitment: partnership with Manitoba Inuit Association on the Inuit Connections Program, providing culture based programming and mentorship from current Inuit university students to urban Inuit students in secondary school.

5. CLOSING THE GAP IN ADMISSIONS

- On May 13, it was announced that the College of Nursing will introduce a bachelor's degree program in midwifery in September 2021. Six students will enter the program each year and half of the seats will be designated for Indigenous students. The new program's curriculum is being developed in consultation with organizations such as the Norway House Cree Nation Health Centre of Excellence and the National Aboriginal Council of Midwives. https://news.umanitoba.ca/midwifery-degree/
- On May 13, the Rady Faculty recognized celebrated Indigenous nurses and nursing students in Manitoba on Indigenous Nurses Day, part of the National Nursing Week. This year's theme was "Nurses: A voice to lead – Nursing the world to health." There are currently 80 Indigenous nursing students enrolled in the College of Nursing. https://news.umanitoba.ca/celebrating-Indigenous-nurses-day/
- August 30, 2019 – Inuit teens explore health careers at U of M
- October 15, 2019 – Inspiring next generation of Indigenous health-care professionals

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 Métis 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

The University of Winnipeg continues 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.

Collaborative partnerships

The University of Winnipeg works closely with Indigenous peoples, Elders, Knowledge Keepers, Cultural Providers to develop and/or implement curriculum, strategies, protocols, processes, projects, or programs, such as working closely with the Manitoba Aboriginal Languages Strategy (MALS), which includes Elders (Council of Grandparents) of fluent speaker and traditional knowledge keepers from each of the seven Aboriginal languages in Manitoba.

Working with the First Nations Health and Social Secretariat of Manitoba and Manitoba First Nations Education Resource Centre, the University of Winnipeg is developing a project on trauma-informed Indigenous language programming for communities.

A newly-formed collaboration with Indigenous representatives from The University of Winnipeg, University of Manitoba, Prairie to Woodlands Indigenous Languages Revitalization Circle, Manitoba Education and Training, Winnipeg School Division, and Manitoba Teachers' Society has initiated a working group to develop objectives for a coordinated provincial strategy on Indigenous languages.

A partnership with Manitoba Aboriginal Languages Strategy resulted in the creation of the Thematic Major in Indigenous Languages and an agreement to work collaboratively on an Aboriginal Language Teacher Training program.

Indigenous events and activities

Throughout the year, The University of Winnipeg hosts events and activities that celebrate Indigenous Peoples and bridge understanding between Indigenous and non-Indigenous communities, such as:

In June 2019, the University hosted a vibrant National Indigenous Peoples' Day event, which included a bannock breakfast on campus that welcomed students, faculty, staff, and community members. The program included performances by the Spence Tradition square dancing and fiddling group.

In July 2019, the University hosted an internal event for Indigenous faculty and staff to provide an opportunity for the Indigenous Academic Lead to learn about some of the Indigenous initiatives, programming, and research taking place on campus, and any challenges that faculty and staff are encountering, as well as to provide an opportunity to learn about each other's work, discuss challenges, and problem solve together..

From September to December 2019, The University launched One Book UWinnipeg which included a three-month program of events around studying the Indigenous comics anthology This Place: 150 Years Retold, which invited conversations about the role of popular culture and the politics of reconciliation, featured eight Indigenous comics creators and their collaborators, and included the participation of 1,000 students, from Grade 10 students in the Collegiate to MA students in Cultural Studies, in courses taught by 27 faculty across 12 departments.

The Weweni Indigenous Scholars Speaker Series took place from September 2019 to March 2020. During this time, The Office of Indigenous Engagement invited distinguished Indigenous scholars, Jennifer Walker, Margaret Noodin, Karyn Recollet, Karla Jessen Williamson, Priscilla Settee, Jennifer Nez Denetdale to share current research with The University of Winnipeg campus and community during free events were open to the public, and hosted by UWinnipeg's Indigenous Academic Lead.

In October 2019, the University of Winnipeg hosted an educational form in partnership with the US Holocaust Memorial Museum; Traversing Landscapes of Violence: Nazi Germany and the Canadian Prairies. The forum aimed to initiate meaningful dialogue about trauma, identity, violence, cultural genocide, and discrimination against communities in Europe and Canada. Focusing on historical persecution of Indigenous peoples in Canada, LGBTQ populations, and minorities—Jewish people in particular—in Nazi-occupied and allied Europe, participants attended workshops and panel discussions about how, when, and why governments and ordinary people supported, complied with, ignored, or resisted targeted oppression and racial violence in different historical contexts. The keynote event was a public panel entitled "Confronting the Legacies of Colonial Violence: From Destruction to Denial, Retribution, and Compensation," which brought Holocaust and genocide scholars into dialogue with Residential School scholars.

In November 2019, The University of Winnipeg celebrated the UN International Year of Indigenous Languages with a feast, lecture, and closing event focused on Indigenous languages, which was hosted in the UWinnipeg Library.

In December 2019, The University of Winnipeg hosted an Indigenous Languages Planning Session with representatives from The University of Winnipeg, University of Manitoba, Red River College, University College of the North, Manitoba Education and Training, Manitoba Teachers' Society, and school divisions, as well as members of the Manitoba Aboriginal Languages Strategy. Guest speakers included Dr. Onowa McIvor (University of Victoria), Dr. Patricia Shaw (UBC), and Dr. Angela James (Government of the Northwest Territories). One of the goals of the Indigenous Languages Planning Session was to have participants network, and share ideas and expertise on Indigenous language revitalization in Manitoba. Another objective was to use the information shared during this session to inform the development of The University of Winnipeg's (UW) new Thematic Major in Indigenous Languages.

Other events in December 2019 included a workshop for Indigenous and Non-Indigenous Instructors of the Indigenous Course Requirement and One Book UWinnipeg content to discuss challenges and best practices on teaching Indigenous content in university classrooms; an Internal event for Indigenous faculty and staff to provide an opportunity for the Indigenous Academic Lead to learn about some of the Indigenous initiatives, programming, and research on campus and any challenges that faculty and staff are encountering, as well as to provide an opportunity to learn about each other's work, discuss challenges/needs, and potentially problem solve together.

In January 2020, the University hosted a book launch event for Rene Meshake and Kim Anderson's Injichaag: My Soul in Story, Anishinaabe Poetics in Art and Words.

Ongoing internal planning is underway for Indigenous language signage on campus to increase visibility of Indigenous languages spoken in Manitoba. The University will continue with consultations in the Fall.

Revitalizing Indigenous Language

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. 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 University of Winnipeg has recently created and approved the Indigenous Languages Thematic Major, which provides students with an interdisciplinary education in Indigenous Languages that focuses on revitalization, planning, and communication. Through core courses in Indigenous Studies and Linguistics, students grow as speakers of an Indigenous language and as capable proponents of Indigenous language revitalization. Students have opportunities for experiential learning to complement teaching and research. Graduates of the program will join a growing community of people who are dedicated to, and have the skills to support, ongoing learning, speaking, researching, and teaching Indigenous languages, contributing to the revitalization of Indigenous languages.

The creation of an Oral Immersion in Cree experimental course allows students to learn conversational Cree through community language learning methods. The emphasis is primarily on oral conversations using vocabulary, expressions, simple sentences, and conjunctive sentences of selected themes through contemporary and traditional perspectives.

The creation of an Oral Immersion in Ojibwe experimental course allows students to learn conversational Ojibwe through community language learning methods. The emphasis is primarily on oral conversations using vocabulary, expressions, simple sentences, and conjunctive sentences of selected themes through contemporary and traditional perspectives.

Wii Chiiwaakanak had 65 adults and 43 children participate in beginner and intermediate Ojibwe language courses. There were also 31 students registered in a combination of Introductory Cree, Introductory Ojibwe, and Intermediate Ojibwe courses.

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.

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:

    ii. 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.

    iii. Sharing information and best practices on teaching curriculum related to residential schools and Aboriginal history.

    iv. Building student capacity for intercultural understanding, empathy and mutual respect.

    v. 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 in-house, full day Equity conference that was held on February 11, 2020. 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 three 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. With the onset of remote learning this year, this may be easier to implement in the near future.

Activities:

1. Orange Shirt Day: On September 30, 2019, all staff and students were encouraged to wear an orange shirt to continue the dialogue representing residential schools and to honour the survivors. In homerooms/advisory classes, the students complete a "Building Bridges" activity to symbolize students' feelings towards reconciliation.

2. Equity 2020: All students and faculty participated in our 4th annual Equity Conference, on February 11, 2020. This year's theme was "Indigenous language and art". Again, with the assistance of our local Aboriginal community, age appropriate activities were planned for all students from childcare to Grade 12. An Elder opened the conference and was able to clearly highlight the link between language, art and identity and reconciliation. We were happy to welcome the Strong Warrior Girls Anishinabe Singers to kick off Equity 2020 by singing O Canada in Ojibwe, followed by 2 more of their songs. Juno award nominee Don Amero gave our morning keynote performance by exploring his journey through language and song writing and music.

The rest of the conference consisted of 12 different breakout sessions with activities and topics including: music & storytelling, Métis jigging workshop, creation stories, history of treaties, Indigenous art and gallery curation, Indigenous art and photography, ancestral Indigenous languages, pow wow dance workshop, aboriginal games, Indigenous music and weaving. We were pleased that the Aboriginal School of Dance was able to join us for the afternoon keynote performance, where they showcased 3 different types of traditional Indigenous dance.

3. Seven Sacred Teachings: All year long students in Junior School were engaged in art activities connected to the Seven Sacred Teachings, presented by members of our Indigenous community.

4. Professional Development: Faculty are continuing to seek out professional development opportunities that will help with the development of relevant and meaningful age-appropriate activities and lessons.

5. Logo Contest: We offered an art contest, open to all students in the schools, to design the logo for Equity 2020. There were numerous entries submitted and they all represented the conference theme very well. In the end, two students' logos were chosen to be showcased in the conference posters and programs.

6. New Building Blessed: we officially opened a new building on our campus on February 6, 2020. An Elder was able to join us and began the ceremony with a blessing.

7. Girls for the World: Our senior school social justice group had an increased focus on activism and action on local Indigenous issues this year.

Glenlawn Collegiate Institute

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, Métis 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 2019/20 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 quarterly 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 continue to honour Indigenous peoples in the daily practices and traditions of our school.

Community Feast - In September of 2019, we invited students and their families, along with school staff and staff from our Indigenous Education Department to join us in a community feast. Knowledge Keeper Lionel Mason opened with a prayer and a former Indigenous grad shared his experience as a Glenlawn student with those gathered. Staff, students and families were able to dialogue and meet one another as we celebrated community together.

Orange Shirt Day - 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/ have been impacted by Canada's 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.

Manitoba MMIWG2S Awareness Day - On Oct. 4th, 2019, Glenlawn observed Manitoba MMIWG2S Awareness Day. A red dress display was arranged in our Theatre Foyer throughout the day along with a backdrop on which staff and students were encouraged to place a red ribbon in honour of those who have gone missing or murdered in Canada. Teachers also had available to them various resources for teaching and fostering dialogue in their classes and information pamphlets were handed out to staff and students by Glenlawn's Indigenous Youth Leadership members.

Indigenous Veterans Day - 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.

Student Group Collaborations - Representatives from Glenlawn's Student Council met with representatives from Glenlawn's Indigenous Youth Leadership group to discuss how to best represent Indigenous students and the importance of treaty relationships on our school's Flag Wall. Discussions are ongoing about how this initiative can be accomplished in a good way.

Treaty Acknowledgements - We have continued to implement personalized treaty acknowledgments at staff meetings 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, 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.

Indigenous Representation – Along with other schools across the division, Glenlawn had a medicine wheel painted in our welcome space to be used as a meeting place and a visual representation of our school philosophy and divisional multi-year strategic plan.

Pow Wow Drumming and Dance Groups – Three students from Glenlawn's Indigenous Youth Leadership group have signed up for LRSD's High School pow wow and dance clubs that had planned to begin meeting in March 2020 before the current COVID-19 situation arose.

Our second goal was to support teachers in their ability to effectively integrate Indigenous perspectives into all subject areas and curriculum.

Teacher Collaborations - Glenlawn's Indigenous Education Support Teacher has collaborated at length with five ELA, Social Studies and History classes/teachers this year to support Indigenous perspectives implementation in student learning.

Professional Learning - Many of our staff have begun/continue to increase their own knowledge of Indigenous peoples and perspectives 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.

Circle of Courage - Glenlawn continues to be guided by the Circle of Courage philosophy as well as LRSD's multi-year strategic plan.

Staff Reading - Staff were again provided with some Indigenous themed/authored books for their 2019 summer reading. The books were: Marrow Thieves and 21 Things You May or May not Know about the Indian Act.

Indigenous Education Lunch n' Learns – Twelve staff have engaged in three Indigenous Education Lunch and Learn sessions with Glenlawn's Indigenous Education Support Teacher. The focus has been learning and dialoguing about the importance of Indigenous perspectives, histories and treaty relationships and about how this information impacts teaching and learning.

Treaty Education Mid-Week Network - 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 Treaty Education Mid-week network also delivered a P.D. session to all 69 teachers and 3 administrators on January 31st this year. The focus was on celebrating aspects of treaty education that were already underway in our building, recognizing the importance of understanding the history of treaties in historical context, showcasing school and divisional resources for treaty education and imagining next steps in our building in terms of implementing treaty education throughout our practices.

Our third goal was to develop student capacity for inter-cultural understanding, empathy and mutual respect.

Glenlawn Indigenous Youth Leadership - In September of 2019, Glenlawn established a school-based Indigenous Youth leadership group. Each Tuesday at lunch, approximately 12-15 students along with 2 staff mentors, as well as community Elders and mentors meet to smudge, share, learn and plan school and community events. This year we began planning a series of mentorship activities with one of our divisional primary schools with a focus on story and land-based education.

Divisional Indigenous Youth Leadership - A group of students that are part of Glenlawn's Indigenous Youth Leadership group are also members of the Louis Riel School Division's Indigenous Youth Leadership cohort, which brings students from across the division together with a focus on advocating for Indigenous rights and engaging our community in learning a truer history of the lands on which we live. This year our group, Oy-o-yo-chik, of which seven Glenlawn students are members, worked hard to conceptualize and plan a screening of the documentary Freedom Road along with a panel discussion. They invited community members from Shoal Lake 40 to dialogue with staff and students from LRSD in hopes that attendees would then bring the information back to their schools and feeder-schools in a spirit of continued learning. Due to the current COVID-19 situation, plans are underway to continue with this plan when it is again safe to do so.

Grade 10 First Nations Métis Inuit Studies Course – Next year, we decided to offer our First Nations, Métis, Inuit Studies course at the Grade 10 level. With a focus this year on collaboration and co-teaching at the Grade 9 level, Glenlawn's Indigenous Education Support Teacher and colleagues teaching Grade 9 have worked to deliver engaging and meaningful learning experiences in relation to Indigenous education and in doing so have encouraged 64 students to self-select the course for next year.

Elders/Knowledge-keepers/Indigenous Education Specialists - Glenlawn teachers have invited Indigenous education specialists into our COOP Program four times this year to share teachings with students and to provide a framework for current and future learning.

We have invited Elder Pahan Pte San Win to Glenlawn to join two Grade 9 classes over two days of learning and to help guide and support Glenlawn's Indigenous Youth Leadership group at the school level.

Pipe Carrier and Teacher Bobbie-Jo Leclair was also invited along with our Indigenous Education Support Teacher to facilitate the Circle and the Box activity over a full morning with a class of 25 Grade 9 students to deepen students understanding of the impacts of residential schools on Indigenous peoples and communities.

To promote intercultural understanding, Glenlawn's Indigenous education teacher, along with student volunteers, have facilitated the Kairos Blanket Exercise for approximately 50 students.

Our Glenlawn Indigenous Youth Leadership group also invited past graduate and current University of Manitoba student Kayla Lariviere to our group to share her experiences as a student and to answer student questions.

Glenlawn continues to look for opportunities to partner with Indigenous communities to share cultural and traditional teachings with staff and students.

Glenlawn would like to thank the Winnipeg's Indigenous Accord, its leadership and its members for their ongoing commitments and wish all best of luck in the 2020/2021 year.

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, the blanket exercise, 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 do a more intensive project 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. 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. This project was extended throughout the year to deepen awareness. Elders Barbara and Clarence Nepinak continue to share knowledge with students. 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. Some other planned activities were unfortunately canceled due to the pandemic this year.

Gonzaga Middle School has also engaged or partnered with Indigenous groups or organizations that support Indigenous peoples. Some examples include: participating in WASAC sponsored events, supporting Mama Bear Clan, partnering with North Point Douglas Women's Centre and being active participants with the Treaty Relations Commission of Manitoba. This has included volunteering at events, hosting events and a pipe ceremony, hoop dancing and staff attending Indigenous knowledge teachings and then sharing knowledge with other staff to build a respectful and inclusive school culture. One of our staff members participated in the Indigenous Accord Partner information meetings.

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

As part of on-going professional development, the whole school was engaged in Treaty Education through a week long residency organized by one of RETSD Indigenous Education Teachers that involved both staff and students.

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 teach 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.
- Manitoba Association of School Superintendents and Manitoba Teachers' Society Educating For Action conference.

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 continues to 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.

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

Aside from attending a variety of Indigenous events which took place at the Forks, staff participated in a blanket exercise with Albert McLeod.

Since the early 1990's, Success Skills Centre has conducted monthly Indigenous Awareness sessions with each of intake of newcomer clients, starting with Mary Richard (Friendship Centre and Aboriginal Centre), in order to bridge better understanding of newcomers and relations with Indigenous peoples. As well back in early 1990's, three-day sessions were held for more intense transfer of history, knowledge, traditions and experience, but wasn't continued due to lack of funding for the presenters. Due to budget, the time of the sessions has been limited to 1 1/2 hours. It is regrettable that there is no funding to pay presenters for a comprehensive program.

Most of the staff have interacted with Indigenous organizations over the 35 years of Success Skills Centre, especially placing newcomers and newcomer youth for work experience placements.

This past year and still ongoing, two staff members are taking an accredited program on Indigenous peoples.

At all opening monthly new classes and monthly employer exchange events, our staff presents our organization's recognition of Indigenous rights, traditional territory and land acknowledgment. We carry that into the classroom conversations and applications, especially regarding the workplace and employment.

Education — School Divisions

Louis Riel School Division

Our Goal

Call to Action: 63

The Louis Riel School Division (LRSD) is committed to student success, families and community. Our goal is to provide education to all students that promotes Indigenous history, language, culture and knowledge systems to actively encourage intercultural understanding, empathy and mutual respect. The division continues to build teacher capacity with continued professional development and implementation of kindergarten to Grade 12 (K-12) curricula and learning resources in support of the Truth and Reconciliation Commission of Canada (TRC) Calls to Action #63. This is implemented in conjunction with the vision, commitments and principles of Winnipeg's Indigenous Accord.

The division's goal for 2019-2020 was to further develop K-12 curricula, resources and supports to further promote our understanding of Indigenous peoples and cultures. This would include 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 Grandmothers and Grandfathers, our community council, the Indigenous Education team, school communities and teams of teachers from across the division.

Our Progress

The division is committed to student success, families and community. Our goal is to provide education to all students that promotes Indigenous history, culture and knowledge systems to actively encourage intercultural understanding, empathy and mutual respect.

We have continued to engage in and promote various events, activities and initiatives that work towards and align with the goals of the Winnipeg Indigenous Accord. We are also working towards seeing the vision and recommendations from the TRC come alive in our community.

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

You can find more examples of our desire to see our diverse student population flourish and communities thrive through initiatives and events such as:

- LRSD ECHO Program
- Indigenous Language Program
- Medical Career Exploration Program
- Treaty Education Portal
- Graduation Powwow
- Development of relationships with First Nations communities in Manitoba and British Columbia

Council of Grandmothers and Grandfathers

In 2019, we welcomed the following people from five different First Nations to the LRSD team in the role of our Council of Grandmothers and Grandfathers (CGG):

- Ed Azure (Cree)
- Lionel Mason (Ojibwe-Cree)
- Chickadee Richards (Ojibwe)
- Sherry Copenance (Ojibwe)
- Wanbdi Wakita (Dakota)
- Pahan Pte San Win (Métis/Cree/Lakota)

The CGG work with students and teachers across the division sharing traditional Indigenous knowledge in schools and classrooms. They also work alongside the Indigenous Education Team and divisional leadership in providing guidance and support for programming and planning. In 2019-2020, they spent time in of our schools creating a memorable and impactful impression on more than 1,000 students LRSD staff members.

Multi-Year Strategic Plan

As Indigenous cultures, knowledge and teachings continue to guide many conversations and decisions in the LRSD, we looked to the Circle of Courage and its concepts of Belonging, Mastery, Independence and Generosity to help us frame a whole learner approach to learning. Each of our Multi-Year Strategic Plan's four priorities invite our learners, staff and parents/guardians to actively participate in realizing our shared commitments.

https://www.lrsd.net/Repository/SiteGovernImages/LRSD/News/multi_year_strategic_plan_2019_d3c8ed8d_1b4d_4718_be6e_0cee370de14e_cmp/LRSD-MYSP_v.2.2_web_links.pdf

Pembina Trails School Division

Our Goal

Call to Action: 57, 63

As guided by the vision, commitments and principles of the Winnipeg Indigenous Accord, as partner, The Pembina Trails School Division is committed to:

1. Increase inter-cultural competence of all staff. (TRC Call to Action #57)
2. Promote Indigenous Educational Themes in curriculum including: Contributions and History of Indigenous Peoples, Decolonization, Human Rights, Treaties, Truth and Reconciliation and United Nations Declaration on the Rights of Indigenous Peoples. (TRC Call to Action #63)
3. Close the achievement gaps between Indigenous and non-Indigenous students.

Our Progress

In the 2019/20 school year, Pembina Trails School Division initiated the following:

1. In September - October, 20 high school students from four high schools joined high school students from across the Frontier School Division in Churchill, Manitoba for leadership development and reconciliation purposes. This was facilitated by WE organizers and teachers from both school divisions.
2. From November - March, an 11 week Pow Wow program offered by the Aboriginal School of Dance was offered to gr. 4-6 students in 5 schools.
3. A new group of Indigenous youth leaders, in middle and senior years, began planning for a second leadership development series to be offered to Indigenous students throughout the school division.
4. Following the recommendations of students from our first group of the Indigenous Youth Leadership Development program, teacher champions were identified in all schools and gathered for professional learning provided by students and division's Indigenous Scholar in Residence.
5. The "Giant Atlas" professional learning was provided in several schools. A paddle-making program was offered to teachers and students while incorporating Indigenous culture and history.

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 has been working closely with Elders, Educators and Indigenous Community Members to improve literacy and numeracy outcomes for Indigenous Students and to decrease the educational gap that exists between Indigenous and non-Indigenous students. The Educational Leadership Team is in its second year of a three year plan which provides focused support in the areas of Curriculum, Pathways to Success and Community Engagement within three of our targeted schools that have the highest number of FNMI students in early years, middle years and senior years while continuing to support all divisional staff, students and community members on the path to Reconciliation.

Reconciliation Residencies, which focus on Indigenous Worldviews, Treaties, Residential Schools, the Indian act and Indigenous Resliency, have taken place in 13 of our schools and include students at all grade levels. During the teaching residencies,, the Divisional Inclusion Specialist for Indigenous Education co-teaches with and models for teachers strategies regarding best practices in Indigenous Education while also teaching students about Indigenous Knowledge Systems, the Effects of Colonization, the Spirit and Intent of the Treaties, the purpose of the Indian Act, as well as the residual effects of Residential Schools. Educators meet with the Inclusion Specialist afterwards to plan next steps in learning which includes the authentic voices of Elders. The Land Acknowledgement Statement is included during the morning announcements in most schools and staff and students have a concrete understanding as to the Spirit and Intent of the Treaties and why we are All Treaty people. Additionally, the RETSD Board of Trustees now opens all public board meetings with a Land Acknowledgement Statement. This statement is also included in the formal public board agenda and minutes. Teaching and non-teaching staff within 14 of our schools have received Professional Development which has focused on Reconciliation,Treaty Education and best practices in Indigenous Education.

Language and Cultural acquisition for students is provided with the support of Elders and Indigenous Cultural Support staff by way of Smudge Leadership groups, Teepee teachings, Drumming groups, as well as small group and one-on-one mentorships. Books and Bannock is being facilitated in 12 Early Years schools and supports cultural literacy, Indigenous language learning (Cree, Anishinaabemowin, Michif), traditional knowledge systems and strengthens literacy and numeracy skills.

The Divisional Indigenous Ed. team has facilitated 11 "Walk With Us" activities (a colonization simulation) for school staff and Senior Years students. Divisional Feasts have been held in the Fall and the Spring and each event hosted approximately 250 students who listened to teachings from Elders and learned about Indigenous Ceremonies. Literacy Support Teachers within 3 of our targeted schools with the highest number of Self-Identified Students continue with one-on-one supports which are aimed at increasing literacy skills, as well as student attendance and supports. In Senior Years, Mentorship programs support Indigenous youth both academically and culturally while assisting them in pursuing their goals of post-secondary education.

Circles of Reconciliation has been scheduled to run out of 4 schools and will include both Indigenous and non-Indigenous community members.

In response to COVID19 and the switch to at-home learning, Indigenous Education staff, in collaboration with schools, are providing self-care, nutrition and academic packages to Indigenous students and their families and offer virtual drumming groups, traditional teachings, one-on-one supports, book readings and virtual visits to continue building relationships within the community.

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

In the past year, Seven Oaks School Division has continued to prioritize Indigenous Education throughout K-12 by creating new Indigenous programming and building on existing initiatives happening across the division.

The K-5 Ojibwe Bilingual Program at Riverbend continues to grow as we steadily develop curriculum, standardized resources, books, literature and technology to support it. Riverbend has two in-house Elders who directly support the Ojibwe classrooms as they share identity, culture and land based teachings through the language. The program will see a large group of their Grade 5 students transition into Middle Years Grade 6, where they will continue to learn and grow their language with specialized instruction classes happening regularly throughout their timetable. We have successfully hosted 4 Ojibwe Language Summer Camps and the 2020 summer we will be hosting our 5th. The camp is supported by teachers, Elders and knowledge keepers and incorporates land based learning through language and culture. We are incredibly proud to have put the spotlight on our Ojibwe Language program across North America when our all-girls choir from our Language Program The Zongi Ogichidaa Ikwezensag Anishinaabe Onagamoog (Strong Warrior Girls Ainishinaabe Singers) made history by singing "Oh Canada" in Ojibwe at a Jets Game marking the first time for any professional sporting event. This was a highlight for not only our program and students but for all Indigenous people across Canada; this was a celebratory event that gave voice and recognition to reconciliation in action.

All staff across the division (teachers, EA's, custodians, bus drivers etc) came together for our Annual Divisional Inservice Day in October 2019 that featured Indigenous Leader Kevin Chief who shared his story illustrating the power of a story, the huge value of role models in inspiring possibilities for all children and the enduring love in Indigenous families despite the huge challenges associated with colonization. Kevin Chief is a Mentor-in-Residence for Seven Oaks and we have been privileged with having him lead us at school PD's, events, classrooms and working closely alongside Administration and Superintendents. Seven Oaks Leadership continues to deepen and broaden our understandings of Indigenous oppression and paths to reconciliation by hearing from Niigaan Sinclair - University of Manitoba, Carlos Moreno - Big Picture Learning and Kevin Lamoureux - University of Winnipeg at our Administrators Conference

We held our 2nd Annual Rise Up Indigenous Youth Gathering in February 2020 in partnership with Canadian Museum of Human Rights and the Winnipeg Foundation. This conference was a 2 day event at CMHR and brought together 250 Indigenous students from our 3 high schools, 2 MET schools and grade 8's from our Middle Years schools. Our Rise Up Gathering aimed to empower Indigenous students with identity, belonging, responsibility and purpose. Students were greeted by our Divisional Elders Mary Courchene and Dan Thomas with Keynote presentations by Kevin Chief on the first day and Bernadette Smith on the second day. Students also participated in workshops, jigging, pow wow, drumming and CMHR's program "Be An Upstander".

Seven Oaks School Division in partnership with the Indigenous Inclusion Directorate, Manitoba Education hosted the annual Building Student Success with Indigenous Parents (BBSIP) Gathering alongside Manitoba First Nations Education Resource Centre at their yearly Circle of Knowledge Conference in October 2019. The conference saw Seven Oaks well represented through varied individual and collective efforts of displays for a Gallery Walk, hosting 4 sessions on the Indigenous initiatives happening across the division and amazing highlights of our students who performed on each day through pow wow dancing, Ojibwe Bilingual singers, drumming groups, Métis Jigging groups and Pow Wow dancing clubs. Our Divisional Elders helped to support the 2 day event which saw 63 First Nations communities who took part and had over 900 participants in attendance.

Seven Oaks School Division grows as we re-shape our connections to Land and each other at Ozhaawashkwaa Animikii-Bineski Aki Onji Kinimaagae Inun which means Blue Thunderbird Land Based Teachings Learning Centre (Aki). This space provides teachers and students with outdoor land based, hands on learning opportunities through Indigenous ways of being and knowing. The space hosts an Indigenous land based teachings and ceremonies through our 25 foot tipi, Sweat lodge, Medicine Wheel garden and Outdoor Circle classroom.

In June 2019 we celebrated our 10th Divisional Traditional Graduation Pow Wow. This important community event saw over 1700 people come out to celebrate our Grads, Pow Wow Clubs, Drummers, singers, Veterans, Elders and the Indigenous Pow Wow Community. This June we will be hosting a Virtual Pow Wow to celebrate our graduating Class of 2020 and our Seven Oaks Community.

Our CATEP, Community-Based Aboriginal Teacher Education Program will see 2 more graduates in October 2020 who will be joining our teaching staff. We will also be starting a new cohort of CATEP students in September.

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

Winnipeg School Division continues to provide language instruction in Ojibwe and Cree at Niji Mahkwa School and Children of the Earth High School. Students learn Cree and Ojibwe in language classes, regular classroom instruction and in the integration of culture in both the classroom and lodge room.

The Elder/Knowledge Keeper works with the teachers and students to help support the language and teachings which are synonymous.

The Cree and Ojibwe Bilingual Programming at Isaac Brock School will be opening a Grade 4 classroom for both languages and it will continue adding one grade per year until grade 6.

Evening language classes are always well attended. Ojibwe and Cree were offered allowing choice for the participants.

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 supported the development of 27 students/teacher candidates in their goal to become educators. The students attended the 300 credit hour Education Assistant Development Program (EADP) at the University of Winnipeg in the morning and continued their Grade 12 studies in the afternoon.

The program in the fall will see 21 students continue to the University of Winnipeg and begin earning credits towards their Education and Arts Degrees.

Faith and Religion

Anglican Diocese of Rupert's Land

Our Goal

Call to Action: 48, 60, 61, 62, 82

At the meeting of our Fall 2016 Diocesan Synod (legislative convention of lay and clergy delegates) we passed the following resolution: Resolved that: in concert with Call to Action #60 of the Truth and Reconciliation Report, leaders of the Diocese, in collaboration with Indigenous spiritual leaders, Survivors, schools of theology, seminaries and other religious training centres; advocate for, help develop and teach curriculum for all postulants and all clergy and staff on the need to respect Indigenous spirituality in its own right. This includes the history and legacy of residential schools and the roles of the church parties in that system, the history and legacy of religious conflict in Indigenous families and communities and the responsibility that churches have to mitigate such conflicts and prevent spiritual violence.

Our Progress

Involvement and Work of the Anglican Diocese of Rupert's Land.

#82 Wechetowin (People Helping People), has undergone a change of leadership and revitalization. The Rev. Deacon Tanis Kolisnyk has accepted the role of leader. This year we were unable to advertise and host the commemoration of Grandfather on May 26. However, a small core group of 11 persons physically distanced, prayed and sung – it was an important moment.

#48 Since our last report to the Accord, each parish in the Diocese of Rupert's Land have been instructed to prominently post plaques we have specifically ordered with the acknowledgement of the land, recognizing that we are responsible for the treaties and that we are thankful to and for, the nations that steward the land.

General Synod in 2019, in Vancouver, saw the inauguration of the ground work to build and sustain a self-determining Indigenous Church. Mare will follow as structure is developed.

Indigenous Ministry Developers

The Urban Indigenous Ministry Developer for the diocese maintains a 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 developer has worked with the Bishop to place reconciliation in our day to day experiences as Church.

The Diocese

Our plan for 2020 was to have the diocese as a whole, enter into a ceremony of Confession and Absolution for the Spiritual Harms and Damages that the Church has inflicted upon Indigenous people. The sign(s) of penance are to return a drum, the colours, a pipe and the four medicines of Sage, Tobacco, Sweet-grass and cedar. Unfortunately, COVID 19 has placed that gathering on hold.

#60, 61, 62 Our Indigenous Awareness Course has completed its final session. The course has been recorded and is available for new leaders to use as they enter the diocese.

Rupert's Land Sacred Circle happened in June 2019. Out of that circle came recommendations to Diocesan council, all of which are to enhance a positive and healing spirit of reconciliation. As a result, National Reconciliation Animator, Melanie Delva, presented at our Fall Diocesan Faith Horizons gathering. The event was well attended and appreciated.

The Bishop has concurred with Synod that Two Elders with be appointed as consultants to the Bishop for meetings of Synod. This is an exciting opportunity.

Kairos Canada, Manitoba & North Western Ontario Region (formerly Kairos Cambrian Agassi Region)

Our Goal

Call to Action: 1, 41, 45, 57, 62, 92, 93

We are a regional area of Kairos Canada known as Manitoba & North Western Ontario. (go to Kairos Canada site for additional info)

Kairos is an ecumenical social justice coalition. We are people who volunteer our time, studies, reflection and actions, often with numerous like-minded individuals & organizations. We are a non-partisan group. Within our region we have numerous Kairos community groups, within Winnipeg & outside the city. We have a large email/ facebook communications network, as well as over 500 financial contributors. We hold many gatherings throughout a year, to bring people together to learn, reflect and act on many social justice issues.

We have endorsed the Truth & Reconciliation Commission's Call to Action as well as the United Nations Declaration on the Rights of Indigenous Peoples. Our members worked hard to ensure the United Nations declaration, Bill C-262, written by Cree Member of Parliament Romeo Saganash, it can help Canada actually do this and we believe its principles should reach across political lines. Endorsed by Indigenous and non-Indigenous organizations across the country – including the Assembly of First Nations, Indigenous World Association, Grand Council of the Crees, Amnesty International and KAIROS. Bill C-262 – at 2nd reading in the Senate was delayed and failed to past onto Royal assent. We will continue to support the United Nations Declaration and will to work towards that goal.

Our starting point is admitting our on-going complicity in the practice of European and current colonization. Within decolonization we need to look critically at our dominate white perspective, privilege, advantage and the way power is arranged in the world. It's not about capitalist or socialism. It's about being human in different and good way, a new human community.

Our Progress

Call to Action #1

We continue to write letters to our provincial government elected officials requesting changes to the Child & Family Act and its practices with Indigenous families . We join other groups working on bringing about necessary changes to Mb Child and Family Act. Bill 223 was passed by MB Legislature ensured that children & youth cannot be removed from families due to conditions of poverty. We have & continue to support independent First Nation's Indigenous Child & Family services.

Call to Action #41

We support the public inquiry, now named, C Murdered & Missing Indigenous Women and Girls Commission. Our membership wrote letters to Federal government elected officials to have an inquiry. We supported the Commission's recently released recommendations. Our membership supports Indigenous women's groups. In 2018 we facilitated a vigil at the Fork's to remember Indigenous women and girls who have been murdered in Manitoba & North Western Ontario. Both Indigenous individuals and Non Indigenous individuals attended the vigil, numbering 45 people. Our plans are to continue with this Call to Action.

Call to Action #45: Doctrine of Discovery & Terra Nullius

Our member denominations have formally repudiated the racist Doctrine of Discovery & Terra Nullius. Over the past 2 years we encourage as many Kairos groups & individuals to study the Doctrine, educate ourselves, to understand our complicity in the Doctrine. We continue listened to Indigenous individuals living in the city and beyond to add to our understanding. Indigenous Peoples have the oldest living cultures in the world. Three hundred to five hundred million Indigenous Peoples today live in over 72 countries and they comprise of least 5,000 distinct peoples. The ways of life, identities, well-being and very existence of Indigenous People are threatened by the continuing effects of colonization and national policies, regulations and laws that attempt to force them to assimilate into the cultures of major societies. 'Doctrine of Discovery', facilitates the idea that Christians/non- Christians enjoy a moral and legal right based solely on their identity to invade and seize Indigenous lands and to dominate Indigenous Peoples. We

hosted a Kairos international tour from the Philippines, Nenita Conduz was our visitor, she is a tiny mother who is leading her Subanen people in the struggle to defend their ancestral land in the southern Philippines, where a Canadian owned company is harming their land, their community and their way of life. The Subanen people – one of numerous Indigenous groups in the Philippines – lives on the Zamboanga Peninsula of Mindanao Island in the southern part of the country, rich in natural resources; it is also one of the most militarized regions in the country. The Subanen have received certification of their ancestral domain. Nenita refuses to be silenced. "Defending our ancestral land is of prime importance to us," she says. "We cannot live without our land." Land is not just a place for the Subanen people to live. The land defines their life, their health, the social fabric of their community and their very identity. Nenita is aware that the struggle of the Subanen people is part of a global struggle by Indigenous peoples seeking to protect lands that are coveted by governments and corporations for their forests, waters and minerals. "We are calling for respect for Indigenous peoples rights," she insists. "We hope our efforts to expose what is happening in the Philippines will touch people's hearts and minds and lead to support for the global struggle." Nenita spoke with people & groups while she was here. In our studies we understand the truth is that undoing the Doctrine of discovery would destabilize our entire western legal tradition. Our society is organized around private property and various claims to national territory which have discovery as a foundation. Take away discovery and society as it is currently built falls apart. So what are non-Indigenous peoples to do? We must re-think how we — and the settler states we inhabit — relate to the land and Indigenous claims to sovereignty. Going beyond superficial reconciliation and multiculturalism, challenging discovery includes challenging the structures of society. This entails addressing claims to territory, the reservation system, language, education, health, clean drinking water, constitutional law and violence that has been carried out against Indigenous people with impunity. We will continue with Kairos campaign 'Open for Justice' and work with Indigenous peoples to bring about the changes that are needed to come to a new relationship built on truth, trust, peace and friendship.

Call to Action #57

We continue to encourage as many people to participate in the educational tool of the 'Kairos Blanket Exercise' (Kairos holds the copy-right to the material). Kairos Cd developed the Blanket Exercise with the cooperation of Indigenous Elders. The Blanket Exercise is up-dated often. There is a youth Blanket Exercise as well translations into other languages. Our volunteer teams have & continue to present the Blanket Exercise followed by a sharing circles to talk about the trauma & feelings following the experience. We have offered the Blanket Exercise throughout Manitoba & NW Ontario. Over 2018 and 2019 more than 3000 people have taken part in the education experience. At our Fall Gathering we participated in an independent Indigenous 'Blanket Exercise for Food Sovereignty' written by Alison Cox, a former Indigenous Kairos Blanket Exercise staff member of Kairos Cd.

Call to Action #62: Education

Since 2017 we have encouraged people to participate in the 'Winds of Change' campaign to request our provincial government elected officials to make the changes as reflected in this Call. It is imperative to have the Education Act of MB to include age appropriate curriculum on residential schools, the 60s scoop, treaties, Doctrine of Discovery and Aboriginal peoples historical & present contributions. We had many people participate in this campaign. In 2017 we presented a petition of over 2400 signatures to elected officials. Our request for change was re-directed to staff of MB Ministry of Education & Training, including the Indigenous Inclusion Directorate. We found out Indigenous related curriculum content is in fact mandatory. We have finished this campaign.

Call to Action #92

We are participates in the Kairos Cd 'Reconciliation with the Watershed'. Watersheds sustain us. Without these vital natural land areas catching the rainwater and snow that drains into our marshes, streams, rivers and lakes our access to water in Manitoba would be severely diminished. As Manitobans, we are inherently connected to watersheds both local and regional and our actions have an impact on the environment beyond what we may intend. Manitoba is home to one of the world's largest drainage basins called the Lake Winnipeg watershed. It reconnects us to the ecological system which sustains us and whose health depends on the collective choices we make every day. In 2019 we co-hosted a workshop with partners. The full day workshop had 15 participants, with speakers from Kairos Cd Amelia Berot-Burns, the Kairos Ecological Justice Program Coordinator. Amelia spoke about how people can decolonize their relationship with water in order to move toward a right relationship with the environment. David Scott from Swan Lake First Nation noted "Indigenous peoples don't separate land from water, but that is exactly what many of Canada's laws and policies do." Drawing on knowledge from years of experience advocating for Indigenous water rights and political change, he reminded the group that access to water, both for

clean drinking water and for livelihoods like fishing and trapping, is very important for Indigenous communities. We began the day with a blessing on the banks of the Red River, Ellen Cook of Misipawistik Cree Nation shared about her childhood experiences following the construction of the Hydro Station at Grand Rapids. “[The Hydro Station] took away our playground [for tobogganing], our food and our way of life—killing plants we used to use. Sturgeon was the first fish that almost disappeared.” Ellen Cook is co-chair of the Interchurch Council on Hydropower, she has advocated for many years and works for fair treatment of people and lands affected by hydro-electric development in northern Manitoba. It is clear that more can be done to move toward a just and healthier watershed. Adrian Jacobs, from Six Nations, asks us “what does the earth think of me?” and “would the water & earth be happy to see me? Some of our members are associated with the Lake Winnipeg Foundation and active in watershed issues related to the lake. Our members continue to work with groups, such as the Student Strikes for Climate Change, Shoal Lake First Nation’s coalition.

Call to Action #93

Over the last 2 years we have partnered with people from Community Services Learning Coordinator Indigenous from University of Mb, Mb Association of Newcomers Serving Organization, Treaty Relations Commission of Manitoba and Immigration Partnership Winnipeg to develop an ‘Indigenous Orientation Toolkit on Land and Treaties’. After 2 years of collaborations with many groups and Elders we presented a first edition facilitators toolkit to 30 settlement staff and volunteer people. We have also been involved with Migrante MB, as well as Agriculture Temporary Foreign Worker peoples.

Manitoba Northwestern Ontario Synod-Evangelical Lutheran Church in Canada

Our Goal

Call to Action: 59, 60, 61

Call to Action #59: Building relationships with Indigenous communities to share experiences and broaden our understanding with respect to Settlement Agreements, Indigenous Spirituality, religious conflict and how the church can prevent future violence.

Call to Action #60: Increased emphasis on training and education of Indigenous and Treaty history and experience for our leaders. We will work with our seminary and local Indigenous leaders to design a curriculum and draft policy to ensure clergy attend such training.

Call to Action #61: Continue funding opportunities for ongoing community-controlled healing and reconciliation projects. Through available grants and funds, we will support projects and explore opportunities for regional dialogues between Indigenous spiritual leaders and our members.

Our Progress

We continue to work closely with the Diocese of Rupert’s Land (DRL), Anglican Church of Canada to share resources and bring awareness to our congregations and members.

Calls to Action #59 and #60: Post-COVID-19, we will resume providing an education and awareness training program on Indigenous experience of the past and present. We are working on policy that will mandate this training for clergy and other and other professional leaders within the MNO Synod.

We continue to build relationships with an Indigenous community in hope that this work will inspire and lead other congregations and groups to develop relationships with other communities. This work is not focused on church membership or worship - simply an opportunity to build friendships and share experiences within the community’s setting.

Calls to Action #61: We make funding available specifically to a related inner-city ministry to provide sharing circles, art therapy and some counselling to residential school survivors. We also have funding available to support other initiative at a congregational level.

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 Mennonite Central Committee Manitoba is to develop ongoing education strategies for affiliated churches in our constituency in line with TRC CTA 59. During this last year, ten formal presentations or workshops were offered in churches, two constituent schools, an MCC-owned Thrift store and a newcomers organization on topics ranging from Doctrine of Discovery, Indigenous solidarity, reconciliation, perceptions of Indigenous peoples and racial profiling. In addition, MCC staff led the facilitation of the Kairos Blanket exercise in a church, two school groups, a teacher's group and with some staff and volunteers at an MCC owned social enterprise.

There were at least 9 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 towards social & ecological justice. One event, a Grandmother's (Kookum's) gathering with 16 Hydro-affected community members in attendance, created a sense of togetherness and unity among these women and "a hope for a different future." A Round-table discussion with 20 academics, legal scholars and hydro-affected community members examined water-licensing related to Hydroelectric developments in northern Manitoba.

Another collaboration was co-hosted a full day workshop with Kairos Cambrian-Agassiz on Reconciliation in our Watershed with 15 participants. The workshop explored how participants can decolonize their relationship with water and discussed strategies for moving toward a right relationship with the environment and a healthier watershed.

MCC contributed to a multi-year initiative by funding Oshki-Giizhig/Beaver Lodge Day services to maintain a Medicine Garden at Circle of Life Thunderbird House--in line with CTA 48.ii and 61.

Although we were only one small part of the advocacy campaign to support Bill C-262 to Adopt and Implement the UN Declaration on the Rights of Indigenous peoples, we provided an online opportunity for a letter-writing campaign and helped organize Bill C262 memorial event. This is in line with CTA 48.iii.

One other initiative included a communications development project alongside "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.

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 Métis 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.)

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.

Our Progress

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:

    - As the TRC ad hoc committee in our church, we had planned to provide our church community with an update of our work this past year, the date for this was March 22, 2020. This was postponed due to the Covid-19 virus pandemic health regulations that resulted in our church moving to virtual church for the first time that Sunday. During that session we were going to highlight our church members' involvement in the Circles for Reconciliation program, we had 7 members participate (2 in one session, 5 in another session) and one member was a leader in one of the Circles this year. We were also going to highlight the list of new books in our church library for adults and children written by Indigenous authors and information about ii) and about goals 2 and 3 updates.

    - We had a planning meeting with Stan McKay in early March to plan for a workshop he would lead on June 06th on the topic of Wisdom, Treaties and our connection to creation. He was then also going to be preaching during our Sunday morning worship and lead our adult Sunday School on June 07th. Due to the Covid-19 virus pandemic, this had to be postponed also.

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:

    - We informed our church participants about the following:
        - Orange Shirt Day (Sept. 30, 2019)
        - TV series "First Contact." www.aptn.ca/firstcontact (two seasons).
        - Circles for Reconciliation- providing information about signing up to join a circle by registering on their website--www.circlesforreconciliation.ca
        - Two guided tours at the WAG on Sun, Jan. 19 and Sun. Feb. 02, of the Kent Monkman art exhibit titled: Shame and Prejudice, A story of Resilience.
        - A Day of Songs, Stories and Poems for Mother Earth and Her Lovers' Repair and Maintenance (Sat. March 07, 9-3:30.)

    - We also informed our church of numerous books by Indigenous authors that our church purchased.

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 Métis Nation:

    - A land acknowledgement statement is in our bulleting weekly and is regularly (not weekly) stated as part of our worship service in a meaningful way.
    - A small group met with two Indigenous artists to discuss possible art work they may be able to work on for this project- with Marlyn Bennett (Feb. 2019) and with Lita Fontaine (July 23, 2019). After these meetings we decided to purchase a piece of artwork created by an Indigenous artist and hang this alongside our land acknowledgment statement that will be printed with calligraphy. These two pieces will be at one of the entrances to our church. We were unable to work further on purchasing the artwork due to the Covid-19 virus pandemic.
    - We consulted (via email) with Paul Sash at the Treaty Relations Commission to become more informed about the translation and meaning of the words we were considering for our land acknowledgement statement. Our final language is: "In the presence of Creator God, we acknowledge that we gather on Treaty 1 land, the ancestral lands of the Anishinaabe, Cree and Dakota Nations and homeland of the Métis Nation. In hope we work and pray for justice and for reconciliation."

TRC Cluster of UC (formerly Winnipeg United Churches' TRC Action Group)

Our Goal

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

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

As we are not a body within an organizational structure, but a voluntary association of individuals from United Churches in Winnipeg and area it is difficult to know how to report and quantify much of our work together. Some of the highlights of our past year include:

Changes to the composition of our group - we now have representatives from the Caretakers of Our Indigenous Circle, which is part of the new structure of The United Church at the national level. We are fortunate to have 2 members of this Circle who live in Winnipeg and who have been participating in our meetings and sharing the Calls to the Church which have arisen from their gatherings. This has provided some fresh focus for the group. We look forward to opportunities to engage with local congregations on this as well.

Another change is to the name of the group - again, in part due to the reorganization of the structure of the United Church. We are now the Truth and Reconciliation Cluster (of the United Churches in Winnipeg).

We also changed the location of our meetings to be closer to those coming from north of the city as well as those in the North End. This was welcomed as a positive and significant action and has resulted in greater participation, particularly from Indigenous members of the group.

The combination of several of the above actions has increased the diversity of our committee – a good thing!

Members of our Cluster are representatives on We Are All Treaty People.

In addition we have provided support and participated on the committee for Music for Life.

We have been working to engage in cross-cultural relationships between Indigenous congregations in Keewatin Circle and the largely non-Indigenous congregations of Winnipeg.

Although the annual meeting of the Prairie to Pine Regional had to be postponed due to COVID19, our cluster will continue in our planning to use allotted time on the agenda to address our relationship with the Keewatin Circle in terms of communication, inclusion, budget, etc.

We supported adequate health care for the Island Lake Region of Manitoba, by participating in a petition to Marc Miller of the federal government.

Booklets of the TRC Calls to Action and The UNDRIP (United Nations Declaration on the Rights of Indigenous Peoples) were distributed to our members.

A reading and resource list was prepared and shared through regional networks.

Youth for Christ Winnipeg

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

Over the past year, several programs, satellites and individual staff of YFC Winnipeg have taken steps to work together with Indigenous led organizations in our communities, including studies in Indigenous Health services, attendance at Sun Dance and participating in a MMIWG ribbon event.

We have worked closely with YFC Canada to move Indigenous relations and reconciliation to a top priority for the year moving forward and had planned to meet with members of the Circles for Reconciliation in early April to discuss plans for Circles focussed on faith-based and community groups in the area of Higgins & Main. Sadly, those meetings have been postponed due to the COVID-19 pandemic, but we remain committed to being a part of this initiative moving forward. We have introduced the idea of creating a YFC Winnipeg working group who would take this on to

ensure it moves forward and we have been pleased to see the number of individual staff and volunteers who wish to champion this important initiative.

Over this past year, The Edge, our skateboard program, posted a small treaty acknowledgement on their door and was intentional to discuss why this was done with volunteers and youth they work with. The Edge also became the emergency location of “Wreckonciliation”, a unique skateboard/hip-hop showcase, after rain threatened to cancel the outdoor event last summer.

We are continuing to build relationships with Indigenous community members and organizations and hope this will lead to improved understanding and friendships built on trust and shared goals of reconciliation.

Health and Associations

Association of Regulated 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 Regulated 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

This year we continued to respond to the Calls to Action, in collaboration with key Indigenous nursing stakeholders, such as the MB Indigenous Nurses Association. Our work focused on building relationships with them and actively seeking their input to help us increase our understanding, connect our members with accurate information and facilitate the work needed to address the identified issues and concerns, such as reducing the health equity gap. When looking for representation for committees, boards or voting opportunities with our partner organizations like the Canadian Nurses Association we sought out Indigenous nurses to take part.

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)

The ISCS continues to have an increased participation in spiritual ceremonies. On June 13th Life's Journey Inc., (Miikana Pimatiziwin) celebrated rebranding (spiritual naming and logo change), participant, staff and board members joined in prayer, feasting and traditional drumming. In Feb 2019, Life's Journey Inc., purchased land in Elie, Manitoba. In June 2019 at the summer solstice, a blessing of the land was performed. Summer solstice and fall equinox celebrations were held at the Elie property from sunup to sundown, pipe ceremonies, feasting and tobacco offerings into the sacred fire was enjoyed by participants, guests and staff. The winter equinox pipe ceremony, feast and overnight celebration was held at our Main St office. Numerous activities and teachings were provided at all the events such as: beading, mini drum making, rattle, hand drum, big drum making, dream catchers, beading, exploring the land and some very serious card playing.

Due to the COVID-19 isolation, participants relied on the Elder to conduct pipe ceremonies, tobacco offerings, Easter blessings, chiiby ceremony offerings, sacred fires and full/new moon ceremonies through to use of The Elders sacred fire pit. When appropriate the teachings were videotaped and sent through the agency email system for all participants and staff to view.

Together with safe supports, cultural activities and ceremonies the participants have begun their own chosen path of healing and love of their Indigenous identity.

EMOTIONS – CONNECTION – CULTURAL ACTIVITIES (WELLBEING)

Participants continue to participate in wellness groups, co-ed drumming groups and beading groups. 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 thirty 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 one grief and loss (Chiiby) ceremony with staff to honour and

grieve a participant who past on 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, M. On Orange Shirt day at Main St, Broadway and Portage offices, agency staff stood in silence to remember and acknowledge the children who attended the Indian Residential Schools.

PHYSICAL – BELONGING – COMMUNITY INVOLVEMENT (RELATIONSHIPS)

The ISCS Miikana Pimatiziwin drum group practiced at Vimy Ridge Park on Mondays during the summer months and Thursdays at our Main St office. The group was invited to sing and drum at the 2019 Life's Journey Annual Community Gathering, FASD Awareness Day held at the Manitoba legislative building, Thanksgiving and Christmas dinner events, 2019 CNFASD Partnership Symposium, FASD Family Network, Canadian conference on Developmental Disabilities and Autism and The Stroke Recovery Association of Manitoba Wheel and Walk.

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

This year the Representative Work Force Committee has met quarterly. The aim of the committee is to increase the awareness of the agency within the community to encourage Indigenous applicants. We welcomed one student from Red River College who completed their practicum hours within the ISCS department. We also welcome a U of M, social work student primarily doing their practicum with other programs within the agency. The social work student had the opportunity to shadow with ISCS staff and experience cultural ceremonies and practices.

The ISCS Elder provided educational sessions with Healthy Child Manitoba Office (Department of Families, FASD Provincial training to inform and educate public servants, CFS agencies, non-profit agencies and community members about Indigenous history, chronological events, treaties, legacy of Indian Residential schools and intergenerational trauma impacts.

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 tree of life teachings, dream catcher making and teachings, life story sticks and an overview and understanding of cultural ceremonies and practices offered through the ISCS. The ISCS program facilitated three staff sweatlodge ceremonies for the Residential, Men's and Women's Outreach programs. Several staff received their spirit name, clan and colours.

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:
    - The history and legacy of residential schools
    - United Nations Declaration on the Rights of Indigenous Peoples
    - Treaties and Aboriginal rights
    - Indigenous Law and Aboriginal-Crown relations
    - Indigenous approaches to social work
    - Aboriginal healing practices
    - Intercultural competency
    - Conflict resolution
    - Human rights
    - 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 to advance the reconciliation efforts of the social work profession.

The Social Work Profession Regulation requires all Practicing members to engage in learning specific to Indigenous cultural awareness. The College supports this requirement by providing and/or promoting relevant learning opportunities for social workers. The following educational events/initiatives have been attended, delivered and/or sponsored by the College since April 2019:

- May 2019 – MCSW announced partnership with Circles for Reconciliation inviting members to participate in MCSW-sponsored facilitated reconciliation discussion groups throughout Manitoba.
- June 2019 – MCSW Executive Director/Registrar participated in a full-day workshop - Valuing Indigenous & Minority Populations in Professional Regulation. This workshop explored ways in which regulators can be responsive to TRC Calls to Action and include cultural awareness in policy and procedure to help ensure that all populations are treated fairly and protected equally.
- June 21, 2019 – MCSW staff attended National Indigenous Peoples Day celebrations at Freight House
- September 30, 2019 – Orange Shirt Day – MCSW co-hosted national webinar in partnership with the Canadian Association of Social Workers and Circles for Reconciliation highlighting Circles for Reconciliation and promoting national expansion of this program with Clayton Sandy & Raymond Currie (425 participants)
- October 10, 2019 – Manitoba College of Social Workers AGM and Education Event, attended by 354 members included:
    - Opening Prayer – Grandmother Pahan Pte San Win
    - Indigenous Culture through Dance – Chantel Raynard, Little Grand Rapids
    - Keynote presentation "Reclaiming Power and Place: Inside the Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls – Dr. Karine Duhamel
    - 2 Kairos Blanket Exercise sessions (80 participants)

- November 2019 – Board of Directors meeting held at the Manitoba Indigenous Cultural Education Centre included a meaningful and interactive presentation by Dawnis Kennedy – "Seven Generations: Indigenous Cultural Revitalization and Intergenerational Change"

The College participated with and/or supported its federation partner, the Canadian Association of Social Workers (CASW) with the following national initiatives since April 2019:

- MCSW Executive Director/Registrar is a member of the newly formed Code of Ethics and Scope of Practice Committee with the Canadian Association of Social Workers. This committee includes Indigenous members and is working with Indigenous consultants for the purpose of revising the Code of Ethics with an Indigenous lens. The Truth and Reconciliation Commission Calls to Action will inform revisions to the Code.
- May 14, 2019 national webinar – In a Good Way: Putting the TRC Calls to Action into Practice. Erin Beckwell (406 participants)
- November 5, 2019 national webinar – A Space for Race. Dr. Kathy Hogarth (251 participants)
- December 3, 2019 national webinar – Cultural Safety in Indigenous Health Care. Margot Latimer, Diane Obed (409 participants)
- February 26, 2020 national webinar – Engaging Indigenous Youth. Rachel Gouin, Kyrstin Dumont, Gabrielle Fayant (187 participants)
- February 10, 2020 national webinar – Bill C-92 – An Act respecting the First Nation, Inuit & Métis Children, Youth and Families. From Compliance to Connection. Koren Lightning-Earle & Dr. Hadley Friedland (500 participants)
- April 20, 2020 – MCSW and CASW released Statement in Response to Bill 34 advocating for the Government of Manitoba to immediately withdraw the sections of Bill 34 that pertain to the Children's Special Allowance.

Indigenous Social Workers are important members of the Board of Directors and the College's committees with 13% representation on the Board and Indigenous representation on the Complaints, Inquiry, Continuing Competence and By-Law Committees. The current overall membership of Indigenous Social Workers with the College (via voluntary declaration) increased by 5% over the last year with 412 members (18%) identifying as Indigenous peoples.

The Sanatorium Board of Manitoba/The Lung Association, 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

The Sanatorium Board of Manitoba operates as the Lung Association, Manitoba and began its work in 1904 managing TB care throughout the province. In 1975 The Lung Association, Manitoba was created as a division of the San board to address other healthy breathing concerns. This past year has been a transition year for us as an organization in addition to entering into the COVID-19 challenges we all are living with. Never the less, we would like to highlight one significant project, namely the support of the Manitoba Indigenous TB Photo Naming Project. This project being led by University of Winnipeg Faculty member Dr. Erin Millions, PhD, is funded by a grant from Manitoba Northern Affairs Department. The goals of the project are 5 fold:

a) Access, share, repatriate, digitize and preserve previously unseen archival photographs of Indigenous staff and patients in mid-twentieth century Manitoba TB hospitals.

b) Identify unnamed First Nations, Inuit and Métis individuals in the photographs. Indigenous individuals in documents and photos are often unnamed due to what was and was not considered 'important history' at the time that archival documents were created and archived.

c) Explore Indigenous TB survivor testimonies about experiences as patients and staff of Indian TB hospitals to better understand TB histories and how these histories impact contemporary Indigenous perspectives on Manitoba health care and TB treatment.

d) Disseminate these histories through a commemorative public project in collaboration with the Canadian Museum for Human Rights and the Manitoba Lung Association.

e) Educate health care professionals and health care researchers on Indigenous health history.

While the timelines of the project have been extended due to the current health crisis and impact on travel and social gatherings, we consider its completion in due course to be an importance part of reconciliation and moving ahead together with Indigenous Manitobans.

Two-Spirited People of Manitoba Inc.

Our Goal

Call to Action: 18

Two-Spirit people see and acknowledge the impact of harmful colonial constructs and work to challenge them within the Two-Spirit community and beyond. The vision and voice of Two-Spirit people must be recognized and integrated into Indigenous leadership structures to ensure inclusive, equitable and fair access to resources and entitlements.

Our Progress

Colleagues: The following events/projects have been launched or will be launched.

LGBTQ2 Secretariat:

The LGBTQ2 Secretariat activities include working with LGBTQ2 stakeholders across the country. These activities help inform the Government on issues and potential solutions that are important to LGBTQ2 Canadians.

The LGBTQ2 Secretariat also works across federal public service to support the integration of LGBTQ2 considerations into the everyday work of the Government of Canada. These efforts focus on ensuring that issues related to sexual orientation, gender identity, and gender expression are taken into account in the development of federal policies, programs and laws. Funding for LGBTQ2 projects will be streamed through two Federal Government departments.

Canadian Heritage: https://www.canada.ca/en/canadian-heritage/campaigns/free-to-be-me.html

Diversity and Inclusion and Youth:

- Continue the work of the LGBTQ2 Secretariat in promoting LGBTQ2 equality, protecting LGBTQ2 rights and addressing discrimination against LGBTQ2 communities.
- Provide additional investments to LGBTQ2 organizations to hire staff, expand services and reach more people. This includes hotlines and other support services for LGBTQ2 communities, including those that provide sexual health information.
- Work with the Minister of Health and in partnership with Canadian Blood Services and Héma-Québec, to build on existing progress to implement a behaviour-based model of donation that eliminates the blood ban for men who have sex with other men.

- Consult civil society representatives of LGBTQ2 communities to lay the groundwork for an LGBTQ2 action plan that would guide the work of the federal government on issues important to LGBTQ2 Canadians

LGBTQ2 Community Capacity Fund: Deadline for applications (April 20, 2020)

Women and Gender Equality Canada (WAGE) is committed to advancing equality for people of all sexual orientations, gender identities and gender expressions. One way we work towards this is with the creation of the LGBTQ2 Community Capacity Fund.

This Fund's objective is to build stronger capacity and networks of LGBTQ2 community organizations to advance LGBTQ2 equality across Canada. https://cfc-swc.gc.ca/fun-fin/lgbtq2/index-en.html

The LGBT Purge Fund:

The LGBT Purge Fund is a not-for-profit corporation that was established in Canada in October 2018 to manage a $15 – 25 million fund. The money for this fund was provided from the settlement of a class action lawsuit between the Government of Canada and members of the LGBT community who were employed by the Canadian Armed Forces, the Royal Canadian Mounted Police (RCMP), and the Canadian federal public service. https://lgbtpurge.com/purge-fund/

FUNDED INITIATIVES:

2 Spirits in Motion Society received $200,000 to strengthen its organizational capacity and foster safe and supportive environments for Two-Spirit and Indigenous LGBTQ2 people in Canada through collaborative knowledge generation and a national Two-Spirit gathering. This project will include the development of a new strategic plan for future expansion, and micro grants to support local and regional Two-Spirit organizations in Canada. 2SiMS hosted a national Two-Spirit summit in Toronto or Ottawa on January 24-26, 2020. Connie Merasty from Opaskwayak Cree Nation has a board seat to represent Manitoba. http://2spiritsinmotion.com/

Enchanté Network: A Network of 2SLGBTQ+ Centres of Canada received $700,000 to strengthen its organizational capacity to undertake its incorporation and expansion across Canada. It will also organize its founding national assembly and launch a training program for executive directors. In addition, Enchanté will provide microgrants to strengthen LGBTQ2 centres across Canada. The Enchante Network inaugural meeting was held in Regina, February 3-5, 2020. Teddy Syrette is the EN's Indigenous Liaison. Two-Spirited People of Manitoba has a seat on the board. https://enchantenetwork.ca/

Canada announced up to $250,000 in funding to Fierté Canada Pride, Canada's national association of pride organizations. Fierté Canada Pride will develop a strategic plan to help grow regional Pride organizations. It will create a microgrant program and a suite of support services available to help small and medium-sized Pride organizations scale up and better support their regional communities. Fierte Canada Pride hosting its national conference and AGM in Regina, February 6-9, 2020. Albert McLeod is the Ambassador for FCP's 2Spirit Council which hosted meetings during this event. FCP will also host a human rights conference in Winnipeg during Pride Winnipeg Week 2020. https://pridewinnipeg.com/human-rights-conference-2020/

The Canadian Trans Network will work collaboratively with community partners to organize the Canadian Trans Summit 2020, a project which will receive up to $100,000 to bring trans and non-binary people from across the country together to identify a way forward for trans and non-binary advocacy in Canada. https://transnetwork.ca/

Egale Canada Human Rights Trust will receive up to $400,000 to expand its research capacity by growing into a national LGBTQI2S (lesbian, gay, bisexual, trans, queer, intersex, and two-spirit) research lab and hub. https://egale.ca/

Canadian Rainbow Coalition for Refuge will receive up to $150,000 to further support collaboration among LGBTQ2 refugee civil society organizations in Canada, to develop expertise and establish lessons learned to ensure that LGBTQ2 refugee newcomers feel safe, can access resources, and find community in their new homes. https://www.newswire.ca/news-releases/canadian-rainbow-coalition-for-refuge-applauds-government-for-long-term-commitment-and-increase-in-funding-for-lgbtq-refugees-871785303.html

Canadian Aboriginal AIDS Network: Margaret Kisikaw Piyesis is the new Chief Executive Officer for CAAN. Margaret is the former ED of All Nations Hope Network in Regina. Gayle Pruden is the CAAN MB Regional Rep (board member). www.caan.ca

Feast Centre: The Feast Centre for Indigenous STBBI Research, which will be based at McMaster University in Ottawa, has been awarded $4.8 million in federal funding from the Canadian Institutes of Health Research. The centre will bring together dozens of partners — researchers, clinicians, community members, Indigenous Elders, people with lived experience of STBBIs, advocacy groups, non-profit agencies and many others — from every single province. https://socialsciences.mcmaster.ca/indigenous/news/here2019s-why-a-4-8-million-research-project-is-named-the-feast-centre

Sisters of Fire (Manitoba): A collective of Indigenous women and 2Spirit people living positive with HIV and working together to learn, stay healthy, empower, and care for each other and their communities. www.sistersoffire.ca

Objectives:

- Provide a culturally safe space for Indigenous women to gather and learn new skills
- Support Indigenous women to live with an HIV diagnosis
- Learn about Indigenous ways of being
- Provide education and workshops about living with HIV
- Decrease HIV/AIDS stigma and discrimination
- Participate in research and national and local consultations

Canadian AIDS Society: CAS is, at its core, a grassroots membership-based organization. It was created for, and largely by, AIDS Service Organizations (ASOs) across Canada to be a national voice for the movement and to support the work of its members in providing the best possible HIV/AIDS prevention, diagnosis, treatment, and care to everyone, without stigma or fear of discrimination. Over the past 30 years CAS has played a critical role in building and strengthening the sector – advocating for federal funding, leading national awareness campaigns, supporting capacity building efforts, and spawning new national-level organizations to meet the evolving needs of ASOs across the country. https://www.cdnaids.ca/

Indigenous Knowledge and Excellence

Circles for Reconciliation

Our Goal

Call to Action: 57, 59, 92, 93

We continue to expand at an 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 of ten participants, of which five are Indigenous and five are 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. That is why we ask each circle to meet 10 times. 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.

While the Mayor’s Accord focuses on activities within the city of Winnipeg, which is where our project originated, we are now spearheading a national expansion to over 60 communities in Canada. In our 2019 submission, we reported over 1600 participants involved in individual circle discussions. This has increased by 114% to 3448 participants in 2020. Last year, we reported 9100 hours of people sharing. This has increased by 39% to 12680 hours in 2020. Finally, we reported 592 circle meetings in 2019 and this number has increased by 43% to 849 circle meetings in 2020. The COVID-19 pandemic forced us to postpone a number of circles that were already in progress and prohibited us from initiating a number of circles that were ready to be launched. For that reason, our growth is lower that it would have otherwise been. We made up for some of that loss by initiating seven ZOOM circles.

In 2020, we began a partnership with Rolling River First Nation Reserve and with Roseau River Anishinabe First Nation Reserve. In both cases, half of our ten-week circles will be held on the respective reserves and the other five weeks will be held in local communities close to the reserves. We believe this is a model that can be replicated across Canada. Furthermore, River East School Division has allowed us to train five facilitators so they can begin to offer circles in the schools in the evening for parents of the children. This compliments what the teachers are offering during the day. Again, we believe this model can be replicated across the country. A third initiative for our project is the forthcoming presentation of circles in French, thanks to the volunteer work of two faculty members at l’Université de Saint-Boniface, who will translate all our materials into French.

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

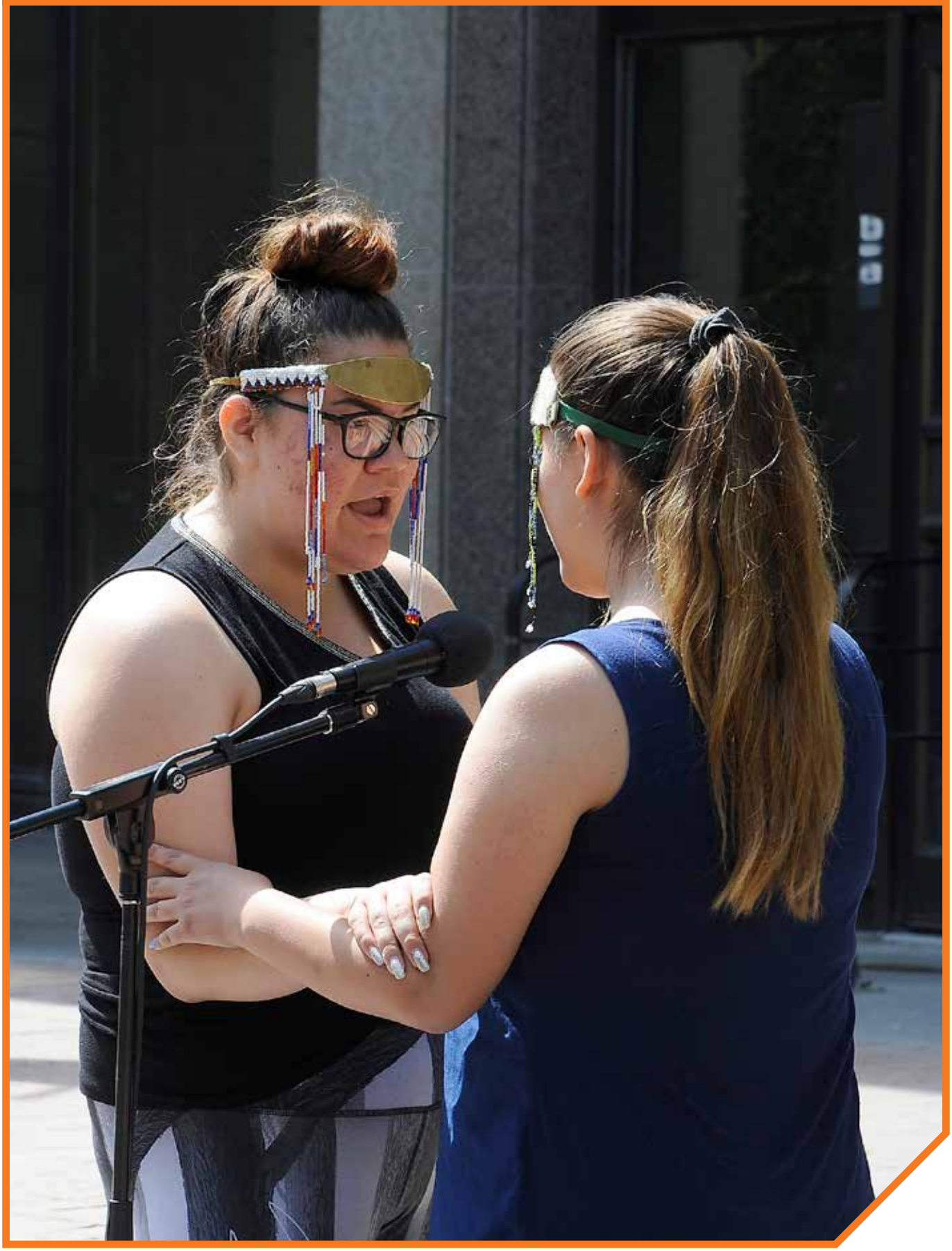
Call to Action #7:

The Winnipeg Boldness Project continues working towards breaking down barriers around access to identification and the Canada Learning Bond. We continue to engage CFS agencies to scale up a sign-up process for children in care. We also continue to work on a communications strategy for children in care to maximize the immediate potential impact of education savings. We will continue working towards these goals in 2020-21.

Call to Action #12:

The Winnipeg Boldness Project continues to work towards developing the Early Childhood Engagement prototype. We have established a steering committee and have begun knowledge gathering with this group as well as the Project's Parent Guide Group. As we move forward with this work over the next year, we are thinking of how the COVID-19 pandemic is impacting this area of work and how we can co-create solutions that address new and emerging needs of families in the North End.

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

The CMHR has an important role to play in education and reconciliation, including examining injustices that resulted from the Indian residential school system and other destructive policies. We continue to improve in our practice of educating and creating dialogue around Indigenous issues in all aspects of our work including in exhibitions, collections, operations, visitor services, human resources, education programs, public programs and digital engagement. Examples of the Museum's work in the areas of exhibitions, public programming and education programming are included below.

The Witness Blanket Exhibition:

In October 2019, the Museum and Kwakwaka'wakw master carver Carey Newman gathered alongside community leaders at Kumugwe, the K'omoks First Nation Bighouse, to animate a historic agreement and secure the future of the Witness Blanket, an art installation made with hundreds of items reclaimed from the sites of former Indian residential schools as well as from survivors, churches, government buildings and other cultural sites across Canada. The ground-breaking agreement united Indigenous oral traditions and western principles, vesting legal rights in the artwork itself as something that no person or organization can "own." It established a permanent home for the Witness Blanket at the Museum, which is now jointly responsible with Newman for its stewardship and display. A reproduction of the Witness Blanket was created to tour Canada while conservation efforts on the original proceed at the Museum. It has been met with a very positive reception and is booked to tour through 2023.

Public Programming:

The recommendations of the Truth and Reconciliation Commission of Canada continue to inform the Museum's work and the efforts of Canadians everywhere who are committed to reconciliation. In October 2019, the Museum partnered with Indigenous advisor, facilitator and business owner Jessica Dumas to host "Indigenous Perspectives on Reconciliation", a series of workshops to engage community leaders and help attendees better understand the Commission's Final Report and how they can respond to its 94 Calls to Action. To celebrate Indigenous Peoples' Month in June, the Museum create an Indigenous film series, showcasing a different film each week.

Education Programming:

The Museum hosted several large gatherings in 2019-20 that helped young people understand how human rights connect with their lives, interests and futures. These included an event called N'we Jinan, which drew more than 300 Indigenous youth from communities across Canada for a week of artistic creation and Rise Up, which welcomed hundreds of Indigenous students from Winnipeg's Seven Oaks School Division to connect and celebrate their culture.

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

We celebrated our 3rd annual Indigenous Peoples' Day on June 21, 2019. This event was free with museum admission and was attended by approximately 500 guests. This event offered a hoop dancing performance and drumming workshop, teepee construction and story times, bannock provided by local Indigenous café Feast, as well as a craft, all of which invited guests to actively engage with and appreciate Indigenous Culture. We were very fortunate to be able to welcome back Elder Barb Nepinak, who acted as an emcee and connected guests with the performers that were featured. We were also thrilled to be able to install a temporary display in our Welcome Centre which represented the four colours for the duration of the event.

As original signatories of the Indigenous Accord, we remain active participants in the Indigenous Accord Partner Gatherings. These gatherings provide staff with the opportunity to share in and be inspired by the successes of others in our community.

The Children's Museum exists to spark kids' creative learning. All staff in our facility have a valuable role to play in achieving this mission and in making the museum as welcoming and accessible as possible for all guests. In 2019, we were thrilled to be able to host our first Circles for Reconciliation, which was attended by museum staff cross-departmentally – including our Executive Director, Director of Education and Exhibits, Development Coordinator, Communications Coordinator, Visitor Experience Coordinator, Guest Services Interpreter/Admissions Attendant, as well as valued museum volunteers. These ten weeks allowed for participants to gain a greater understanding of Indigenous peoples' history, increased their capacity for intercultural understanding and provided insight as to ways Indigenous and non-Indigenous peoples can move forward in a mutually beneficial and respectful manner to improve inclusion and understanding for all. We look forward to being able to continue with this partnership and offer more circles in the next reporting period.

In 2019, we added an Indigenous Languages Welcome Decal to the entrance of our Welcome Centre. This was done in partnership with Downtown Winnipeg BIZ and is viewed as an important step in ensuring that our facility is welcoming to all guests.

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. Two years ago we established our Indigenous Advisory Circle and continue to cultivate strong working relationships between the Museum and Indigenous communities throughout Manitoba. We continue our commitment to promote and support Indigenous knowledge and language preservation through community collaboration, research, collections, exhibitions and programs.

Highlights of the Manitoba Museum's Indigenous initiatives of 2019-2020:

- Collaborated with the Manitoba Museum Indigenous Advisory Committee and Indigenous community partners and representative to develop content for the new Winnipeg Gallery (opened Fall 2018), the new Prairies Gallery (formally Grasslands Gallery ~ to open Fall 2020) and related Programs.
- Collaborated with Red Pheasant First Nation to Repatriate the Treaty No. 6 medal in the HBC Collection. The Medal was returned to the Red Pheasant community at their Treaty Days in July 2018 and is on long-term display at the Saskatchewan Indigenous Cultural Centre in Saskatoon.
- Bringing Our Stories Forward Capital Renewal Project:
    - Continued to work to increase Indigenous content in our new galleries.
    - Hired three Indigenous staff members related to the Capital Renewal Project to research and write for the new exhibits and assist with community consultation and collaboration for the new galleries; and to develop new Indigenous content and stories for school and public programs.
    - Opened the new Winnipeg Gallery as part of the Gallery Renewal Project with strong interwoven Indigenous content and stories.
    - Engaged local artist Dee Barsy to conceptualize, create and install a new contemporary mural by Fall 2020 for the entry to our new Prairies Gallery. Dee Barsy and her mural will complement and join the company of the existing Daphne Odjig and Jackson Beardy murals in our existing galleries.
    - In the Prairie's Gallery Ancient Artisans exhibit featured two local artists of Indigenous ancestry who draw from ancestral artistic traditions.
- Continued Indigenous Scholars in Residence Program supporting Indigenous graduate student research (now in its fifth year). In recognition of 2019 being the United Nations International Year of Indigenous Languages, this year's Indigenous Scholars in Residence project focused on

- The Museum's collection of historic audio recordings and engaged with Indigenous scholars who are studying their language at an advanced level.
- Hosted an Anishinaabe language workshop, Land, Language and Locatives, funded by an SSHRC grant (Oct 11-13, 2019 with Dr. Regna Darnell of the University of Western Ontario), brought speakers and linguists together to discuss how Anishinaabe people talk about land, relationships and treaties. This workshop provides the scholarly basis for this year's Indigenous Scholars in Residence program. This year the donor provided funds to contract two local speakers and linguists who led the workshop, Pat Ningewance and Roger Roulette, to participate in the seminars on a full time basis.

- Worked with the Treaty Relations Commission of Manitoba and the Elders and Ginew School in Roseau to develop a new Treaty No. 1 exhibition in the upcoming Prairies Gallery and create the Treat No. 3 exhibition in the Parklands Mixed Woods Gallery to open late 2020.
- Continued our work on 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).
- Collaborated with the Canadian Archaeological Association to develop a new ethics policy relating primarily to research with Indigenous communities.
- Presented at the Midwest Archaeology Conference in Mankato, Minnesota in October of 2019 to consider Indigenous community based research projects being carried out in archaeology.
- Participated with an interview with APTN regarding crafts made by Inuit who were sent to tuberculosis sanatoriums in southern Manitoba - the HBC collection contains a few such crafts.
- Presented to Manitoba Hydro's Indigenous Staff group on land rights and current issues related to historic concepts and changing narratives such as the Doctrine of Discovery and Terra Nullius
- Began the Nametwaawin project which provides museum outreach and curriculum development for the four communities who make up the new Manitoba UNESCO World Heritage site, Pimachiowin Aki.
- Collaborated with City of Winnipeg Indigenous Relations Division to create a walking tour, Reconciling Our History, for their "Welcoming Winnipeg" project.
- Partnered with the Royal Manitoba Theatre Company to offer pre-tours for their run of Women of the Fur Trade; the tour explored the era of the Red River Resistance and featured the stories of the real-life Métis and Indigenous women who lived during that time.
- Continued to offer Welcome to Treaty No. 1 and We Are All Treaty People adult-learning professional development programs.
- Continued partnering with local Indigenous artists to offer public program workshops. These included moccasin-making, mitten-making, birch bark basket-making, two-needle beadwork and quillwork.

Transcona Historical Museum Inc. (Transcona Museum)

Our Goal

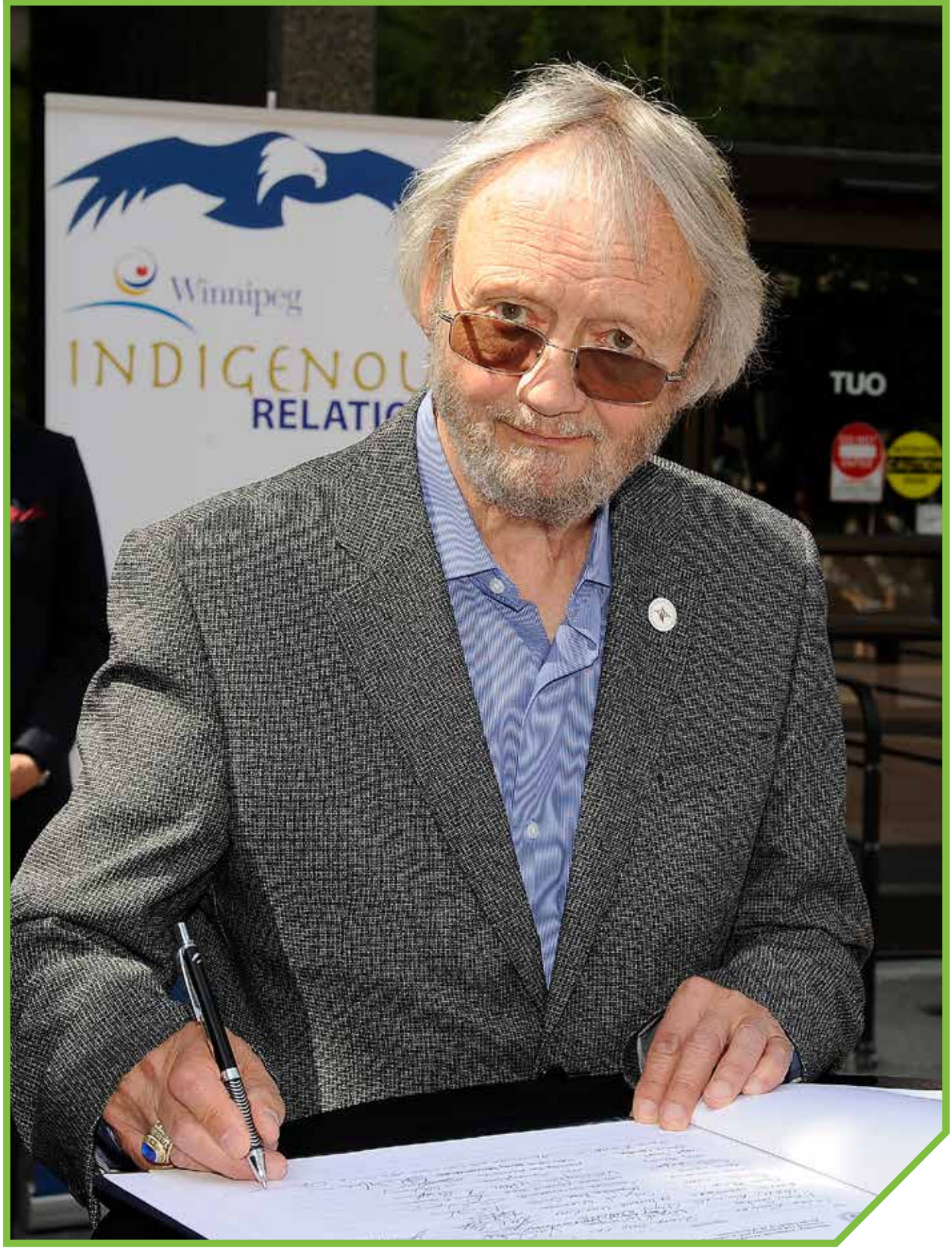
Call to Action: 62, 67-70, 77, 78

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 continued to incorporate land acknowledgments at the beginning of all of our presentations. Even when we do virtual programming the acknowledgment is made. On National Indigenous Peoples Day 2019 we held a special event at the museum. We showcased and spoke on a number of the Indigenous pieces in our collection highlighting a number of our beaded objects. Later that day we held an introduction to Swampy Cree language session, led by our Métis summer student, that was open to public and well attended.

Sports and Athletics



Manitoba Aboriginal Sports and Recreation Council

Our Goal

Call to Action: 87, 88, 89, 90, 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, community visits, etc.).

Our Progress

The focus of the Manitoba Aboriginal Sports and Recreation Council (MASRC) is to work with Indigenous communities, organizations and individuals to develop sustainable programs that improve opportunities for community members to participate in sport and recreation activities. Our overall objective is to assist in this development by providing the necessary training and resources.

Our capacity as an organization has increased significantly in 2019 which has allowed us to meet and surpass our goal of offering 500 programs including: sport clinics, coaching clinics, officials' clinics, sport development camps, seminars, events, community visits, etc.

On top of our regular programming, the 2020 North American Indigenous Games (which has since been postponed to 2021 due to Covid-19) will have us bringing over 525 athletes, coaches and chaperones to Halifax, NS to participate in 13 Summer Sports. We hosted 18 tryouts for Team Manitoba and had over 1200 Indigenous athletes attend from all over the province.

Since 2010, the MASRC has operated Manitoba's sports equipment warehouse. We accept and distribute new or gently used sporting equipment to youth in financial need across the Province. This fits within our goals of eliminating barriers for children to participate in sport. In 2019, we distributed equipment to over 1000 Indigenous youth throughout Manitoba.

As well as existing programming we were also able to implement several new programs in which we are seeing a high success rate early on including:

- Cycle Indigena - which provides bikes to Indigenous youth (ages 16-26) in Winnipeg as a means of active transportation
- Sport and Reconciliation Forum – Designed to educate staff from Provincial Sport Organizations (PSOs) and others in mainstream sport about the importance of Truth and Reconciliation and how the Sport Specific Calls to Action can be implemented (this was highly attended by PSOs and the recommendations were passed from one PSO to the National Sport Organization)
- Power of Play – Program supported by Sport Innovation Grant from Sport Canada which is designed specifically to train brand new Indigenous coaches in technical sports (such as Wrestling), that they may not have had the opportunity to try as youth
- Traditional Indigenous Games Resource - Published "Kihcite Metawewina: Playing with a Great Heart" by Blair Robillard, to reflect the teachings included in the University of Manitoba's Aboriginal Games and Activities course. We have run multiple workshops for the training of facilitators (including teachers) and youth participants. The book is being sold at 2 local bookstores in Winnipeg and one in Saskatoon, it also made McNally Robinson's Top 10 Best Seller list in January 2020.

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.

Our Progress

1. The Manitoba Lacrosse Hall of Fame and Museum (MLHOF&M) approved participation in and became a signatory to the City of Winnipeg Indigenous Accord in 2019.
2. The MLHOF&M created and filled a seat on the Board of Directors for a member representing our Indigenous communities.
3. The MLHOF&M is continuing in a project to identify and compile a list of Indigenous members who have been inducted into the Manitoba Lacrosse Hall of Fame/
4. Upon completion, this list will be forwarded to Sport Manitoba for inclusion in their records.
5. Work is underway to identify a section of the MLHOF&M website and the museum that will recognize and tell the stories of our Aboriginal athlete inductees.
6. Work is underway to ensure the website provides public education on the important heritage and cultural history of lacrosse as both a Medicine Game and The Creator's Game.
7. The MLHOF&M is working to encourage and recognize long-term Aboriginal athlete development and growth in the sport of lacrosse, in conjunction with the Manitoba Lacrosse Association (MLA) and their respective disciplines.
8. The MLHOF&M has commenced the practice of traditional territorial and land acknowledgment at our events. This was first undertaken at our Manitoba Lacrosse Hall of Fame Induction Ceremony and Banquet, both in writing in our printed Hall of Fame Induction Program and verbally upon commencement of the Banquet held in Winnipeg on June 9, 2019.

Sport Manitoba

Our Goal

Call to Action: 87, 88, 90

Goal 1 (TRC 87): 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.

Goal 2 (TRC 88): 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.

Goal 3 (TRC 90):

- 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.

Our Progress

The Community "Sports for Life" Program supports fulfillment of the 2012-2022 Canadian Sport Policy by focusing on two of the five Goal statements:

Introduction to Sport

- "Canadians have the FUNdamentals skills, knowledge and attitudes, to participate in organized and unorganized sport.

Recreational Sport

- "Canadians have the opportunity to participate in organized and unorganized sport for the purposes of fun, health, social interaction and relaxation.

Both the Province of Manitoba's Sport Policy and the Manitoba Action Plan for Sport (MAPS) direct Sport Manitoba to focus on increasing the number of children and young people who participate in sport at the community-based "grassroots" level. The Community "Sports for Life" Program helps to fulfill MAPS'.

Goal: "To encourage and support the provision of equitable and fair opportunities to participate in sport by all Manitobans".

Objective: "To support the development of joint initiatives to address specific interest groups' needs".

Active Start, Fundamentals and learn to Train – Athlete and Leadership Development

The Active Start, FUNdamentals and Learning to Train Athlete/leadership Development project helped disadvantaged children and youth to improve their sporting and personal development skills through local organizations' programming Active Start, FUNdamentals and Learning to Train skill development and training activities.

- Provincial Sport Organization and Community Group funding
- 10 sport/PSO groups, 8 community groups

Aboriginal Sport Development & Capacity Building, Indigenous Community Sport Development & Building Indigenous Leadership

The Manitoba Aboriginal Sports and Recreation Council provided Sport Development projects through the delivery of sport programs to Indigenous neighbourhoods and communities by investing in coaching development through the Canada Games Apprenticeship Program and the Aboriginal coaching manual training, sport forums, staff training and more. (• Staff, administration, leadership training, NAIG team preparation and Travel, Aboriginal Coach Module Training , Indigenous Truth and Reconciliation Sessions, X-Plore Sports Project, Sport forums, travel, Dene communities, traditional games programming coach apprentice program).

Community Sport Development- Grants & Leadership Development

The Community Sport Development Grants Program provided local/regional sport organizations, schools, municipal recreation commissions and community sport partners grants to deliver community-based programs supporting development of athletes, coaches, officials and volunteers at the FUNdamentals and Learn to Train stages of sport development.

Regional Coaching Academies build on the needs identified by key community members and organizations to bring quality leadership education to all areas of the province, not just large population centres. Quality sport programming is driven by leadership and by offering valued and proven training within the communities to our volunteer's delivering programs we can increase the quality of the programs and help to ensure a positive environment throughout the athlete experience across the province.

To strengthen physical literacy and children and youth participation that are compatible with the first three stages of Canadian Sport for Life (CS4L) or programming at comparable stages that exist across jurisdictions; and

- To provide opportunities for persons from under-represented including indigenous peoples and/or marginalized populations to actively participate in sport including in roles as athletes, coaches, officials and volunteer leaders.
- To strengthen Indigenous Capacity and Leadership.
- To increase culturally relevant sport programming for Indigenous children and youth at the community level.

Youth 1st 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

It has been an unbelievable year of growth for Youth 1st Lacrosse throughout Manitoba. The support of a new found partnership with Manitoba First Nations Education Resource Centre (MFNERC) has allowed us to reach a number of new communities and put lacrosse sticks in the hands of over 2000 new prospective lacrosse players.

A special thanks goes out to MFNERC's Mike Thomas who took the lead on this development program. Mike and I traveled to all of MFNERC's schools throughout Manitoba to introduce the game to students at the schools with great success!

Also a big thanks goes out to MFNERC's Jen Storm, Rachel Beaulieu and Nicole Magne for documenting and creating our lacrosse development video which can be seen her:

https://www.youtube.com/watch?v=G0U40KnCvbk&1=9s

York Landing has really taken to lacrosse and we have ordered equipment for the school. Looking forward to working with the community more this year.

Peguis Central School returns to the field for the second year to complete in the Manitoba High School Field Lacrosse League.

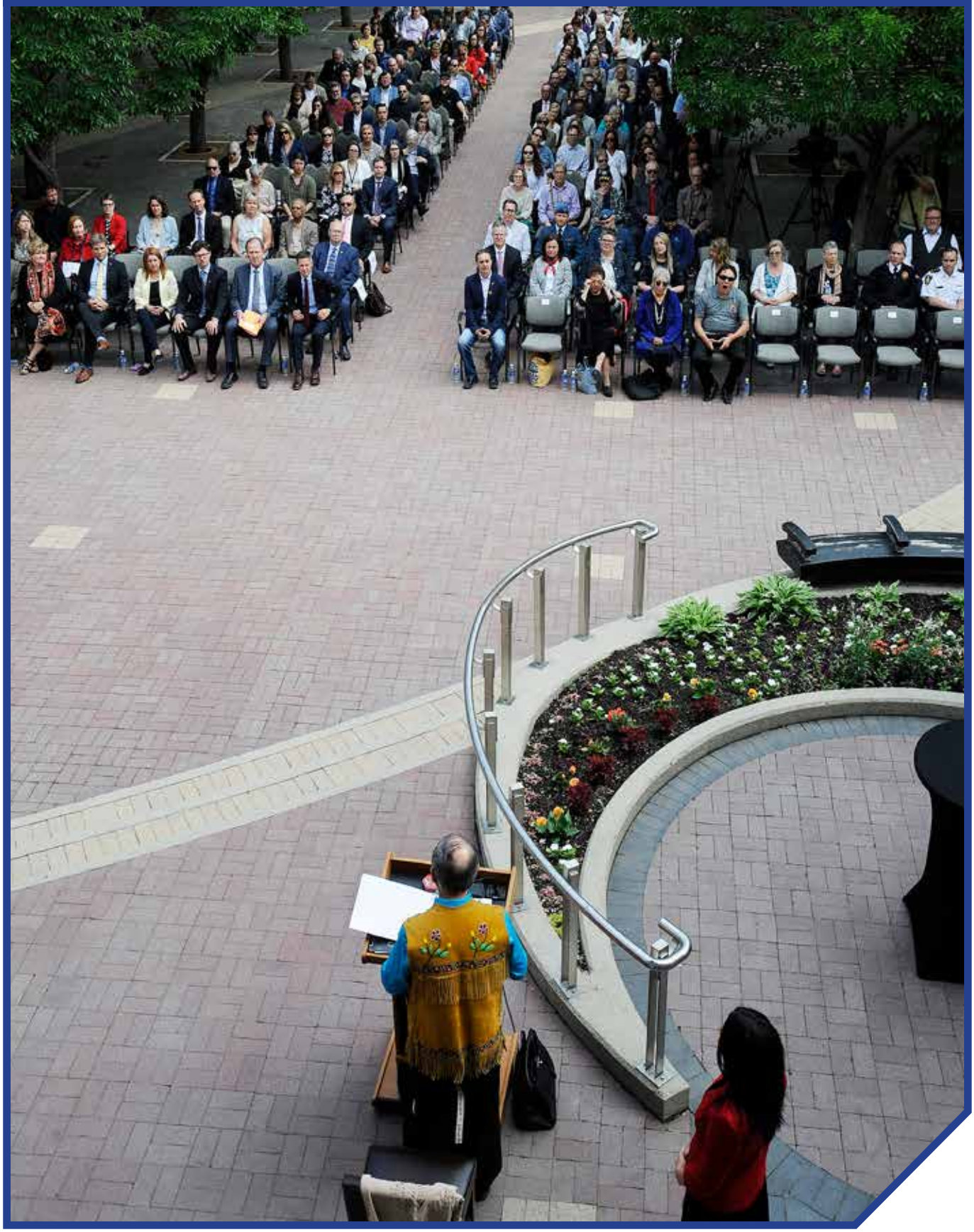
Big congrats goes out to Ecole Arthur Meighen School (Portage La Prairie) who came out victorious at this year's Canada Day Lax Bash at the Forks. Big congrats as well to the challengers Long Plain First Nation and Roseau River First Nation.

Youth 1st Lacrosse looks forward to further growing Creator's Game and Canada's National Summer sport this year!

Thanks to all who have supported the Youth 1st Lacrosse Vision:

To see sustainable lacrosse programs in all Indigenous communities of Manitoba.

SECTION II:
Shared Indicators of Progress



In Section II – Shared Indicators of Progress, a quantitative data collection process is used to identify, track and compile the activities we are doing collectively and define a quantity for each of those activities. This is meant to provide information by sector and feature aspects of our collective progress from June 2019 to May 2020. A set of 29 indicators of progress resulted from a previous analysis of Accord Partner goals and the TRC Calls to Action.

The City of Winnipeg and Accord partners are utilizing several methods to build increasing levels of knowledge and understanding. The following are key highlights of collective partner progress over this past year:

- 20,307 members and employees from 51 Accord partner organizations have participated and are continuing to participate in education and training in response to Calls to Action 57 and 92, including 100% of the City of Winnipeg Public Service.
- 17,300 students from five school divisions are learning age-appropriate curriculum on residential schools, Treaties and Indigenous peoples' history and contemporary contributions to Canada, in response to Calls to Action 62 and 63.
- 79% of Accord partners are practicing traditional territories acknowledgments as part of daily announcements and at events, meetings and gatherings.
- 2,019 collaborations with Indigenous people were reported by 64 Accord partners, obtaining improved capacity and understanding through culturally appropriate guidance to inform the development and implementation of strategies, curriculum, protocols, projects and programming.
- 165 policies and practices amended or newly adopted by 35 partner organizations to recognize Indigenous rights, reflect Indigenous priorities and improve Indigenous access and inclusion.

The following section provides a more detailed summary of highlights compiled from quantitative data reported by partners and organized by sector. This section describes activities implemented using a set of shared indicators, identifies TRC Calls to Action related to their goals and highlights one partner in each sector group.

Arts, Culture and Heritage

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

Seven Arts, Culture and Heritage organizations reported the following progress on their commitments to Calls to Action 7, 10, 62, 66, 83, 84, 92 and 93:

- 410 employees participated in Indigenous culture and history education sessions;
- 317 collaborations with Indigenous groups or individuals to achieve significant inclusion and involvement of Indigenous people in the development and/or implementation of curriculum, strategies, protocols, processes, or programs;
- Over 400 students, staff and/or public participating in Indigenous language classes;
- 73 partnerships with or between Indigenous Peoples that resulted in the creation of agreements, policies, legislation, processes, or programs;
- Over 10,000 school students and teachers participated in programming to build intercultural understanding, empathy and mutual respect.

HIGHLIGHT: Sarasvati Productions
Our intent in working with artists of Indigenous ancestry (Call to Action #66) has meant a need to create training and mentorship opportunities for Indigenous artists. Our current Reconciliation Through Theatre project has allowed us to incorporate artistic mediums for expression to over seventy youth and we are planning to continue the relationship by employing several for the full theatrical production that will mark the culmination of the project. For example, we have contracted an Indigenous youth who participated in our workshop at Children of the Earth High School to create a mural. For the first time, he is being paid for his artwork and will have it on display for the public.

Businesses and Associations

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

16 businesses and associations reported the following progress on their commitments to Calls to Action 22, 27, 75, 76, 81, 82, 83 and 92:

- 6,103 employees participated in Indigenous culture and history education sessions;
- 107 collaborations with Indigenous groups or individuals to achieve significant inclusion and involvement of Indigenous people in the development and/or implementation of curriculum, strategies, protocols, processes, or programs;
- 38 partnerships with Indigenous groups or individuals that resulted in the creation of agreements, policies, processes, or programs.
- 72 activities implemented to raise the visibility of Indigenous contributions, experiences, values, languages and cultures to bridge understanding between Indigenous and non-Indigenous communities;
- 20 amended or new practices or policies adopted that recognize Indigenous rights, reflect Indigenous priorities, improve Indigenous inclusion, or improve Indigenous access;
- 12 organizations practicing Traditional Territories Acknowledgement ranging from three month to four years.

HIGHLIGHT: Assiniboine Credit Union
Employee Survey indicates that 89% “Agree or Strongly Agree” in saying that Assiniboine Credit Union’s engagement in activities that support reconciliation make them proud to work for ACU.

City of Winnipeg Departments and Members of Council

The City of Winnipeg is committed to supporting the implementation of the five TRC Calls to Action directed at municipalities (43, 47, 57, 75, and 77) along with 79.3 and enabling ongoing action by departments and Members of Council in the City's Journey of Reconciliation. The departments of Winnipeg Transit, Winnipeg Police Service and Winnipeg Fire Paramedic Service signed on as partners to the Accord recognizing their direct relationships with the public; and City Archives, Cemeteries Branch, Legal Services and Indigenous Relations are leading the work on the five municipal TRC Calls to Action.

Four City departments and four members of Council directly reported the following progress on their commitments to Calls to Action 43, 47, 57, 75, 77 and 79.3:

- In 2019, the City of Winnipeg reached its goal of providing mandatory Indigenous Awareness Training to 100% of Public Service staff over 3 years.
- 30 collaborations with Indigenous groups or individuals to achieve significant inclusion and involvement of Indigenous people in the development and/or implementation of curriculum, strategies, protocols, processes, or programs;
- 12 partnerships with Indigenous groups or individuals that resulted in the creation of agreements, policies, processes, or programs;
- 24 new or amended policies or practices adopted by organizations to recognize Indigenous rights and priorities, or increase access and inclusion of Indigenous people;
- 50 activities implemented to raise the visibility of Indigenous contributions, experiences, values, languages and cultures to bridge understanding between Indigenous and non-Indigenous communities;
- Practicing Traditional Territories Acknowledgement for three years.

HIGHLIGHT: Winnipeg Transit
We have engaged all of our leaders in the pursuit of Indigenous Awareness training for all Transit staff members. To date, the majority of our non-Bus Operator staff complement have completed the training and the Operations group have had full time employees designated to enable ongoing, rotational education opportunities to Bus Operators that presently includes the 1/2 day Indigenous W'daeb Awaewe course. To date, nearly 1,000 Transit staff members have completed either the 1/2-day or 2-day programming.

Community Organizations

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

Sixteen community-based not-for-profit organizations reported the following progress on their commitments to Calls to Action 1, 5, 8, 10, 11, 12, 13, 14, 18, 19, 21, 23, 24, 27, 33, 36, 38, 43, 44, 53, 57, 62, 63, 64, 65, 66, 68, 79, 83, 85, 87, 88, 89, 91, 92, 93 and 94:

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

HIGHLIGHT: Immigration Partnership Winnipeg

The most unique qualitative indicator of the work IPW has completed in engaging with Indigenous Peoples is the progress made towards the Indigenous Orientation Toolkit. In January 2020 IPW hosted the first pilot workshop on Land and Treaty and this work would never have been possible without extensive collaboration with Indigenous Elders, Knowledge Keepers and community members. Although this is a far reaching project that has already been in progress for several years and will require much more time in development and refinement, the 2019/2020 fiscal year provided a major step forward in this work.

The pilot workshop was delivered in a “train the trainer” method, with materials and supplies available for attendees to bring back to newcomer serving organizations in Winnipeg to develop further training and workshops that can be used in their programs with newcomers to Canada. In this way, through our work with Indigenous Partners, IPW has managed to begin a ripple effect wherein the information and resources developed for this program will not only benefit the current local community, but can also be adapted and provide the groundwork for a national program that encourages cross cultural dialogue, learning and acceptance for generations to come.

Education – Post-Secondary Institutions

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

Four post-secondary institutions and one university faculty reported the following progress on their commitments to Calls to Action 11, 16, 18, 19, 20, 21, 22, 23, 24, 28, 57, 61, 62, 63, 66, 69, 70, 79, 89 and 92:

- 330 medical students have taken part in required course work and/or clinical practice and health advocacy work related to Indigenous health issues, history and legacy of residential schools, UNDRIP, Treaties and Aboriginal rights and Indigenous teachings and practices;
- 419 students participating in Indigenous language classes;
- 314 teaching professionals participated in education sessions to utilize Indigenous knowledge and teaching methods in the classroom;
- 423 activities implemented to raise the visibility of Indigenous contributions, experiences, values, languages and cultures to bridge understanding between Indigenous and non-Indigenous communities;
- 39 collaborations with Indigenous groups or individuals to achieve significant inclusion and involvement of Indigenous people in the development and/or implementation of curriculum, strategies, protocols, processes, or programs;
- Four post-secondary institutions practicing Traditional Territories Acknowledgement ranging from twelve months to five years.

HIGHLIGHT: University of Manitoba
In the summer of 2019, an Indigenous Content Literacy Institute was established to take University of Manitoba faculty and staff beyond Indigenous awareness and Indigenous competency to the level of literacy required to introduce Indigenous content into their classes in support of the strategic goals of the university. This program also answers Call to Action #57, as well as addresses how to manage discussion of racially sensitive topics in the classroom. The Institute has received funding for an additional three years.

Education – Schools and Associations

This diverse group of public and private schools and associations are implementing a range of commitments, such as establishing traditional territory acknowledgements, teaching from Indigenous perspectives with Indigenous pedagogies, offering opportunities to learn about the history of the colonization of Canada and legacy of the Residential School system, supporting Mama Bear Clan and establishing a Treaty education committee.

Six schools and associations reported the following progress on their commitments to Calls to Action 45, 57, 62, 63, 64, 79, 83 and 93:

- 186 employees participated in Indigenous culture and history education sessions;
- 85 collaborations with Indigenous groups or individuals to achieve significant inclusion and involvement of Indigenous people in the development and/or implementation of curriculum, strategies, protocols, processes, or programs;
- 1,239 K-12 students participating in curriculum on residential schools, Treaties and Indigenous people's history and contemporary contributions;
- 794 K-12 students building capacity for intercultural understanding, empathy and mutual respect;
- 119 teaching professionals participated in sessions to utilize Indigenous knowledge and teaching methods;
- 133 teaching professionals who participated in education sessions to utilize Indigenous knowledge and teaching methods in the classroom;
- 21 activities initiated to formally advocate for Indigenous rights;
- 69 activities implemented to raise the visibility of Indigenous contributions, experiences, values, languages and cultures to bridge understanding between Indigenous and non-Indigenous communities;
- Six school and associations practicing Traditional Territories Acknowledgement ranging from ten months and up to four years.

HIGHLIGHT: Glenlawn Collegiate Institute
Each year on Oct. 4th, Glenlawn honours Manitoba MMIWG Awareness Day with a red dress display in our Theatre Foyer with red ribbons for staff and students to pin. Teachers are given resources and supports to open conversations in their classrooms about violence against Indigenous women and girls and the impacts of racism and sexism on Indigenous communities.

Education – School Divisions

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

Five school divisions reported the following progress on their commitments to Calls to Action 7, 10, 14, 15, 45, 57, 62 and 63:

- 340 school division employees participated in Indigenous culture and history education sessions;
- 340 collaborations with Indigenous groups or individuals to achieve significant inclusion and involvement of Indigenous people in the development and/or implementation of curriculum, strategies, protocols, processes, or programs;
- 185 activities implemented to raise the visibility of Indigenous contributions, experiences, values, languages and cultures to bridge understanding between Indigenous and non-Indigenous communities;
- 17,300 students participating in curriculum on residential schools, Treaties and Indigenous peoples' history and contemporary contributions to Canada;
- 21,500 students building capacity for intercultural understanding, empathy and mutual respect;
- 440 best practices and information exchanges shared with others on teaching curriculum related to residential schools and Indigenous history;
- 1,194 teaching professionals participated in education sessions to utilize Indigenous knowledge and teaching methods in the classroom;
- 688 students participating in Indigenous language classes;
- Four school divisions practicing Traditional Territories Acknowledgement ranging from 12 months to five years.

HIGHLIGHT: Pembina Trails School Division
The Pembina Trails School Division established a Treaty One Acknowledgment in January 2017, which is posted at the Administration Office and all schools. The acknowledgment was translated into French for French Immersion schools this year. It is expected that all schools identify Indigenous Education and the belonging/success of Indigenous students as priorities (with strategies) within their annual school plan.

Faith and Religion

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

Seven faith and religion organizations reported the following progress on their commitments to Calls to Action 1, 22, 23, 37, 41, 45, 46, 48, 49, 57, 59, 60, 61, 62, 82, 92 and 93:

- 1,151 congregation members participated in education strategies about their church's role in colonization, the history and legacy of residential schools and why apologies to former residential school students, their families and communities were necessary;
- 81 clergy and program leaders participated in education curriculum that included respecting Indigenous spirituality, the history and legacy of residential schools and the role of churches in that system;
- 40 employees participated in education sessions about the history and legacy of residential schools and the United Nations Declaration on the Rights of Indigenous Peoples.
- 36 collaborations with Indigenous groups or individuals to achieve significant inclusion and involvement of Indigenous people in the development and/or implementation of curriculum, strategies, protocols, processes, or programs;
- 13 Indigenous advisory committees established;
- Five activities initiated to formally advocate for Indigenous rights;
- 11 activities implemented to raise the visibility of Indigenous contributions, experiences, values, languages and cultures to bridge understanding between Indigenous and non-Indigenous communities;
- Six faith and religion groups practicing Traditional Territories Acknowledgement ranging from four months to five years.

HIGHLIGHT: Mennonite Central Committee Manitoba
MCC co-organized and sponsored the 3rd annual public gathering called "We Are all Treaty People Celebration" which attracted over 200 Indigenous and non-Indigenous participants for the inter-cultural exchange of both Indigenous and Settler music, crafts and stories, as well as learning from Elders and the Treaty Relations Commissioner about what it means to live together in Treaty 1 Territory.

Ten responded to a feedback survey with 71% who "absolutely" enjoyed it. Quotes include:
"A number of contributors were particularly profound; the space was inviting"
"The importance of these sorts of gatherings in public spaces cannot be underestimated"
"A great event that should continue."

Health and Associations

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

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

- 980 employees participated in Indigenous culture and history education sessions;
- 356 collaborations with Indigenous groups or individuals to achieve significant inclusion and involvement of Indigenous people in the development and/or implementation of curriculum, strategies, protocols, processes, or programs;
- 851 activities implemented to raise the visibility of Indigenous contributions, experiences, values, languages and cultures to bridge understanding between Indigenous and non-Indigenous communities;
- 72 Indigenous employees newly hired this year in health care;
- Three health organizations practicing Traditional Territories Acknowledgement ranging from 2 months to more than three and a half years.

HIGHLIGHT: Association of Regulated Nurses

This year we sought out Indigenous nurses to:

- Participate on the Association's provincial Nursing Now Manitoba steering committee that would provide oversight and inform the development and implementation of a plan to honour and celebrate nurses and midwives throughout the province.
- Act as 1 of 15 MB voting delegates at the Canadian Nurse's Association (CNA) national professional association's virtual AGM June 22nd.
- Participate on the Association's operational committees - advocacy and professional development.
- Encouraged Indigenous nurses to nominate self or others for director position during board elections.

Indigenous Knowledge and Excellence

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

Two Indigenous groups and organizations reported the following progress on their commitments to Calls to Action 1, 7, 12, 21, 57, 59, 92 and 93:

- 746 public servants, health professionals, social workers, clergy, congregation members and business employees were provided with Indigenous culture and history education sessions;
- 400 K-12 students building capacity for intercultural understanding, empathy and mutual respect;
- 80 K-12 and Post-Secondary teaching professionals participated in education sessions to utilize Indigenous knowledge and teaching methods in the classroom;
- 260 activities were implemented to raise the visibility of Indigenous contributions, experiences, values, languages and cultures to bridge understanding between Indigenous and non-Indigenous communities;

HIGHLIGHT: Circles for Reconciliation
Our expansion across Canada has occurred to a great extent because of the pandemic. While COVID-19 required us to suspend circles that were already operating in a number of cities and caused us to delay starting a number of circles that were about to begin in March, we have responded by creating circles over ZOOM. Beginning in April, we have initiated seven ZOOM circles, with each one including our regular balance of five indigenous and five non-indigenous participants, in addition to two facilitators. These seven ZOOM circles include participants from 29 communities from across Canada, stretching from Halifax to Victoria. The success of this model is leading us to seriously consider developing ZOOM circles in which all of the participants come from the same city. We expect to develop this beginning in Toronto, Victoria and Ottawa.

Museums and Galleries

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

Four museum and gallery organizations reported the following progress on their commitments to Calls to Action 62, 63, 65, 66, 67, 68, 69, 70, 77, 78 and 92:

- 78 collaborations with Indigenous groups or individuals to achieve significant inclusion and involvement of Indigenous people in the development and/or implementation of curriculum, strategies, protocols, processes, or programs;
- Four Indigenous advisory committees established;
- Nine partnerships with Indigenous groups or individuals that resulted in the creation of agreements, policies, processes, or programs.
- Four new or amended policies and/or practices adopted to recognize Indigenous rights and priorities, or increase access and participation of Indigenous people;
- 95 activities implemented to raise the visibility of Indigenous contributions, experiences, values, languages and cultures to bridge understanding between Indigenous and non-Indigenous communities;
- Seven Indigenous people newly hired this year.
- 13,533 K-12 students participating in curriculum on residential schools, Treaties and Indigenous people's history and contemporary contributions;
- 13,682 K-12 students building capacity for intercultural understanding, empathy and mutual respect;
- Four museums and galleries practicing Traditional Territories Acknowledgement ranging from twelve months to six and a half years.

HIGHLIGHT: Manitoba Museum
The Learning & Engagement team collaborated with the City of Winnipeg Indigenous Relations Division to create a new walking tour for their "Welcoming Winnipeg" project. The walking tour, Reconciling Our History, takes participants on a walking tour from City Hall that explores public monuments through dialogue-driven activities, encouraging learning through community building, sharing and self-reflection. The program offers participants a new way of looking at their city, questioning the impact of untold or hidden histories on civic identity. The tour was originally developed for the City of Winnipeg's internal training purposes. The tour has been very well received by City employees and as such, we are planning to continue our partnership with the City of Winnipeg in order to explore how we might offer this important program to the public.

Sports and Athletics

These organizations promote sport and recreation with Indigenous communities in supporting overall health and well-being. Sport and athletic organizations celebrate and honour Indigenous athletic achievement in Winnipeg.

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

- 57 outreach activities/events to increase the visibility of sports as an essential component of health and well-being;
- 566 collaborations with Indigenous peoples, Elders, Cultural Providers and Knowledge Keepers to develop strategies, projects or programs;
- 398 K-12 students participating in curriculum on residential schools, Treaties and Indigenous people's history and contemporary contributions;
- 200 K-12 students building capacity for intercultural understanding, empathy and mutual respect;
- 67 best practices and information exchanges shared with others on teaching curriculum related to residential schools and Indigenous history;
- 73 teaching professionals participated in education sessions to utilize Indigenous knowledge and methods in the classroom.

HIGHLIGHT: Manitoba Aboriginal Sports and Recreation Council

As well as existing programming we were also able to implement several new programs in which we are seeing a high success rate early on including:

- Cycle Indigena - which provides bikes to Indigenous youth (ages 16-26) in Winnipeg as a means of active transportation
- Sport and Reconciliation Forum – Designed to educate staff from Provincial Sport Organizations (PSOs) and others in mainstream sport about the importance of Truth and Reconciliation and how the Sport Specific Calls to Action can be implemented (this was highly attended by PSOs and the recommendations were passed from one PSO to the National Sport Organization)
- Power of Play – Program supported by Sport Innovation Grant from Sport Canada which is designed specifically to train brand new Indigenous coaches in technical sports (such as Wrestling), that they may not have had the opportunity to try as youth.

Prepared by

Indigenous Relations
Relations avec les Autochtones

510 Main Street, Winnipeg, Manitoba, Canada R3B 1B9 | winnipeg.ca