Minutes – Executive Policy Committee – June 16, 2021

REPORTS

Item No. 1 Winnipeg's Indigenous Accord

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

The Executive Policy Committee concurred in the recommendation of the Winnipeg Public Service and recommended to Council:

1. That this report be received as information.

DECISION MAKING HISTORY:

Moved by Councillor Gillingham,

That the recommendation of the Winnipeg Public Service be concurred in and forwarded to Council.

Yea:	Bowman, Allard, Browaty, Gillingham, Gilroy, Mayes, Rollins	7
Nay:		0

Carried

ADMINISTRATIVE REPORT

Title: Winnipeg's Indigenous Accord

Critical Path: Executive Policy Committee - Council

AUTHORIZATION

Author	Department Head	CFO	CAO
C. Sveinson	M. Ruta	N/A	M. Ruta, Interim CAO

EXECUTIVE SUMMARY

Winnipeg's Indigenous Accord is a mechanism 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 186 Accord partners to share progress on their commitments from May 2020 to April 2021 (or since becoming a partner after May 2020):

- 109 reports were received from Accord partners and compiled in this fourth annual report of progress involving 64 of 94 Truth and Reconciliation Commission (TRC) Calls to Action and detailed in Appendix A;
- Five partners have updated their goals and commitments to include Missing and Murdered Indigenous Women and Girls and Two-Spirited peoples (MMIWG2S+) Calls for Justice.

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:

- 7,434 members and employees from 61 Accord partner organizations have participated and are continuing to participate in education and training in response to Calls to Action 57 and 92.
- 232 Indigenous people were newly hired by 49 Accord partner organizations this year.
- 74% of Accord partners have reported practicing traditional territories acknowledgments as part of daily announcements and at events, meetings and gatherings.
- 166 policies and practices amended or newly adopted by 57 partner organizations to recognize Indigenous rights, reflect Indigenous priorities, and improve Indigenous access and inclusion.
- 2,352 activities/events were implemented by 67 Accord partners to increase the visibility of Indigenous contributions, experiences, values, culture, languages, and/or teachings to bridge understanding between Indigenous and non-Indigenous communities.

To begin addressing the MMIWG2S+ Calls for Justice, Indigenous Relations has developed a draft framework that includes engaging City Departments and external groups on the implementation of the MMIWG2S+ Calls for Justice; this engagement began in early 2021 and is ongoing. Appendix A details recent activities undertaken by the Public Service.

As well, education and awareness within the organization of the National Inquiry and Calls for Justice was identified as an important first step for the City of Winnipeg.

RECOMMENDATIONS

1. That this report be received as information.

REASON FOR THE REPORT

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

On July 15, 2020 the Executive Policy Committee directed the Winnipeg Public Service to include a progress update on the MMIWG2S+ Calls for Justice and other initiatives, including but not limited to the work of UN Safe Cities, that respond to the Calls for Justice, in the annual Winnipeg Indigenous Accord report and the Journey of Reconciliation report.

IMPLICATIONS OF THE RECOMMENDATIONS

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

HISTORY/DISCUSSION

Winnipeg's Indigenous Accord is a mechanism 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.

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

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

On June 20, 2018, the City of Winnipeg, with 42 organizations and individuals, attended the second signing ceremony of Winnipeg's Indigenous Accord, becoming partners and publicly sharing their goals and commitments to the TRC Calls to Action.

On June 18, 2019, the City of Winnipeg, with 26 organizations and individuals, attended the third signing ceremony of Winnipeg's Indigenous Accord, becoming partners and publicly sharing their goals and commitments to the TRC Calls to Action. Partner goals are published on the City's Accord webpage.

On July 15, 2020, the Executive Policy Committee directed the Winnipeg Public Service to include a progress update on the MMIWG2S+ Calls for Justice and other initiatives, including but not limited to the work of UN Safe Cities, that respond to the Calls for Justice, in the annual Winnipeg Indigenous Accord report and the Journey of Reconciliation report.

To begin addressing the MMIWG2S+ Calls for Justice, Indigenous Relations has developed a draft framework that includes engaging City departments and external groups on the implementation of the MMIWG2S+ Calls for Justice; this engagement began in early 2021 and is ongoing. Appendix A details recent activities undertaken by the Public Service.

- Nine meetings were held internally to discuss department-specific initiatives that could be undertaken in response to specific Calls for Justice.
- One meeting was held with UN Safe Cities. In 2020, UN Safe Cities operations were stagnant, due to COVID-19, but they have created an Anti-Street Harassment webpage that defines gender-based street harassment. Indigenous Relations will provide support and guidance to enhance this communication to include Indigenous women, girls and Two-Spirited+ Peoples. Additionally, this campaign will be presented on Winnipeg Transit buses.
- Four meetings were held with external groups, including the Manitoba MMIWG Coalition, Ka Ni Kanichihk, and other governments.

Further, education and awareness within the organization of the National Inquiry and Calls for Justice was identified as an important first step for the City of Winnipeg:

- Two workshops facilitated by Albert McLeod "Traditional Roles and Resurgence in the 21st Century of Two-Spirit People" were held.
- In advance of Missing and Murdered Indigenous Women and Girls Honouring and Awareness Day, over 100 City employees gathered virtually on October 2, 2020, to learn about the National Inquiry from Dr. Karine Duhamel, Director of Research for the National Inquiry into Missing and Murdered Indigenous Women and Girls. Dr. Duhamel shared the history that lead up to the National Inquiry, the progression of the inquiry, and guidance on how individuals can begin implementing the Calls for Justice in their personal and professional lives.

Throughout 2020, public gatherings were halted due to COVID-19. Therefore, no signing ceremony was conducted for new Accord partners. This event will commence again once public gathering restrictions allow.

In early 2021, Indigenous Relations Division reached out to 186 Accord partners to identify and report their progress over this past year.

- 109 reports were received from Accord partners and compiled in this fourth annual report of progress, involving 64 of 94 TRC Calls to Action and detailed in Appendix A;
- This includes four reports from City Departments and nine from Members of Council;
- Five partners have updated their goals and commitments to include MMIWG2S+ Calls for Justice.

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

ARTS, CULTURE AND HERITAGE

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

Fourteen Arts, Culture and Heritage organizations reported the following progress on their commitments to Calls to Action 1, 2, 3, 5, 7, 10, 13, 14, 15, 43, 44, 45, 48, 57, 62, 63, 66, 83, 84, 85, and 92:

- 362 employees participated in Indigenous culture and history education sessions;
- 135 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;
- 135 students, staff and/or public participating in Indigenous language classes;
- 28 partnerships with or between Indigenous Peoples that resulted in the creation of agreements, policies, legislation, processes, or programs;
- Over 17,537 school students and teachers participated in programming to build intercultural understanding, empathy and mutual respect.

Creative Manitoba Highlight:

We ran a total of seven events/programs throughout the period of May 2020 to Dec 2020. We nurtured and expanded the depth of our partnerships with both the Urban Shaman Gallery of Aboriginal Art, The Indigenous Film Summit and created a new relationship with Kejic Productions. Overall stats, based on evaluations, saw an increase in knowledge for program participants of 25% with an overall 90% rate of success and satisfaction with our programming.

In the Indigenous programs of Creative Manitoba, we were able to employ and pay fees to a total of 19 Indigenous Elders, Knowledge keepers, art and cultural workers, and artists. These members of our community were able to deliver workshops, share knowledge, teachings, protocols, and assist with technical needs throughout our workshops. Through this commitment, we reached 353 participants for our events over a nine-month period from May to Dec, 2020.

BUSINESS AND ASSOCIATIONS

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

Twenty-four businesses and associations reported the following progress on their commitments to Calls to Action 22, 27, 46, 57, 62, 66, 70, 75, 76, 79, 81, 82, 83, and 92:

- 2,496 employees participated in Indigenous culture and history education sessions;
- 170 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;
- 34 partnerships with Indigenous groups or individuals that resulted in the creation of agreements, policies, processes, or programs.
- 153 activities implemented to raise the visibility of Indigenous contributions, experiences, values, languages and cultures to bridge understanding between Indigenous and non-Indigenous communities;
- 35 amended or new practices or policies adopted that recognize Indigenous rights, reflect Indigenous priorities, improve Indigenous inclusion, or improve Indigenous access;
- 19 organizations practicing Traditional Territories Acknowledgement ranging from four months to five years.

World Trade Centre Winnipeg Highlight:

The WTC Winnipeg has made steady progress since signing the Winnipeg Indigenous Accord. We have been consistently focused on advancing our key objectives. We established a TRC Committee this year, which has broadened the leadership group at the WTC Winnipeg that is contributing, and we are continually looking to collaborate with our partners to support Indigenous entrepreneurs, engage the broader business community in the truth and reconciliation, and find ways to support communities in Northern Manitoba.

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

- 34 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;
- 15 new or amended policies or practices adopted by organizations to recognize Indigenous rights and priorities, or increase access and inclusion of Indigenous people;
- 93 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 four years.

Winnipeg Fire Paramedic Service (WFPS) Highlight:

In addition to mandatory Indigenous Awareness Training, WFPS employees have ongoing learning opportunities through 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 Roles and Resurgence in the 21st Century of Two-Spirit People; Indigenous – Welcoming Winnipeg Walking Tours; The Final Report on the National Inquiry into Missing and Murdered Indigenous Women and Girls; Anti-Racism Week workshops; Atelier sur le racisme et les préjugés inconscients (en français seulement) workshop on anti-racism and unconscious bias (offered in French); and Medicine Harvest.

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 gaining new exposure to Indigenous traditional cultural expressions and teachings; and practicing traditional territory acknowledgements.

Twenty-one community-based not-for-profit organizations reported the following progress on their commitments to Calls to Action 1, 2, 3, 4, 5, 7, 8, 10, 11, 13, 14, 19, 21, 22, 23, 24, 27, 33, 38, 43, 44, 48, 53, 55, 57, 62, 63, 64, 65, 66, 68, 79, 83, 85, 87, 91, 92, 93 and 94:

- 378 employees participated in Indigenous culture and history education sessions;
- 306 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.
- 45 new or amended policies or practices adopted by organizations to recognize Indigenous rights and priorities, or increase access and inclusion of Indigenous people;
- 106 activities initiated to formally advocate for Indigenous rights;
- 390 activities implemented to raise the visibility of Indigenous contributions, experiences, values, languages and cultures to bridge understanding between Indigenous and non-Indigenous communities;
- 110 Indigenous people newly hired this year;

- 19 organizations practicing Traditional Territories Acknowledgement ranging from seven months to seven years.

Ka Ni Kanichihk Highlight:

We were successful to partner with other service providers and implement a new initiative; Velma's House. Ka Ni Kanichihk is the lead partner and this is a collaboration with the 24/7 Safe Space Planning Committee, consisting of: Missing and Murdered Indigenous Women and Girls Manitoba Coalition of Families, the 24/7 Safe Space Committee (or the Lived Experience Advisory Committee of Survivors), the Aboriginal Health and Wellness Centre, the Ma Mawi Wi Chi Itata Centre, End Homelessness Winnipeg and the West Central Women's Resource Centre. This Safe Space is open to women aged 18+, and members of the 2SLGBTQ+ community who identify as female. It is open 24 hours a day, 7 days per week, 365 days a year.

It serves as a place of safety, comfort and connection for those experiencing homelessness, violence or exploitation. Here, women have access to basic needs such as meals, a safe place to rest, hygiene supplies, laundry and shower facilities, as well as extensive support such as employment counselling, housing support, and assistance navigating the health care system. In addition, the Safe Space has an Elder on site, along with access to traditional medicines, ceremony, and cultural ways of healing.

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 centred 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 reported the following progress on their commitments to Calls to Action 11, 16, 57, 61, 62, 63, 66, 69, 70, 79, 89, and 92:

- 294 health care 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;
- 167 students participating in Indigenous language classes;
- 16 teaching professionals participated in education sessions to utilize Indigenous knowledge and teaching methods in the classroom;
- 66 activities implemented to raise the visibility of Indigenous contributions, experiences, values, languages and cultures to bridge understanding between Indigenous and non-Indigenous communities;
- Four post-secondary institutions practicing Traditional Territories Acknowledgement ranging from twelve months to four years.

Manitoba Institute of Trades and Technology (MITT) Highlight:

As part of the Construction Labourer Certificate Program, MITT developed a unique curriculum specific to the study of mathematical concepts within an Indigenous cultural lens. The course, entitled, “Indigenous Focused Trades Math” incorporates the mathematical concepts that Indigenous peoples have always utilized in everyday life, in a very pragmatic way.

Topics of this course include math concepts such as precision measurement while building structures, probability while playing games of chance, and shape and space concepts while making crafts and tools such as birch bark baskets. This course bridges Indigenous culture with current mathematical thinking by integrating Indigenous cultural activities into the curriculum. A unique program offering, this course demonstrates MITT’s commitment to integrating Indigenous knowledge and perspectives into the classroom.

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, legacy of the Residential School system, supporting Mama Bear Clan, and establishing a Treaty education committee.

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

- 62 employees participated in Indigenous culture and history education sessions;
- 47 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;
- 700 K-12 students participating in curriculum on residential schools, Treaties and Indigenous people’s history and contemporary contributions;
- 700 K-12 students building capacity for intercultural understanding, empathy and mutual respect;
- 57 teaching professionals who participated in education sessions to utilize Indigenous knowledge and teaching methods in the classroom;
- Seven activities initiated to formally advocate for Indigenous rights;
- 23 activities implemented to raise the visibility of Indigenous contributions, experiences, values, languages and cultures to bridge understanding between Indigenous and non-Indigenous communities;
- Three schools and associations practicing Traditional Territories Acknowledgement ranging from 10 months and up to five years.

Gonzaga Middle School Highlight:

Gonzaga Middle School is a small independent middle school that opened in September 2016 and has made a formal commitment to reconciliation from the outset. For example, we have published our commitment to reconciliation and acknowledging treaty and traditional territory since we opened (58 months ago).

The number of students identified (50) that have participated in age-appropriate curriculum on residential schools, Treaties, Indigenous people's history and contemporary contributions to Canada, and building capacity for inter-cultural understanding, empathy and mutual respect is the entire student body (100%). Similarly, the number of social workers and teaching professionals who have participated in education sessions represents all of our teaching, support and admin staff.

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:

- 270 school division employees participated in Indigenous culture and history education sessions;
- 26 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;
- 449 activities implemented to raise the visibility of Indigenous contributions, experiences, values, languages and cultures to bridge understanding between Indigenous and non-Indigenous communities;
- Over 38,774 students participating in curriculum on residential schools, Treaties and Indigenous peoples' history and contemporary contributions to Canada;
- Over 39,274 students building capacity for intercultural understanding, empathy and mutual respect;
- 182 best practices and information exchanges shared with others on teaching curriculum related to residential schools and Indigenous history;
- 1,013 teaching professionals participated in education sessions to utilize Indigenous knowledge and teaching methods in the classroom;
- 129 students participating in Indigenous language classes;
- Four school divisions practicing Traditional Territories Acknowledgement, ranging from two to six years.

Pembina Trails School Division Highlight:

This year a co-created divisional self-assessment tool/rubric was created as a tool to determine where schools are at in a variety of key areas including: knowledge and understanding of Indigenous cultures, inclusion of Indigenous ways of knowing, being and doing into curricula, creating culturally safe and inviting environments, etc. School leaders will be completing this tool and will be submitting the data to the division. The compilation of this data will inform our planning at the divisional level.

A working group consisting of divisional leaders, school leaders and our Indigenous Student Success Teachers are working together with our Indigenous Scholar in Residence and Indigenous Elders/Knowledge Keepers to create a visioning document/statement regarding Indigenous Education in our division. The goal is of this work is to create and foster shared understandings of the why, what and how within our division.

A new service delivery model has been created and implemented within our division where the Indigenous Student Success Teachers are working in a job-embedded co-teaching model to co-plan, co-teach and co-assess learning experiences that embed and focus on Treaty Education and Indigenous ways of knowing, being and doing. The focus is to build and enhance the capacity of our classroom teachers to embed Indigenous knowledges and understandings within their teaching and assessment practices.

FAITH AND RELIGION

Faith and Religion groups are supporting clergy, congregations and staff to build a better 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.

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

- 347 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;
- 26 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;
- 29 employees participated in education sessions about the history and legacy of residential schools and the United Nations Declaration on the Rights of Indigenous Peoples.
- 29 collaborations with Indigenous groups or individuals to achieve significant inclusion and involvement of Indigenous people in the development and/or implementation of curriculum, strategies, protocols, processes, or programs;
- One Indigenous advisory committee established;
- Three activities initiated to formally advocate for Indigenous rights;
- 13 activities implemented to raise the visibility of Indigenous contributions, experiences, values, languages and cultures to bridge understanding between Indigenous and non-Indigenous communities;

- Three faith and religion groups practicing Traditional Territories Acknowledgement for 12 months.

Mennonite Central Committee (MCC) Highlight:

There were at least 10 ongoing partnerships/collaborations initiated or developed further during this time period with groups that included Indigenous peoples, Elders or Knowledge Keepers. Along with community partners and Treaty Relations Commission of Manitoba, MCC co-organized and sponsored the fourth annual public gathering called "We Are all Treaty People Celebration" as a two-hour radio podcast, featuring Indigenous & non-indigenous singers, dancers, with teachings from the Treaty Relations Commissioner and others about what it means to live together in Treaty 1 Territory.

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.

Four 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:

- 73 employees participated in Indigenous culture and history education sessions;
- 217 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;
- 676 activities implemented to raise the visibility of Indigenous contributions, experiences, values, languages and cultures to bridge understanding between Indigenous and non-Indigenous communities;
- Four Indigenous employees newly hired this year in health care;
- Four health organizations practicing Traditional Territories Acknowledgement ranging from 12 months to more than four years.

Life’s Journey Inc. Highlight:

One of the many services offered at Life’s Journey is the Indigenous Spiritual Care Services (ISCS). The ISCS team collaborates with other Life’s Journey programs, services, and community agencies to provide Indigenous cultural care services that are sensitive to the cycle of historic and ongoing trauma for Indigenous people; Indigenous healing methods, cultural reconnection, and teachings are fostered in a non-judgmental and empowering approach. We, as an agency, strive for participants to feel that they have a purpose and meaningful life by honouring their Indigenous identity and receive cultural care as an absolute right.

INDIGENOUS KNOWLEDGE AND EXCELLENCE

Indigenous knowledge and excellence groups bring Indigenous ways and worldviews 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, 14, 21, 43, 46, 48, 57, 59, 61, 66, 85, 92 and 93:

- 11 public servants, health professionals, social workers, clergy, congregation members and business employees were provided with Indigenous culture and history education sessions;
- 50 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;
- 20 activities initiated to formally advocate for Indigenous rights;
- Five activities were implemented to raise the visibility of Indigenous contributions, experiences, values, languages and cultures to bridge understanding between Indigenous and non-Indigenous communities;

Treaty Relations Commission of Manitoba (TRCM) Highlight:

The TRCM provides multiple platforms to assist all government bodies, corporations, small businesses, training institutions and individuals on a regular basis with questions concerning their role in reinvigorating the Treaty relationship.

Language rights as reinforced in the Treaties: TRCM focused on Anishinaabe language training for the professional development of all staff in fiscal years 2019-20 and 2020-21 and plans to continue training in the 2021-22 fiscal year.

Treaty Commissioner Ross has met with Justices on a few occasions to provide information and resources to ensure Manitoba justices have been provided information on traditional Indigenous Law, UNDRIP, Indigenous rights, Treaties and the History of First Nations peoples.

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.

Five 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, 87, 88 and 92:

- 77 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 partnerships with Indigenous groups or individuals that resulted in the creation of agreements, policies, processes, or programs.

- 10 new or amended policies and/or practices adopted to recognize Indigenous rights and priorities, or increase access and participation of Indigenous people;
- 296 activities implemented to raise the visibility of Indigenous contributions, experiences, values, languages and cultures to bridge understanding between Indigenous and non-Indigenous communities;
- Three Indigenous people were newly hired this year.
- 2,775 K-12 students building capacity for intercultural understanding, empathy and mutual respect;
- Five museums and galleries practicing Traditional Territories Acknowledgement ranging from two years to over six and a half years.

The Manitoba Museum Highlight:

BRINGING OUR STORIES FORWARD RENEWAL PROJECT

The Prairies Gallery renewal allowed the opportunity for a new approach to archaeological exhibitions to be taken. It was important to the Indigenous Curator of Archaeology, Kevin Brownlee, that contemporary Indigenous perspectives be integrated into the archaeology exhibits. For Brownlee, archaeology is not just about looking into the past, but is also important to help ground Indigenous people today by connecting them to their past. Exhibiting and highlighting the skill and ability of Indigenous people in the past offers a positive sense of identity, culture, and history. The exhibits dispel the false notion of “primitive” technology.

The integration of contemporary Indigenous artists KC Adams and Destiny Seymour into the Pottery Traditions exhibit shows how the past continually influences the present. The growing of corn by the Dakota at Sioux Valley and the importance of traditional corn varieties is captured in the First Farmers exhibit. The Continental Trade exhibit highlights the contemporary use at the pipestone quarry in Minnesota. The exhibit shows how Elders are teaching youth how to quarry this sacred stone.

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.

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

- 18 employees participated in Indigenous culture and history education sessions
- Two collaborations with Indigenous peoples, Elders, Cultural Providers and Knowledge Keepers to develop strategies, projects or programs;
- 20 partnerships with Indigenous groups or individuals that resulted in the creation of agreements, policies, processes, or programs;
- Six Indigenous employees newly hired this year;
- One sport and athletics organization practicing Traditional Territories Acknowledgement for over two and a half years.

Manitoba Aboriginal Sport and Recreation Council Highlight:

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 2020, we distributed over 2000 pieces of equipment to Indigenous youth throughout Manitoba, this was a significant increase over last year as we received an influx of donations and requests for equipment to allow for socially distanced sport/physical activities.

FINANCIAL IMPACT

Financial Impact Statement **Date:** May 7, 2021

Project Name:

Winnipeg's Indigenous Accord

COMMENTS:

There is no financial impact associated with receiving this report as information.

Electronically approved by T. Yanchishyn
Tanis Yanchishyn, CPA, CA
Manager of Finance (Campus)
Corporate Finance Department

CONSULTATION

This Report has been prepared in consultation with:

- City Clerks, Archives
- Planning Property & Development, Cemeteries
- Winnipeg Fire Paramedic Service
- Winnipeg Police Service
- Winnipeg Transit

OURWINNIPEG POLICY ALIGNMENT

A City that Works, 01-2a Collaborate to Make Safe Communities:

Direction 4: Promote safety on streets and sidewalks.
Direction 6: Take a broad-scaled, complete, and collaborative approach to crime prevention.
Direction 7: Implement an approach to safety and security that is collaborative and involves the community.
Direction 8: Help people and communities make safe places in safe neighbourhoods.

A City that Works, 01-4 Housing:

Direction 3: Establish partnerships with the private, not-for-profit and government sectors to provide affordable housing throughout the city, with a particular focus on locations near a variety of transportation options.

Direction 4: Provide leadership in encouraging and enforcing property-related housing standards that create and promote safe living conditions for homeowners, tenants, and for communities as a whole.

A City that Works, 01-5 Recreation:

Direction 3: Directly provide, or facilitate through partnerships, equitable access to a base level of recreation, culture and leisure services for all Winnipeggers.
Direction 5: Provide or facilitate community development and recreation opportunities for vulnerable youth.

Quality of Life, 03-1 Opportunity:

Direction 1 – Strive to use mandated municipal service areas, such as libraries and recreation, as opportunities to foster strong cross-cultural relations that contribute to healthy communities.
Direction 2 – Provide equitable access to municipal programs, services and facilities.
Direction 3 – Work with community partners to foster an inclusive and equitable community.
Direction 4 – Work within municipal service areas as a collaborator on poverty reduction.
Direction 5 – Acknowledge that Indigenous Winnipeggers bring a diverse richness of cultures, traditions, languages, teachings, values, skills, and perspectives to our city.
Direction 6 – Foster opportunities for Indigenous Winnipeggers, particularly youth, to obtain meaningful employment by building on current civic practices, processes and community partnerships.

Quality of Life, 03-2 Creativity:

Direction 1: Continue to develop Winnipeg's unique artistic identity and diversity of expression.
Direction 2: Act as a responsible steward for city-owned museums, archives and collections.
Direction 4: Support and enable meaningful community expression.

WINNIPEG CLIMATE ACTION PLAN ALIGNMENT

N/A

SUBMITTED BY

Department: CAO's Office
Division: Indigenous Relations
Prepared by: M. Pichor
Date: May 14, 2021
File No: N/A

Attachments: Appendix A – 2021 Accord Partner Goals and Progress Report