Appendix A

Winnipeg's Indigenous Accord

Partner Goals and Progress Report (2021)

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City of Winnipeg
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Winnipeg's Indigenous Accord (2021)

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 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 (TRC) Calls to Action;
- Five partners have updated their goals and commitments to include Missing and Murdered Indigenous Women, Girls and 2SLGBTQQIA People (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 of 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.

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.

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ARTS, CULTURE, HERITAGE

Art City Inc.

Call to Action: 1, 2, 3, 5

Our Goal

Art City is committing to continue placing Indigenous cultural practises at a high priority for inclusion in our programming. Building off of our progress in that area, we commit to assessing our processes for guest artist hiring and selection in order to remove perceived barriers to artists who identify as Indigenous. This will be done in consultation with our Indigenous artist friends. We will invite artists and groups to be a part of our programming. Art City is committing to reviewing our hiring and HR policies to ensure there are no barriers, real or perceived, toward members of the Indigenous community. This will be done in consultation with individuals and/or entities that are Indigenous or Indigenous-run.

Our Progress

Since becoming a signatory of the Indigenous Accord, Art City has enveloped our goals to address equity for Indigenous communities within our global strategic plan. We have consulted with elders, knowledge keepers and, in particular, youth to assess our operations from all levels of the organization and determine how we can be even more inclusive and create an even more Indigenous affirming space within our programs. Some of the resulting outcomes include:

- Creating a paid youth mentorship program to build pathways to employment, in an environment that is supportive and relationship based. So far, 4 out of 6 mentees have become permanent Art City staff and 2 have taken on leadership roles.

- Welcoming two new Board Members who are Indigenous and creating an Equity Committee, made up of Indigenous and non-Indigenous Members and staff.

-The Management team conducted an equity audit, in partnership with Manitoba Artist-Run Centres Coalition and Youth Agencies Alliance, through trainings from Future Ancestors. We then committed to holding monthly equity action meetings, with the acknowledgment that reconciliation is an ongoing process.

- Centering Indigenous content in programming. This includes sharing knowledge and cultural practices, both traditional and contemporary, as well as land-based workshops. All programs are free-of-charge and attended by a majority of Indigenous and newcomer youth. All cultural content is Indigenous-led.

- Connecting and leading equity efforts, through various local and national networks, in both the arts and youth serving not-for-profit sectors.

- Created a partnership with AMIK/Anish Corp. in which we contracted them to lead staff through land-based cultural teaching at their Cedar Lake Ranch and we provide free art workshops at community events and fundraisers.

- During the pandemic, we have partnered with several organizations, such as Assembly of Manitoba Chiefs, Manitoba First Nations Family Advocacy Office, St.Amant and others, to send take-home art experiences to local families and communities throughout northern Manitoba.

Art City is dedicated to continuing our journey, building relationships and celebrating Indigenous cultures and voices. We report here to be accountable to our commitment to the Accord and the goals that we have previously stated. We do not, however, wish to commend ourselves for these efforts. Increasing inclusion and centering Indigenous content has only enriched our organization and improved the experience of our participants. Dialogue between Indigenous and non-Indigenous community members has produced a more cohesive and generative culture. There will always be more work

to do and more learning/unlearning that needs to happen. We are grateful to our partners and friends who have lent their support to our efforts to address reconciliation within our organization and community.

Assiniboine Park Conservancy

Call to Action: 14, 57, 63, 83, 85, 92

Our Goal

The Assiniboine Park Conservancy will continue to build awareness of the impacts of residential school through a staff-wide education campaign focused around Orange shirt day in September.

Assiniboine Park will continue to build meaningful relationships with Indigenous communities through its public events and host an annual celebration at the park on Indigenous Peoples Day.

Assiniboine Park will establish an Indigenous Advisory Circle to inform and support the development of Indigenous programming at the park.

Assiniboine Park will pilot an Indigenous Youth Storytelling program.

Assiniboine Park will continue to formally incorporate land acknowledgments in their operations.

Our Progress

2019-2020:

The 6th annual Park Blessing ceremony was held in August of 2019 led by four Anishinaabe Elders and supported by youth from Ma Mawi. This Sunrise Ceremony and Smudging honored the northern territory of Treaty 5 and the southern territory of Treaty 1, along with a ceremony to honor the land, animals and people who care for and will benefit from Assiniboine Park and Zoo.

In September 2019, Assiniboine Park Conservancy partnered with Eagle Urban Transition Centre - Eagle's Nest Program to facilitate a community build in the Indigenous Peoples' Garden. This partnership brought together 30 Indigenous youth to gain landscaping experience with horticulture staff at Assiniboine Park Conservancy. Over the course of 2 days the group helped to build the boardwalks in the Indigenous Peoples' Garden, and plant approximately 50 trees and 275 shrubs.

The first annual Zoo Lights event in December 2019/January 2020 incorporated Indigenous teachings into the public programming. Public storytelling sessions were facilitated by Blair Robillard, Hanwakan Blaikie Whitecloud, Barb & Clarence Nepinak , Eugene Ross, Andrea Gallagher - Courteau ,Jensen Hoskie & Rob Malo.

The Education and Programming department partnered with Metis artist Clark Morisett who facilitated a Woodland Art and Seven Sacred Teachings painting workshop in the Assiniboine Park Zoo. The Education and Programming department facilitated the Gakina Ndinawemaaganag/Kakinow Niwahkomakanak tour to over 750 school students between May 2019 and May 2020.

In February 2020, the Assiniboine Park Research and Conservation and Education and Programming departments facilitated a Youth Climate Change Forum for 20 high school students from 5 Manitoba high schools. Elder Belinda Venderbroeck opened the 4-day climate change forum, sharing stories about the effects of climate change on the environment. Luana Moar, an Indigenous youth also joined on the first day to share her experience with the Students on Ice program. On the second day, the students traveled to Churchill, Manitoba to learn about the impacts of climate change from community members. During their time in Churchill, students connected with Florence Hamilton from the Sayisi Dene First Nation who shared some of the history of the peoples in Churchill, and Dave Daley, who spoke about Metis heritage and traditions.

2020-2021:

In the early phases of the pandemic (March 2020), the Education and Programming team developed a series of videos for our virtual spring break camp, which were later posted publicly through our YouTube channel. Two of these videos focused on Indigenous teachings related to the bison and plants including: sweetgrass, cedar, sage and tobacco. The videos were developed and facilitated by one of our Indigenous educators.

During the spring and summer months, members of the Interpretive committee engaged in a consultation process with Indigenous community members focusing on the development of the new bison public interpretive signage. Vern Dano (Anishinaabe) and Candace Lipischak (Métis) provided guidance on content, including the incorporation of the Buffalo Treaty, the teaching of respect, the relationship between bison and the First Nations and colonizers, Indigenous languages, traditional uses of bison and a territorial land acknowledgment. The new bison habitat also includes an offering bowl where the community is invited to leave an offering of traditional plants. This offering bowl is checked daily to ensure no litter is incorporated, and at the end of the month the offerings will be gathered and burned in a sacred fire. The bison habitat re-opening

took place on March 18 2021. Due to Covid-19, the opening blessing ceremony was kept to a small group of 10, with Vern Dano leading the ceremony.

The Assiniboine Park Operations department partnered with the Neeginan Centre for the second year, providing a 4 week internship opportunity for 1 student in the Building Operator program during April and May. The student worked specifically with our Facilities team on demolition, wood framing, insulating, welding and fabrication of building components.

APC, in partnership with Ma Mawi, hosted its 7th annual Park & Zoo Blessing and Smudging on Wednesday, September 23rd. This traditional blessing of the Assiniboine Park through Anishinaabe ceremonies is to honor the land, animals and people who care for and those who will benefit from Assiniboine Park and Zoo.

In September, a staff-wide education program was implemented to raise awareness on the history and legacy of residential schools in Canada. With 100% participation, APC staff gained awareness and knowledge around the impacts of Canada's residential schools. Staff were also introduced the Orange Shirt Day and were provided an orange shirt to wear on September 30th to demonstrate support for Survivors and their families of the residential school experience.

The Education and Programming department, in partnership with Lee Mae Spence and Cate Friesen, have undergone consultations with Elder Mary Courchene, Audrey Logan, as well as Sherri Denysuik from 7 Oaks school division in developing a pilot Indigenous Youth Storytelling program. This program will include a series of workshops and gatherings where participating youth will connect with each other, Elders, Knowledge Keepers and other storytellers to support their storytelling journey. The youth will have an opportunity to gift their stories to the park to share with the larger community. This program is set to commence in the summer of 2021.

Creative Manitoba

Call to Action: 13, 14, 57, 62, 63, 83

Our Goal

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

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

The biggest challenge we face in reaching our goals in 2021 will be the challenge of facing another year of completely online workshops.

Our Progress

In May 2020 we created the New Normal Webinar Series, free online workshops with new tools to help artists successfully navigate COVID-19 social distancing practices while pursuing their artistic careers. Two of the events focused on Indigenous teachings.

We're still here: Surviving Pandemics on Turtle Island - Knowledge Keeper Albert Mcleod guided us through the events, repercussions, and resistance that have faced Indigenous Peoples throughout history. Sharing we can access Indigenous teachings, protocols and knowledge systems to help us through our current crisis. COVID-19 isn't the first virus that Indigenous people have had to seek refuge from. This event was about the interconnection of all things with an understanding of how humanity is a part of a greater ecosystem, not separate from it. Our event had 78 registrants.

Followed by Teaching Art Techniques Online with KC Adams and James Culleton in June 2020

We invited KC Adams and James Culleton to lead a conversation on how to effectively teach art techniques online from both a settler and an Indigenous perspective. How they differ and overlap in a digital landscape. Discussing the ups and downs of sharing ideas and encouragement in a digital realm. As art making is a kinetic connected experience we posed the questions of how do you teach technique in a hands-off world? What are the pros and cons of instructing individuals vs hosting a group teach in. What type of technology do you need? What type of software? It was an enlightening conversation on how we can help each other with our art practices from a distance. The event had 57 registrants.

In August 2020 we participated as partners for the 3rd annual Indigenous Film Summit. The summit is aimed at emerging and professional screenwriters, directors, and producers, inviting them to come together, to share ideas, with some top professionals in the industry. Creative Manitoba Indigenous Programs was honoured to partner with the organization for the 3rd year bring you the online webinar Self-care and Wellness in Film with panelists: Michaella Shannon, Shayla Stonechild, Sheila Chalakee and Moderator Jessica Dumas. There were 66 registrants for the online workshop.

December brought us the 3rd annual Smoke Signals Indigenous Communication conference reframed as a speaker series and moved online for three afternoon webinars over three Wednesdays in December 2020. Smoke Signals is a gathering of community-engaged Indigenous artists and arts leaders promoting the importance of our voices in art, media, and culture through conversations. Our first conversation was also our most timely, Art and Wellness - Practice not Panic. How to navigate your personal wellness while working at your craft. Well seated in our second pandemic lockdown, we felt that this particular topic was most on the minds of local artists. How do you stay focused on your well being in these trying times? How does ceremony become part of your daily grounding practice? We invited the speakers Sheila Chalakee, Jessica Dumas, and Michaella Shannon to share their wisdom. Each of them opening a very honest, truthful, heartfelt and practical dialogue that all of our participants could benefit from. Their generosity of spirit and sharing of experiences was truly moving.

Our second panel Something Else - Satire and Humour, focused on comedy. How we use satire and humour in the news to get through our day. How we need levity to off-set the current situation of the world. Our guests were award winning filmmakers, comedy writers and performers Amber-Sekowan Daniels, Howie Miller, Conway Kootenay, with moderator Kim Wheeler at the helm. This workshop was filled with practical skills knowledge on how to work at the business of comedy in a lockdown situation. Our guests sharing their origin stories of how they embraced comedy as a way to empower themselves and their communities. How laughter is necessary to heal, move forward and create actionable dialogue and deeper meaning.

Our final piece in our Smoke Signals speaker series was Being Deadly - A Conversation with Rebecca Belmore. Rebecca Belmore is one of the most important contemporary artists working along the border of art and politics today. Her poetic and beautiful works respond to the pressing issues of our time, including water and land rights, women’s lives and dignity, violence against Indigenous people by the state and police, and the role of the artist in contemporary life. The conversation took place with Daina Warren, the Director of Urban Shaman Contemporary Aboriginal Art in Winnipeg, who led us through Rebecca’s thoughts, practice and passions with humour, insight, and inspiration. The takeaways from Rebecca’s beginnings in Lac Seul First Nation to the centre of the world stage in the contemporary art scene, as the first Indigenous woman to represent Canada at the Venice Biennale in 2005 were simply astounding. She has this incredible ability to use a sophisticated aesthetic language in her imagery, but make it accessibly meaningful to all. The in-depth conversation surrounding identity and the promotion of a can-do attitude made her incredible career trajectory seem within reach for any dedicated artist. And that is why it was such a great honour to have hosted Rebecca Belmore, because she makes the impossible seem possible.

Over the course of the Smoke Signals Speaker Series three Wednesday workshops we had 152 participants register with us from all corners of the earth. We also decided to stream the three talks live on Facebook and social media reaching another 3000 views.

We finished our year engaging and partnering with Award winning Indigenous filmmaker, artist and business woman Erica Marie Daniels and her company Kejic Productions. We invited Erica to create a series of Digital Profiles, highlighting our coaches and our coaching one on one program. As we began the year, we end it focusing on Elder and Knowledge Keeper Albert McLeod. Albert is one of coaches in our newly launched mentorly coaching program for artists. His focus is on Indigenous Cultural Facilitation in the arts for organizations and individual artists. The Digital Profile highlights Albert's willingness to share his knowledge to educate, inform, and draw people into the circle of Indigenous knowledge with kindness and humour.

In closing we acknowledge that our journey this year has been challenging, but we also understand that it is simply that, a journey. One in which we hope to share healing and wellness through knowledge and humour with all the people that we can.

Festival du Voyageur

Call to Action: 45.ii, 48.iii, 57, 66, 84.i, 92

Our Goal

Review our hiring and HR practices and policies to ensure there are no barriers, real or perceived, toward members of the Indigenous community in every department;

More inclusion of Indigenous languages in park signage during the Festival;

Plan & continue a review of our heritage & education program to ensure Indigenous perspectives are reflected;

Develop more partnerships with Indigenous groups & organizations to strengthen community relations;

Build a permanent Indigenous-led and historically inspired structure at Whittier Park to acknowledge Indigenous relations during the fur trade era;

Continue:

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 Indigenous land acknowledgment on our website and in all our events;

Reflect and develop Indigenous consultation group that will meet at least 4 times per year;

Continue more inclusion of Indigenous artists in Festival du Voyageur programming;

Festival du Voyageur supports UNDRIP, the Truth and Reconciliation Commission of Canada: Calls to Action. Here are some of the Calls that we support specifically with the intention of implementing into our organization commencing in 2020, 2021 and actively working towards in years to come.

Calls to Action 66, 92

UNDRIP:

45) ii. Adopt and implement the United Nations Declaration on the Rights of Indigenous Peoples as the framework for reconciliation.

48) iii. Engaging in ongoing public dialogue and actions to support the United Nations Declaration on the Rights of Indigenous Peoples.

57. We call upon federal, provincial, territorial, and municipal governments to provide education to public servants on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal–Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.

(We will be the ones to help educate the public on these above listed things)

84) i. Increasing Aboriginal programming, including Aboriginal-language speakers.

92. We call upon the corporate sector in Canada to adopt the United Nations Declaration on the Rights of Indigenous Peoples as a reconciliation framework and to apply its principles, norms, and standards to corporate policy and core operational activities involving Indigenous peoples and their lands and resources. This would include, but not be limited to, the following:

i. Commit to meaningful consultation, building respectful relationships, and obtaining the free, prior, and informed consent of Indigenous peoples before proceeding with economic development projects.

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.

iii. Provide education for management 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, Treaties and Aboriginal rights, Indigenous law, and Aboriginal–Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.

Our Progress

Festival du Voyageur promotes the celebration of Indigenous people and culture. We are 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. This past Festival we transitioned to virtual programming and produced over 67 different videos shared through live streams, concerts, activities in our school program and multiple video series. Our concerts alone had over 115,000 views on YouTube and Facebook which included 2 days dedicated to presenting Indigenous artists. In our school program we hosted 6,871 students from across Canada in our classroom livestream presentations and distributed 4,754 crafts kits with video instructional videos that explored topics like Métis Beadwork, Sash weaving, and Métis Jigging. We started a video series called Minut Michif, which features different Métis artists, Elders and community members that talk about culture in both historical and contemporary ways. We continued a partnership with imagineNATIVE by co-presenting a film screening from a Métis film director and additionally, Festival partnered with Indigenous Elders and had a private water and pipe ceremony before the celebration to seek guidance for staff and build relationships with the First Nation community. Our programming for 2021 included Métis, First Nation and Inuit language representation, education and art. Languages included in our 2021 programming were Michif, Cree, anishinaabemowin, Inuktitut, French, and English.

Folklorama/ Folk Arts Council of Winnipeg Inc.

Call to Action: 66

Our Goal

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

The Folklorama team continues to acknowledge Treaty 1 and the Métis Nation prior to the start of public meetings. Due to COVID-19 restrictions, Folklorama had decreased ethno-cultural arts bookings which in turn affected the number of collaborations with Indigenous performers and communities. However, the restrictions opened up a new opportunity for Folklorama to develop its virtual programming options. As of this report, we have streamed four (4) workshops featuring some of our Indigenous and Métis identifying members, with a total of 1,907 views.

The re-vamped Folklorama Ethno-Cultural Arts division will continue to look for new opportunities to produce performances, workshops, and interactive activities that educate public and private sectors on Indigenous and Métis culture.

Folklorama's marketing team diligently promotes Indigenous and Métis groups through our social media channels and website. During the reporting period, there were 56 digital mentions related to Indigenous and Métis members. The Folklorama Favourites Scavenger Hunt was also promoted online in August 2020, with the Medicine Garden at City Hall listed as a point of interest. Over 260 entries were received for this fun, COVID-safe activity and much interest was generated online.

Our organization looks forward to continuing the important journey of reconciliation and finding new ways to be a strong ally to Indigenous and Métis peoples.

Japanese Cultural Association of Manitoba

Call to Action: Building Pathways

Our Goal

The Japanese Cultural Association of Manitoba Inc. (JCAM) would like to propose that we organize a Circle of Conciliation involving the Japanese Canadian community and Indigenous peoples at the Japanese Cultural Centre. This would fall under the Accord guiding principle #6. There are a number of commonalities with the imposition of residential schools and the internment of Japanese Canadians during World War II and so the sharing of experiences will be invaluable to mutual understanding.

Our Progress

Unfortunately, no activities have taken place during this time.

Mex Y Can Association of Manitoba

Call to Action: Building Pathways

Our Goal

Find sensitive training for our membership.

Our Progress

The Mex Y Can Association of Manitoba has been sharing Mexican culture and traditions for the last 17 years. We understand that Culture is an inherent value for any individual, society or organization; It gives us identity and affiliation. Today we stand together with First Nations, Métis, and Inuit peoples to support one another in the preservation of our respective cultures and traditions and establish stronger relationships so we can walk together the Journey to Reconciliation.

Our first step was to continue informing our membership that we are partners the Winnipeg Indigenous Accord. The Accord was shared with our membership and discussed in our General Meeting.

We'll continue to embrace and support our communities to foster awareness and understanding by supporting each other's cultural events and communications.

We will continue promoting Indigenous cultural events through our social media and e-bulletin.

Prairie Theatre Exchange

Call to Action: 13, 14, 15, 44

Our Goal

As part of Prairie Theatre Exchange's new strategic plan, we are dedicated to producing a minimum of one Indigenous written production each season moving forward. In 2019-2020, this will see Ian Ross' "The Third Colour" open our season as the first production of the year. In addition to this, we are dedicated to developing new Indigenous works. We have two new works under commission by Indigenous playwrights, two members of our Emerging Playwrights Unit identify as Indigenous, and we are continuously looking for and are open to welcoming Indigenous voices at PTE and on our stages.

Our Progress

By July of 2020 we commissioned five new works by Indigenous playwrights, adding a sixth commission later in 2020.

The six commissioned playwrights are:

Darla Contois

Keith Barker

Tara Beagan

Frances Koncan

Yvette Nolan

Ian Ross

Three of these six playwrights live on Treaty 1 Territory, and a fourth is from Treaty 1.

In the Fall of 2020, we produced Yvette's play, Katharsis, as PTE's first digital production. It was viewed by over 4,000 people and has since been invited to appear at theatres in Canada and also a Festival in London, UK.

In addition to these commissions, we produced Joanne MacDonald's Winn nipi as an audio story in January, 2020. This audio story had over 500 listeners.

The Rainbow Harmony Project Choir

Call to Action: 43, 44, 46

Call for Justice: 6.1

Our Goal

As an LGBTQ2* arts organization, we answer the MMIWG call for Justice 6.1, and we support

UNDRIP (Articles 8, 11 & 31), which is outlined in the TRC calls to action: 43, 44 and 46.

Goal: Continue to increase RHP's engagement in Winnipeg's Indigenous Accord to deepen our understanding of the Truth & Reconciliation Commission's Calls to Action and the MMIWG Call(s) For Justice.

- Facilitate Indigenous Elders'/community members' meaningful involvement and collaboration in RHP retreat(s), concert(s), and other RHP events

- Acknowledge presence on Treaty 1 Territory at all RHP events (board and staff email signatures, concerts, rehearsals, and meetings)

- Develop Indigenous Protocols for collaboration with RHP as part of our policies

- Participate in Winnipeg Indigenous Accord signing event

Our Progress

Please note that Rainbow Harmony Project is reporting on activities from April 2019 to April 2021. Our 2019-2020 report was not submitted due to board governance change over and COVID 19.

In the fall of 2019 RHP updated its strategic plan to reflect our commitment to the Winnipeg Indigenous Accord. One of our short term (1-3 years) operational goals is to increase our engagement in Winnipeg's Indigenous Accord to deepen our understanding of the Truth & Reconciliation Commission's Calls to Action. We have been working to achieve this goal by facilitating Indigenous Elders'/community members' meaningful involvement in RHP retreat(s), concert(s), and other RHP events; and acknowledging our presence on Treaty 1 Territory at all RHP events.

In May 2019 we invited elder, Donna Whonnock to speak at our 20th Anniversary concert, "Platinum Pride." In January 2020 we invited elder, Charlotte Nolin to speak at our concert, "Vision for the Future." In March 2020, Albert McLeod joined us at our winter retreat to do a workshop on the history of Two Spirit peoples.

Throughout COVID-19 RHP has not been able to do in-person concerts or workshops. However, we have continued our commitment to our goals through participating in online workshops. In October 2020, RHP participated in a national online choral workshop led by Indigenous artist and teacher, Sherryl Sewepagaham. Sherryl shared and taught two of her compositions to over 150 singers across Canada, including RHP. In January 2021, RHP participated in 3 workshops on embracing and encouraging

diversity, facilitated by Manitoba Choral Association. These sessions helped our members to examine unconscious bias in our choral organization and in their individual lives. Lastly, in April 2021 RHP spent rehearsal time watching the online panel discussion video "Decolonizing Choirs" organized by the Vancouver Bach Choirs. This panel discussion explores how choirs can better engage in decolonizing by focusing on equity, diversity and inclusivity.

Royal Manitoba Theatre Centre

Call to Action: 66, 83, 84, 92

Our Goal

In the upcoming 2021-22 season, Royal MTC will continue our path of understanding and inclusion, and centre engaging our Indigenous communities as artists, educators, leaders and audiences.

Our Progress

Since its founding, MTC has been a predominantly white-led institution, which has created inherent barriers for diverse and Indigenous communities throughout the province.

For MTC, 2020 was deeply informed by the “twin pandemics” (phrase by Donna Walker-Kuhne) of COVID-19 and systemic racism. Spurred by conversations with our community, MTC has now made a formal Commitment to Action, which outlines steps towards transformative change; to repairing and reimagining MTC’s relationships with our community; and to building bridges with those who have been historically excluded or underserved by our theatre.

This process includes scrutinizing our working conditions and hiring practices; investing in and dedicating resources to equity-deserving artists; and eliminating barriers to engagement. We have recently shared an organizational assessment, including feedback from focus groups with local and national artists who identify as IBPOC (Indigenous, Black and people of colour), and have undergone comprehensive anti-racism training for staff and Board. Additionally, as part of our journey towards reconciliation, our Board and Staff participated in workshops with Jessica Dumas: Essential Discussions for Indigenous Inclusion. We are working to ensure that MTC will truly represent and reflect all Manitobans, and be a safe place for all who engage in theatre here.

The 2020-21 season featured three significant Indigenous artistic programs.

In November 2021, the Pimootayowin Creator's Circle was launched. Under the leadership of Governor General Award-winning playwright Ian Ross, six established Indigenous artists from Winnipeg were invited into the Circle to write their first play for the stage. The group has been meeting weekly for the past six months, receiving dramaturgical support from Ross, and their work will culminate in public readings of these new plays in June 2021.

In March 2021, MTC produced the inaugural edition of The Bridge: A Festival of Ideas, on the theme of Art & (re)Conciliation. Curated by Kim Wheeler, the all-digital and all-free festival featured an incredible lineup of Indigenous artists, creators, thinkers and leaders. Over 40 Indigenous voices participated in digital events that included a keynote address by Senator Murray Sinclair and his son, Dr. Niigaanwewidam Sinclair, panel discussions, a walking tour of Indigenous Public Art, a music night, and play excerpts. Rosanna Deerchild interviewed visual artist Kent Monkman; Jesse Wente, chair of the Canada Council and executive director of the Indigenous Screen Office, Dr. Julie Nagam and Dr. Heather Igloliorte, co-chairs of the Winnipeg Art Gallery's Indigenous Advisory Circle; and beloved playwright Tomson Highway. The closing event was a live-streamed performance of Meegwun Fairbrother's Isitwendam (An Understanding). Nearly 900 people registered to engage with The Bridge and feedback has been extremely positive.

In April 2021, MTC created a digital production of Tomson Highway's The (Post) Mistress with a largely Indigenous creative team. It will run for 3 ½ weeks and will be available for streaming from schools and for individuals from the safety of their homes.

The pandemic continues to create challenges for our core business (gathering artists and audiences safely to share in the act of imagining). However, we will continue our commitments 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).

St. Andrews Society of Winnipeg

Call to Action: 7, 10

Our Goal

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. Andrews Society of Winnipeg is committed to recognizing Treaty One and the Metis homeland in all its functions.

We are fortunate to have as a society patron the former chief of Brokenhead First Nation, Ojibwe elder and direct Peguis descendant Jim Bear who advises us as a valued member of our Indigenous Relations Committee. The committee is co-chaired by the society's second Vice President Luke Settee. Mr. Settee is a status Indian who is well informed and actively participates in his dual heritage as a Cree man and a Scot of the Sinclair Clan. Our other co-chair is Alexandra Paul, a status Indian by marriage and a retired journalist with decades of experience reporting on Indigenous issues.

This year the committee reworked the society's land acknowledgement to reflect our commitment to support First Nations and Metis communities.

It reads: We acknowledge that we live, work and gather on the traditional land of the First Nations, Treaty One territory and the homeland of the Metis. The St. Andrews Society of Winnipeg recognizes the injustices of the past and we will support and work alongside the First Nations and Metis in the spirit of reconciliation.

The society also contributed directly to this pledge by donating $1,500., half the funding needed for the Manitoba Keewatinowi Okimakanak North of 55 Christmas toy drive this year.

Winnipeg Arts Council

Call to Action: 7, 83

Our Goal

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

Our Progress

In 2020 a new Poet Laureate for Winnipeg was named. Duncan Mercredi is a Cree-Métis poet and storyteller, born in Misipawistik but a long-time resident of Winnipeg.

The Indigenous Arts Leaders Fellowship continues to provide new opportunities for emerging Indigenous arts administrators and graduates of the program have found ongoing employment in the arts as a result of the program. A fellow from a previous cohort has also been busy facilitating guided conversations on reconciliation (developed through this program) to arts organizations in Winnipeg as well as across Canada and in the USA. She is currently consulting WAC on an internal review of its actions related to equity, diversity and inclusion.

Grant programs have funded significant works of Indigenous theatre and visual arts in the City. In addition to direct funding of Indigenous artists, non-Indigenous arts organizations have been supported to engage Indigenous artistic teams to create and present their work.

We are working to decolonize the public art process and present a broader range of work by Indigenous artists in public space. We continue to build on the knowledge gained through working with Indigenous artists on the development of This Place on Treaty 1 Territory and the Homeland of the Métis Nation and the installation of four permanent artworks created by Indigenous artists in downtown Winnipeg in 2018. We presented a slate of free summer programs in 2019, encouraging Winnipeg-based Indigenous artists to create work through reflection on the meaning of this place. Events and activities included the commissioning of new performances by Winnipeg-based artists Lori Blondeau and Jaime Black, Indigenous Medicine Pouch sewing and beading workshops, and a screening of film and video by Indigenous artists curated by Jennifer Smith.

The artworks created by Métis artists commissioned for the Southwest Rapid Transitway opened to the public in April of 2020. Rooster Town Kettle and Fetching Water by Ian August at Beaumont Station are a permanent acknowledgement of the Métis community that existed near the site from 1901 to 1961. The artwork speaks to water rights and the copper kettle is a symbol of the strong sense of community, generosity, and sharing found in Métis households and communities. The offering of hot tea and with it a chance to sit, gossip, tell stories and catch up is still the cornerstone of a Métis visit. Métis Land Use by Tiffany Shaw-Collinge at Markham Station explores the efforts of Métis people related to land rights with Scrip, mapping and markers that speak to how Métis people have historically travelled, traded and occupied the territory surrounding the Red River. The public celebration has been delayed due to COVID.

Two Youth WITH ART projects were created with Indigenous communities. Indigenous youth (mentored by filmmaker Jim Agapito) created of a series of short films about their experiences with Ndinawe Youth Resource Centre. Welcome to Ndinawe was launched and celebrated with a public screening at Sergeant Tommy Prince Place on November 22, 2019. Reconciliation Mosaic was created by Ecole Luxton School students and their family members, who worked with Ursula Neufeld, Elder Ellen Cook, and their teachers to bring research and discussion about residential schools into their classrooms. Families shared their culture, regalia and dances that were incorporated into a mosaic artwork about the future of reconciliation. The public celebration has been delayed due to COVID.

Works by Indigenous poets Duncan Mercredi, Rosanna Deerchild and Katherena Vermette were installed on busses and the Transcona, Osborne and St. John's Libraries as part of Winnipeg Words, a poetry in public places project in the fall of 2020.

Winnipeg Folk Festival

Call to Action: Building Pathways

Our Goal

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

In addition to the goals above we intend to:

• Further engage the Indigenous community through interactive programming at the festival, our Guest for a Day program, volunteer recruitment and throughout our year-round events. This will include participation in the KAIROS Blanket Exercise with board, staff and volunteers.

• Work with our Indigenous Advisory Committee to further develop relationships and opportunities to share Indigenous culture at and through our festival and year-round activities. Part of this will be to do further work on our land acknowledgment practices.

Our Progress

Our activities this year were limited to music presentation because there was little we could do because of the pandemic. It was important to us to continue to bring Indigenous performances to our audience and support and celebrate local Indigenous artists which we did online in 2020 as part of our overall programming.

In June, in partnership with the National Arts Centre we presented as part of their cross-Canada #CanadaPerforms #RoadtoCanadaDay programming a festival-style workshop called "Something Old, Something New, Something Blue" on Facebook and YouTube which featured local artists including Richard Inman and Andrina Turenne.

In July, we created a three-hour production that also aired live on Facebook and YouTube called "Folk Fest at Home" which aired on the 11th of the month and featured performances by artists who were supposed to play the festival this year and previous Main Stage performances which included Black Belt Eagle Scout, William Prince and A Tribe Called Red.

In August, we partnered with sakihiwe festival to create especially for IRCOM and Central Neighbourhoods Winnipeg to bring live from the West End Cultural Centre performances by Shanley Spence with Boogey the Beat and Ed Riley.

In March, as part of the Safe at Home Manitoba programming, we showcased performances by Richard Inman, Fortune Block, Super Duty Tough Work and Leonard Sumner.

All of our online programming was free and accessible to all.

We plan to reengage with our usual programming and other elements that our audience has grown to love such as our opening blessing, our welcoming ceremony and round dance, visual arts and other forms of Indigenous music and artists from outside Manitoba.

Winnipeg Symphony Orchestra

Call to Action: 43, 92.ii

Our Goal

We will hire and maintain an Indigenous liaison staff member to assist with the participation of Indigenous children in our music education program. We will create programs for and sensitive to the history and heritage of Indigenous people for educational programs in schools and our Adventures in Music program. We will make specific overtures to participate in Indigenous special events, building pathways to reconciliation, and provide accessibility to WSO programs to Indigenous organizations.

Our Progress

Winnipeg Symphony Orchestra. It has been difficult to gather our orchestra or to perform for live audiences. Despite the many challenges of the year, the WSO has made progress on a number of its goals.

1. In shifting to the live stream option for presenting the WSO concerts we have been able to reach into the homes of people in different locations and people of a variety of ages. Rather than posting our land acknowledgment statement in our program guide which had been our previous method of sharing our land acknowledgment, we have had the host for the evening concert read the acknowledgment. Quite a number of our on-line patrons have expressed appreciation for this greater highlighting of the WSO's commitment to reconciliation.

2. The WSO had planned a series of performances in the past year that were intended to highlight the linkage with Indigenous performers and issues. Because of COVID-19 many of these performances had to be rescheduled to a later date. We had planned a opera in concert based on the life of Louis Riel, called Heart of the North, which had been written partially in Cree and featured Indigenous singers in lead roles. This has now been re-scheduled to the fall of 2021.

3. The January 2021, Winnipeg New Music Festival featured a performance of a new composition by Indigenous composer Andrew Balfour. This year his work was called 'Kiwetin-acahkos: Fanfare for the Peoples of the North'

4. The WSO has collaborated with Indigenous performers for a number of the on-line performances and videos we have produced this year. This includes a moving Manitoba 150 tribute entitled "One Voice" which includes Indigenous dancers, carvers, singers and drummers in the video. The link for the performance is attached, and it speaks eloquently to the WSO's commitment to engagement, reconciliation, and inclusion.

https://www.youtube.com/watch?v=Ta9xdVxJOng

5. Our recently released Manitoba Mosaic education program is available to people for free at home. This four part documentary combines a musical exploration with an exploration of our city and province. This series includes a number of Indigenous performers, such as Don Amero.

6. Sistema Winnipeg, an intensive music education program that the WSO offers in two inner city schools, was able to continue operations throughout the pandemic offering students continued access to daily after school music training. In this program, 43% of our participants are of Indigenous background. Sistema Winnipeg is now in its 10th

year, and Indigenous children and their families have been involved since the beginning.

Initiatives for the Coming Year: 2021/22

1. WSO performance with Don Amero, Indigenous singer/songwriter October22-24, 2021.
2. WSO performance with Ray Coco Stevens, Indigenous Drummer, December 10-12, 2021.
3. Sistema Program continues with 43% Indigenous participation.
4. Summer series celebrating 100 years of the Winnipeg Foundation will include Indigenous performers.
5. Continue the tradition of reading our land acknowledgment at the beginning of concerts.

BUSINESS AND ASSOCIATIONS

Aboriginal Chamber of Commerce

Call to Action: 92

Our Goal

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

Our Progress

Over the past year, the Aboriginal Chamber of Commerce (ACC) has made significant improvements on the operations of the Chamber. Unfortunately we were unable to offer all planned events to our members due to COVID-19. We did continue to meet regularly ad plan how to attempt to the changes the pandemic provided to us. Two events currently being planned are out Annual General Meeting (AGM) which includes our standard AGM items presentation of financial, resolutions, election of board members etc. As well as an UNDRIP event to clarify what the United Nations Declaration on

Rights of Indigenous People (UNDRIP) is, how it is beneficial to Indigenous people and how the ACC is implementing it.

In keeping with our policy resolution on Indigenous procurement, representatives from the ACC Board met with the Province of Manitoba and the Government of Canada, and held a virtual Indigenous Procurement event that connected Indigenous businesses with Government procurement officials. This event helped to celebrate more Indigenous business success stories, raise awareness of the growing Indigenous business community, and foster relationships between the Indigenous and Non-Indigenous business community.

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

Assiniboine Credit Union

Call to Action: 92

Our Goal

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. The ILC recommended the inclusion of land acknowledgement in all employee email signatures, which was implemented. Learning opportunities continued through virtual and digital delivery to ensure ongoing employee engagement. Their leadership has been incredibly valuable and impactful.

Association for Manitoba Archives

Call to Action: 57, 70

Our Goal

Call 57 relates to the provision of education to public servants on the history of Indigenous peoples, “including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal–Crown relations.” Undertaking this call requires “skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.”

We will provide educational sessions on the following to our Board, our membership, and the archival communities in Winnipeg and in Manitoba:

- On the impacts of the Canadian residential school system, and the past and current policies of Canadian settler genocide, more generally, against Indigenous Peoples;
- On UNDRIP, the Joinet Orentlicher Principles, and other Indigenous protocols including the Calls to Action themselves, with particular reference to their application to and implications for archives;
- On Indigenous traditions of social memory within the context of Indigenous ways of knowing as distinct and holistic cultures and traditions;
- On how archives can support Indigenous cultural practices and worldviews and Indigenous resurgence by supporting Indigenous memory traditions, language revitalization, cultural revitalization, activism and the writing of Indigenous histories.
- On how we can better serve Indigenous patrons, researchers and donors in our archives.
- On intercultural competency and anti-racism.
- On how we can better support Indigenous archivists and colleagues.

Call 70 of the TRC's Calls to Action requires archivists to review policies and practices to determine our level of compliance with UNDRIP and the Joinet-Orentlicher Principles "as related to Aboriginal peoples' inalienable right to know the truth about what happened and why, with regard to human rights violations committed against them in the residential schools," and to move towards the full implementation of these protocols "as a reconciliation framework for Canadian archives."

- We will continue the educational work that we began in Year 1.
- In our second year, we will conduct a review of archival policies and practices in light of UNDRIP, OCAP and the Joinet-Orentlicher Principles.
- We will ask the Board to endorse these principles.

After our first two years, we will review our efforts and set appropriate goals for our third year in light of our progress to that point.

Our Progress

Education via online events

In our first year, we focused on providing education in the following areas:

- On Indigenous traditions of social memory within the context of Indigenous ways of knowing as distinct and holistic cultures and traditions;

- On how archives can support Indigenous cultural practices and worldviews and Indigenous resurgence by supporting Indigenous memory traditions, language revitalization, cultural revitalization, activism and the writing of Indigenous histories.

- On how we can better serve Indigenous patrons, researchers and donors in our archives.

- On intercultural competency and anti-racism.

- On Missing and Murdered Indigenous Women and Girls

We hosted 2 virtual events in partnership with Indigenous scholars and also non-Indigenous scholars who worked within Indigenous-led projects. These events were attended by our board members, archivists, educators, students, and community members. Although our plans were initially thwarted by the pandemic, we realized that a benefit of hosting virtual events meant that people could attend both locally and nationally and we were able to reach a broad and diverse audience. Over 100 people registered for these two events and about 75 people attended overall.

Our first event, held in January 2021, was an online discussion with Dr. Gabrielle Lindstrom about her talk titled "Beyond Indigenous Awareness and Competencies Training: Centering Indigenous Relationality in Professional Development" that had been previously hosted by Maskwacis Cultural College. Dr. Lindstrom described one aspect of her talk as a "relational learning model that is delivered from an Indigenous perspective and utilizes Indigenous pedagogy and knowledge. Teachings are intended to offer a deepened understanding of colonial impacts as a pathway towards fostering critical self-reflexive practice. An anti-colonial theoretical lens allows for learners to understand that in colonial nations, social domination underpins the Indigenous/non-Indigenous relations."

Our second event, held in February 2021, was titled "Working with Indigenous Communities." The panelists were from Indigenous-led research projects and included Indigenous and settler members. Dr. Kiera Ladner and Dr. Shawna Ferris discussed their project "Commemorating Walking With Our Sisters, the Ceremony, via Indigenist Digital Archiving." Dr. Erin Millions described the Manitoba Indigenous Tuberculosis Photo Project and the Indigenous Afternoons at the Archives of Manitoba initiative.

We included land acknowledgements at our public events.

Education via social media and online resources

Throughout the year, we used social media to promote our events as well as amplify Indigenous voices, projects, events, and organizations such as the National Centre for Truth and Reconciliation, the Indigenous TB Photo Project, the Shingwauk Residential Schools Centre, the Two-Spirit Archives held at the University of Winnipeg, as well as the Indigenous Accord.

On our website, we added a list of links to Indigenous resources that includes: Allyship; Archives and museums; City of Winnipeg Indigenous Accord; Indigenous organizations; Indigenous rights (international); Land acknowledgements; Land Back movement; Missing and murdered Indigenous women and girls; Research principles and methodologies; Treaties in Manitoba; and Truth and reconciliation.

Next year's goals

We plan to organize an event that discusses land acknowledgements and the Land Back movement.

We will host an information event on the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and the Joinet Orentlicher Principles.

We will also host an event and/or provide training materials on how to better support Indigenous archivists and colleagues, and also how we can better serve Indigenous patrons, researchers and donors in our archives.

We will continue to update our Resource list and to promote topics relating to reconciliation through our social media.

Association of Fundraising Professionals, Manitoba Chapter

Call to Action: 92

Our Goal

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 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, and to make intentional efforts to include Indigenous perspectives on Philanthropy in our programming.

In the fall of 2021, we are planning to offer conversation sessions for our membership under the themes of: 'Reconciliation and Philanthropy' which will include an exploration of Indigenous perspectives on Philanthropy, and 'De-colonizing Philanthropy' examining the characteristics of colonization, looking at the ways in which philanthropy perpetuates colonial inequities, discovering how we participate in this system as fundraisers, and undertaking the process of decolonizing our practice. These two conversations are part of a series of four exploring IDEA (Inclusion, Diversity, Equity and Access) principles as they specifically relate to our practise as professional fundraisers. We hope that these sessions will generate ongoing conversations among our membership.

We will also explore offering scholarships for fundraisers from diverse communities, and conducting intentional outreach to Indigenous led organizations to explore how we can work more closely together and learn from each other.

Our Progress

We were proud to offer education on the history of Aboriginal peoples to AFP Manitoba members. This two-hour online class was offered at no cost through the Indigenous Leadership Development Institute, Inc. So far, 68 AFP Manitoba members have taken

part in this two-hour online class, available at no cost. We collaborated with AFP chapters in Saskatchewan, Alberta and BC to make the opportunity available to AFP members across western Canada.

We continue to include a traditional territory and land acknowledgment at our regularly scheduled professional development sessions and other events. We incorporated an Indigenous perspective on Philanthropy into our programming by inviting Elder Norman Meade to open the annual Manitoba Philanthropy Awards event with a traditional greeting and prayer.

Canada Life

Call to Action: 92

Our Goal

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

As part of Canada Life’s Diversity and Inclusion Strategy, many of our programs and commitments take a targeted approach towards Indigenous awareness-raising and education, building greater representation and inclusion of Indigenous employees, and supporting Indigenous communities.

Our Year 4 goals, in response to Call to Action 92 are:

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 by promoting and providing opportunities where people who are different can learn from one another. Within the next year, we will strive to:

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

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

iii) Continue to support our Diversity Leadership Council and Employee Resource Group (ERG) for our Indigenous employees;

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

The following are the unique indicators of progress towards our Year 4 goals:

1) Our unconscious bias training increases awareness of unconscious biases to foster a culture of inclusion for all employees and customers, including Indigenous Peoples. Offered to all employees, this training teaches ways to identify and challenge stereotypes or unintended biases we may hold without even being aware. From May 2020 to present, 2092 employees completed that training.

2) Developing and implementing robust diversity and inclusion metrics to measure progress and track workforce trends for demographic groups, including Indigenous Peoples.

Our 2020 engagement survey continued to track and analyze inclusion results by diversity characteristic, which includes 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 inclusion in 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)

4) Our Diversity Leadership Council, comprised of a diverse group of senior leaders across our various lines of business and corporate functions, continued to champion and embed diversity and inclusion within our business and organizational priorities. One of our senior executive leaders, who is the Executive Sponsor of our Indigenous Peoples ERG is also a member of our Diversity Leadership Council, ensuring Indigenous support, representation and awareness-raising remains a top organizational priority.

5) In alignment with the Diversity Leadership Council, our Indigenous Peoples ERG increases awareness and visibility of Indigenous contributions, experiences, cultures, and teachings to bridge understanding between Indigenous and non-Indigenous communities, foster inclusion, and provide networking and developmental opportunities.

6) We celebrated National Indigenous Peoples Day nationwide in 2020 with our largest virtual event. Our Indigenous Peoples ERG hosted Guest speaker and Knowledge Keeper Eddy Robinson through a live broadcast from TV studios in Toronto, with over 550 staff participating in this event.

7) In recognition of Orange Shirt Day (National Truth and Reconciliation Day) in 2020, our Indigenous Peoples ERG hosted a National event, Journey to Allyship. We hosted an expert in the field of Indigenous history, with over 450 staff from coast to coast attending the event, winning the hearts and minds of many people towards becoming active allies.

8) 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. NEW Organization: Circles for Reconciliation – Together, with Power Corporation of Canada, we announced a contribution to Circles For Reconciliation. Our support will assist with the project's national expansion to build meaningful relationships between Indigenous and non-Indigenous people and advance the process of reconciliation into 60 communities across Canada.

Additionally we will be hosting circles for our employees and community partners across Canada, the first circles will be based in Winnipeg.

b. NEW Organization: 1Just City – Recipient of one of our Seasonal Gift grants in 2020. COVID-19 has restricted the amount of people 1JustCity can welcome into their indoor warming space at a time – this space was created for those experiencing poverty. With our gift they ran an outdoor warming fire so people could sit outside safely and enjoy a fun experience, like a winter festival. They offered Indigenous-led programming around the fire as an opportunity to engage in Indigenous culture and come together in the spirit of reconciliation.

c. Organization: Indspire – Canada Life has proudly been a long-time 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. We also will be hosting circle groups with our employees across Canada, the first group established is based in Winnipeg.

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 2020, nine of the 22 awards were allocated to Manitoba, eight awards provided to students identifying as from a community in Manitoba and one additional award to a student studying at a school in Manitoba. These awards represent nearly 50% of funds disbursed. Funds are matched by the federal government.

d. Organization: Business Council of Manitoba – Provided sponsorship to the 2020 Aboriginal Education Awards. Our commitment supports young Aboriginal and Métis students pursuing post-secondary education. Funds are matched by the federal and provincial governments.
e. 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 2020 helped five communities in Manitoba deliver programming impacting 364 youth, and 59 community mentors. A total of three Youth led events were held. In March 2020, Right To Play & Community Partners (CMs) responded to the fast-changing situation and pivoted from in-person to virtual programs.
f. f. Organization: Pathways to Education – We are currently in the final year 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. At the Winnipeg program location, 66% of students self-identified as Indigenous during the 2019-2020 school year—making representation of Indigenous role models essential for the youth they serve. With innovation funding, Pathways Winnipeg successfully launched a virtual speaker series aimed at empowering youth to help set them up for success by introducing them to a variety of positive role models. It also helped students cope with the anxiousness many reported feeling by creating a safe and welcoming setting virtually.

g. Organization: Teach for Canada – In 2020, 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.
h. Organization: Taking IT Global – Our support for students in Northern communities also includes Connected North – a program that uses technology to deliver immersive and interactive youth engagement services to remote, 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 continued expanded into Manitoba schools. In 2020, Connected North@Home was created to address implications of COVID, we shared widely with our employees throughout the summer.

CentrePort Canada

Call to Action: 92

Our Goal

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 Partnership Program, the organization continued its relationship with the Aboriginal Chamber of Commerce.

All CentrePort Canada staff are enrolled and participating in the University of Alberta Indigenous Canada course.

Cushman and Wakefield | Stevenson

Call to Action: 92

Our Goal

Cushman & Wakefield | Stevenson's goal is to create a more defined Indigenous engagement strategy that will lead to our company building more meaningful and respectful relationships with Indigneous people. The strategy will include new strategies that focus on Indigenous recruitment, community support/initiatives that celebrate and support Indigenous people, and education/resources for our staff to further their understanding of Indigenous culture and history.

This supports Call to Action 92, which calls upon the corporate sector in Canada to adopt the United Nations Declaration on the Rights of Indigenous Peoples as a reconciliation framework and to apply its principles, norms, and standards to corporate policy and core operational activities involving Indigenous peoples and their lands and resources.

Our Progress

We have undertaken several internal and external activities in order to support our goal: Cushman & Wakefield | Stevenson's goal is to create a more defined Indigenous engagement strategy that will lead to our company building more meaningful and respectful relationships with Indigenous people. The strategy will include new initiatives that focus on Indigenous recruitment, community support/initiatives that celebrate and support Indigenous people, and education/resources for our staff to further their understanding of Indigenous culture and history.

EXTERNAL INITIATIVES:

Our organization sponsored a Winnipeg Chamber of Commerce Lunch featuring Tim Daniels who spoke about the development and vision of the former Kapyong Barracks. The lunch was both educational and informative, and focused on ways that the business community can engage and support this development - which will be Canada's largest urban reserve - in the coming years.

We are also a corporate supporter of the Inuit Art Centre, and we have committed to a multi-year agreement. We helped to promote the grand opening and our Executive team attended the preview event in order to learn more about Indigenous art and the lives and stories of Inuit people.

CW Stevenson was the presenting sponsor for Songedewiin - a production by Sarasvati Productions that focused on reconciliation through theatre. The play was based on what the Sarasvati team learned through consultations with Indigenous youth, who explored the topic of what reconciliation looks like through their eyes.

We also provided volunteers and donated supplies to several indigenous-run and focused community organizations, such as Ndinawe/Tina's Safe Haven and Tunngasugit.

We have started using inclusive language part of all of our job recruiting, promoting Indigenous applicants to self-identify as part of the recruitment process.

In partnership with an Indigenous consultant, we are soon launching cultural awareness training to some of our clients in the condo property management division in order to promote acceptance and respect within shared living environments.

INTERNAL INITIATIVES:

As part of our ongoing commitment to provide Indigenous cultural awareness training to our staff, we held a lunch and learn event with a knowledge keeper and indigenous playwright. This interactive Q+A session was an opportunity for our staff to ask questions and learn more about the topic of the play that we sponsored: Reconciliation through the eyes of Indigenous youth.

We also provided mandatory inclusive language training to our leadership team, which included an overview of two-spirit Indigenous identities.

Approximately half of our staff attended the events outlined in external initiatives (above) to increase their understanding and knowledge of indigenous culture and economic opportunities.

We have also engaged two consultants to provide more formal training for our staff, including the history of Indigenous people and modern cultural practices. So far, approx.

49 staff members have received some training, with a goal of having all staff participate by March 2022.

One small change we made internally that we think made a big impact was changing the name of our internal staff updates, which used to be called the Chief Brief. With all of the new knowledge we acquired, we determined this title to be culturally insensitive, and we sent a staff-wide note letting our whole staff know why we were changing the title. Language matters!

Downtown Winnipeg BIZ

Call to Action: 92

Our Goal

In 2021, the Downtown Winnipeg BIZ will continue its work to create a welcoming atmosphere for our Indigenous community. We will advocate and promote reconciliation, create awareness, promote tolerance and work to build an inclusive downtown where everyone feels welcome.

2021 Commitments:

- Continue the Downtown Winnipeg BIZ's ongoing efforts to strengthen cultural awareness and sensitivity training for staff and Board of Directors, including education on UNDRIP and TRC.
- Increase Indigenous representation on Board of Directors.
- Be inclusive in our marketing and communications.
- Collaborate with Indigenous peoples and stakeholders to build relationships and find a community driven solution to ensure everyone feels safe and welcome in and around Air Canada Park.
- Build strong relationships and support the work of Indigenous groups in the community.
- Invite Indigenous entrepreneurs and makers to participate in Downtown Winnipeg BIZ's Farmers' Market.
- Celebrate our Indigenous culture in the programs and events we deliver.
- Continue to share the Indigenous language welcome decals with new Downtown Winnipeg BIZ Members.
- Support employment and volunteer opportunities for Indigenous individuals.
- Explore opportunities to employ Indigenous artists and feature their work downtown.

- Celebrate Indigenous culture and educate the community through the Indigenous Gardens planting project.
- Acknowledge the land we are on wherever possible including at events and in digital marketing and printed material.
- Work with Indigenous organizations to gather input and ideas for programming in the public realm to include a focus on the land and Treaty 1 Territory.

Our Progress

The Downtown Winnipeg BIZ recognizes and celebrates Indigenous history, culture, and people within our services and programs. In 2020, 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.

2020 Activities:

- Consistently had Indigenous makers participate in the market when it was open in 2020.
- Booked Indigenous performers for our Downtown Sounds Concert Series performances including The Rising Sun Pow Wow Club.
- Featured Indigenous and Métis artists for our Downtown Sounds music video series shared at the beginning of the pandemic.
- Shared Indigenous welcome decals with Downtown Winnipeg BIZ Members
- Created a land acknowledgment guide and have updated templates and materials as well as added to our email signatures
- Conducted a survey with Senior Management Team and Board of Directors to identify the biggest knowledge gaps when it comes to Indigenous history and culture
- Offered 2 different cultural awareness training sessions for staff and board members
- Reached out to our Indigenous Advisory Circle for recommendations to help us diversify our recruitment process
- Ran a pilot program with Aboriginal Health and Wellness Centre to have individuals participate in clean up of North Main.
- Wall to Wall Art mural festival 5 of the 9 artists identified as Indigenous
- Secured a $2,500 sponsorship with APTN and teamed up with about 10 members of Ogijiita Pimatiswin Kinamatwin (OPK) on planting day for the Indigenous Garden
- Met with Elders regarding the site, medicinal plant uses, and laid groundwork for how plant info should be displayed appropriately for the Indigenous Garden.

- Public Realm projects were blessed by Elders and land acknowledgments are physically included on all new BIZ infrastructure through announcements and plaques (where possible). 6 project plaques, one Hydro Box Wrap, 10 plaques used on pop ups
- Took part in consultation with Thunderbird House for the City of Winnipeg's public toilet project

Economic Development Winnipeg

Call to Action: 92

Our Goal

Support Indigenous economic development – partner and collaborate with Indigenous businesses and organizations in project development, including the development of workforce strategies.

- This goal requires EDW to gain sufficient information on programs to advance/engage the Aboriginal workforce and to develop an appreciation of what works and what doesn't work.
- Use market intelligence to further programs that support the Aboriginal workforce.

Our Progress

EDW believes there is tremendous opportunity to work with the Indigenous community to: increase participation in Manitoba's economy; reduce barriers of employment for Indigenous youth; strengthen relationships between Indigenous-led businesses and the private sector; and share the stories of success from our Indigenous communities. EDW is currently in the planning stage of how-to best approach Indigenous economic development by identifying the following necessary steps:

- Connect with Indigenous organizations and businesses to understand the challenges and opportunities within the Indigenous community in the areas of employment, business expansion, land development, education and investment.
- Connect with Indigenous leaders to better understand the TRC's Calls to Action for the business community.
- Engage with Yes! Winnipeg's (a department within EDW) investors and stakeholders to identify the perceived barriers to supporting the Indigenous community.

- Engage with Yes! Winnipeg investors and stakeholders who are active in Indigenous economic development to learn best practices and opportunities for collaboration.
- Develop a toolkit for business leaders to better support Indigenous economic development.

EDW is excited to welcome Jeff Betker to sit on our volunteer, private-sector driven board. Mr. Betker, who identifies as an Indigenous person, is currently Vice President, External, Government & Indigenous Relations at Manitoba Hydro and has held roles in Indigenous relations with the Government of Canada. We look forward to gaining his perspective on relationships with Indigenous peoples and Indigenous economic development.

In February 2020, Jessica Dumas gave a half-day presentation to our entire staff (42 people) on residential schools and their ripple effects as well as briefly outlining the TRC. There was time for group work and questions from the staff to help them better understand both the history and current barriers faced by Indigenous peoples.

ft3 Architecture Landscape Interior Design

Call to Action: 22, 35, 75, 76, 81, 82, 83, 92

Our Goal

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 (completed summer 2020)

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.

Project-specific:

Mural - ft3 commissioned a large mural for a multi-family dining room in a women's shelter that we renovated in 2020. The new mural by Jackie Traverse was installed in the summer of 2020.

In addition, several prints were donated to the project by Christi Belcourt and ft3 was able to frame the artwork which has been installed at Ikwe-Widdjiitiwin.

Community Consultation:

In 2020, ft3 worked in a First Nation Community on a school renovation and new high school. The project included consultation meetings on location with community members, stakeholders, and Elders in English and the language of the community, Oji-Cree. Further development of the school project will also involve local artists with consultation conducted in both languages.

ft3, through consultation with Shane Patterson, Director of WRHA Indigenous Health – Cultural Initiatives, led the consultation, design and construction of a new Cultural Room which was part of a relocation for the Klinic Community Health Centre on Sherbrook Street.

ft3 has also been involved in ongoing engagement and consultation for the Kapabamayak Achaak Healing Forest project in St. John’s Park. In addition, ft3 has been engaged with the Wellness Institute/Seven Oaks Hospital Foundation to renovate the meditation garden with a focus on reconciliation and inclusivity which includes ongoing consultation with Elders.

Participation in Community Events: As a firm, ft3 participated in orange shirt day.

IG Wealth Management

Call to Action: 92

Our Goal

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 third full year reporting to the City of Winnipeg's Indigenous Relations Division, under the City of Winnipeg's Indigenous Accord.

IG Wealth Management is pleased to share our third annual report of our commitment to the City of Winnipeg’s Indigenous Accord and our continued participation in reconciliation.

Through the Kairos Blanket Exercise, we provide Indigenous education experiences and are in the process of evaluating virtual and blended options. Since launching the program, more than 380 people have completed the training from both our employee and consultant groups.

We also continue to make significant strides in increasing the number of colleagues who either participate or have an opportunity to expose themselves to Indigenous cultural experiences. These include updated virtual Land Acknowledgments at significant events and training, participation in National Indigenous Peoples Day, Orange Shirt Day and our Partner in Action initiatives.

2020 was the third year of existence for our Indigenous Partner in Action Team, and one of their primary successes was our National Indigenous Peoples Day celebration. IG Wealth Management partnered with APTN to stream a live webcast to learn more about the history of Indigenous People in Canada, and to expose ourselves to the different ways we can become allies to the Indigenous community. It featured an

episode of the series First Contact and a debrief with an Elder and Youth on their experiences.

In honour of Orange Shirt Day, we hosted two sessions and invited award-winning documentary filmmaker Mike Downie join us as a special guest to talk about the power of reconciliation, and to share how Mike and his brother Gord Downie started the Secret Path project and to tell the story of Chanie Wenjack. Mike was joined by William Prince who shared a special musical performance. The two sessions were shared with more than 1,400 employees, consultants and clients, and IG Wealth Management also donated $40,000 to the Downie Wenjack fund.

To drive our national agenda and make a positive impact in Indigenous communities across Canada, IG Wealth Management has begun our Empower Your Tomorrow (EYT) Indigenous Commitment, contributing $1M per year for five years to Indigenous groups and programs across Canada.

The fund was launched in the fall of 2020 alongside a new Prosper Canada partnership and designed to help Indigenous communities with financial confidence. We started in Manitoba and Ontario, with the goal of scaling nationally in the years to come.

In the last year, we directed $1M in annual funding towards supporting Indigenous Peoples including:

National

- Canadian Council of Aboriginal Business – membership
- Gord Downie & Chanie Wenjack Fund – Legacy Room commitment
- Indspire – national scholarships for Indigenous students
- Outside Looking In
- Empower Your Tomorrow Campaign (25% of focus is on Indigenous Peoples support)
- IG Empower Your Tomorrow Corporate Giving Campaign (funding directed to United Way Indigenous Peoples support)
- Prosper Canada Indigenous Financial Confidence pilot (launching 2021)
- AFOA (Aboriginal Finance Officers Association)

Local

- Fort Whyte Alive – community farm programming for Indigenous youth to develop employment skills, experience
- Legal Help Centre of Winnipeg – legal assistance for Indigenous families that cannot afford it

- Manitoba 150 (Indigenous vignette series 21/22 featuring history of Indigenous Peoples in Manitoba)
- Opportunities for Employment – employability, employment skills, education, etc. for Indigenous Peoples
- Winnipeg Aboriginal Sport Achievement Centre – Youth CEO program

Indigeno Travel

Call to Action: 92

Our Goal

Indigeno Travel was founded with a social mission rooted in the Truth and Reconciliation Commission's Call to Action #92 for Reconciliation through business and commerce.

Our goal is to economically empower Canada's Indigenous communities through participation as leaders in the travel and tourism industry they helped create, albeit so far mostly at the ground level as providers of tourism experiences.

Already majority Indigenous-owned, we are on a path to 100% Indigenous ownership and management, with a large, diverse and predominantly Indigenous workforce.

By helping us achieve our goal of Indigenous economic empowerment, our clients – businesses, institutions, individuals, governments – also become partners in Reconciliation.

Our Progress

Despite the extreme challenges the COVID-19 pandemic has posed to our industry, Indigeno Travel continues to make headway toward achieving our medium-term goal of hiring and training 100 Indigenous people as travel agents, with many more to come in the long term.

To help further our goal, we have continued to engage educational institutions to provide training in travel and tourism to Indigenous individuals. We are also facilitating the training of Indigenous people to become tour guides and Indigenous tourism managers. This will help our Indigenous community partners grow their capacity to provide Indigenous tourism experiences for us to market around the world.

The non-Indigenous members of our management team have committed to complete the University of Alberta's "Indigenous Canada" course, which explores Indigenous histories and contemporary issues germane to Reconciliation.

Three First Nations individuals have joined our organization as Indigenous Advisors, with one now sitting on our board of directors. Working closely with our management team and directors, our Indigenous Advisors are vital guides on our journey.

In the coming months, Indigeno Travel will finalize our Diversity and Inclusion Pledge with the assistance of an Indigenous individual at the Canadian Centre for Diversity and Inclusion (CCDI).

When COVID-19 restrictions have been sufficiently relaxed, we plan to provide Indigenous Cultural Awareness and Engagement training for the 42 non-Indigenous employees of the two travel agencies with whom we operate in a limited partnership: Great Canadian Travel Group and Continental Travel Group.

We have developed a carbon offset program that enables subscribers from around the world to designate their offsets towards certified Canadian Indigenous Clean Energy Projects. Our program also allows any Canadian individual, business, institution or government to designate their offsets towards local clean energy initiatives (which may or may not be certified) that benefit Indigenous communities.

KPMG LLP

Call to Action: 92

Our Goal

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 undertook many initiatives during this year with respect to its goals under the Accord. Despite the challenges of being virtual for the majority of our activities, we successfully kept our momentum going on the journey to reconciliation. The following is a summary of our progress during the past year:

1. We undertook 3 formal Indigenous Awareness Sessions commencing in June 2020 via virtual training led by a local Indigenous coach. The first session was an interactive discussion of the historical context and current events of Indigenous Peoples in the Prairies. The key takeaway of this session for our office was to gain an understanding

of how the existing laws and legislation created the current social situations we see today. The second session was in December and focused on who are Indigenous Peoples today, understanding Treaties and the social challenges we see and what we can do about them. The third session was with senior leadership of KPMG on how we can continue to develop our strategy around TRC 92, including more formal Indigenous recruiting strategies.

In conjunction with National Indigenous Peoples Day, we coordinate various local activities that staff could participate in (mostly virtually) that would bring awareness.

The KPMG National Indigenous Peoples Network also organized a variety of recurring speaker sessions from Indigenous leaders across the country to broaden our knowledge of Indigenous issues from coast to coast that KPMG Winnipeg employees participated in.

2. We made progress towards building a more inclusive work environment by having a campaign to encourage employees to add an official Land acknowledgment to their business cards and e-signatures in their emails. We had a goal of at least 50% participation and exceeded that.

In the focus area of increasing our Indigenous talent attraction and retention strategies, we continue to partner and be a strong supporter of the University of Manitoba Indigenous Commerce Students (UMICS). UMICS Vice-President of Finance Tessa Robert-Betzold was a co-op student with our office for a second term. We partnered with UMICS on three virtual events during the year, one of which was a KPMG hosted event where we provided an information session on a variety of career paths available at KPMG beyond the traditional audit and tax practice.

Nationally, KPMG also created a new role in 2021, Manager, Indigenous Enablement & Recruitment to drive KPMG's initiatives in ensuring equitable access to jobs, training and educational opportunities.

3. We have continued being mentors to a group of Indigenous students at Elmwood High School in the CPA Martin Mentorship Program. Despite the challenges faced by Covid-19, we were still able to connect with the students through 20/21 school year and welcomed them to three UMICS virtual events that KPMG participated in. Those events included a virtual bannock making group session where the Elmwood students and support staff, KPMG team members and UMICS members made bannock together; a KPMG hosted night as previously noted to explore career opportunities; and the UMICS Future of Indigenous Business Banquet. We attempted to include these two groups of students together whenever possible this past year, especially in a pandemic environment where the high school students are facing increased isolation. The

Elmwood students have shared they see the UMICS members as role models and can now see future possibilities with no limits..

In summary while we feel we have had a successful year on our continued journey to Reconciliation, we realize at the same that we are very early in our Journey and are excited about the year ahead.

Little Bluestem Architecture + Design

Call to Action: 46iv, 57, 62, 66, 79i, 92

Our Goal

Acknowledging articles 46iv, 57, 62, 66, 79i, and 92 of the Call to Action, the following statements represent Little Bluestem Landscape Architecture ’s commitment as a signatory of the Indigenous Accord.

Little Bluestem Landscape Architecture hereby commits to collaborating with and listening to Indigenous communities from the perspective of a responsible ally*, allowing space for voices other than our own. We are constantly working to recognize and mitigate our unconscious bias, and understanding that our worldview typically comes from a place of privilege. LBLA will continue to seek public participation as a core step in the design process. We will work collaboratively to advance reconciliation in Manitoba by establishing and supporting meaningful relationships with Indigenous partners.

We are working to create educational spaces, and relationships that reflect Indigenous values, steps towards reconciling the relationship to the land that was impacted by colonization. Our firm is both collecting and developing resources that will support the process of education, healing, and reconciliation through our newly developed land-based education program, landED. We will advocate for landscapes that acknowledge and celebrate traditional Indigenous teachings and practices. Through our designs, we work to commemorate and reveal the history and harms of Canada’s colonial past.

Lastly, LBLA will support ongoing personal and professional education within our team. This commitment to ongoing education is intended to improve our understanding of Indigenous perspectives, thus adding legitimacy to our work as we move towards reconciliation. LBLA will actively seek out Indigenous voices through this journey of reconciliation. We will also be pursuing opportunities that help us understand what it means to create a truly inclusive work environment, and help foster a supportive community in the realm of design.

*Reference: Ally Bill of Responsibilities, Dr. Lynn Gehl, Algonquin Anishinaabe-kwe

Our Progress

Little Bluestem supported professional education on reconciliation for our team. Staff attended the following learning sessions professionally:

1. Truth and Reconciliation Roadmap- World Trade Centre and Chamber of Commerce
2. Circles of Reconciliation- Raymond Currie: 2021 Annual Provincial Recreation Conference
3. Indigenous Inclusion: Putting the TRC Calls Into Action (International Association of Public Participation)

Anne Harding and Steve Francis will take you on a journey that has you reflecting on your current knowledge of Indigenous relations in Canada, understanding the history of colonization in this country, the Indian Act, Residential Schools and intergenerational trauma. You'll gain foundational knowledge, real-life examples, and dynamic problem-solving for individuals working to advance Indigenous inclusion within their professional and personal communities.

And personally:

4. Reconciling Ways of Knowing Forum
5. Freedom Road A documentary

In preparation for design project and engagement with the community of Shoal Lake, we adapted methods of communication to accommodate inclusive collaboration and Pandemic protocols. We watched two local documentary films and read one book (listed below) on water and indigenous beliefs. In our WIA mission statement, we stated "We will work collaboratively to advance reconciliation in Manitoba by establishing and supporting meaningful relationships with Indigenous partners."

Green, J., and Fleury-Green, V. 2018. Urban Eclipse rising tide of kekekpziibii. [film].

McLeod, A., 2019. Freedom Road: A documentary series from Shoal Lake. [film] National Film Board of Canada. Available at https://www.nfb.ca/playlist/freedom-road-series/

Perry, A., 2016. Aqueduct: Colonialism, resources, and the histories we remember. Winnipeg: ARP Books.

We researched and connected with many community members and resources. We also put forth specific calls for Indigenous partners in collaborative work and started working with Woven Design Collaborative.

Little Bluestem has created a meaningful land recognition and Ally statement used in presentations and proposals.

Through an inclusive work environment and supportive community.

We will create spaces and resources for education, healing and reconciliation in a shared (living) document resource library for our team, which is updated monthly. The reading list currently features 30 articles and books by indigenous/metis authors, 20 online multi-media resources and 10 Film/TV resources that inspires thought and action.

landED (landscape+education) program document research included indigenous perspective, and research for upcoming schoolyard projects will involve indigenous ideals. By creating programming for individuals to engage in land based educational practices that reflect a spirit and intent of reconciliation. By advocating for landscapes that acknowledge and celebrate Indigenous teachings and practices. By commemorating the history and harms of the past through design. In our WIA mission statement, we stated “We are working to create educational spaces, and relationships that reflect Indigenous values”

Social media posts including education and activities; reconciliation statement now added to website

In our WIA mission statement, we stated “We will advocate for landscapes that acknowledge and celebrate traditional Indigenous teachings and practices”.

Updated Goal Statement:

We will support ongoing personal and professional education on reconciliation for our team.

- By pursuing opportunities for education and creating a resource library for our team.
- By creating meaningful land recognition.
- Through an inclusive work environment and supportive community.
- We will engage with communities (that are also committed to their own process of reconciliation) as a responsible ally* with an awareness of unconscious bias and privilege.
- Through public participation in the design process.
- By working collaboratively to advance reconciliation in Manitoba that supports the establishment and maintenance of meaningful relationships with Indigenous partners.

- By putting forth specific calls for Indigenous partners in collaborative work.

We will create spaces and resources for education, healing and reconciliation.

- By creating programming for individuals to engage in land based educational practices that reflect a spirit and intent of reconciliation.
- By advocating for landscapes that acknowledge and celebrate Indigenous teachings and practices.
- By commemorating the history and harms of the past through design.

*Reference: Ally Bill of Responsibilities, Dr. Lynn Gehl, Algonquin Anishinaabe-kwe

Manitoba Bar Association

Call to Action: 27

Our Goal

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 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.

Education Sessions:

- Aboriginal Law or Indigenous Law – What's the Difference? - As lawyers and legal professionals, we are taught to understand the importance and power of language. We are also taught to recognize the evolution of social norms and more, which interact with the evolution of language. Within the law practiced in this land now called Canada, language such as “the Indian Act”, “Aboriginal”, “Indigenous”, “Aboriginal Law” and “Indigenous Law” is used. Within this context we ask the questions: Are Aboriginal Law and Indigenous Law the same thing? If not, what’s the difference? And, what’s the difference if we use the wrong language? Esteemed panelists, including Elder Florence Paynter, The Honourable Senator Murray Sinclair, Mr. Justice Jeffrey Harris and Aaron Mills

from the Faculty of Law at McGill University attempted to answer these questions and more, and to provide lawyers in various practice areas an understanding of why the differences matter.

- Researching Indigenous Laws - Panelists used their experience to discuss both theoretical and practical approaches to researching Indigenous law. Professor Brenda Gunn provided a theoretical context for the ensuing discussion. Joëlle Pastora-Sala discussed the importance of recognizing our inherent biases in legal work and research and reflected on some lessons learned in working with First Nations clients as a non-First Nations person. Drawing on her work representing the Assembly of Manitoba Chiefs at the Supreme Court of Canada, she provided practical tools for practitioners to apply in their work. Shoshanna Paul described her work with First Nation governments in developing and implementing laws through the Framework Agreement on First Nations Land Management, the Family Homes on Reserves and Matrimonial Interests of Rights Act and other sources and discussed how Indigenous laws can be incorporated into Canadian law.
- Building Connections - A Networking Event for Indigenous Law Students' was held with the representatives from the Law Society of Manitoba and the Manitoba Law Students' Association.
- 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 Executive and staff members as a group are in the process of watching and discussing each of the 5 online modules offered in this program.

Other Activities:

- CBA President – On September 1, 2020, Brad Regehr from Maurice Law in Winnipeg, began his year long tenure of being President of the National organization. Brad is a member of the Peter Ballantyne Cree Nation in Saskatchewan and is the first Indigenous person to hold the position of CBA

President in the 124-year-old Association. Brad previously served two years as President of the Manitoba Bar Association.

- Orange Shirt Day – MBA staff participated with CBA staff at an education event on Orange Shirt Day on September 30, 2020.
- Land and Water Acknowledgment – In consultation with the MBA Aboriginal Law Section Executive, a revised land and water acknowledgment was developed and is now read at all education sessions and business meetings of the MBA.
- Articles in MBA Newsletter Headnotes & Footnotes – Articles are being included in the MBA newsletter, Headnotes & Footnotes to educate our members on appropriate cultural competency and anti-racism. An article entitled, “Untold Stories: Our Memory of Canada is not the Same” was published in the January 2021 edition and provided information on the 7,000 First Nations people who valiantly served in World Wars I and II, and the subsequent Korean War and Peacekeeping missions and an unknown number of Métis, Inuit, and Non-Status “Indians” also served in that time.
- The CBA continues to provide information on its 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 and members, including videos, recommended readings, etc.

Manitoba Blue Cross

Call to Action: 92

Our Goal

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 new goals moving forward in 2021 include the development of strategies that support workforce representation and inclusion of Indigenous talent. We are setting a goal of providing organizational training and education on the legacy of Residential Schools, and the Reconciliation process between Indigenous and non-Indigenous peoples. We are setting a goal of Indigenous community consultation through our organizational Indigenous Advisory Committee, and will be reviewing and identifying ways to respond to the MMWIG Calls for Justice.

Our Progress

This past year has challenged many of our organizational initiatives due to the disruption caused by COVID-19. Despite these challenges we have continued our

steady progress toward greater engagement and understanding with Indigenous peoples and perspectives. Since our last report we have continued in our commitment to the partnership we have established with the Winnipeg Art Gallery and the pledge that we continue to carry forward with the Inuit Art Centre and the cultural education it provides. We have participated in the Manitoba Indigenous Cultural Education Centre by supporting a total of six sessions that took place with Cree speakers to share their knowledge and language. We also continue in our partnership with BearPaw Teaching and Healing, to provide Indigenous teaching and healing through our Employee Assistance Centre.

This past year we have achieved our goal of initiating an organizational Diversity Committee, in which we are dedicating time and resources to further address ways of becoming a more inclusive organization, for both Indigenous and non-Indigenous peoples to thrive together. We have initiated the practice of making a Treaty Land Acknowledgment statement at the beginning of each Board meeting among our organizational Board of Directors. We have formed an Indigenous Advisory Committee, chaired by our President and CEO, to facilitate consultation with participating rights holders regarding the products, services and activities of Manitoba Blue Cross as they pertain to the health and wellness of Indigenous peoples of Manitoba. And, we are actively reviewing the MMIWG Calls for Justice and are identifying ways in which we can respond and provide support.

Manitoba Construction Sector Council

Call to Action: 92

Our Goal

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

In the 2020-21 program year, the Manitoba Construction Sector Council trained and employed 36 Indigenous youth to work on local construction projects. MCSC used immersive technology to bring trades awareness to Indigenous youth, grades 5-12 in Winnipeg and to remote Indigenous communities across the province. In addition, MCSC partnered with MIKWANOKII Youth Training Employment Program, Shawenim Abinoojii, a non-profit organization that offers exclusive specialized therapeutic home placement options (on- and off-reserve) and support worker services to Southeast CFS. MCSC provided 2-week 2 hours a day introduction into the trades to a group of five Indigenous students. MCSC hosted 4 summer camps in partnership with Seven Oaks School Division to teach welding and carpentry to youth at risk.

In April 2021, MCSC was awarded funding from the Manitoba Status of Women to support the delivery of training to Indigenous women interested in a construction career. The women will take job readiness, safety training, the framer course, water and waste installation and/or blast hole drilling in communities where there are large constructions projects underway. The same project will allow MCSC to bring career awareness to young Indigenous women using the MCSC's Try a Trades immersive technology.

MCSC has partnered with Neeginan College and MITT to develop and deliver a glazier course at the colleges. The Indigenous graduates from Neeginan will be employed in Winnipeg by local glass companies. Glass 8, Border Glass, Rock Glass, BETAC and Flynn Group are developing this 10-month program.

Manitoba Heavy Construction Association

Call to Action: 92

Our Goal

The MHCA aims to expand both the learning opportunities for the staff, and the education and training initiatives provided in partnership with the Indigenous communities, to increase the number of Indigenous people taking up career opportunities in the heavy construction industry in Manitoba.

Our Progress

The staff at the MHCA have been very appreciative of the opportunities provided by Indigenous organizations to date to inform them of the history of relations between colonial/settler and Indigenous peoples, and the social, legal and economic legacies laid down as a result of 150+ years of racist and discriminatory government policies and programs.

This has given added context and depth to the understanding and perspective staff have regarding the consequential and long-lasting hurdles and barriers Indigenous people deal with in their daily lives, including challenges to enter and engage in the labour force.

Such learning is particularly important and meaningful as the MHCA continues to engage with Indigenous groups, individuals, businesses, organizations and institutions in providing education and training opportunities to the wider communities.

Mediation Services

Our Goal

Ensure land acknowledgment happens at the start of every board meeting and training session.

Update all of our educational videos to be for appropriate for our trainings put on for Indigenous groups.

Continue to ensure all staff at Mediation Services have proper education in Canada’s history, UNDRIP and the TRC Calls to Action.

Ensure our job postings are more accessible to Indigenous peoples.

To look for Indigenous groups/people/mentors that we can consult and obtain consent from in any economic development projects that may come up in our future.

Our Progress

In March 2021 our board approved a new policy on Anti-Racism and Anti-Discrimination which outlines that the staff must develop a program that includes:

- Initiatives to identify, prevent, and mitigate any systemic barriers that contribute to inequitable racial or discriminatory outcomes in employment, volunteering, and vendor engagement with Mediation Services,
- Initiatives to advance equity in employment, volunteering (including the Board of Directors), and vendor engagement with Mediation Services,
- Goals, measurable targets, and measurable indicators to ensure the effectiveness of the Program.

In April 2021, we hosted a board and staff half-day training on recognizing and dealing with micro-aggressions.

RBC Convention Centre Winnipeg

Call to Action: 92

Our Goal

The RBC Convention Centre Winnipeg is honoured to continue to be 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

With the COVID-19 pandemic and the Public Health Orders affecting gathering, the RBC Convention Centre Winnipeg has been restricted from holding events, and has, for the most part, remained closed to indoor gatherings. As a result, the RBC Convention Centre has not been able to move forward with many initiatives for this reporting period.

In effort to respond to Call to Action #92, the following steps were taken by the RBC Convention Centre over the past year:

- Our President & CEO participated in the Winnipeg Chamber of Commerce Truth and Reconciliation Advisory Committee
- Through consultation with the City of Winnipeg to address representation on the Board of Directors, the City of Winnipeg appointed an Indigenous representative to the Board for the term starting 2021

- Management attended webinars on Truth and Reconciliation Roadmap and 5th Annual Gathering of Indigenous Accord Partners
- Land acknowledgement has been included at Board of Director meetings
- Land acknowledgement included in re-orientation sessions for returning staff

Solara Remote Data Delivery Inc.

Our Progress

We have had an elder visit our company over time and talk about his life growing up on the Dauphin River First Nation. He related to his time in residential school and the other official government policies that made life harder to our staff. He taught us about how important family and friends are when living in a place where they have always lived. As descendants of people who came from outside North America, our staff realized how tightly Indigenous people are to the land and family and friends. This highlighted a unique part of Indigenous culture, where people who have basically always been on the same land for many generations are tightly knit to it.

Solara makes life-saving communication products that allow people out of cell tower range to stay in touch for safety and peace of mind. Many of the users of our products are in remote areas and that of course includes many First Nations. In light of the business we do with Indigenous people, we have adopted policies that make it easier for fishers, hunters and trappers who tend to operate without credit cards and lines of credit. We have adopted the use of Canada Post Cash on Delivery for purchases, rather than requiring a credit card. We also have also taken on the North West Company as a product distributor and a large employer of Indigenous people. On their direction, we have introduced a pre-paid card system for our satellite air time, so that people working on the land who otherwise do not use credit are able to easily use our products that keep them in touch as they travel. We also have introduced a time payment plan for those able to pay from a bank account directly, rather than requiring credit.

When working with Indigenous people, our customer service people who now have more knowledge of Indigenous history and a new respect for their culture have learned to listen better when working with Indigenous people. We also have set up our product so that it can be shared among different people. This has been an important aspect for users who share their other items like boats, vehicles, hunting and fishing equipment, etc. with others in their community.

Search Summit Group

Call to Action: Building Pathways

Our Goal

Our intentions with regard to reconciliation are to (1) identify and remove unconscious biases in sourcing, recruiting, screening, and shortlisting candidates to ensure there are no barriers, real or perceived, toward members of the Indigenous community; (2) To enhance awareness of employment opportunities through Summit Search Group for Indigenous peoples; and (3) To build awareness and deepen understanding of reconciliation at Summit Search Group.

Our Progress

Summit Search Group has recently signed the City of Winnipeg's indigenous Accord (2021) and we have begun work to further define the actions needed to work towards our stated goals. We believe that it is critical to enact and embed our goals in the work we do, in order to uphold our responsibilities to provide our clients the best candidates, taking special care to ensure procedures are free from biases related to a candidate's age, race, gender, religion, sexual orientation, and other personal characteristics that are unrelated to their job performance.

Our mission extends to helping clients advance their workplace diversity through equitable sourcing, recruiting and hiring practices.

We are committed to expanding our sources of diversity candidates. And, as we improve our own anti-bias track record, we strive to advise clients on strategies to achieve a bias-free, inclusive workplace.

Summit Search Group has established a national diversity and inclusion committee to engage in learning and dialogue opportunities with our entire organization. We have created new partnerships to increase training internally and to provide meaningful employment opportunities for Indigenous peoples.

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.

We recognize that Summit Search Group's journey of Truth and Reconciliation is ongoing and we are excited to continue to grow our efforts and share our progress. We look forward to continued meaningful engagement with the partners of the City of Winnipeg's Indigenous Accord and the Indigenous community.

Winnipeg Chamber of Commerce

Call to Action: 92

Our Goal

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

Our Progress

The Winnipeg Chamber of Commerce reaffirms its commitment to advancing truth and reconciliation within the organization, and the business community at large. The Chamber will 1) create authentic partnerships with Indigenous leaders and communities to create guide our work in advancing truth and reconciliation 2) provide opportunities that facilitate networking and career exploration 3) continuously improve staff learning and understanding of Indigenous topics.

Progress:

In June of 2019, we released the Truth and Reconciliation Roadmap (TRR) that provides a wide variety of resources that individuals and organizations can use to further their knowledge of truth and reconciliation and identify tangible ways to act. Since its launch, the Roadmap has been visited and used 1492 times. The creation and launch of the TRR is guided by a Truth and Reconciliation Advisory, comprised of 35 individuals who represent the needs, interests, and priorities of the community. The Truth and Reconciliation Advisory continues to guide The Chamber on our commitment and work towards truth and reconciliation.

Five Truth and Reconciliation events were held which brought together both the Indigenous community and the non-Indigenous community to envision truth and reconciliation and start to make progress on this shared vision. The events were as follows:

1. Truth and Reconciliation Roadmap Panel (February 2021): With 268 people in attendance, and moderated by past Chamber Chair Jessica Dumas, we hosted Gord Wickham, Vice President, Northern Ontario at Colliers Project Leaders, Pauline Gerrard, Deputy Director of IISD-ELA and Herb Zobell, Vice President, Commercial Financial Services, Indigenous Banking to talk about the role of businesses in truth and reconciliation.

2. Building Canada's Largest Urban Reserve (February 2021): With 309 people in attendance, we held a fireside chat with Tim Daniels, Chief Operating Officer of Treaty 1 Corporation, to discuss the development and the future plans of the former Kapyong Barracks– Canada's largest urban reserve.

3. Special Luncheon: Opening Qaumajuq, Canada's Inuit Art Centre (February 2021): With 433 people in attendance, we hosted Stephen D. Borys, Director & CEO, Winnipeg Art Gallery, Julie Nagam, Canada Research Chair in Indigenous Arts, Collaboration and Digital Media Associate Professor, Department of Art History, University of Winnipeg, Co-Chair, WAG Indigenous Advisory Circle and Sanford Riley, CEO, Richardson Financial Group Limited, to explore what Qaumajuq will means for our city and our province, and how all businesses can use Qaumajuq to forward their goals of truth and reconciliation.

4. Indigenomics (October 2019): With 247 people in attendance, we looked at economics from an Indigenous worldview and how it is being reclaimed within modern economic spaces. The Indigenomics Institute is currently unleashing a national Indigenous economic agenda to facilitate the growth of the Indigenous economy to $100 billion within five years.

5. Business Mixer with Aboriginal Chamber of Commerce (October 2019): With 35 businesses and organizations hosting booths, this event fostered networking and lunch at our October luncheon featuring Carol Anne Hilton, CEO & Founder of the Indigenomics Institute.

Through blogs, newsletters, and emails, The Chamber has highlighted Indigenous topics and stories. With 15 Indigenous specific communications, we commemorated Indigenous Storytelling Month, highlighted the Truth and Reconciliation Roadmap, and featured the work of Indigenous businesses, leaders and communities.

In February 2021, we created a new position and hired a Diversity and Inclusion Manager whose portfolio is to identify and implement initiatives that further inclusion and equity in the Winnipeg business community. Initiatives and programming will focus on providing businesses the tools and resources they need to create inclusive and equitable workplaces.

We will work towards three critical goals:

1) Expand awareness of the opportunities for and benefits of greater diversity and inclusion in the workplace;

2) Increase the number of organizations in Winnipeg committing to enhancing inclusion and equity in their workplace; and,

3) Increase the implementation of measurable actions against that commitment through connection to a platform of leading information, tools, and resources, locally and globally.

Internally, The Chamber is implementing robust metrics to measure our progress on hiring and board representation as needed. We will continue to support staff learning and awareness on Indigenous topics, anti-racism, and cultural competency.

For our year ahead, The Chamber will upscale our existing organizational work towards truth and reconciliation. We will work collaboratively and alongside members of Indigenous communities while doing so. Our efforts will continually recognize the systemic barriers that equity-deserving communities face, and work to uproot these barriers and ensure equity for all.

World Trade Centre Winnipeg

Call to Action: 92

Our Goal

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 a webinar entitled: Selling to Government: Indigenous Business. This webinar shared the procurement opportunities for Indigenous entrepreneurs. We partnered with the Government of Canada and organizations such as the Aboriginal Chamber of Commerce and Community Futures Manitoba - Indigenous Business Development Services to support their efforts. This webinar is available online: https://www.youtube.com/watch?v=31iARnI8KVU&t=2s
- Another collaboration webinar was offered with the Community Futures Manitoba | Indigenous Business Development Services. A panel of partner organizations and an interview with an Indigenous entrepreneur was offered during this webinar entitled “As an Indigenous Person: Is Entrepreneurship for You?” This webinar is also available online: https://youtu.be/GzwnVXgEWrc
- 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 Hanwakan Blaikie Whitecloud. This webinar is available online: https://youtu.be/6tT3H5mbx5M .
- 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.
- We collaborated with The Winnipeg Chamber of Commerce to offer a Panel discussion called Truth and Reconciliation Roadmap. This webinar was recorded and available online: https://youtu.be/bHdtgLykj7Q

CITY OF WINNIPEG
DEPARTMENTS AND MEMBERS OF COUNCIL

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.
- 2020 marked the fifth year of the Indigenous Medicine Gardens at City Hall. This year also included an expansion of a new garden planted at the Living Prairie Museum. The addition of this garden will allow traditional harvesting to take place while minimizing the impact on the preserve itself; this allows guests to safely remove plant material in a sustainable way. The planting of the Indigenous Medicine Gardens also served as an educational opportunity as Elder Carolyn Moar was on hand to provide traditional teachings and a blessing at both City Hall and the Living Prairie Museum.
- In early 2021, Employees from Living Prairie Museum and Indigenous Relations worked with an Elder to co-create an educational brochure on the teachings of the medicine wheel and 4 sacred medicines to distribute to public visiting Living Prairie Museum and Millennium Library.
- Due to the global pandemic and the closure of many facilities throughout this past year, Indigenous Relations paused its work with an internal working group that was created to assess and designate spaces that welcome Smudge and Pipe Ceremony requests. We look forward to resuming this work when it safe to do so, as the City recognizes the importance of recognizing 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

Due to competing priorities for both Indigenous Relations and Legal Services, no progress was made with respect to this Call to Action.

Call to Action 57 – Public Service Training

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

Our 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.

Our Progress

Due to COVID-19, most W'daeb Awaewe and Chi Ki Ken Da Mun were paused; there were 6 intact sessions booked by departments during this reporting period, with 94 staff in attendance. The development of an additional half-day session on the topic of Treaty and Indigenous Rights was also paused due to competing priorities; upon review, it was determined that there may be opportunities to enhance existing training to include this topic. A new half-day session will be explored, topic(s) to be determined upon further review of Call to Action 57 and Missing and Murdered Indigenous Women and Girls (MMIWG) Calls for Justice.

In addition to Indigenous awareness training, City of Winnipeg employees have ongoing learning opportunities through Cultural Committee workshops and activities organized by Indigenous Relations and led by community Elders, Cultural Providers, and Knowledge Keepers. Most of these opportunities were moved to a virtual format, and those that were in-person were outdoors and the number of participants was limited to maintain physical distancing requirements.

Typically, National Indigenous Peoples Day would be acknowledged with a lunch hour celebration for employees at City Hall; due to COVID-19, the City encouraged residents and employees to celebrate the day through an Our City, Our Story article. As well, on June 19, Indigenous Relations hosted its first virtual workshop to celebrate the Summer Solstice, with Elder Carolyn Moar.

During this reporting period, employees also had the opportunity to participate in workshops such as:

- traditional food practices and the 7 sisters' teachings;
- how to properly harvest the 4 Sacred Medicines and prepare them for use.

Orange Shirt Day was commemorated on September 30 by employees at the City; Elder Theodore Fontaine, a Residential School survivor of the Assiniboia Residential School (in Winnipeg) was invited to gather virtually with City of Winnipeg staff to speak about his residential school experience and discuss the legacy these schools have left behind.

After Elder Theodore Fontaine shared his experiences, one participant remarked:

"Thanks for your teaching. I did not receive education from Elders when I was a child but thanks to your work and teaching (and others') my children learn about this in school and we are all travelling the road to reconciliation."

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 2020, 17 employees over 3 sessions took part in the Walking Tour (numbers limited as required to adhere to physical distancing requirements).
- Winnipeg Public Libraries also offered a number of tours to members of the public for the first time this year.

Employee feedback on the Walking Tour:

"EXCELLENT instructor and content! I came away with a better understanding of Winnipeg history, and a different viewpoint of those stories that will stay with me. Very insightful!!!"

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 was on display at the Winnipeg Police Service headquarters until October 2020.
- 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.

The city held its first Anti-Racism Week (March 21-27, 2021, organized by the City of Winnipeg in partnership with Immigration Partnership Winnipeg, Winnipeg Chamber of Commerce, Treaty Relations Commission of Manitoba, Elmwood Community Resource Centre, Manitoba Association for Rights and Liberties, Human Rights Hub, and Black History Manitoba. The theme of Anti-Racism Week was “What would Winnipeg look like without racism?”

Indigenous Relations arranged and hosted 4 Indigenous-focused anti-racism activities, 2 were public facing events (external) and 2 were for City of Winnipeg employees (internal):

- Treaties: their historical and contemporary significance (internal)
- Overview of Indigenous and non-Indigenous Relations in Canada (external)
- Diversity Sharing Circle (external)
- Spring Equinox (internal)

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

A meeting was convened with other stakeholders in order to identify potential sources of information and determine the most effective next steps, which included connecting with the Western Canada Cemetery Association.

St. Vital Cemetery records have been fully digitized and work is still ongoing with Brookside. Over 100,000 burials having taken place at Brookside, it will take a significant amount of time to complete Brookside records.

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. In partnership with IRD, the Archives and Records Control Branch hired an historian Dr. Karine Duhamel to review and write a foreword for this publication, which was completed in December 2021.
- Ongoing review of descriptions of photographs and records in the archival collection to identify and address potentially harmful language and settler biases.
- The Branch is striving to share more Indigenous content with the public, including through social media. On July 16, the City of Winnipeg tweeted an acknowledgment of The Forks as a historic meeting place for Indigenous peoples and on February 15 the City of Winnipeg tweeted a photo commemorating Louis Riel Day, which were both provided by the Archives and Records Control Branch.
- Added a question to a form to ensure that when sharing records online, it is done in accordance with the First Nations Principles of OCAP (Ownership, Control Access, Possession).
- Added information about the signing of Treaty No. 1 in 1871 to the City's "Timeline of Winnipeg Historical Events 1670-2012" website.
- Smudging performed on ceremonial object in the archival collection.
- Notified members of Blackfoot Confederacy of relevant holdings in the archival collection; provided copies and offered services. Additional follow-up from Archives staff is needed.
- Smudging performed on ceremonial object in the archival collection.
- Coordinated an Orange Shirt Day event around the recent release of A Reconciliation Framework for Canadian Archives – Response to the Report of

the Truth and Reconciliation Taskforce of the Steering Committee on Canada's Archives. This report contains recommendations on how to better align archival policies and best practices with the United Nations Declaration on the Rights of Indigenous Peoples and the United Nations Joinet-Orentlicher Principles. Shirts were ordered through the Orange Shirt Day Society, and staff met on September 30 to discuss the significance of the report and its implications for archival work going forward.

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 continues to attend monthly meetings and assist with administration tasks to support the development and implementation of the work plan.

Missing and Murdered Indigenous Women, Girls and 2SLGBTQQIA People (MMIWG2S+) Calls for Justice

Our Goal

Draft and Implement a Civic Plan

- Council has directed the Public Service to work within existing budgets to respond to the MMIWG2S+ Calls for Justice by creating new programs and enhancing existing programs across City departments. In addition to the current measures being taken to address the Calls for Justice and previously identified potential enhancements, work with other departments to identify new strategies/projects for 2020-22 that address Calls for Justice.

Draft and Implement a Community Engagement Plan

- Work with the Manitoba MMIWG Coalition and member organizations to develop and implement a Community Plan, which must include developing relationships

that embrace “collaborative dialogue”, as shared by the Manitoba MMIWG Coalition.

Our Progress

(Reporting Period: January 2020-May 2021)

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.

Employee Education and Awareness Campaign

This year, Indigenous Relations began exploring how it could create education and awareness within the organization of the National Inquiry, the Calls for Justice, and assist members of the public service to begin to address the Calls for Justice, not just at work but in their personal lives as well.

In response to Call for Justice 18.17, Indigenous Relations hosted two training workshops facilitated by Elder Albert McLeod: “Traditional Roles and Resurgence in the 21st Century of Two-Spirit People” (February and August 2020). Participants learned that Indigenous Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex, and Asexual (2SLGBTQQIA) people existed in the Americas before colonization and explored the pre-contact history and the contemporary place of Two-Spirit people in Canadian society.

Within the division, Indigenous Relations staff attended learning events to gain a deeper understanding of the MMIWG2S+ National Inquiry and research that is being conducted internationally (Call for Justice 15.3).

- In February 2020, IRD staff attended the Treaty Relations Commission of Manitoba’s Learning Centre for a presentation on “Reclaiming Power and Place: Inside the National Inquiry into Missing and Murdered Indigenous Women and Girls”, presented by Dr. Karine Duhamel, former Director of Research for the National Inquiry into MMIWG.
- In July 2020, Indigenous Relations’ MMIWG2S+ project lead attended the Transportation Research Board (TRB) Webinar: Human Trafficking and Mobility of Missing and Murdered Indigenous Women. The webinar explored the unique mobility patterns of Indigenous Americans as they travel from rural tribal territories to urban centers, current federal Indian laws and tribal guidelines that may affect human trafficking, identified the social determinants and risk factors of murdered and missing indigenous women and described the critical issues of human sex trafficking with regards to tribal jurisdiction.

- 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.
- On March 5, 2021, Indigenous Relations staff participated in a trauma-informed workshop that suggests an individual is more likely than not to have a history of trauma. Staff learned how Trauma-Informed Care recognizes the presence of trauma symptoms and acknowledges the role trauma may play in an individual's life (Call for Justice 15.3).
- On March 17, 2021, Indigenous Relations staff participated in an event hosted by the Manitoba MMIWG Coalition/Institute for International Women's Rights (IIWR) that included messages of ally-ship, MMIWG2S+ awareness and creating spaces to work collaboratively on implementing the Calls for Justice (Call for Justice 15.3).
- From March 29 – 31, 2021, the newly appointed Indigenous Relations MMIWG2S+ project lead attended the We Rise Conference – Red Eagle Lodge, hosted by the Saskatchewan First Nations Women's Commission (SFNWC). The SFNWC is the recognized regional voice for the advancement of First Nations women's and children's rights in Saskatchewan. The three days covered the National Inquiry and Calls for Justice in working toward National Action Plans (Call for Justice 15.3).
- In April 2021, two Indigenous Relations staff (Indigenous women) collected and prepared previously harvested medicines for the use and education of City of Winnipeg staff (Call for Justice 15.2). Information about the medicines was shared city-wide for educational purposes for staff to learn about the medicines and to intentionally reach Indigenous staff throughout the organization to access medicines, should they need.
- In May 2021, a garden at 510 Main (City Hall) will be planted with the National Inquiry colours and signage to honour and bring awareness to the National Inquiry's Calls for Justice. This will also include communications and support from an Elder to ensure the garden is planted in a good way (Call for Justice 1.8).

Development of Engagement Strategies

- Further to the civic implementation plan, Indigenous Relations has commenced outreach to community organizations and City departments, and other levels of

government to identify new strategies/projects for 2020-22 that address Calls for Justice. This includes:

Civic Engagement

- The development of an Engagement Strategy that will guide engagement and work with Indigenous organizations and peoples, internal departments, and other levels of government, develop long-lasting relationships (Call for Justice 15.7). Indigenous Relations has met with several internal departments to discuss enhancements and new projects that include:

  - Meeting 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 Transit buses.
  - Meetings with Winnipeg Transit to discuss projects and implementing Calls for Justice, specifically related to Call for Justice 8.1 (training).
  - Meetings with Community Services, to discuss new and enhanced projects for 2021/2022, including:
    - ✓ Hosting a Legacy of Hope travelling exhibit in Winnipeg libraries to bring awareness to MMIWG2S+, which will include education and information for City staff and will be shared on the City of Winnipeg webpages; and,
    - ✓ Supporting the RedDress initiative in 19 libraries to bring awareness to MMIWG2S+, further work to be done on this in collaboration with the community that will also include communications to share information.
  - Meeting with Winnipeg Fire Paramedic Service (WFPS)'s Paramedic Public Education Coordinator as it relates to training and harm reduction in a trauma-informed lens. More planning to come for 2021/22 as it relates to training new recruits.
  - Meetings with Winnipeg Police Service (WPS) as it relates to their Calls for Justice, specific to training, recruitment, and community engagement. One Indigenous Relations staff participated in MMIWG2S+ training with cadets (Call for Justice 15.3).

Community Engagement

- Indigenous Relations will be meeting with the community on an ongoing basis to discuss issues that will inform the civic implementation plan and community plan.
  - Indigenous Relations met and connected with representatives from Manitoba Keewatinowi Okimakanak (MKO), Manitoba MMIWG Coalition, other cities (Thompson, The Pas), where we have heard how the MMIWG2+ issues interact with and between the City of Winnipeg, all cities in Manitoba, Canada, and North America.
  - A meeting was held April 2021 with Ka Ni Kanichihk.
  - Staff from Indigenous Relations will attend the Assembly of First Nation's Women Council in May 2021 (Regional Engagement).
  - Indigenous Relations has reached out to other community organizations and awaits their responses.
  - Additionally, Indigenous Relations has met with other levels of government, including the Municipal Relations MMIWG2+ Sub-Group and the Province of Manitoba; discussions included the National Action Plan, local safe spaces, gathering places and curriculum for MMIWG2S+ awareness and training.

Winnipeg Fire Paramedic Service

Call to Action: 57

Our Goal

My goal was and continues to be to develop a greater personal understanding of the terrible legacy of residential schools and the ramifications of the cultural genocide that resulted. This relates to Call to Action #57, and to Principle #10 of the Winnipeg Indigenous Accord. I have begun this journey by attending the City of Winnipeg's two-day Chi Ki Ken Da Mun education course in the spring of 2017. The entire senior leadership of the Winnipeg Fire Paramedic Service will complete this course by year's end. In addition, all incoming new front-line personnel since early 2016 have received this course during their orientation.

Our Progress

The Winnipeg Fire Paramedic Service (WFPS) has continued its commitment to achieve training of 100% of its 1477 staff by Elders in either the W'daeb Awaewe (1/2 Day) and/or Chi Ki Ken Da Mun (2 Day) programs. As of April 14, 2021, 85.44% or 1262 of our 1477 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 legacy of residential schools 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. It is noteworthy that the COVID pandemic has hampered the delivery of this essential training as it is necessarily done in-person. The department is committed to delivering this training to all new staff who have not received it due to the pandemic.

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; Traditional Roles and Resurgence in the 21st Century of Two-Spirit People; Indigenous – Welcoming Winnipeg Walking Tours; Orange Shirt Day; The Final Report on the National Inquiry into Missing and Murdered Indigenous Women and Girls; Treaties: Their Historical and Contemporary Significance; Anti-Racism Cafes; Anti-Racism City Voices Panel Discussion; Atelier sur le racisme et les préjugés inconscients (en français seulement) Workshop on anti-racism and unconscious biases (only offered in French); Tobacco Ties; Sweat Lodge – Maadoodosan; We Are All Treaty People; Medicines Harvest; Metis History and Culture; Inuit History and Culture; Tipi Raising and Teachings; National Indigenous Day Celebration; and Moccasin and Beading workshops.

Winnipeg Police Service

Call to Action: 57

Our Goal

As Chief of Police I will do my part to ensure that police officers are educated on the history of Indigenous peoples, including skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.

Our Progress

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. I am unaware of any policy revisions, however 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.

On May 19, 2019, the Winnipeg Police was presented with an Eagle Staff at the Manito Ahbee Festival's Pow Wow. An Eagle Staff is a symbol of an Indigenous nation's identity and principles. Each Eagle Staff is one-of-a-kind to the people who created it, to the people to whom it is given, and to the time and place where it was made. It is a sacred symbol that is held in high esteem and used for ceremonial purposes. Chief Danny Smyth was honoured and humbled to accept the Eagle Staff from Regional Chief Kevin Hart who was accompanied by Manitoba Keewatinowi Okimakanak (MKO) Grand Chief Garrison Settee and Long Plain First Nations Chief Dennis Meeches. On October 11, 2019, the Eagle Staff was introduced into the graduation ceremonies for our recruit classes and was part of the graduations in 2020.

In 2020 the Winnipeg Police Museum established an Indigenous Display to recognize the former and current Indigenous members of the Winnipeg Police Service and important milestones in Police/Indigenous relations including the hiring of the first Indigenous officer, the Aboriginal Justice Inquiry, and the Indigenous Accord.

In the past full year our training has been impacted by COIVD but generally the training we do provide or offer our members around cultural awareness, bias policing, and Indigenous relations include:

- Fair and Impartial WP0362
- Fair and Impartial Supv WP0366
- Fair and Impartial Trainers
- Fair and Impartial Executive

As well, the following courses are offered at the City of Winnipeg:

i. Diversity and Inclusion CE0817
ii. Indigenous - Blanket Exercise CE0957
iii. Indigenous - Chi Ki Ken Da Mun CE0908
iv. Indigenous - Spring Equinox Teachings CE0940
v. Indigenous - Sweat Lodge CE0513
vi. Indigenous - Tipi Raising and Teachings CE0706
vii. Indigenous - Traditional Medicine Picking CE0898
viii. Indigenous - W'daeb Awaewe CE0895
ix. Metis Culture CE0606
x. Moccasin Making CE0757

In the past 5 years our members have taken 516 hours of elective training in Indigenous topics; 2816 hours in Indigenous Culture and Awareness; and 8116 hours in W'daeb Awaewe training.

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.

While many of our outreach programs in the past year were impacted by COVID, in the past 5 years 19% of police constables hired identified as Indigenous. The Chief of Police reports quarterly to the Winnipeg Police Board on the demographics of those hired by the Winnipeg Police. This is a public document.

Winnipeg Transit

Call to Action: 43, 47, 57, 75, 77, 92

Our Goal

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

Our Progress

It goes without saying that the emergence of the COVID-19 global pandemic has had a profound impact on programming of all varieties in 2020/21.

As a result, we anticipate the resumption of the assignment of resources in support of the Indigenous Awareness educational campaign that has resulted in more than 2/3 of Transit staff receiving this critical information. With the expected introduction of trained internal resources designed to enable greater access by our Bus Operators and other staff to this programming, we expect to enjoy greater success in 2021 and beyond, as this approach will enable the delivery of training with greater flexibility than is currently available.

Efforts to resume the partnership 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 will continue to help promote a culture supportive of advancement, opportunity, and achievement for our current and future staff representing the Indigenous community.

CITY OF WINNIPEG COUNCILLORS:

Councillor Brian Mayes

- I participated in the Winnipeg Art Gallery first retreat for board members (with indigenous elders) on reconciliation on January 18;
- I donated ward funds to help WAG with outdoor light and visual display to celebrate opening of new Qaumajuq (Inuit Art Centre) addition to WAG, set to open March 25;
- I have asked the new Welcoming Winnipeg Committee to review my offer to expend $25,000 in ward funds on a new, additional historical marker on the Bishop Grandin Greenway, this new market (if approved) developed with input from indigenous community explaining Grandin's troubling role in residential schools development. Adopting idea from Edmonton where Grandin LRT station had second mural added, rather then being renamed or original mural removed.

Councillor Cindy Gilroy

- Supported work done by the Indigenous Relations Division on Welcoming Winnipeg and look at Street naming and how we move forward at those request and a process for new names to insure that we being inclusive as a city.
- Supported funding for Indigenous led housing initiatives.
- Funded Public Washrooms to help those that are homeless within our Urban Indigenous Community.
- Looking for ways through social enterprises to hire people from indigenous communities.
- UN Safe Cities and SPC on PDHDD hired a consultant to look at equity and gender in design and how we build communities for all. Recognizing the historical space and those that use it as part of our developments. We had many different departments take part in this and it has been a great learning tool.
- Participated in racism and diversity training.

Councillor Devi Sharma

Since signing the Indigenous Accord, I've been inspired to set a number of goals supporting and promoting reconciliation in our city. In all I do, I strive to provide equal opportunity and cultural awareness, supporting the principles of Winnipeg's Indigenous Accord.

As Speaker of City Council, it is my honour to open all Council meetings with a land acknowledgment when we begin our proceedings. I also incorporate this into the functions I chair or am involved with in the community. I make it a priority to ensure that Indigenous Chiefs and former Chiefs are formally introduced at these events.

I work closely with the Seven Oaks School Division in my ward to support reconciliation initiatives. I attend and participate in events such as the Grand Entry for the POW WOW Graduation ceremony and sharing circles at schools. I initiated, in partnership with Take Pride Winnipeg, the creation of an outdoor painted mural of the Seven Sacred Teachings on the side of Forest Park School. This piece in the Garden City neighbourhood was painted by students and Indigenous artist Annie Beach.

I have also worked with the South Asian community, providing them with traditional land acknowledgements to use, and with groups like Khalsa Aid connecting them to Indigenous elders and coordinating a water ceremony for a community event attended by over 300 people in 2019.

One important step to reconciliation is listening. I have had the opportunity to meet with Ka Ni Kanichihk, Ma Mawi Wi Chi Itata Centre, and members of Shoal Lake, Brokenhead and Hollow Water First Nations for a better understanding of concerns and how the city could be of service. I connect regularly with other community organizations such as Elwick Village Centre and Dial a Life Housing to hear their concerns and help them access resources.

In the lead-up to Orange Shirt Day in 2020, I supported a young Indigenous entrepreneur in my ward who created orange shirts honouring the Path to Reconciliation Day.

In July 2019, I along with Mayor Bowman, raised a council motion on the importance of having a City of Winnipeg workforce that is reflective of the population it serves. There is much work to be done in this area. We called for an annual report to be presented to Council to review data annually and put in place strategies for change.

Qaumajuq, the new Inuit Art Centre at the Winnipeg Art Gallery, opened in March 2021. In the lead-up to this, I was proud to support the outdoor light projections of this powerful new addition to Winnipeg. I also featured Qaumajuq in my column in The Times newspaper (https://www.winnipegfreepress.com/our-communities/times/forum/Qaumajuq-shines-brightly-573558151.html) to ensure residents in Old Kildonan and city-wide were aware of the learning opportunities that would be available through art and history in this centre.

I participated in March 2021 in the City of Winnipeg anti-racism education and strategies for change training with my council colleagues.

Going forward, we will continue to set goals for the advancement and implementation of UNDRIP and work towards accomplishing these goals.

Councillor John Orlikow

In my role as Deputy Mayor for the City of Winnipeg and as City Councillor for River Heights-Fort Garry, I strongly believe in creating a more inclusive, representative and equitable city for all residents. I recognize that we, as citizens and a City Council, have significant work to do to achieve these goals but we are proud of the efforts and strides we have made in the past year towards meaningful reconciliation with Indigenous citizens.

I'm honoured to serve as a member of the Mayor's Indigenous Advisory Council, which exists to move Winnipeg forward on this path to reconciliation through direct guidance and direction from the Indigenous community.

Additionally, my office and I have participated in and advocated for the following:

Call to Action 57: Public Service Training

- My office team and I have taken the half-day W'daeb Awaewe trainings to deepen our appreciation and understanding of Indigenous history and colonial impact
- I have also followed up with the Anti-Racism Education and Strategies for Change Workshop in March 2021.

Call to Action 83: Commemoration

- I have worked collaboratively with civic staff in finding ways to honour the Rooster Town community and recognize the injustices committed against those who lived in the area and their descendants. When possible, I have made every effort to join the direct conversations with former residents or their family members to discuss the role the City of Winnipeg can play in reconciliation.
- I have supported the art installations, including the Rooster Town kettle, around the South West Rapid Transit Route to provide an educational opportunity for residents and visitors to the area.
- As a proponent of the new Bill and Helen Norrie Library, I supported the dedicated and permanent commemoration display about Rooster Town within the new facility as well as the homage paid through the overall design choices for the new building.
- On both of these efforts, I used my available channels, including my monthly Sou'wester column, councillor website and social media accounts, to share

information and promote learning and understanding of the community and the need to recognize its history.

- Over the years, I have worked with the survivors of the Assiniboia Residential School, located in the River Heights-Fort Garry Ward, to provide funding for community educational activities as well as opportunities to use the building itself for those purposes as well.
- I supported and voted for the passing of Welcoming Winnipeg, Reconciling our History, a policy that will enhance and coordinate existing processes and incorporate community-led input by proactively utilizing a lens of inclusion and balance that will further mobilize the Journey of Reconciliation.

Councillor Matt Allard

1 - Walked with the Bear Clan

2 - Attended anti-racism training hosted by the City of Winnipeg

3 - Visited the Education is the New Bison Art Piece at the Forks

Councillor Ross Eadie

My efforts since being elected in 2010 begin with my communications and interactions with Indigenous people and their organizations over my life time and continuing work and personal life. I'm not sure if Mayor Bowman's Office reports on Council and city Accord efforts, but ultimately Council is responsible for many of my formal efforts to achieve the goals wrapped up in the T&R Recommendations for all governmental levels depending on indications in each recommendation. Below are some efforts I have worked on since being elected before the Indigenous Accord was brought forth through Mayor Bowman's and Council's excellent effort while working with many Indigenous organizations and government.

From 2010 to today, I work with Indigenous people and organizations to achieve small efforts through small Mynarski Ward grants and my participation in efforts like Bear Clan fundraising, safe Halloween and indigenous Christmas events. In addition, working with Community Services, the Lord Selkirk West Kildonan Community Committee, we have supplied CIGP grants to several indigenous organizations fixing and expanding their ability to serve the Indigenous people in the North End.

From 2012 to 2016, I have worked on many twenty-two block/Live Safe Neighbourhood meetings, events and capital projects with the North End Community Renewal

Corporation (NECRC), Aboriginal Visioning, Aboriginal Youth Opportunities (Bell Tower group), and the Selkirk Avenue BIZ to reconcile many of the colonizing systems at play in this part of the North end.

In 2012, working with a group of Indigenous women, I brought forth a motion to have the Winnipeg Police Service report on its efforts in regard to missing and murdered women at the Protection and Community services standing policy committee. This standing committee was the process for reporting before the Winnipeg Police Board was established through provincial legislation.

In 2014, before and while working on the WPB with its members, I played a role in developing the more robust policy and reporting related to missing and murdered women and establishment of the Indigenous Council supplying input and recommendations to the WPB and WPS, not to be confused with Mayor Bowman's Indigenous Council from 2015 just before the Indigenous Accord.

In 2017/2018, working with the Point Douglas Residents' Committee, Power Line and the Manitoba Indigenous Cultural and Education Centre (MICEC), we convinced Protection, Community Services and Parks, with support from all of Council, to rename the North Winnipeg Park Way (active transportation trail) to an indigenous name along with a Mynarski Ward Land Dedication Reserve grant to pay for signage. Incomplete today, this renaming has been stalled by administrative issues and COVID19 pandemic issues preventing a naming ceremony from happening yet.

In 2017 and 2018, working with the Healing Forest Inc. stakeholders and the St. John's Park 125-year celebration and new park plan, the city's administration and the Mynarski Ward Land Dedication Reserve provided over $60,000 to establish the healing forest in St. John's Park near the intersection of Anderson Avenue and Fowler Street. This beautiful, peaceful area in the park is used to educate people on indigenous culture, hold indigenous events and provide a place for personal reflection on issues arising out of residential schools and other ill effects of colonization. The Winnipeg Foundation provided the rest of the funds aside from the city and fundraising dollars from a few events.

Starting in 2019 to 2021, working with MICEC, Mayor's Office and city administration, City Council has provided MICEC with three properties for $1.00 to expand their land-based education on indigenous culture in North Point Douglas near the hopefully soon to be renamed North Winnipeg Park Way.

Starting in 2020 to 2021, working with the Community Education Development Association and its indigenous partner organizations, City Council has sold one property and working on a second property for $1.00 to establish an alternative education program in the North End for Indigenous high school students and their families.

To conclude, my efforts towards the Indigenous Accord and Indigenous people happens almost every day including my personal contributions to my friends in the indigenous community. My efforts in this regard take up my time with no office resource capability to record the activities.

Councillor Scott Gillingham

Our Goal

My goal for the next 12 months is to continue to work with Grand Chief Daniels and SCO to complete the work of updating the MDSA's.

Our Progress

Over the past twelve months I have intentionally made efforts at fostering greater working relationships with Chiefs from First Nations communities and recognizing the Indigenous history of the ward I represent (St. James).

1. I updated my personal website to recognize the Indigenous history of St James that predates the arrival of European settlers. Now, my website homepage scottgillingham.ca reads: "St. James is one of Winnipeg's oldest communities. Situated in Treaty No. 1 Territory and the traditional homeland of the Métis Nation, it has a rich and proud Indigenous history that predates the arrival of European settlers in the 1800's." I had the City of Winnipeg's Indigenous Relations Division (IRD) review these sentences before I posted them to my site.
2. This year (2021) St. James celebrates its 100th anniversary as a community. It was incorporated as a rural municipality in 1921. I've organized a St. James 100th anniversary committee. In our first meeting I asked that we contact the IRD to ensure that we include opportunities for Indigenous elders to participate in the 100th celebrations. We envision times/events where Elders can tell the story of the Indigenous history of the St. James area. That work is underway and the City's historian (a St. James 100th committee member) has reached out to IRD to begin gathering that information.
3. Over the past couple of years I have had the privilege to be a member of the Collaborative Leadership Initiative (CLI). The CLI brings together elected Indigenous Chief, Mayors and Councillors to learn from one another and work together to address shared issues. My time on the CLI has been and remains a highlight of my 6+ in elected office. I look forward to COVID-19 ending so we can meet together again to deepen our relationships and build our future together. More information can be found at collaborativeleaders.ca

4. The ward of St. James is home to Winnipeg's first urban reserve, established by the visionary leadership of Long Plain First Nation years ago. Recently I have been working with Chief Dennis Meeches and his team to assist them with the next phases of the exciting development on their site, specifically the building of a new hotel. I believe that it is important for me as area councillor and for the City of Winnipeg to assist in Long Plain's continued success. Winnipeg lags behind many other provinces in establishing urban economic development zones and in Treaty Land Entitlement opportunities. I believe Long Plain's success at the Madison Reserve is and will be an example for important future First Nations developments in Winnipeg, including the Kapyong lands.
5. In recent months I have started to work with Grand Chief Jerry Daniels, Southern Chiefs Organization staff and city staff to review Municipal Development Service Agreements (MDSA) with a goal to improve future MDSA's. By working together we can identify shortcomings and areas of the MDSA's that need to be amended. The goal is to do this work in advance of future urban reserve developments.

Councillor Sherri Rollins

Our Goal

Enhance and Expand work of UN Safe Cities, Safe City by Design to include gender perspective in City Planning and Urban Design

#Events & Activities responding to Calls to Justice

Enhance and Expand work of UN Safe Cities; Safe City by Design; and gender perspective in City Planning, Urban Design including workshop with all women on council and all councillors in general.

Launch safe sex work consultations on Neighbourhood Liveability with Sex Workers Alliance of Winnipeg;

Welcoming Winnipeg Initiatives in Fort Rouge-East Fort Garry

Initiate Welcoming Winnipeg Initiatives including with Library Board's Truth and Reconciliation Committee

Our Progress

Enhance and Expand work of UN Safe Cities, Safe City by Design to include gender perspective in City Planning and Urban Design

- As a United Nations Safe City Winnipeg has committed to innovative approaches to preventing and addressing sexual violence again women and girls and LGBTQ2S people in public spaces. We have much to understand on the necessary steps and implications for urban design.
- Working with Cindy Gilroy we have entered into an agreement with Jay Pitter, Pacemaker, Author, Speaker and HerCity project lead. City Planners, Transit, Urban Design and other city workers along with City Councillors have been undertaking training on urban equity.
- City Planners, Transit, Council and others have and will take anti-oppression and anti-racism training.
- Increased through motions access to safe community spaces in partnership with WE 24/7 and Mount Carmel's Sage House Program and other community-based organizations.

Reimagining Police and Social Services in Winnipeg

- Bloomberg-Harvard project considers what jobs could/should be created to do the work of crises intervention lessoning reliance on police for the response. The 2021 Budget considered a motion to consider a sustainable police budget creating a formula considered following a jurisdictional scan and involving community consultations.
- Continue to reach out and respond to Not another Indigenous Life and Black Lives Matter movements in Winnipeg. Creating new opportunities to engage in 2021
- Joined meetings with Downtown Community Safety Partnership moving motion to move over FTE's from downtown biz CHAT; and continue discussions on adding to public safety infrastructure with Main Street Project, Sunshine House, Public Health practitioners, Social Planning Council, students and more.
- Held meetings with women identifying people to discuss alternatives to police reporting for sexual assault.

Partnership with MacDonald Youth Services Reconciliation Garden & Mayfair Park

- 2020/21 providing support through PREP (Mayfair Park and adjoining park)
- This project connects youth and families to culture, community knowledge and ceremony through a riverside teaching garden; This will be done through land-based education. When completed the teaching riverside area will include a sweat lodge, fire pit, bee apiary, space to build tipis and food and medicine gardens.

Partnerships to advance goals

- Listened to final presentations of MMIWG Master's in Development Class. Met and presented to students in Masters in Development of Canada's first ever MMIWG MA course. Presented to Sandra DeLaronde's class on City of Winnipeg's implementation structures for TRC & MMIWG calls to Justice;
- Ensured ongoing city-wide leadership incorporating actions into calls to Justice National inquiry into MMIWG into the Indigenous Accord processes. MMIWG Call to Justice now within the Indigenous Accord with support from Mayors Indigenous Advisory Circle and Indigenous Relations Division
- Continue to support Collaborative Leadership Initiative and Draft Plan 20-50 is a collaborative approach between the metropolitan region on joint territorial planning.
- Joint Communications with members of Parliament and Members of the Legislative Assembly in support of vulnerable and unsheltered Winnipeggers particularly following the Parliamentary Budget Officers report on Winnipeg's extreme urban Indigenous housing deficit.
- Bear Clan (Chair) on Food Security hampers to provide urgent funds towards community hamper project centrally, and in West Broadway;
- Continuing to work on Winnipeg's Public Health/Public Washroom Strategy Housing Supply
- UNDRIP motion in development in anticipation of federal legislation to implement UNDRIP.

Councillor Vivian Santos

Councillor Santos's office has implemented a lens of reconciliation to all policy and programs supported or opposed by the office as they related to funding, advocacy, development, policy and others. This is done by identifying Indigenous stakeholders to a proposal and consulting leadership as an authority on issues and a partner in undertakings. A priority has also been created in the disbursement of available funding to Indigenous-led programs and projects.

COMMUNITY ORGANIZATIONS

BUILD Inc.

Call to Action: 92

Our Goal

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 sweat lodge 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

We are still setting up our Non-profit.

Once we are up and running…. And hiring staff…. We have an outline of what we would like to achieve.

Career Trek

Call to Action: 7, 10ii, 10iii, 10Vi, 23, 1, 57

Call to Justice: 15.2, 15.4, 15.7

Our Goal

Career Trek's self-identified goals are two-fold:

1. Focus on supporting education, career exploration and career development in an effort to eliminate the educational and employment gaps that exist between Indigenous and non-Indigenous Canadians. The organization will do this by ensuring programs are inclusive of Indigenous worldviews and are providing opportunities for Indigenous students to explore careers and enhance their connection to education in a safe and supportive environment.

2. As a non-Indigenous organization, Career Trek recognizes the work it needs to do in order to understand the true history of Canada's relationship with Indigenous People's. With this knowledge and understanding, Career Trek staff are better equipped to create programming the meets the needs of Indigenous students.

In addition to the Calls to Action that Career Trek is focused on, there are also a number of Calls for Justice from the National Inquiry into Missing and Murdered Indigenous Women and Girls that can become part of Career Trek's commitment to Truth and Reconciliation:

Calls for Justice for All Canadians:

- 15.2: Decolonize by learning the true history of Canada and Indigenous history in your local area. Learn about and celebrate Indigenous Peoples' history, cultures, pride, and diversity, acknowledging the land you live on and its importance to local Indigenous communities, both historically and today.
- 15.4: Using what you have learned and some of the resources suggested, become a strong ally. Being a strong ally involves more than just tolerance; it means actively working to break down barriers and to support others in every relationship and encounter in which you participate.

- 15.7: Create time and space for relationships based on respect as human beings, supporting, and embracing differences with kindness, love, and respect. Learn about Indigenous principles of relationship specific to those Nations or communities in your local area and work and put them into practice in all your relationships with Indigenous Peoples.

Our Progress

Over the course of the last 18 months, and prior to becoming a Signatory to the Winnipeg Indigenous Accord, Career Trek staff were engaging in activities and learning opportunities to develop and enhance our knowledge of the truth with respect to the history and relationship between Indigenous People's and Canada. This process of learning, unlearning and relearning helps guide the work we need to do as we continue to walk the path of reconciliation.

Career Trek has regional offices in Winnipeg, Brandon and The Pas. Each region now has its own land acknowledgement that honours and recognizes the Treaty Lands on which our work is done. Career Trek's CEO worked closely with two (2) Indigenous women who hold prominent roles in our community to ensure the land acknowledgements were accurate and were respectfully giving thanks to the Nations who lived on these lands.

On an annual basis, Career Trek staff stop and take time to honour and remember survivors and intergenerational survivors of residential schools on September 30th - Orange Shirt Day. Staff have been fortunate to hear directly from survivors themselves who very generously shared their personal experiences and the impacts of those experiences on their lives and the lives of their families.

On September 23rd, 2020 and in relationship with Kapabamayak Achaak Healing Forest over 80 people (Indigenous and non-Indigenous) gathered to celebrate and honour National Tree Day. The gathering was a blend of learning and acknowledging the importance and value of the trees from an Indigenous perspective as well as teaching and learning from a western perspective. In attendance were survivors of residential schools, community members, Elders, Knowledge Keepers, students from Gonzaga Middle School (GMS), representatives from all levels of government and representing most political parties. The event started with the lighting of a sacred fire by a Traditional Knowledge Keeper that stayed lit during the event. An Opening Prayer, teachings and a drum song were led by a local Elder and a women's drum group. The Gathering was honoured to have the Chair of the Mayor's Indigenous Advisory Circle as the emcee for the afternoon. As part of the gathering, students from GMS planted three (3) cedar trees in the Kapabamayak Achaak Healing Forest as part of the plan to continue developing this outdoor space. Once the trees were planted, students spent

time with Career Trek staff to learn about a career as a Water Quality Technician. This blended learning experience demonstrated the way in which Indigenous and western worldviews can be shared side-by-side and be mutually beneficial.

Career Trek staff had the honour and pleasure of spending an afternoon on the land with two (2) prominent Knowledge Keepers to listen and learn. The afternoon included teachings in the Cree language, drum songs with a focus learning about the sweat lodge ceremony. One staff person had this to say after our time together: "I really just loved that [they]were open and willing to share with us their ‘way of life’ – what is important to them, how they view the world and their spirituality, and what makes their culture unique. I haven’t had many opportunities to learn about Indigenous culture, so to actually hear a couple tell their stories and be so honest and vulnerable about it was a really precious experience. I also really loved breaking down those cultural barriers – I really felt like we were one group of people with no divides."

Career Trek has been making efforts, that when hosting events, there is the inclusion Indigenous community members who graciously share their knowledge, skills, talents and experiences. Some examples of this include: an Opening Prayer shared by University College of the North's Elder as part of a youth conference. This past year, Career Trek hosted its first-ever virtual AGM that included a Report to the Community. As part of that event, entertainment was provided by a local, Juno-nominated Indigenous Artist. In January, Career Trek hosted an Empowering Changemakers Youth Conference. One of the guest speakers was a young, Manitoba-born Indigenous female entrepreneur who shared her stories of success and lessons learned with sixty (60) youth from across the province.

Upon review of some of its career lesson activities, Career Trek made the decision to pull some of its lessons as proper consultation had not happened in relationship with Indigenous Knowledge Keepers or community members. Until such a time that Career Trek has the opportunity to properly consult with community, these lessons will remain out of circulation. In response to this discovery the organization has applied for funding through the federal government's Community Support, Multiculturalism and Anti-Racism Initiatives Program to do a full review of lessons to ensure they are respectful and inclusive of Indigenous worldviews. A decision on this funding is pending.

On March 24th, 2021 Career Trek's Board Education session was delivered by community Knowledge Keeper who talked to Board Directors about about designated seats and representation at the Board table for people who are Indigenous, Black or a Person of Colour. To consider different forms of consensus making; to review polices, practices and procedures around hiring and that as Directors, it is important for all to know the history of Indigenous peoples and their place on Turtle Island. In response to this education session, the Board will form a sub-committee and do work to review and

update its current By-Laws. The Board was reminded that work in the space of reconciliation is complex and takes time; it requires people to advocate for social change at all levels and in all places at all times and that at the centre of this work is relationships and that these relationships take time.

End Homelessness Winnipeg

Call to Action: 92

Our Goal

• 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 is an Indigenous organization. Its 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.

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 facilitated a COVID-19 Response that included opening a testing site at Thunderbird House Circle of Life; launched Kíkininaw Óma – A Strategy to Support Unsheltered Winnipeggers; partnered with Indigenous organizations on two, Indigenous-led housing initiatives that will provide innovative, culturally-informed supports for people exiting unsheltered homelessness and for women and families fleeing violence; and supported the launch of Velma's House, an Indigenous-led safe space for women experiencing violence, exploitation or homelessness. The organization is currently facilitating a process to implement a Coordinated Access system from an Indigenous perspective.

The Forks Renewal Corporation

Call to Action: 53, 83, 93

Our Goal

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.

Work continues on the three new public art projects, funded by The Winnipeg Foundation. Three female Indigenous artists, Val Vinet, Jaimie Isaac, and K.C. Adams have installed their collaborative sculpture: Niimama. The addition of a public bench and commemorative plaque is scheduled for completion this spring.

A second sculpture by Val Vinet, Education is the New Bison was installed.

Work started on The Gathering Space and expected completion this year.

These pieces are set to commemorate the signing of Treaty One and the Winnipeg Foundation's 100th anniversary.

Immigrant and Refugee Community Organization of Manitoba (IRCOM)

Call to Action: 93, 94

Our Goal

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 is dedicated to providing staff and newcomers the opportunity to increase knowledge of Indigenous culture, history and worldview. This has been a busy and challenging year with the onset of COVID -19, which has had a significant impact on our

community. IRCOM has had to quickly adapt to deliver programs and meet ongoing and increasing community needs. Throughout the pandemic, we remained committed towards enhancing relationships and fostering understanding between newcomers to Canada and Indigenous peoples, moving us further along the journey of truth and reconciliation. Working towards these objectives, we offered the following:

With the Covid-19 pandemic, our staff have delivered food donations and essential supplies to AYO! and Ma Mawi for food hampers for Indigenous and north end community members. We are currently partnering with Dufferin School to access food donations through FoodRescue

Apart, Together: Pandemic Life in a Box: IRCOM's after-school program participated in Artbeats community project. Contributing artists are residents and community members of Central Neighbourhoods including Artbeat Studio Residency Alumni, Studio Central Volunteers and Participants, and Central Neighbourhoods 55+ Wellbeing kit recipients. Each participant was given a shadowbox and art supplies to create a representation of their experience and perspective of the pandemic. These individual expressions are displayed in a collective installation representing dynamic community experience; being together in spirit while physically apart. The display serves as a visual collaboration as well as a time capsule.

Common Ground: Celebrating Indigenous-Newcomer Relations: Presented by sākihiwē festival, Winnipeg Folk Festival, West End Cultural Centre, IRCOM, and Central Neighbourhoods Winnipeg. Shanley Spence w/ Boogey The Beat & Dr. Henry Band Wednesday, August 12, 2020 and Kelly Bado & Ed Riley Wednesday, August 19, 2020. David McLeod hosted. The concerts were free, broadcasted to YouTube and Facebook online. Large Screens were erected in IRCOM's courtyards for free viewing by IRCOM tenants and community members. Artists shared their history with the audience, providing wonderful insights and threads of connection. It was great to have such diversity and a privilege to be able to share their artistry with our community.

Metis artist, Kisa, lead a Paint Afternoon for IRCOM's NLI staff and participants with participants from the North End Women's Resource Centre and Dufferin School. The afternoon provided opportunity to create shared experiences around art, spend some time with our neighbours, and dedicate a few hours to our wellbeing.

Virtual Cooking Program: IRCOM collaborated with Victoria Albert and Dufferin schools, providing 12 Virtual Cooking Programs where Indigenous and newcomer families cooked together and shared traditional recipes from a variety of Nations and cultures. We believe that eating and sharing together is one of the best ways build camaraderie and understanding. Since COVID-19, IRCOM has seen an increase in food access concerns, mental health concerns, and need for human connection. This cooking

program provided a human connection while assisting families with food insecurity. Families received valuable nutritional information on stretching their budget and increased knowledge on a variety of food they may not be familiar with. Families enjoyed the opportunity to create understanding and friendship, excitedly share information, and ask questions. The families appreciated sharing this experience with each other, offered support, and were eager to share their progress.

100 Soccer balls events: AYO! requested IRCOM's Common Ground take the lead with Central Neighbourhoods for 2020. 100 Soccer Balls was held at Central Park on Saturday August 22nd. Keeping within Covid-19 requirements, the event included soccer skills and drills. We provided over 100 donated soccer balls, sunglasses and t-shirts to all participants.

Youth 4 Truth: 3 IRCOM newcomer refugee youth participated in this year's 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.

Belonging Blossoms: Through this virtual program, an Indigenous teacher/artist explored the concepts of community and belonging with Newcomer and Indigenous children ages 7-12. Using the images of flowers and plants, participants created their own art on a canvas, which will be used as inspiration for an art instillation reflecting their images of "belonging".

Virtual Music Program: IRCOM offered 20 virtual music sessions to Newcomer, Indigenous and community children. The program included provided hand percussion instruments to participating families. Session were led by musician Lindsay White. This program provided our youth the opportunity to share and collaborate with each other. Dufferin and Victoria Albert Schools promoted and supported the program within their broader communities.

Born to Inspire with Trisha North: This staff retreat focused on highlighting ASP/IRCOM and youth related stories to inspire the team in the upcoming year. Trisha joined virtually and engaged us all in a discussion about treaty acknowledgment. She highlighted the multidimensional realities that Indigenous peoples encounter on treaty one and the connections to the treaties. The objective was to provide a bit more context to the treaties in our modern landscape and to promote staff understanding of treaty acknowledgment and their importance.

Staff were invited to WAG's screen event presented by The Decolonizing Lens: Nappy Hair and an Eagle Feather: about a young mixed-race teen trying to find her identity in the 21st century. Directed by Adeline Bird. & Au Fantôme du Père (To the Ghost of the

Father): follows the path of mixed-race Franco-Burkinabe, Claire Lagedemond in her journey of identity to find her father, whom she has not seen since childhood.

Staff was invited to attend on-line White Buffalo's All Nations Pow Wow Multicultural Gathering: A cultural exchange of story sharing, ceremony, prayer, song, and dance, between the Indigenous and Multicultural communities of Manitoba in appreciation of the diversity of Canada.

Together with the Restorative Justice Association of Manitoba Inc. https://spcw.mb.ca/activities-and-issues/restorative-justice-association-of-manitoba/, IRCOM is a leadership group member of the Police Accountability Coalition. The Police Accountability Coalition (PAC) is committed to addressing police violence and systemic racism. This newly formed coalition consists of organizations who have endorsed the recommendations included in the policy brief titled Community Based Organizations Call for Police Accountability and Reallocation of Resources.

IRCOM's Indigenous-Newcomer staff committee has updated our Goal/Objectives and work plan. Our committee meets quarterly to coordinate programing and ensure education, events, experiences, resources and referrals are offered across the organization to both staff and participants.

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

IRCOM will continue 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 Partnership Winnipeg

Call to Action: 93, 94

Our Goal

- Adapting facilitator resources for IOTK workshops and EAL curriculum to a digital learning management system and providing ongoing to support to organizations for adapting resources to online programs and learning.
- Expansion of digital resource materials to offer additional options for facilitators to assist other organizations in developing customized programs in keeping with pedagogical learning theories

- Expansion of public forums and opportunities for encouraging cross cultural dialogue, including continuation of the "Healing Hearts" digital media series, as well as participation in local and national conferences and forums.
- Finalizing an experiential learning activity to enact some of the IOTK themes through positive and empowering approach.

Our Progress

Ongoing development of the Indigenous Orientation Toolkit with the seven themes available to assist settlement serving organizations in providing newcomers to Canada with accurate, in-depth information regarding Indigenous peoples. The adaptation of the Indigenous Orientation Tool Kit IOTK for the English as a second language LINC programs as soon as they are finalized. The EAL program gives newcomers an insight to learning about the history and culture of the Indigenous Peoples of Canada in the curriculum.

Current changes have been added to titles of the themes from three various Indigenous languages which are: Cree (Ininimowin) Ojibway(Anishinaabemowin) and Metis.(Michif). The purpose of the Indigenous titles were to capture the essence of language as well as create a dialogue with those who are creating the materials for this project. We are currently looking to hire two teachers who come from an Immigrant or Indigenous background to continue our work in this project and to bridge the gap in relationship building. The EAL writers will take half a day training facilitated by the Treaty Relation Commission of Manitoba to further educate the writers.

Rose Roulette, an Indigenous Engagement Coordinator with IPW, recently became a member of the Public and Patient Engagement Collaborative Partnership for Centre for Healthcare Innovation This addresses the way to engage with patients in a more meaningful way in which we communicate with patients who are from a diverse socio-economic background. This connection provides the opportunity to expand the membership of the Indigenous Consultation Circle at Immigration Partnership Winnipeg.

In addition, Rose is currently a board of directors' member of a mental health organization and has had the opportunity to share with board members some of the topics introduced in the Indigenous Orientation Toolkit, beginning with a teaching protocol when asking a Indigenous person to speak at your organization about some of the cultural aspects of introduction, which would include Land Acknowledgment and the gift of tobacco. This has opened the doors to explore more ways of reconciliation within their organization and extend partnerships with local Indigenous and Newcomer Organizations.

Jamie Banias, the second Indigenous Engagement Coordinator with IPW, has participated as a public speaker with Enhanced English Skills for Employment (EESE)

to encourage a safe learning environment for the newcomer participants to ask questions about Indigenous history and culture and confront common stereotypes. In addition, Jamie has worked extensively in assisting the creation of Healing Hearts through Discussion and Action, which is a new digital media series that aims to bring together respected community members from Indigenous and immigrant and refugee communities within a public forum to foster safe space for cross cultural dialogue and learning.

Both Rose and Jamie have participated in digital conferences, forums, and public events to promote awareness of the importance of cross cultural communication and learning, and to create awareness of the IOTK workshops and EAL curriculum, as well as highlight other organizations, resources, and supports that will assist newcomer serving organizations in developing a deeper understanding of Indigenous cultures, histories, and contemporary issues faced by Indigenous peoples in Manitoba.

Inspire Community Outreach

Call to Action: 57

Our Goal

Maintain and prioritize connection to our Indigenous community, through partnership, board membership and being led by youth and families in our community.

Officially recognize Treaty One Territory and the homeland of the Metis in our email signatures, and promotional materials.

Conduct annual reviews ensuring Inspire is maintaining our goals. Hire one more staff member who identifies as indigenous.

Call to action #57: 75% of staff will receive cultural training in 2021 and 100% by 2022. All new staff to receive training within a year. Training to include the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal–Crown relations.

Honour October 4th as the missing and murdered Indigenous women and girls through awareness campaigns and staff training.

Our Progress

Land acknowledgments are on all e-mail signatures sent by staff. Connection with Indigenous community families are on-going with the ability to have provided support in one reserve this past year. Two staff members attended cultural sensitivity training.

Ka Ni Kanichihk

Call to Action: 1, 27, 91, 92

Our Goal

To actively advance as many TRC Action Call areas as we can and to continue to work towards #92 to inform, educate and orientate business, community and government to Indigenous inclusion and reconciliation through partnership and collaborative initiatives which provides training to diverse groups in Indigenous histories and Indigenous Ways of Being.

Our Progress

Ka Ni Kanichihk has had an active year in working to increase opportunities for Indigenous people and in advancing reconciliation. We delivered a youth reconciliation project through our Butterfly Club program which saw youth projects defining what reconciliation meant to them. We implemented an Indigenous Language Learning Project in two programs to increase language awareness, exposure and revitalization. We are building our Early Childhood Education programming into an Indigenous Early Learning Centre and continue to place priority in victim programming. We are the lead partner in a new community initiative "Velma's House", a 24/7 safe space for women and those who identify as female from the 2SLGBTQ+ community. We work in collaboration with many diverse program Advisory Committees and community partnerships to build Indigenous inclusion through education, skills development and economic advancement. Our leadership is part of many community coalitions which work to ensure reconciliation and increase Indigenous opportunities in a variety of sectors.

We were unsuccessful with our proposal request to develop a Manitoba specific Indigenous Ally Toolkit that can be used to inform, educate and orientate business, community and government however we remain committed to our goal as we did submit another proposal to work towards training community workers in areas such as Indigenous histories, oppression wheel, advocacy and traditional knowledges.

Our work has been relative to TRC goals #5 Culturally appropriate parenting programming, #12 Cultural ECE programming, #14 language revitalization, #40 Victim programming, and #66 youth reconciliation.

Marymound Inc.

Call to Action: 22, 48

Our Goal

Reconciled Healing Model

Call to Action #22: we call upon those who can effect change within the Canadian health-care system to recognize the value of Aboriginal healing practices and use then in the treatment of Aboriginal patients in collaboration with Aboriginal healers and Elders where requested by Aboriginal patients.

To build upon our land-based framework, Marymound aspires to integrate our treatment modalities with a focus on both cultural renewal and land-based, traditional healing combined with Western therapeutic interventions. This what is known as a Two-Eyed Seeing approach.

This process enables us to utilize a collaborative process that honours the validity of culture and ceremony as research in a way that is meaningful to the clients that we serve. Incorporating a Two-Eyed seeing approach in our treatment modality and evaluative measures is based on the guiding principle that traditional cultural interventions in treatment can help heal the whole person—spirit, heart, body, and mind—and is particularly beneficial when combined with Western therapeutic interventions. It is our hope that Marymound can lead the way in providing treatment that embraces cultural renewal and measures outcomes in a meaningful way through a Two-Eyed Seeing lens.

Commitment to a Two-Eyed Seeing approach will rely on feedback from an Indigenous Advisory Committee to ensure that evaluation and service delivery is meaningful to our youth, their families, and the community. We are seeking funding to receive consultation services from Dr. Ed Connors, to guide and support Marymound, as a mainstream organization to move in this direction in a good and respectful way.

“To see from one eye with the strengths of Indigenous ways of knowing, and to see from the other eye with the strengths of Western ways of knowing, and to use both of these eyes together.” Elder Albert Marshall, Eskasoni First Nation

Call to Action #48. We call upon the church parties of the Settlement Agreement, and all other faith groups and interfaith social justice groups in Canada who have not already one so, to formally adopt and comply with the principles, norms, and standards of the United Nations Declaration on the Rights of Indigenous People's as a framework for reconciliation.

Marymound was founded by a religious order; the Sister's of the Good Shepherd. Their social justice mission was to support marginalized woman and children. Marymound continues to recognize the importance of spirituality in healing and recovery, but is inclusive in how they support this for the children, youth and families we serve.

We are working to have the treatment programing equally informed and delivered by both Indigenous and Western perspectives in a collaborative manner, while respecting the United Nations Declaration on the Rights of Indigenous People (Article 31):

Indigenous peoples have the right to maintain, control, protect and develop their cultural heritage, traditional knowledge and traditional cultural expressions, as well as the manifestations of their sciences, technologies and cultures, including human and genetic resources, seeds, medicines, knowledge of the properties of fauna and flora, oral traditions, literatures, designs, sports and traditional games and visual and performing arts. They also have the right to maintain, control, protect and develop their intellectual property over such cultural heritage, traditional knowledge, and traditional cultural expressions, and OCAP. OCAP is a set of The First Nations Information Governance principles that reflect First Nation commitments to use and share information in a way that brings benefit to the community while minimizing harm. It is also an expression of First Nation jurisdiction over information about the First Nation. OCAP stands for Ownership, Control, Access and Possession.

Our Progress

Marymound has completed its strategic plan for 2021 - 2023. Two key goals/objectives relate to the Call to Action #22:

Delivering Excellence/Excellence in Clinical and Therapeutic Services.
Objective - Implement a Reconciled Healing Model and incorporate into Marymound's service delivery and clinical approach.

- We have been consulting with Feather Carriers and plan to have a two day training with key staff to understanding their model and create a consultative space to explore steps that Marymound can continue to take to support a reconciled healing model. https://www.feathercarriers.com/

Striving for Cultural Safety

Objectives - Knowing Ourselves as a Staff and Youth Community, Making Marymound Culturally Safe for Indigenous Staff and Youth and Building Cultural Learning

- Marymound hosted a 2-day conference, Decolonizing Healing Practices with speakers Dr. Michael Yellow Bird and Dr. Ed Connors.
- Various positions that are embedded into our 24/7 programs are being enhanced to provide on-site support of Indigenous healing practices in addition to our Elder and core Cultural team An example wold be a youth care worker will also have some positions that are Cultural Mentor/Youth Care Worker.
- Marymound is in the process of developing with the Department of Justice and the Social Innovation Office of Government a youth justice diversion program whose outcome is cultural reclamation for the youth. Staffing and evaluation will be 100% Indigenous. Note # 48 of the Calls to Action has been central to respectfully designing this program.
- Marymound's Cultural Program, through the support of the Government of Manitoba created and delivered a series of classes virtually called Culture from Home.
- A Federal Department of Justice grant supported the development of “Nimaskawizii: I am Strong”, an Indigenous Women’s Empowerment and Leadership Program which was developed and delivered by Marymound Indigenous mentors. The 16-week training program is offered to two separate age groups is based on the 7 sacred teachings of love, humility, honesty, wisdom, courage, truth, and respect, as well as the 7 pipe law teachings of generation/relation, quietness, happiness, compassion, health, respect, and generosity. The final week focuses on moving forward and developing a personal plan. Older girls in the Leadership track also have an opportunity for a paid work experience as a Cultural Mentor.
- An evaluation of the Cultural Programing is underway. Thank you and Miigwech to Elder Louise for raising her pipe for guidance and the naming of our new project: Oshiki – New Beginnings. Oshiki means renewal as this is the first time this collection of information will be gathered by the Cultural Team, Youth, Staff and community through Ceremony, Guided Sharing Circles, 7 Teachings and Survey’s. We will be using a Native Wellness Assessment Framework through the Lens of Life Promotion (Meaning, Purpose, Hope and Belonging.)
- We will be guided through using the Anishinaabe Medicine Wheel and the following 4 Directions East – Where life comes from newness, South – Where truth come from, West – Where wisdom comes from, North – Where healing comes from.

Momenta Inc.

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

Our Goal

In 2021-2022 we will be focusing on increasing the presence of Indigenous languages (3 language groups) in our programming. We are creating a glossary of terms through engagement on the land with Indigenous Peoples and through translation with language teachers. We will have our mission, vision, values and Adventure for Good guidelines in 3 Indigenous languages for our next report.

Our Progress

At Momenta, we prioritize Truth and Reconciliation through acknowledging past harms, present truths and future actions. This past year we have continued to build on the following actions:

1. Land. We have developed guidelines that incorporate the Colonial Leave No Trace Principles with the Seven Grandfather Teachings to create ethical guidelines for engaging with the land called "Adventure for Good" - which is also our vision statement.

2. Language. We are developing a glossary of terms in three Indigenous languages in partnership with Indigenous Peoples. The glossary of terms will act as a way to learn and share, to reclaim Indigenous languages within our staff team and at our programs.

3. Consultation. We advocate and consult with agencies about creating ethical spaces for Indigenous and Non-Indigenous Peoples about land, trail development, and outdoor programming that acknowledges past harm, present realities and future actions.

North Point Douglas Women's Centre

Call to Action: 21

Call for Justice: 7.1, 7.2

Our Goal

7.1 We call upon all governments and health service providers to recognize that Indigenous Peoples – First Nations, Inuit, and Métis, including 2SLGBTQQIA people – are the experts in caring for and healing themselves, and that health and wellness services are most effective when they are designed and delivered by the Indigenous Peoples they are supposed to serve, in a manner consistent with and grounded in the

practices, world views, cultures, languages, and values of the diverse Inuit, Métis, and First Nations communities they serve.

The North Point Douglas Women's Centre has a knowledge keeper on staff who provides guidance and direction with regards to providing healing opportunities for community members.

7.2 We call upon all governments and health service providers to ensure that health and wellness services for Indigenous Peoples include supports for healing from all forms of unresolved trauma, including intergenerational, multigenerational, and complex trauma.

Health and wellness programs addressing trauma should be Indigenous-led, or in partnership with Indigenous communities, and should not be limited in time or approaches.

The North Point Douglas Women's Centre has also hired in the last year an Indigenous helper/healer to provide services to community members healing from trauma.

Our Progress

The North Point Douglas Women's Centre for years has begun gatherings, with a land acknowledgement, smudge, and a prayer from an Indigenous Knowledge Keeper which includes the passing of tobacco.

The North Point Douglas Women's Centre has also been, for over two years, hosting quarterly solstice gatherings which include pipe ceremonies from staff as well as community pipe carriers in which the community is invited and provided with a traditional Indigenous feast.

The North Point Douglas Women's Centre has also held yearly gatherings on the land in which women and their families are invited to take part in and access land based teachings.

The North point Douglas has also created an advisory council in which goals and steps are discussed with regards to decolonizing Centre practices and facilitating the resurgence of Indigenous practices in all capacities.

The North Point Douglas Women's Centre continues to support and facilitate the Women's Warrior Circle which includes a group of community women, both Indigenous and non-Indigenous women, who make decisions with regards to implementing initiatives identified by the group. This group is responsible for the creation of different programming at the Centre such as the Mama Bear Clan Patrol and the Men's Night healing group. The Women's Warrior Circle has also held, with the support of the Women's Centre, monthly Traditional Indigenous Teachings evenings where the women

are provided with the opportunity to reclaim traditional knowledge and 'rebuild their bundle'. These monthly evenings are identified by the group and include local knowledge keepers who share their teachings with the women and their families.

Pembina Active Living (PAL) 55+

Call to Action: 53

Our Goal

• 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

PAL55+ offered a number of lectures on cultural awareness and inclusion. In addition, it developed a pamphlet in the Ojibwe language to describe the programs that PAL55+ offer to seniors

Rotary Club of Winnipeg

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

Our Goal

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

External Outreach and Impact:

In 2020 our club's Honouring Indigenous Peoples (HIP) Committee worked with community partners to acquire and deliver 1800 fun learning packages to seven remote First Nations communities for K-12 students during COVID.

Also in 2020, the HIP committees of the Rotary Club of Winnipeg and Transcona Rotary Club produced and submitted a signed Letter of Support to the Bank of Canada for the nomination of Sergeant Tommy Prince as the face of Canada's new $5 bank note.

Internal Outreach and Impact:

In 2021, the Rotary Club of Downtown Winnipeg's HIP committee, in partnership with the Transcona Rotary Club HIP Committee, hired the services of a First Nations professional facilitator and trainer to deliver a two-session, 5-hour workshop on Essential Discussions for Indigenous Inclusion and Truth and Reconciliation for Rotary members across Manitoba.

And during 2020-21, the Rotary Club of Downtown Winnipeg was very excited to welcome fellow Rotarian, Ingrid Dowan of Sioux Valley Dakota First Nation, as the HIP committee's Co-Chair, to help guide the club's Truth and Reconciliation initiatives.

With an inter-club Honouring Indigenous Peoples committee now maintained among three Rotary Clubs in Winnipeg, our HIP committee undertook outreach with other Rotary Clubs in Manitoba and Saskatchewan and established an inter-provincial HIP committee for the Rotary District 5550 with representation extending from western Ontario to Saskatchewan. Members of the Rotary Club of Downtown Winnipeg HIP committee now serve various roles for Rotary Honouring Indigenous Peoples, including on the HIP National Board and as Co-Chair of the newly formed District 5550 HIP committee.

Salvation Army - Prairie District Headquarters

Call to Action: 48.i

Our Goal

1. Educational Focus: Plan a weekend educational experience for congregation members focused on reconciliation

2. Social Justice Focus: The Indigenous Ministries Consultant help develop resources on pertinent topics (ie: Orange Shirt Day, National Indigenous peoples day) to be available for congregational ministry

3. Community Development: Encourage the ongoing development with local Indigenous communities or organizations

Our Progress

This year, The Salvation Army Prairie Division developed a position for an Indigenous Ministries Consultant. this role will continue to work with the Prairie Division to develop and establish right relations with Indigenous peoples in local ministries units and with executive leadership.

Salvation Army churches in Winnipeg have

1. Invited drummers to begin community meals/ feasts.

2. Participated and helped facilitate vigils

3. Attended educational seminars through the Sandy- Saulteaux Spiritual Centre, KAIROS Canada, and Anish Corporation

4. Recognized various Indigenous dates and celebrations during worship services.

SEED Winnipeg

Call to Action: 92

Our Goal

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.

The first goal in SEED's Strategic Plan is 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 Report.

SEED is undertaking this work in collaboration with Indigenous organizations in urban and rural settings. This work is guided by three committees:

- Indigenous Programs Advisory Committee- Group comprised of Indigenous staff, board members and external organizations focused on Indigenous worldviews and traditional approaches to financial empowerment and healthy relationship building within organizations and communities.
- Truth and Reconciliation Committee- Internal group of Indigenous and non-Indigenous staff with the intent to guide SEED's internal policy work through Call to Action #92.
- Money Stories Program Team- Internal group comprised primarily of Indigenous staff responsible for building partnerships with Indigenous-led organizations and First Nation communities, liaising with Elders and Knowledge Keepers and engaging in Money Stories program development and delivery.

SEED continues to prioritize actively working towards reconciliation throughout all aspects of the organization including program delivery, staffing, partnerships, and community engagement. This past year, the COVID-19 pandemic further highlighted the need to address the systemic barriers that disproportionately affect Indigenous peoples. Many government offices and community-based agencies transitioned to online and phone service delivery in response to the pandemic. A significant proportion of Indigenous participants don't have access to the technology required to participate in phone or online program delivery. Consequently, SEED has placed strong emphasis on developing avenues for in-person service delivery, while putting measures in place to protect the health of staff and program participants. SEED also introduced new phone and online service delivery channels, which expanded our reach in rural and remote First Nation communities. For example, weekly financial literacy sessions that focused on federal and provincial emergency response benefits were well attended by community members and service providers from First Nations communities.

The Money Stories program plays an important role in advancing SEED's commitment to Truth and Reconciliation. In the past year, this work has continued to grow in scope and scale, in spite of the pandemic. Money Stories is an inter-generational financial literacy program delivered in partnership with Indigenous-led organizations and grounded in an Indigenous worldview. Indigenous youth who are graduates of Money Stories financial literacy sessions are hired each year as Junior Facilitators. Junior Facilitators are provided with training, mentorship and support to deliver the Money

Stories curriculum, alongside Elders and Knowledge Keepers. The program also includes a strong emphasis on job readiness skills, leadership, advocacy, cultural teachings, and community economic development. A number of Junior Facilitators are provided with year-round paid internships which include Money Stories program delivery and office administration work. There are currently five former Junior Facilitators on staff at SEED.

The 2020-21 Junior Facilitator program was the recipient of Employment Social Development Canada Summer Jobs funding for eight positions for youth between the ages of 15 to 30. To ensure staff and provincial health guidelines were adhered to, the eight positions were split up into two cohorts over four winter months between October 2020 to February 2021. Junior Facilitators worked alongside SEED's Money Stories team in delivering financial literacy workshops to other youth-serving community organizations. In addition to facilitation, youth attended workshops regarding truth & reconciliation, virtual Indigenous ceremonies, youth advocacy, and job skills training. Remote work due to COVID-19 created some concern about technology access for Junior Facilitators – SEED provided laptops to two Junior Facilitators, through a program funded by the federal government. Upon completing the Junior Facilitator role, two graduates were selected to continue working in paid internships at SEED to continue supporting and delivering workshops in the Money Stories program and assisting in administrative work.

As seen in the statistics above, the majority of participants accessing SEED’s most immediate and basic services are of Indigenous descent. With the shift to online program delivery due to COVID, many low-income community members were unable to access SEED’s Matched Savings and Business Development programs because they did not have access to the internet or a computer. SEED was able to secure funding to provide 37 participants with laptops, 13 of whom were Indigenous, so that they could continue to access SEED programs.

In partnership with the Manitoba Indigenous Cultural Education Centre Inc, SEED is translating the Money Stories curriculum into three Indigenous first languages; Ojibwe, Oji-Cree, and Cree. A Train-the-Trainer program for Indigenous Adult Facilitators is being launched in Spring 2021 to deliver Money Stories in first language to rural First Nations communities in Manitoba.

The National Centre for Collaboration in Indigenous Education (NCCIE) recognized Money Stories at SEED as a best practice in Indigenous youth education. NCCIE supported the finalization of the Money Stories manual and then worked to create a complementary video that shared facilitation methods for the financial literacy curriculum for other youth-serving organizations and educational systems. The video

created by NCCIE featured interviews with Money Stories staff, Junior Facilitators and community participants as well as live Money Stories sessions.

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

The impacts of COVID-19 in the broader communities were mirrored at SEED. Indigenous staff were disproportionately impacted by the pandemic. In response, SEED increased Indigenous therapeutic supports by arranging for an Indigenous Elder to be available on monthly basis for Indigenous staff and Junior Facilitators for one-to-one counselling sessions in-person and virtually. Staff expressed that these regular meetings have helped to build confidence and self-awareness, work through past experiences, improve their personal environment and establish healthy boundaries, facilitate healing, and provide gentle guidance through difficult times. The connection to culturally safe supports has had a huge impact for staff. In addition to therapeutic supports, SEED introduced a number of measures to address the practical and mental health impacts of the pandemic on staff, including additional paid sick days, flexible scheduling to accommodate childcare needs, and supports to access government COVID-19 benefits.

Additionally, in response to COVID-19, SEED staff created a centralized resource list which was updated weekly. This tool was used to support community members and staff, including the Junior Facilitators, with respect to housing, food security, and mental health.

In December 2020, due to the impact of COVID, especially in anticipation of the holidays, SEED brought in an Elder to speak to all staff. Staff also attended a half-day session in January 2021 about coping with COVID from a counsellor and were offered follow-up appointments with the counsellor and/or an Elder. In March 2021, training was provided to all staff on how to become a more trauma-informed workplace. Again, follow-up sessions were scheduled with the Elder for all Indigenous staff.

SEED's wellness room continues to be a place for staff to smudge, reflect or meditate. This space has been even more important in light of the pronounced negative impacts of the pandemic on mental health.

In July 2020, AMIK Inc. began working with SEED to evaluate and recommend improvements for a Human Resources strategy for Indigenous recruitment, retention, and engagement. They also worked to assess and strategize for improvements to partnership development initiatives with Indigenous-led organizations. This work was accomplished by conducting a review of SEED's internal policies and practices as well as interviews with Indigenous staff, board members, and Money Stories participants. SEED plans to continue improving these areas by acting on the recommendations from AMIK with staff and board input.

SEED is committed to providing a career path for Indigenous staff. Two Money Stories Junior Facilitators joined the Administrative Coordinator team at SEED. Two Administrative Coordinators were promoted to Program Coordinator and Indigenous Program Developer roles. Junior Facilitators, Administrative Coordinators, Program Coordinators and Indigenous Program Developers are all actively engaged in shaping SEED's programs to enhance accessibility, reach and impact within Indigenous communities.

SEED began the process of planning to expand financial empowerment program delivery within First Nation communities. SEED will be undertaking this work in partnership with Prosper Canada based in Ontario, Community Financial Counselling Services in Manitoba, Sudbury Community Service Centre in Ontario, as well as national Indigenous partner, AFOA Canada. Link to the press release: https://www.investorsgroup.com/en/media-room/media-releases/ig-wealth-management-launches-ig-empower-your-tomorrow-indigenou

SEED worked with the Aboriginal Council, African Communities of Manitoba Inc., the Social Planning Council and other partner organization to develop a policy brief on addressing systemic racism with respect to the policing of Indigenous and black community members. This policy brief has endorsed by over 100 organizations. SEED supported the launch of the Police Accountability Coalition and is actively engaged in advocacy efforts with decision-makers to promote the reallocation of resources and enhanced police accountability.

SEED staff members relaunched what used to be an internal letter writing group on a range of human rights issues. These monthly sessions are now open to the general public and the letter writing is focused on addressing anti-racism. Three Anti-Racism letter writing sessions have been held so far. These letter writing sessions include educational activities, letter writing and circulating petitions. Topics included advocating for justice for Joyce Echaquan, vaccine equity, measures to address systemic racism in health care, access to clean drinking water for First Nations communities, equal funding for First Nations children on reserves, ending racial profiling in policing, and the disproportionate police response to the Tyendinaga land defenders.

Due to COVID-19 and working remotely, SEED has temporarily paused the lunch hour video screenings and conversations. In their place, video, article and podcast recommendations were posted in our Microsoft Teams platform. Examples of posts shared for discussion: Missing and Murdered "Finding Cleo" podcast; Canadaland: Thunder Bay podcast; Ryan McMahon's 12-step Guide to Decolonizing.

Siloam Mission

Call to Action: 48

Our Goal

Siloam Mission is still committed to the Truth and Reconciliation Committees call to action #48 but would like to add to the initial goals from 2018. The process of achieving this goal will include working alongside the community, Laborero Consulting, and the board and staff to create a plan on how to achieve call to action 48. It will include (but is not limited to) the following;

- Developing a formal statement of Reconciliation.
- Acting to fulfill Siloam Missions commitments in relation to the Indigenous Accord, including creating an Indigenous Advisory Committee with terms of reference.
- Establishing a Knowledge Keeper's Circle.
- Committing to diversification of board governance.
- Introducing mandatory cultural competency and Indigenous cultural training for all staff.
- Establishing an accountability process to monitor and ensure progress is made on Reconciliation commitments.
- Developing actionable steps resulting from the cultural competency evaluation and the Indigenous Relations strategy.
- Undertaking healing and reconciliation with those who expressed concern and hurt in relation to Siloam Mission's failure to meet Reconciliation commitments.

Our Progress

Siloam Mission aims to be a place of transition for those experiencing homelessness or poverty, as such the approach utilized at Siloam provides person-centered care and a recovery-oriented approach to care. Siloam Mission has recently strengthened and committed to focusing programs and services to transition and empowerment. Part of providing recovery-oriented care is ensuring those utilizing services at Siloam Mission have services and programs available to them that will help them on their journey to wellbeing, as such the programs and services offered at Siloam have engaged in a multitude of varied Indigenous cultural program and service elements.

In the drop-in facility at Siloam Mission the staff liaise with and refer clients to Indigenous organizations if the services a client is needing would be better addressed at an Indigenous led organization. The drop-in staff have created informal and formal relationships with Elders, Knowledge Keepers, and Indigenous organizations to provide guidance on program and service elements. Additionally, since 2019 the drop-in and

spiritual care staff have led over 60 group sessions with the focus being traditional teaching or Indigenous ways of knowing.

The Mental Health, Spiritual Care, Exit Up!, and Transition Services departments of Siloam all provide person centered anti-oppressive programming and included in this programing is acknowledging the harms and trauma colonization has cause and ensuring those wishing to do so have access to cultural reclamation, healing from trauma, the tools necessary for self-determination, and anything else they may need or want related to their wellbeing. Included in this are activities such as; Sharing Circles, Sweat Lodge Ceremony, creating space for Smudging, and referring to Indigenous led organizations.

Following Siloam Mission signing onto the Indigenous Accord in 2018, Siloam Mission conducted Blanket Exercises with board members, staff, and some volunteers. Additionally, staff in various departments have taken the initiative to engage in trainings and courses to further their knowledge on Reconciliation. Board members for Siloam Mission have also engaged in self-led training and education on Reconciliation.

In fall 2018 the board created an Indigenous Education Committee, then in fall of 2019 the board passed a traditional land acknowledgment, and since July of 2020 Siloam Mission has practiced traditional territory and land acknowledgment.

While front line programs and services providing care to those in the community have consistently provided an approach to care that enables cultural reclamation for Indigenous Peoples, there have been concerns and issues related to policies and larger organizational approaches for fully adopting and adhering to commitments made on Reconciliation. Due to concerns raised from former and present staff related to the aforementioned issues, Siloam Mission undertook a cultural competency evaluation to assess the progress on Reconciliation and culturally competent care. This report was concluded in January of 2021 and pointed to significant gaps related to progress on Reconciliation and cultural competency. As a result of the noticeable gaps, Siloam Mission hired Laborero Consulting to undertake an evaluation and create an Indigenous Relations Strategy to aid in the process of addressing the harms caused by not fully and robustly working towards Reconciliation, and to ensure that those utilizing services at Siloam Mission are served in the best way possible.

The Winnipeg Foundation

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

Our Goal

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

Truth and Reconciliation is identified as a priority in The Winnipeg Foundation's 2019-2021 Walking Together Strategic Plan and we became Accord Signatories in 2020. The Foundation signed the Philanthropic Community's Declaration of Action in 2015 and it continues to guide our Truth and Reconciliation journey. Since our last report, our actions to date include:

Three commissioned art sculptures to be installed at The Forks, by KC Adams, Jaimie Isaac and Val Vint, with art curator Julie Nagam. The theme of the collection is Stories of Compassion. 1) Education is the New Bison, 2020, by Val Vint was unveiled June of 2020. 2) Tanisi keke totamak …. Ka cis teneme toyak, (What can we do, to respect each other), 2021 by KC Adams will be unveiled late April as part of our 100th anniversary celebrations and 3) Jaimie Isaac's piece will be installed in August 2020 to commemorate the 150th anniversary of signing of Treaty One.

In partnership with the Winnipeg Aboriginal Sport Achievement Centre (WASAC) and the Manitoba Aboriginal Sports and Recreation Council (MASRC), The Foundation hosted a Vital Conversation discussion featuring Olympian Waneek Horn-Miller. Ms. Horn-Miller shared her experience of turning the trauma of being wounded during the Oka crisis, a seminal event in Canadian history, into her personal motivation in becoming a Canadian Olympian. The event was a public education opportunity to share the national story of an Indigenous athlete and activist (TRC Call to Action #87).

All staff have participated in Unconscious Bias training. In addition, it is a mandatory requirement that all new and existing staff complete the University of Alberta's Indigenous Canada online course in the history and experience of Indigenous peoples in Canada.

Through staff Lunch and Learns, we gathered virtually to commemorate:

Reconciliation Day (September 30) a virtual presentation on the impact and legacy of Residential Schools with videos from the TRC Commission. All staff wore their Every Child Matters T-Shirt by artist Jordan Stranger (commissioned by The Foundation).

International Women's Day, a virtual presentation honouring the strength and wisdom and resiliency of women with Elders from the Clan Mothers Healing Lodge.

The Foundation's Book Club meets monthly. Titles to date have included: Seven Fallen Feathers by Tanya Talaga, The Break by Katherena Vermette and Decolonizing Wealth by Edgar Villanueva.

Offered capacity building grants to Indigenous led charitable organizations and provided grants to charitable organizations working towards Truth and Reconciliation with respect to Calls to Action 1,21,63,66,83 and 92.

Established an annual $7,000 graduate level scholarship to support the study of Canadian Indigenous History and an annual $17,500 Indigenous Archivist Award.

Launched a special grant program called "Walking Together" for youth-led Truth and Reconciliation projects. They include:

- a video to build bridges between Indigenous and non-Indigenous youth,
- Indigenous educational programming at schools,
- a wall of Indigenous heroes, and an
- Indigenous student mentorship group.

Endow Manitoba has embarked on three projects: 1) Indigenous Philanthropy Research Project; 2) Community Engagement Research Project; 3) Community Fund Building Initiative –with a specific focus on rural, northern, and Indigenous communities.

The 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 Winnipeg 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.

Winnipeg Trails Association

Call to Action: 14.i-v, 19

Our Progress

This year, the Winnipeg Trails Association (WTA) implemented numerous measures to meet our obligations to the Truth and Reconciliation Calls to Action. A core belief at WTA (and the de facto motto of the Healing Trails program specifically) is that we seek to “heal the people by healing the land.” This has morphed into our entire organization’s focus over the past year and bridges the gap between reconciliation - which is at its heart a pressing need for Indigenous peoples specifically - and into a timely gift that is given BY Indigenous people (in this case the Indigenous leaders who work for us) to a city and world reeling and grieving from a worldwide pandemic and desperately needing to get outdoors and see better futures emerging.

As an organization, we believe it is both our duty and to our long term benefit to focus our efforts on the preservation of language. Any language evolves over thousands of years in close connection to the land where it is from. A reciprocal relationship develops wherein the land itself has a language and a way of being and we humans connect and understand a land without understanding the language surrounding it. Looking down at the things beneath our feet or up at the things in the trees and sky is shallow, boring and far less rich. If we do not know the words, phrases, nicknames, associations, and connotations of the things and beings around us, can we really connect with the world or each other? It is no wonder that we casually destroy neighbourhoods and ecosystems and implement cartesian grids of concrete and glass that ultimately undermine our own health as a species when many have no understanding of the rich language that has been built on a deep understanding of the beings, the shifts and changes in the world around us.

In the end, reconciliation, through languages is more of a gift than an obligation.

As section 14, i through v discusses, it is fundamental that Indigenous languages are preserved and funding is allocated to aid in this endeavour. It is important that a variety of languages are utilized. The WTA has taken all of this into consideration. Our end goal is to see everything that is currently in English and in the landscape presented in the Indigenous languages of this place. As we move on this journey, it becomes

increasingly clear that a grave error and injustice was perpetrated out of fear and ignorance. Why are streets signs, billboards, posters, trail markers, stop signs, and graffiti not all written in the languages of the people? The sign on the door that says “fire exit” means nothing to our grandmothers and we need to change it all. Of course, we - a mix of settlers and Indigenous people, friends and allies who rarely seek power for its sake, only control what we can, and want to do things in a good way, so it is natural that we would start without our own programs, usually along trails.

The Speech Act has been at the forefront of our online presence and planning is underway for physical interventions that bring Art and healing culture to special places along trails in Winnipeg. Through a partnership with the Urban Shaman Gallery, this project will evolve over many years. So far, we focused on sharing a word of the day with online users in both Cree and Ojibwe, as well as a trivia question every Thursday that pertains to language or Indigenous culture. We’ve developed considerable capacity to hire young indigenous people and pay them to learn their language in a fun and low pressure way. By showcasing our work on our social media platforms, including Facebook, Instagram, and Twitter, we are able to reach thousands of people each day. This project is coordinated by an Indigenous graduate from a social media program. Calls to Action under Section 14, i and iv are both being addressed thoroughly through the use of this initiative.

Creating a master list of translations is one of our key projects. Our goal is to have a Cree, Ojibwe, Michif and Dakota translation on all of our signage, websites, and all publications that are given out to the public by the WTA. Currently, we are working on our website translation, however, all signage for our school loops, healing trails, and 150K tree projects are translated to both Cree and Ojibwe. We are also providing employees training on Indigenous languages and understanding of three Indigenous cultures: Dakota, Cree, and Anishinaabemowin. This all pertains to the Calls to Action Section 14 v, ensuring that funding for the preservation of Indigenous languages is diverse, and not just focused on one language.

Wolseley Family Place

Call to Action: 1, 5, 12, 23, 36, 57

Calls for Justice: 3, 4, 7, 12

Our Goal

Taking direction from, and in collaboration with Indigenous community members, we will

continue to increase our awareness of the impacts of colonialism, as well as Indigenous worldviews whilst implementing best practices in the areas of child welfare and social work (TRC 1, MMIWG 12), education (TRC 12), health (TRC 23, MMIWG 3, 7), and employment (TRC 23, MMIWG 4).

Specifically, as an organization we are committed to learn more about Jordan's Principle so that we can better assist families to access and navigate the services they are entitled to. We also commit to reading the MMIWG Calls for Justice to complement the TRC Calls for Actions we have already spent time with.

As a non-Indigenous-run organization, it is not our goal, nor within our capabilities, to Indigenize all of our programming. Internally, we will continue to build our practices and policies that will help us do a better job of recruiting and retaining Indigenous employees. Administration will ensure employees secure trainings in areas specified in TRC Call 57 and MMIWG 7, 12). Administration is also working with the board to develop a recruitment plan to ensure Indigenous representation with the next board vacancy.

In the following year we aim to increase our awareness of Indigenous-led organizations and programs. If it is welcomed, we would like to build relationships and explore partnerships. It is our hope that in building our knowledge base and investing in these relationships, we will become better at not only recognizing our limitations, but be better able to support participants who may be seeking things we cannot provide such as land-based healing, ceremony or a connection with an Elder.

Our Progress

Wolseley Family Place is motivated to continue to work towards honouring our commitments to the City of Winnipeg's Indigenous Accord. We believe it is part of our collective responsibility to learn, reflect, listen, and take direction from colleagues, participants, and members of the various Indigenous communities impacted by genocide and ongoing colonialism. Our 2020-2021 goals were focused primarily on 1) professional development (TRC Calls 23 & 57) and 2) Increasing cultural competence in programing (TRC Calls 1, 5, 12, 23, and 36).

Individually, staff members invested in workshops, webinars, and readings that addressed accurate Canadian history, human rights, anti-racism, harm reduction, cultural competence, and Indigenous knowledge, ways of being, and best practices (TRC Call 57). Some of what staff learned has been incorporated into programming. For instance, our Parenting Coordinator added visuals that represent a more collectivist or Indigenous worldview by depicting family with multiple generations and showing children with Elders. She has also created space to include information and discussion about ceremony and The Seven Sacred Teachings when the group explores concepts

of wellness and values (TRC 5). The Playroom Director purchased books, puppets, and toys connected to Ojibwe, Cree, and Metis languages and cultures and is the process of figuring out how to create more programming perhaps through story telling (TRC 12).

We launched The Wraparound Program, which supports families involved with CFS. This program is not explicitly for Indigenous families, but was created knowing that Indigenous families are over-represented in the child welfare system because of ongoing colonialism. We believe that with some of the state interventions named in the TRC Calls for Action, as well as customized and culturally appropriate supports organizations like us can provide, many apprehensions will be avoided and reunifications will increase (TRC Calls 1-5). The Wraparound Coordinator is Dakota and will incorporate aspects of her own teachings and community connections into program development and participant support when this is requested. The Wraparound Program will be evaluated using a tool developed by an Indigenous U of M researcher, called the Maaminosewin Wellness Scale.

Towards the end of the fiscal year we came together as an organization to review and evaluate accumulated learnings, conduct a cultural competence assessment, and set new goals in order to continue to implement our new learnings and growing awareness. Moving beyond programming and professional development, though we admittedly still have a lot of work to do in both these areas, we identified some structural and process-oriented goals for next year including creating a peer advisory committee, begin building connections and relationships with Indigenous communities and organizations, and to prioritize the development of a plan for recruiting Indigenous board members.

Women Healing for Change

Call to Action: 1, 5, 10, 12, 19

Our Goal

We are working towards these TRC Calls to Action CHILD WELFARE.

#1. “commit to reducing the number of Aboriginal children in care”… “more appropriate solutions to family healing”

5. “develop culturally appropriate parenting programs for Aboriginal families”

#10. “close educational achievement gaps within one generation” …”develop culturally appropriate curricula” …”enabling parental and community responsibility, control and accountability similar to what parents enjoy in public school systems”… “enabling parents to fully participate in the education of their children”

#12. “develop culturally appropriate early childhood education programs for Aboriginal families”

#19. “close the gaps in health outcomes between Aboriginal and non-Aboriginal communities”

Our Progress

WE DID IT! North End Stay and PLAY for Babies to 5 and their Caregivers' dream comes true. It took 7 years.

The LITTLE STARS PLAYhouse Family Centre 681 Selkirk Ave near McGregor will open in 2021 thanks to over 40 PLUS Indigenous and Non-Indigenous VOLUNTEERS Working Together.

The charity Woman Healing For Change MB Inc. facilitated the process. The North End community raised the first $100,000. The City of Winnipeg, the Government of Canada, Indigenous Leaders Damon Johnston and Terry Brown, the Carolyn Sifton Foundation, the Winnipeg Foundation, KGS Group, Carpenter's Union, the Province, Margaret's Choir, PCL Constructors stepped up at the beginning.

LITTLE STARS PLAYhouse Family Centre is a grassroots initiative that has grown out of the weekly and year-round North End Stay and Play (NESP) for babies to 5 and their caregivers. NESP has been running for over 11 years. We have listened closely and carefully to our North End families. Families are predominantly Indigenous living in the most impoverished neighbourhoods of North End Winnipeg. Families have told us that they want to hold onto their children and attend NESP with them. When the parent is working or going to school, auntie, Kookum, cousin, neighbour, adult sibling, uncle, Nana, etc. brings the child.

By Summer 2021, a new, custom-built LITTLE STARS PLAYhouse Family Centre will open and become part of the education explosion emerging on Selkirk Ave. We have been dubbed the “Baby/Kid College” and the children are our LITTLE STARS. Our LITTLE STARS and their caregivers are LEARNING TOGETHER THROUGH PLAY. Play is SO important to healthy child development, that it has been recognized by the United Nations as the right of every child. Through PLAY our children and their caregivers learn: to solve problems, to be creative, to have a healthy and organized attachment and to be with others in healthy relationships. Play strengthens family bonds and in doing so, teaches children to become nurturing parents themselves. But play is something often taken for granted. Not every child has the opportunity to explore play in a safe and stimulating environment. Not every child has parents/caregivers who can take the time or provide the resources that are available in more affluent homes and neighbourhoods.

The LITTLE STARS PLAYhouse, a multi-use, safe, fun and dynamic Family Centre for our neighbourhood families raising children under 5 years of age includes: a home for North End Stay and Play, Child Care, the Village Co-op of Care, Positive Parenting programming, art, music and dance programs. AND…Imaginative play areas for problem-based PLAY, an Indigenous lens on early childhood development, language and literacy development, a family friendly kitchen to support learning about healthy nutrition, a home away from home for building strong families, and land-based field trips to broaden the horizons of our children and their caregivers.

We are working towards these TRC Calls to Action CHILD WELFARE.

#1. “commit to reducing the number of Aboriginal children in care”… “more appropriate solutions to family healing”

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#12. “develop culturally appropriate early childhood education programs for Aboriginal families”

#19. “close the gaps in health outcomes between Aboriginal and non Aboriginal communities”

We embrace Judge Murray Sinclair's vision that Indigenous and non-Indigenous need to work together towards reconciliation. We want the LITTLE STARS PLAYhouse to be part of the solution. We are about Prevention. We believe in Commissioner Ted Hughes’ invitation (Phoenix Sinclair Inquiry) to become a community that views children as our shared responsibility.

The PLAYhouse Family Centre will be a place where "eyes light up" for our North End children, messes are OK, laughs get louder and FAMILIES get closer.

Woman Healing For Change Manitoba Inc. (WHFC) registered charity 891621864RR0001 is thrilled to be working on this grassroots, community based volunteer driven initiative. We are Indigenous and Non-Indigenous working together.

Facebook LITTLE STARS PLAYhouse Winnipeg
https://www.facebook.com/LittleStarsPLAYhouse/ and LIKE us or

call co-chairs: Gerrie 204-330-3060 or Judith 204-775-9765

WHY the Little Stars PLAYHouse is so needed?

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

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

"Providing stable, responsive environments for children in the earliest years of life can prevent these impacts. Positive back and forth interactions during PLAY and other interactions buffers a child from the effects of stress… and keeps brain development on track."

The LITTLE STARS PLAYhouse is about PREVENTION.

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

HALF of our HOMELESS were once children in the CFS system.

WAYS YOU CAN HELP: Go Online to CanadaHelps.org, and search for "Women Healing for Change MB" charitable #: 891621864RR0001

For info call Gerrie 204-668-1515 or Judith 204-775-9765

Donate Resources: We can give tax receipts for your donations:

- donate a library and it will be named after you
- build a wooden gazebo/treehouse
- donate tables, chairs, blinds, area rugs
- donate your time ... welder, plumber, carpenter
- donate a van – put your business name on it
- donate a piece of art or a toy for the children
- create or buy a piece of children's art
- donate kitchen appliances
- high school students can adopt us as their charity of choice
- businesses – donate to Woman Healing For Change
- support for the after-school music and art programs - we need music teachers and art teachers and supplies
- bricks, stepping stones, rubber like material for playground

EDUCATION – POST-SECONDARY INSTITUTIONS

Booth University College

Call to Action: 62, 63

Our Goal

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 is enhancing 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 and Year 3 Goals and made significant progress implementing the priorities established for 2018/19 and 2019/20, respectively.

Significantly, "Journeying to Reconciliation" will be embedded as one of the key priorities in the next institutional strategic plan.

Booth UC's Year 4 Goal is to continue implementing the institutional plan 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 4 Goal was to implement the priorities established for 2020/21 by our Indigenous Advisory Council (IAC). Representative initiatives and accomplishments since April 2020 are summarized below:

1. "Journeying to Reconciliation" is an embedded institutional priority.
2. The Indigenous Advisory Council has not met during this year due to COVID-19. Booth UC maintains its commitment to the Indigenous Accord and will reconvene IAC meetings in the coming 2021/22 school year.
3. Continue to offer scholarships/grants specifically for Indigenous students. One Indigenous student received the Tuition Waiver grant this year.
4. Indigenous student representative position was added to the Student Council Constitution.
5. Employment vacancies continue to be posted to websites and other media/locations that are targeted toward Indigenous candidates.
6. Facilitated several opportunities to build awareness of Indigenous history and culture on campus:
    i. Indigenous Perspectives Week March 8-12, 2021:
    ii. Keynote speaker James ("Jimmy") Thunder; Interactive maps; Indigenous stories and recipes.
    iii. Creation of an online Indigenous history course
    iv. Continue to promote and encourage attendance in Indigenous pedagogy and research initiatives.
    v. Reading discussion group (staff, faculty & students) with: NATIVE by Kaitlin B. Curtice
7. College for Office Training (for Salvation Army clergy) conducted a number of events:

i. i) Assigned readings for first year field placements: In Search of April Raintree (Mosionier) and One Church Many Tribes (Twiss)
ii. ii) Assigned readings for spiritual formation course: Native (Curtice)
iii. iii) One Day Seminar: Major Shari Russell, Indigenous Ministries Consultant for Canada & Bermuda
iv. iv) Field Presentation on Land Acknowledgements with Captain Crystal Porter, Indigenous Ministries Consultant Prairie Division
v. v) Presentation of Captain Crystal Porter to Coordinating Council

Manitoba Institute of Trades and Technology

Call to Action: 57, 62, 63

Our Goal

MITT will, in response to the TRC's calls to action #57, 62, and 63, and as partners to truth and reconciliation with Indigenous peoples, provide Indigenous cultural perspectives and competency development for our staff and students through varied opportunities offered at campus and community in ways that foster cultural safety while respecting diversity and inclusion.

Our Progress

MITT in its strategic reflection has identified that greater inclusion and ongoing reliance on Indigenous partners and committees is desirable in order to better inform policies, programs, projects, development of course materials and communication, student supports, transition to employment and also employer supports. To this end, MITT is developing and enhancing partnerships with organizations such as Neeginan/CAHRD and also initiating concepts and projects with the deliberate formation of advisory groups, for example, Indigenous women. This strategy also allows each partner to focus more intently on its strengths and partner with others to augment offerings. The proposed Industrial Training Centre partnership embodies this strategy.

MITT has identified a pattern within mainline institutions and workplaces related to colonial thinking. MITT has developed a concept to deliver training to this end resulting ultimately in better economic outcomes in the labour market for Indigenous Manitobans.

MITT, has engaged with Indigenous Peoples and Indigenous organizations to advance reconciliation, language and culture through education, research and skill development in multiple ways. MITT has provided curriculum and credit to students in Opaskwayak Cree Nation in the Residential Framers Certificate Program. MITT has also worked collaboratively with Neeginan College (CAHRD) to provide full curriculum and

accreditation for the ECE II Diploma and the Building Operator Technician Program. In addition, MITT has provided curriculum, support, and certificates to the CED-Prairie Region Centre for Focusing, Experiential Therapies and Complex Trauma for the Focussed Oriented Therapy Program. Most recently, MITT has established a new Construction Labourer Certificate Program for Indigenous Youth, in partnership with Indigenous Youthbuild Canada.

MITT has brought in Indigenous knowledge, intellectual traditions, models and approaches into curriculum and pedagogy, including the development of Indigenous focused curriculum in many programs. Most recently, specific curriculum around Elder care is currently being developed for the Health Care Aide Program, as well as Indigenous curriculum in the Early Childhood Education Program. Furthermore, the Medical Office Assistant, Pharmacy Technician, and Health Care Aide and Unit Clerk programs also contain learning objectives specific education regarding Residential Schools and Indigenous History. MITT also involves Elders in the classroom as well as receives input from the Southeast Personal Care Home regarding work practicum placements for the Health Care Aide and Unit Clerk Students.

MITT also offers programming as part of the Intro to College and Work Program, which is mandatory for all International students who begin their programs at MITT and must be completed in order to graduate. Students learn about Indigenous culture and the effects of colonization and Residential Schools, as well as participate in the Blanket Exercise.

The Aazhogan Indigenous Student Centre is an example of MITT's commitment to advancing Indigenous education and reconciliation. The Aazhogan Indigenous Student Centre is a safe space to find support, a quiet space to study, and is a meeting place to socialize and participate in different student groups, including MITT's Indigenous Students' Circle. The Centre is also the venue for a Lunch & Learn Indigenous Film Screening Series and can also be used as a prayer space and is smudge-friendly. The Aazhogan Indigenous Student Centre is home to the Aazhogan Resource Library which contains a collection of local and national Indigenous literature, books and resources which students or staff can access on-site or sign-out. Aazhogan (A-sho-gun) is the Anishinabe word meaning "bridge" and is used to describe the connections MITT is creating between students, employers and the worlds of education and work.

MITT is committed to assisting Indigenous students access to services, programs and supports to lower barriers to educations and to foster learning success. MITT awards financial bursaries, scholarships, and awards for Indigenous students. MITT provides wrap around services to students who are experiencing barriers to education and include: resiliency and life skills coaching, Drivers' Licensing through Citizens Bridge, courses on financial management with SEED Winnipeg, assistance in accessing child

care and housing, assistance and referrals to rapid access treatment centres and counselling, to name a few.

To further develop our students' financial literacy, we invited a financial manager in through SEED Winnipeg to present their eight-part Money Stories Program to help our students set financial goals and learn a bit about budgeting. As part of this collaboration students were encouraged to create a budget and apply for the MITT YouthBuild bursary, and all students who applied, and were in good academic standing received a $500 bursary to spend on the priorities they identified as part of the workshop. In addition to assisting the larger community our students also have the opportunity to deliver our in-house Community Cupboard program. MITT YouthBuild is a Winnipeg Harvest distribution point as we have signed up our students in need.

MITT strives to build a school and campus community that values diversity and fosters cultural safety. As such, we have provided sessions to students on Defining Your Goals and Identifying Your Support Network, with Glenn Cochrane, as part of his PATH approach to goal setting, which included showing videos about history, racism, and residential schools to contextualize the reality of students in the Indigenous community. Also, all staff were invited to participate in Orange T-shirt day, and Instructor lead teachings to students. MITT promotes inclusivity at all staff and public gatherings through land acknowledgments.

Red River College

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

Our Goal

As an educational institution and a signatory to the Manitoba Collaborative Indigenous Education Blueprint, RRC is committed to advancing Indigenous education in the province by:

1. Enhancing the environment supporting Indigenous student success;
2. Strengthening relationships and partnerships with Indigenous communities and organizations;
3. Developing and building strong relationships between non-Indigenous and Indigenous students, faculty and community.

Our Progress

Together with Indigenous students and community, Red River College (RRC) is committed to developing partnerships that build student success and drive Indigenous

achievement. As Manitoba's largest polytechnic institute RRC has actively taken on the responsibility to implement our actions to address the Truth and Reconciliation Commission of Canada's, Calls to Action within the staff and student experience at RRC making RRC a leader for implementing initiatives.

As a signatory to the Manitoba Collaborative Indigenous Education Blueprint, RRC has made a public pledge to advance Indigenous education in the province — and to make Manitoba a centre of excellence for Indigenous education, research, languages and culture.

Building an Online Community around Reconciliation:

River College has taken its Truth and Reconciliation exploration and engagement virtual during the COVID-19 pandemic. RRC has found new ways to bring Indigenous cultures, teachings and issues to the forefront through online events for students and staff.

This year, the College welcomed Elder Una Swan as an RRC Elder-in-Residence, joining Elder Jules Lavallee and Elder Paul Guimond in supporting students, classrooms, staff and College leadership. Ensuring access to cultural experiences by including Elders and Knowledge Keepers is vital to embedding and supporting Indigenous ways of knowing being, teaching, and learning.

To support Indigenous students virtually, the Elder's Lodge was launched, a virtual drop-in centre held four times a week where students can build connections, hear stories, and learn more about Indigenous culture with Elders-in-Residence and Indigenous Education staff and faculty.

In addition to numerous shared Elder teachings and workshops with the College community throughout the year, the Indigenous events team has created virtual events such as, Aboriginal Veterans day, seasonal solstices and equinoxes.

RRC's Pow Wow has been a point of pride for the College for over 20 years and has been a tremendous way to honour, and celebrate Indigenous culture and student success. The many years of dedication to this event that honours all graduates, has helped to provide a vehicle of understanding and a message of the importance of Indigenous culture and achievement across the College community. In this time of unprecedented change and challenges it has been crucial to create a place online that makes students feel special, honours their achievements, and holds space for Indigenous culture and teachings.

The second annual Truth and Reconciliation Week, starting with Orange Shirt Day: Every Child Matters and closing with Missing and Murdered Indigenous Women and Girls Awareness Day, launched the conversation at the top of school year. Virtual events included Elder teachings, guest performers and speakers, crafting with Indigenous artists, film screenings, panel discussions, and a monthly speaker series

called “Stay the Course” featuring inspiring stories from RRC’s established Indigenous alumni.

In the fall, the Stay the Course speaker series was launched to have honest, in-depth conversations with inspiring Indigenous Alumni to help current students learn lessons and tips on staying the course. Every month, incredible RRC Indigenous Alumni share their experiences on their journeys to success. Advancing Indigenous achievement at RRC means listening to Indigenous stories.

For staff training, the College launched the 4 Seasons of Reconciliation online modular training program. The program creates an understanding of the history of colonization in Canada and how it impacts current issues and Indigenous peoples today through engaging slideshows, short videos, documentary films, and mini quizzes. 4 Seasons provides the knowledge required for informed, respectful and effective engagement in the classroom and workplace. RRC also created original videos to provide staff with baseline knowledge of smudging practices, the role of Elders, and the importance of Indigenous language revitalization.

In an effort to improve the support and to provide connections with students, the School of Indigenous Education is working to create a Case Management Communication System in a centralized location to track Indigenous Support efforts through a case management approach. The main goal with this approach is to provide a centralized location for all of the Indigenous specific supports to stay connected and be informed to better support Indigenous students while not duplicating services and efforts.

Addressing Systemic Barriers to Further Reconciliation Efforts:

Many RRC Schools and departments continue to work towards embedding Indigenous knowledge, worldviews and case studies into curriculum. To support faculty and staff, workshops and resources are being implemented to educate on Canada’s history, current issues and Indigenizing curriculum – so all students, Indigenous and non-Indigenous, deepen their understanding of TRC, Canada’s history, and Indigenous peoples. Two virtual Indigenizing Curriculum Workshops with Dr. Niigaan Sinclair and Indigenomics Workshop with Carol Anne Hilton: The Emerging Economic Strength of the Indigenous Economy support faculty’s ability to incorporate new perspectives and case studies into course content.

In continuing to find ways to support Indigenous learners, especially those impacted by the legacy of the Canadian Residential School System, the second Mínwastánikéwin Truth and Reconciliation Award recipient was selected via essay submission. The word Mínwastánikéwin is Cree and means ‘to set it right.’

The College continues to push the boundaries and create opportunities for education and thought-provoking conversation for Indigenous and non-Indigenous students, staff and faculty to support Anti-Racism efforts. The Truth and Reconciliation and Community

Engagement Manager has helped shape and implement several initiatives to help create a safe space for the RRC community.

An Anti-Racism steering committee was established in 2020. A panel event titled “Anti-Racism: A Dialogue About Transforming Higher Education” was held in November featuring several esteemed guests, such as, an Indigenous legal expert and advocate Jason Mercredi, who specializes in rebuilding Indigenous governance systems and strengthening Indigenous sovereignty.

Inclusion is a priority for RRC. The Indigenous Recruitment, Retention and Outreach strategy has been developed, stemming from interviews held with Indigenous staff and their recommendations. As part of the Indigenous Recruitment, Retention and Outreach strategy, RRC is implementing the following actions to increase Indigenous inclusion and access:

- Recruitment outreach through partnerships with Amik.ca and Centre for Aboriginal Human Resource Development.
- Methods to Indigenize the recruitment process to assist candidates in better preparing for our interview process.
- Developing Respectful Working and Learning Environment training
- Developing a performance support program
- Evaluating enhanced language in the Collective Agreement as it relates to religious and bereavement leave
- Developing an Alternate Dispute Resolution (ADR) process
- Encouraging land acknowledgements in email signatures

In this next year, Equity, Diversity and Inclusion (EDI) action planning across the College in all departments will be initiated. In the coming years strategies will be developed to increase Indigenous representation and inclusion.

At the Academic Success Centre, a new Anti-Racism Training course for Students is under development. This new Anti-Racism training will join the Diversity Training suite of workshops that already includes Intercultural Competence Training and Gender and Sexual Diversity Awareness Training. The Anti-Racism Training for Students also provides resources developed for instructors that will help them to continue conversations about Anti-Racism in the classroom with their students. As an additional resource, students can also access a new Anti-Racism Learning Toolkit developed together with Library staff.

The Resource and Resolution Advisor, responsible for addressing concerns and complaints related to discrimination, harassment and sexual violence, as well as education, has implemented several policy changes that impact staff and students Respectful Workplace and Learning Environment (“RWLE”) Policy. The revised policy:

- Includes and defines “microagressions” as a form of discriminatory harassment under the policy, and provides examples of such behaviours.

- Includes “lateral violence” i.e. bullying behaviours as a result of intergenerational trauma and/or historical colonization, as an example of bullying within the policy.
- Commits to implement Indigenous dispute resolution models in resolving complaints, where it is possible and appropriate.

Online training is currently in development to educate the College community on the revised RWLE policy. It will be mandatory for staff and optional for students. The training includes commentary around the disproportionate risk of sexual assault and sexual violence experienced by racialized women, including Indigenous women.

A five-year strategy and plan was introduced, with appropriate developmental programs, tools and foundational activities to facilitate opportunities for increased collaboration and coordination among Indigenous economic development corporations, businesses, University and College Researchers and Research Agencies.

The Indigenous Research Liaison, Prairie Research Kitchen provides advice on Indigenous focused research opportunities available at the Prairie Research Kitchen Technology Access Centre and engages Indigenous organizations and communities with the resources available to conduct research and product development at RRC. Focus to date has been to identify Indigenous food research projects and contact prospective and existing entrepreneurs; develop student research partnerships to identify barriers to Indigenous participation in food business industry; and to develop an Indigenous focused online food business workshop. Projects to date include a wild rice flour gluten-free bannock for the Indigenous Culinary Skills class, wild blueberry sauce research project, a Metis-owned business new product development project and a Cree-owned product scale-up project. These contribute to Prairie Research Kitchen’s commitment to build knowledge and capabilities related to regional foods and ingredients and support food sovereignty efforts by Indigenous communities.

A Business Advisory Council Committee for Indigenous Entrepreneurship is in development. This committee will provide input that will assist us in the development of curriculum and identifying potential gaps for an upcoming Indigenous Social Entrepreneurship program.
An Indigenous Education Exploration Fair was held utilizing the online Brazen platform, this event included 20 Booths and two Live Broadcasts with current students talking about work integrated learning and choosing a career and they also discussed how virtual Learning is working.

One project underway is the work that the School of Indigenous education has undertaken with RRC’s Center for Learning and Program Excellence on the development of an exciting new training opportunity, a series of Truth and Reconciliation micro-credential courses. The first micro-credential focuses on the management of the consultation process of Section 35 of the Constitution of Canada, the Duty to Consult. Using an Indigenous lens, participants will learn to apply the relevant laws, principles, policies, and obligations to the consultation process. They will learn about the stages of the consultation framework including initial assessments,

financial documents, and communication with Indigenous communities and governments. Participants will develop a community engagement strategy, present their work, and compile a final report with recommendations. Upon successful completion of this micro-credential, participants will be able to manage a consultation process.

Red River College continues on the path to develop Reconciliation efforts in all areas of the College. This commitment has created many new initiatives to enhance students, staff and faculty on many avenues in which Reconciliation can occur creating an environment that is inclusive and safe.

University of Winnipeg

Call to Action: 11, 16, 63

Our Goal

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 bringing 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 support 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. These activities include:

1. The Master's in Development Practice program offered the "231 Calls to Social Justice: Developing Community Based Responses to Systems Impacting Missing & Murdered Indigenous Women, Girls (MMIWG) and 2SLGBTQQIA Persons" course in Fall 2020.
2. The Faculty of Graduate Studies has formed a working group on Indigenous Graduate Education, with the goal of developing a strategic plan for Indigenizing graduate studies at UWinnipeg.

3. Wii Chiiwaakanak's pilot program for youths ages 8-14, "So, you want to be a YouTuber?" was well received in the fall. A new session began on January 28. A 2.0 program has been developed as a next step.
4. The Indigenous Academic Lead, in partnership with Indigenous Languages of Manitoba, was awarded a grant for a Cree and Ojibwe Language Teacher Training program from the Canadian Heritage, Indigenous Languages and Cultures Program, Indigenous Languages Component. The goal of this program is to train Indigenous language speakers to teach Indigenous languages to adult learners, including postsecondary and community classrooms.
5. Wii Chiiwakanaak has launched two of their core programs: Powwow Club and Sacred Seven.
6. Meetings have been held with various organizations, including Assembly of Manitoba Chiefs, Southern Chiefs' Organization, Manitoba Keewatinowi Okimakanak, and Manitoba Metis Federation to discuss partnership, collaboration, partnership, and student success.
7. The Indigenous Engagement AVP, continues to outreach and work with various institutions across the country to identify areas of shared interests and collaborate where possible. Of particular interest this year is the collaboration underway with Yellowquill College to develop a teacher training program.
8. The Indigenous Academic Lead hosted the first meeting of a new Manitoba Indigenous Languages Working Group with members from UWinnipeg, University of Manitoba, Manitoba Education and Training, the Winnipeg School Division, the Manitoba Teachers' Society, Brandon University, the Prairie to Woodlands Indigenous Languages Revitalization Circle, and the Government of the Northwest Territories. The goal of this Working Group is to continue the dialogue and sharing of knowledge for Indigenous language revitalization and education within Manitoba while working together to address specific challenges, work on a provincial Indigenous language strategy, and advocate for change.

Partnerships with or between Indigenous peoples that resulted in the creation of agreements, policies, legislation, processes, or programs (related to economic development, employment and training, child welfare, legal, justice, education, environment, language, health and healing, etc.) include:

1. Indigenous Insights facilitators are working collaboratively to create an Indigenous Insights Virtual Classroom.
2. UWinnipeg signed the Manitoba Indigenous Education Blueprint in 2015 and has been participating on a working group to implement the recommendations, which align with the TRC Calls to Action. UWinnipeg is collaborating to develop the next phase of the Blueprint.

Increasing visibility and understanding

UWinnipeg has taken steps to increase the visibility of Indigenous contributions, experiences, values, culture, languages, and teachings to bridge understanding between Indigenous and non-Indigenous communities. These activities include:

1 - 3. The Indigenous Academic Lead invites distinguished Indigenous scholars to share current research with the University of Winnipeg campus and community in the Weweni Indigenous Scholars Speaker Series. These events are free and open to the public. This year featured 3 panels, with 11 scholars presenting in total.
4. Through the ‘Feed Your Mind’ lecture series hosted by Global College, the Director of Master’s in Development Practice presented on "Supporting the Sacred Bond: Addressing Maternal Evacuation and Indigenous Birth Work" research work, accompanied with stories about her career pathway.
5. The Indigenous Academic Lead created an Indigenous language radio drama, Aakoziiwigamig: An Ojibwe Radio Drama, in partnership with Native Communications Inc. FM and Indigenous Languages of Manitoba Inc. The first episode of 10 episodes aired on NCI Radio January 13, 2021 and continued every second Wednesday at 12:30 pm. There are over 20 fluent Ojibwe speakers involved from Manitoba and Ontario.
6. Planning is underway for a program in partnership with Feast Café and Bistro to have their lead chef lead a cooking at home session for 20 youth in the community. It is supported by Farm Credit Canada.
7. The Indigenous Academic Lead is partnering with Indigenous Languages of Manitoba to pilot a modified version of the UW English as Additional Language Teaching Certificate Program for Cree and Ojibwe speakers. The goal is to train Indigenous language speakers to teach Indigenous languages to adult learners, including postsecondary and community classrooms.
8. A Missing and Murdered Indigenous Women and Girls course is offered and is being further developed.
9. A beginner and intermediate Anishinaabemowin (Ojibwe) language class is being delivered by Wii Chiiwaakanak, in partnership with Indigenous Languages of Manitoba.
10. Discussions on recruitment strategies for FN Communities with Teach for Canada.
11. Build from Within (partnership with Winnipeg School Division) first cohort on campus underway Fall 2020, second cohort will be on campus Fall 2021.
12. Four additional Community-based Aboriginal Teacher Education Program (CATEP) MOU’s with MB School Divisions.
13. Aboriginal Head Start Cohort in Developmental Studies.
14. Discussions with Rideau Hall Foundation to connect community philanthropy and inner-city initiatives to support for future Indigenous teachers.

15. Engagement with the Manitoba Teachers' Society to further advance Equity, Diversity and Inclusion initiatives/learning.
16. Developmental Studies is revising curriculum to further incorporate additional Indigenous Knowledge.
17. The Indigenous Insights workshop was offered 15 times in the past year to approximately 363 students. In the coming year, the workshop will be offered 20 times to an anticipated 480 students.
18. The Faculty of Graduate Studies continues to sponsor the summer Pathway to Graduate Studies program for STEM students in the early years of their undergraduate studies and the Indigenous Summer Scholars Program for senior undergraduate students, who are paired with faculty research mentors and embedded in ongoing research projects.

EDUCATION – SCHOOLS AND ASSOCIATIONS

Glenlawn Collegiate Institute

Call to Action: 62.i, 63.iii, 79.ii

Our Goal

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

1. We will be re-establishing our Indigenous student group with a focus on belonging, learning, sharing, and building relationships.
2. We will continue to enhance enrollment and interest in our Grade 10 First Nations, Metis, Inuit Studies course.
3. Teachers and students will create a space in our library for Indigenous resources that reflects Indigenous peoples and worldviews.
4. We will be offering another set of Indigenous themed/authored novels for this year's book-read for staff.
5. We will be continuing to create 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 look at ways to provide all Grade 9 and 10 students with an experiential activity related to Indigenous perspectives that ensures staff and student safety given the pandemic situation.

8. We will reflect on the challenges of this year and begin planning ways to meet staff and student needs in the upcoming year.
9. 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, 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.

That being said, due to the unique challenges we face as a result of the global pandemic, many of the goals we have set and the practices we have implemented to ensure that we are meeting our goals have had to be drastically altered this year to ensure the safety of students, families, and staff.

Missing this year, has been our ability to meet in groups. This has impacted our ability to hold our annual Glenlawn Community Feast and to hold school-wide events such as Orange Shirt Day and MMIWG Awareness Day. It has posed challenges for being able to meet as a whole staff or in professional learning groups and has taken from us valuable time that would normally be dedicated to ensuring Indigenous perspectives implementation across various subjects and grade levels. It has also meant that we have been unable to support students in attending our divisional drum and pow wow groups and to engage in our divisional Indigenous Youth Leadership group. As such, we continue to plan for next year with these challenges in mind and feel it is important to return to these practices in the best and safest way we can in the upcoming year.

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

Orange Shirt Day – Although unable to gather together in a physical sense, Glenlawn continued to encourage whole-school participation in Orange Shirt Day on September 30th .Staff and students wore orange throughout the day and teachers had available to them various resources designed to educate and create continuing dialogue in the weeks after.

Missing and Murdered Indigenous Women and Girls Awareness Day – Teachers had available to them various resources designed to educate and create continuing dialogue in the weeks after Oct. 4th.

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 . This year, we created a student-lead virtual ceremony that was attended by all staff and students.

Treaty Acknowledgements - We have begun to practice a newly revised Land and Treaty Acknowledgement at our school this year. 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 – The Indigenous Education teachers is currently working with the principal of Windsor School (a Glenlawn feeder school) and a Grade 10 Indigenous student and artist to create both a Circle of Courage and Seven Sacred Teachings painted mural concept for the entrance of Windsor School.

The Indigenous Education teacher continues to facilitate discussions with representatives from Glenlawn’s Student Council and our Indigenous Youth Leadership group in the creation of a treaty and land acknowledgement installment for a common space in our school. Although the project has been slowed by pandemic challenges, all involved are committed to continuing this project in the 2021/22 school year.

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 continued to collaborate with three Grade 9 ELA and Social Studies teachers this year to support Indigenous perspectives implementation in student learning.

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

Professional Learning - Staff will again be provided with Indigenous themed/authored books for their 2021 summer reading.

Indigenous Education Lunch n' Learns – 6 staff have engaged in two 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.

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

Glenlawn Indigenous Youth Leadership – Despite not being able to meet weekly face-to-face, students have continued to dialogue in our online chat group and reach out to one another from time to time.

Grade 10 First Nations Metis Inuit Studies Course – This was the first year at Glenlawn that we offered our First Nations, Metis, Inuit Studies course at the Grade 10 level. The uptake has been considerable and as a result, we have been able to engage over 55 students in in-depth learning centered around Indigenous perspectives and pedagogies.

Elders/Knowledge-keepers/Indigenous Education Specialists -

We invited elder Pahan Pte San Win and elder Wanbdi Wakita to join two Grade 9 classes and a Grade 10 First Nations, Metis, Inuit Studies class virtually over two days of learning. They shared perspectives and teachings related to traditional knowledges and residential school experiences and answered student questions.

Scholar in residence Dr. Frank Deer has also visited with two Grade 9 Social Studies classes to talk about the OKA Crisis and his home community of Kahnawake, Quebec.

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 2021/2022 year.

Gonzaga Middle School

Call to Action: 45, 62, 63, 64

Our Goal

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. During the pandemic it was more difficult to engage in land-based education programming. In a normal year, for example students learn about birch bark biting, the history of the land that is Manitou Abhee while at Tim Horton's Camp Whiteshell for example. Students would also normally participate in ceremonies, the blanket exercise, learning about tobacco ties, spirit meals, smudging and traditional medicines. This year, 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. Students also did research projects related to learning about historical and current Indigenous leaders.

Gonzaga Middle School (GMS) has also engaged or partnered with Indigenous groups or organizations that support Indigenous peoples. Due to the pandemic, some of the activities we would normally engage in such as participating in WASAC sponsored events and a Cub Walk with the Mama Bear Clan were not possible this year. Nevertheless, Gonzaga Middle School still found ways of supporting Mama Bear Clan and the North Point Douglas Women's Centre. Normally, students would learn about

and participate in traditional jigging thanks to the Norman Chief Dancers and we would bring in elders Clarence and Barbara Nepinak for firsthand teachings and lessons on hand drumming. These and other planned activities were unfortunately canceled due to the pandemic this year. We look forward to the end of the pandemic when GMS can resume volunteering at NPDWC and Mama Bear Clan events, hosting events that may include pipe ceremonies, hoop dancing, and staff attending Indigenous knowledge teachings in-person and then sharing knowledge with other staff to continue building a respectful and inclusive school culture.

There were some activities and programs which staff and students were able to participate in this year despite the pandemic. This year the staff participated in a Zoom based training program with the Treaty Relations Commission of Manitoba. Thanks to Career Trek, GMS students were able to participate in the Healing Forest Tree Planting ceremony and learn first-hand about the reconciliation-based purpose and value of the Healing Forest. A group of 16 students also participated in bi-weekly virtual fireside chats were they received teachings from University of Manitoba Indigenous elders and knowledge keepers. A group of students also took it upon themselves to organize a fundraising drive in support of the Chanie Wenjak Foundation as part of the Orange Shirt Day project which resulted in GMS becoming a Chanie Wenjak Legacy School that honours and supports the goals of the Foundation regarding Truth and Reconciliation. This also included a community-based walk during the month of October at each lunch hour. Thanks to GMS's participation in True North Foundation's Project 11, students were also able to learn about jigging and Pow Wow Sweat as part of their Physical Education program and after school enrichment. Students also participated in the Ma Ma Wi Youth 4Truth and Reconciliation virtual conference.

Manitoba Teachers' Society

Call to Action: 57, 62

Our Goal

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 16,600 teachers across the province. It is important to note, that our organization does not work directly with students but does provide professional learning to teachers and has worked to address the TRC Calls to Action at an organizational level. Professional learning sessions include:

- Exploring our Place in Reconciliation through Story and Fact delivered by our Teacher Led Learning Team
- Anti-Racism workshops with schools
- Local Association Indigenous Chairs training. Topics have included anti-racist education, equity, and Indigenous approaches to wellness.
- Annual training of all employees of The Manitoba Teachers' Society in Indigenous histories, cultures and contemporary realities.

In terms of policy development and action, the Society has an Indigenous Voice and Action Standing Committee (IVASC) comprised of Indigenous educators from across the province. The Committee continues to monitor and assess trends and developments in the area of Indigenous education, including preservation of Indigenous languages, culture, history, perspective and customary law as well as make recommend changes to the Provincial Executive related to such issues. Specifically, this Committee has developed resolutions to support action at the organizational level including adopting the TRC Calls to Action and language changes in Society documents as well as provided leadership with respect to the development of Indigenous education resources.

The work of IVASC and The Manitoba Teachers' Society is supported through our Indigenous Chairs who are responsible to bring resources as well as new knowledge and information to our local teachers associations across Manitoba.

In addition to our internal committees, we continue to meet with educational partners on a regular basis to discuss issues, successes and areas of mutual interest and action related to Indigenous education. Similarly, we continue to work with organizations such as the University of Winnipeg to support resource development and education focused on corrective history as well as Indigenous rights.

Southeast Collegiate

Our Progress

Some of the activities had to be modified and adjusted to meet pandemic needs.

1. Quarterly cultural events for both students and staff members.
2. Seasonal Ceremonies (Spring, Summer, Fall, Winter)
3. Feasts for staff and students with Indigenous foods.
4. Reviewed/learned Government System Federal/Provincial and Local Control/Indigenous First Nation Communities.
5. Created Soaring Eagles Cooking Club for students with a cultural relevance for remote living.
6. Wellness program for staff and a wellness benefit provided due to pandemic concern.
7. Healthy Eating Program for students and staff - Providing a healthy alternative of food for staff/students.
8. Native Wellness - School Initiated Course compulsory for all students to attend.
9. Sweat Lodge Ceremonies for students and staff held in collaboration with Elder Mike Calder; and University of Manitoba.
10. Elders visiting for story telling with cultural content/medicinal content that had to be adjusted due to pandemic.
11. Land based education events held at Manitoba provincial parks.
12. Turtle Lodge Teachings - Elder Dave Courchene Jr./presentations (Staff & Students).
13. Women's Teachings - Elders (Students & Staff).
14. Men's Teaching - Elders (Students & Staff).
15. Cultural Presentations Kitchen Staff, Maintenance, Youth Care Leaders, Teachers, EA's.
16. UNDRIP - Southeast Economic Development Council.
17. Monthly school themes with Indigenous perspective.
18. Collaborated with partner Manitoba Construction Sector Council to include Indigenous youth in construction sector.
19. Collaborated with Manitoba Heavy Construction to create a heavy equipment course for Indigenous high school students.
20. Collaborated with U of M for a pilot program that includes Indigenous students and Sciences that has a cultural perspective that include land-based and climate change issues.
21. Climate Change Education - collaborated with AFN Assembly of First Nations (National) and AFN Manitoba Region (Local) and Prairie Climate Centre to provide land-based teachings and workshops and presentations on the importance of climate change.

22. Committees within the School that addressed recycling, and climate change.
23. Creation of "The Climate Change Warriors" youth that will address climate change and sustainability within our First Nations.
24. Recognized the Indigenous holidays and provide staff/students the recognized day off school/work and they are Aboriginal Veterans Day, Aboriginal Justice Day, Louis Riel/Family Day, National Aboriginal Day.
25. Policies reflect that staff are provided with 5 cultural days that they can book for ceremonial reasons.
26. Network of community members group/gathering quarterly; whereby groups/partners share information and cultural presentations.
27. Religious presentations - partnered with several churches in the neighbourhood and shared Indigenous teachings/ceremonies with community members and celebrated with a feast.
28. Partnered with inner/north end school to share Indigenous Cultural history with Grades 3, 4, 5, 10, 11, 12 students and continued this throughout the year; unfortunately, we did a lot of zoom and various forms of media delivery.
29. Revamped and reviewed curriculums to reflect Indigenous people's perspective vs. western perspective. Ensured that Indigenous/cultural perspective across the curriculums for high school.
30. Monthly staff prized/awards that reflect cultural perspective (ie dream catcher, art prized).
31. Monthly Staff draws for completing training that included cultural awareness.
32. Student sporting events with Indigenous focus. (Archery & target shooting). Various Indigenous Games.
33. Collaborating with Southeast Tribal Council for cultural services for ceremonies, such as cedar bath, smudging, naming ceremony and working in unison with wellness as the goal.
34. Partnered with Dr. Betty Lynxleg to create Climate Change school presentations/events/workshops.
35. Collaborated with Brenda Bear/Climate Change Coordinator for Manitoba Region AFN to create climate change education enhanced learning program.

EDUCATION – SCHOOL DIVISIONS

Pembina Trails School Division

Call to Action: 57, 63

Our Goal

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 2020/21 school year Pembina Trails School Division initiated:

1. A new service delivery framework for our team of four Indigenous Student Success Teachers was created which focuses their work in collaboration with classroom teachers to support student learning through the infusion of Indigenous knowledge and perspectives. The team works to ensure that our schools are safe spaces that reflect the cultures of First Nations, Inuit and Métis students, families, and communities. Students access cultural supports and learn alongside Elders and Knowledge Keepers.
2. A divisional self-assessment tool was created for schools to engage in a reflective conversation to identify strengths and stretches in their school's Indigenous Education initiatives. This tool contains indicators of success including but not limited to: the school environment, cultural programming, professional development, access to Indigenous resources, etc. Data from this tool will inform school and divisional planning.
3. Walking Together Grant Initiative: The programming created with support from this grant included workshops and outings to engage non-Indigenous students with Indigenous ways of being and support for Indigenous students to re-connect with their culture through the fostering of relationships, cultural awareness and competencies. Non-Indigenous students had opportunities to explore and

embody allyship roles making and holding space for Indigenous ways of knowing and being. Relational learning directly from Anishinaabe Knowledge Keepers/Elders was integral to ignite empathy and understanding.

River East Transcona School Division

Call to Action: 7, 45.iii

Our Goal

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 is committed to improving the educational outcomes for Indigenous students and closing the achievement gap between Indigenous and non-Indigenous students. We are 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. (Calls to Action #7 and #45 iii)

In order to support this commitment, we as a division are sharing information with staff and students and modeling best practices that promote understanding, empathy, and respect. The following supports students, community members and staff on the Path to Reconciliation:

RETSD is actively involved in the Manitoba Indigenous Youth Achievement Awards (MIYAA) and is hosting the 2021 virtual awards events. Indigenous students from RETSD Senior Years schools were part of the selection process, assessed nominee

applications, and determined winners in each category. Students expressed that this experience strengthened their self-efficacy, identity, purpose and belonging.

We want our students and children to be healthy in all 4 areas: Heart, Mind, Body, and Spirit. Our goal within the division is to support students in overcoming systemic challenges and working towards building self-efficacy, skills, and respectful relationships. In order to support this, the We Matter Program has been introduced to schools this year. The IAA and PBIS teams facilitated a half day PD for SY schools. Administrators, IAA contacts/teachers, and Guidance Counselors from each school attended.

We Matter is being supported through IAA cultural, community, and curricular supports through strategies such as:

- Monthly on-line connections with Indigenous community members/role models who have faced personal challenges and are able to speak to resiliency and strength, as well as offer advice to students.
- Student and staff learning about the Treaties and Reconciliation through staff PD and classroom supports in order to facilitate and support age appropriate conversations about Residential Schools, Treaties, and Indigenous contributions to Canada as per TRC Calls to Action.
- Drumming as a form of building resiliency and self-care skills
- Smudging as a way to strengthen positive relationships with peers and educators
- Land Based learning in order to strengthen community and traditional values and create a sense of belonging.
- Object literacy/personal story medicine bundles as a means to strengthen students and staff sense of cultural pride and identity

A Divisional Senior Years Student Voice Advocacy group have been created, the purpose being to give students a voice and include them in discussions centered around achieving Indigenous student success in Senior Years schools. RETSD exists to support student success and, by including student voice, we are making space for students to be actively involved by offering input and suggestions as to what they need as pathways to success.

Students from each SY school meet bi-weekly with the IAA team and quarterly with the Asst. Superintendent and include other FNMI students within their schools to offer feedback and suggestions as to next steps for the division. Students have virtually met with leaders of the Indigenous community and have started a community-based project which will bring about awareness of MMIWG through artistic displays throughout the RETSD community.

We continue to facilitate virtual professional development sessions for staff in areas such as Reconciliation, The Void, The Circle of Courage, Integrating Indigenous Ways of Knowing, Best Teaching Practices in Indigenous Education, and Inclusion.

The divisional Elder Grant is offered to support schools in bringing in Elders and Knowledge Keepers to support classroom learning on Indigenous Ways of Knowing and Indigenous Perspectives, and in facilitating staff professional development.

The IAA team is currently facilitating a divisional study on the book "White Fragility" by Robin DiAngelo. 80 RESTD staff members are currently participating in the evening sessions which will run until June.

The “Books and Bannock” program has proven to be successful in engaging students and increasing access to Indigenous literature and traditions. An Indigenous language component has been included by way of Indigenous language speakers who work alongside the students and share knowledge of culture and language. Community Connectors have also been meeting with students who are have academic needs and offer one on one tutoring and support.

This year, the board of trustees in RETSD has been engaged in conversations related to the state of equity in education. This conversation has helped the school division to identify gaps in staff demographic data collection. This data has sharpened our division's focus on the need to actively plan to have more accurate data collection to assist in future employee hiring/retention plans.

The board undertook a review of the division's Indigenous education policies. As a result of this review, commitments were reaffirmed and new statements regarding reconciliation were incorporated.

RETSD is a long-standing partner in the Community Based Aboriginal Teacher Education Program (CATEP). We are proud of our history and engagement with the University of Winnipeg and are eagerly looking forward to our continued cooperation in the program. RETSD has reaffirmed our dedication to hiring successful, divisionally sponsored CATEP students as RETSD teachers.

Seven Oaks School Division

Call to Action: 1.ii.

Our Goal

Seven Oaks School Division is concerned with the high number of Indigenous children in the child welfare system. We continue to ensure strong communication between

guardians, caregivers and school and to provide opportunities for all students and staff to learn about Indigenous cultures and histories. We also want to ensure that families who are caring for our youth in the child welfare system have culturally appropriate knowledge and supports. To this end, we aim to create partnerships that will provide educational opportunities for foster families of Indigenous children to learn about Indigenous cultures and how to access culturally relevant supports.

Our Progress

This year has posed unique challenges due to the COVID-19 pandemic. However, with some adjustments to our implementation strategies, we were able to carry on with prioritizing our commitment to Truth and Reconciliation by continuing to build upon our Indigenous education initiatives.

With a combination of in-person and virtual connections, our k-8 Pow Wow Clubs continue to operate in healthy numbers. After several weeks of instruction provided by the Aboriginal School of Dance we have more than 1000 students across the division poised to participate in our Annual (2nd Virtual) Divisional Graduation Pow Wow. In addition, we have expanded student participation in jigging and drumming clubs delivered by Mike Harris and Coco Ray Stevenson respectively.

Teachers, staff and students continue to seek knowledge and direction from our 2 divisional Elders, Mary Courchene and Dan Thomas. In light of the pandemic, it had become imperative that we keep our Elders as safe as possible. In order to fulfill the growing requests for our Elders, we embraced the use of virtual visits and pre-recorded messages and teachings. More and more schools and students are making connections with knowledge keepers in their community circles as well.

At our administrator meetings, we have started to inquire into the work of scholar Dr. Marie Battitste. She is a Mi'kmaw scholar who has experience developing programming for all levels of education. We started our journey of what it means to decolonize education by reading her book, Decolonizing Education: Nourishing the Learning Spirit, and hosting her at an Administrators' meeting this year. We have also looked at works by Leanne Simpson, Pam Palmater and Owen Toews in our efforts to understand how we got to where we are as a nation, how our community has been impacted specifically and what role schools can play in undoing the harms of the past.

For our students entering high school we continue to provide opportunities for Indigenous students to participate in enrichment activities that allows them to build strong identity and be firmly rooted in community. The Cultural Credit course which allows youth to work towards credit attainment for participating in programming directly related to the empowering Indigenous youth here on Turtle Island. Working alongside them this year is a Community Support Connector who directly supports our Indigenous

Youth Mentorship Program that is based on Mino' Pimatisiwin (Living the Good Life) which is an extended school day program that is open to all Indigenous highschool students. In partnership with CAHRD, youth have the opportunity to work towards summer employment through this program. We have also continued work with Kevin Chief as our Mentor in Residence this year and have brought in many other inspirational role models such as Kevin Settee, Sonya Ballantyne, Jaimie Isaac, Mitch Bourbonniere, Colleen Rojette and many more.

Ozhaawashkwaa Animikii-Bineski Aki Onji Kinimaagae Inun, which means Blue Thunderbird Land Based Teachings Learning Centre (a.k.a. the Aki Centre), continues to provide teachers and students with outdoor land based, hands on learning opportunities through Indigenous ways of being and knowing. The space hosts Indigenous land based teachings and ceremonies through our 25 foot tipi, Sweat lodge, Medicine Wheel garden and Outdoor Circle classroom. We have also acquired an additional 18ft tipi that can be used for tipi teachings at various sites throughout the division.

We continue to be committed to language revitalization through the operation of the K-5 Ojibwe Bilingual Program which also has programming at the grade 6 and 7 levels. We continue to grow our resource collection through the development of language materials for use in the classrooms. We have begun a project to develop an Ojibwe Dictionary for use in the classrooms in the program as well as for families.

We continue to work with various Child and Family Services agencies in a committee format to better support our children who are in the child welfare system, a disproportionate amount of which are Indigenous. From our work, we have also identified a need for Indigenous children in care to be in homes that are culturally appropriate. As a result, we have created partnerships with Dakota Ojibwe CFS and Circles for Reconciliation to provide opportunities for foster families of Indigenous youth to learn about Indigenous cultures and issues impacting Indigenous youth as well as how to access culturally relevant supports.

St. James Assiniboia School Division

Call to Action: 63

Our Goal

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

Updated Goal: To harness the newly created Administrative position as a catalyst to create dynamic change and inspired change within the Indigenous team and clarify roles and responsibilities within the group, as well as, create a sense of cohesiveness. With strengthened team leadership the group can discuss and implement new strategies for change based on the needs of our Indigenous families and students encapsulating their worldview while creating an arena for academic success for all. Reconciliation is our aspiration that effects all learners and therefore is beneficial to our Indigenous, Settler, and Newcomer populations in order to further greater understanding and harmony moving forward.

Our Progress

As an active Winnipeg Accord member, the St. James-Assiniboia School Division continues to strive towards building stronger relationships with Indigenous students and their families. It is through continued development of Indigenous policies that our goals to build student capacity, community, curriculum, and culture are to be realized for all stake holders in our schools. As per our Scholar in Residence, Niigaan Sinclair, an Indigenous Steering committee was formed in 2020 to establish areas of strength within the division and look at areas for divisional growth. The steering committee's purpose is to support this agenda, as a means, to create more opportunities for Indigenous student engagement, strengthened identity, and academic success.

For the following school year an Indigenous Administrative position was created to not only guide the Indigenous Education team but also create a vision for Indigenous Education moving into the future. This position will have the ability to create positive changes for not only the Indigenous team but also for all our Indigenous Teacher Allies located in our schools supporting Indigenous Education initiatives throughout the division. It is hoped through strong community ties that our student graduation rates will increase and that Indigenous families will become active in their child's community school.

Winnipeg School Division

Call to Action: 14.i

Our Goal

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

Ozhitoon Onji Peenjiiee , The Build From Within Teacher Development Program currently enrolls 17 students in Cohort I and 22 students in Cohort II. The 39 Indigenous students are working together to become teachers in the Winnipeg School Division. The wrap around support the students access includes a Program Coordinator, Teacher Intern Partner, Social Worker, University of Winnipeg academic support, and Indspire bursaries in partnership with the university. The Winnipeg School Division in partnership with the University of Winnipeg and Indspire implemented this program to help offset the imbalance of Indigenous student to teacher ratio.

Cohort I students have completed the Fall and Winter terms at the University of Winnipeg. Cohort II has completed their Education Assistant Diploma Program (EADP) and are back at their home school completing their high school courses to graduate.

The strength comes from the cohorts and during COVID this has challenged the students and the supports provided. Normally students would be together in class and supporting one another but education has changed over the last year forcing many of the students to access the supports in many different ways. Academic, mental health, and food security are only a few examples the program has supported. Ozhitoon Onji Peenjiiee has identified exactly why there needs to be this programming. Every student has accessed at least one of the provided supports to move their success forward.

The Internship relationships between the students and their teachers has been a positive learning experience for both. The teachers have developed a professional and academic partnership. The Teacher Interns have supported the students in navigating through first year university, teacher professionalism, and managing the busy day. The teachers are modeling how teachers work each and every day.

Students receive an honorarium to allow them to focus specifically on their course load and internship. This has helped the students focus and reduce stress. Students still actively engage in other sources to support their income.

After reviewing the needs of the students and success of the program, the Social Work support position will continue. New for the fall of 2021 the program will hire a community connector to help the students with needs outside the school. This position will help remove even more barriers blocking the path to success.

In February 2022, Cohort III will begin the EADP courses and 25 more students will start their journey top become teachers in the Winnipeg School Division.

FAITH AND RELIGION

The Diocese of Rupert's Land, Anglican Church of Canada

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

Our Goal

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

Through an extraordinary time (COVID 19) new indicators self-developed, not as a result of COVID 19, but of the fissures it had fully exposed.

1. In the wake of the Black Lives Matter movement in the US, specifically in response to 2020 deaths/police shootings, Indigenous Anglicans in our diocese were present to pray, commiserate, and speak clearly about racism in Canada. Rupert's Land Urban Indigenous Ministry Developer, Vincent Solomon, is especially involved in the various conversations, protests and vigils. He is also present to the Diocese and national Church as they have endeavoured to support the dismantling of systemic racism in Canada. Although the task before us is daunting, both the diocese and national Church are committed to addressing racism.

2. The Diocese of Rupert’s has been leading the Anglican Church in Canada in petitioning the Government of Canada to implement a Guaranteed Basic Income for all Canadians. In discussions with various Indigenous elders in the Church, both in

Winnipeg and across the diocese, the elders thought GBI was an important way that the diocese is stepping-up to the plate to combat the injustice (economic, educational, healthcare, justice etc.) systems that, generally, urban Indigenous folk face daily.

3. Urban Indigenous Ministry Developer, The Rev'd Vincent Solomon, as well as one local Anglican Elder, The Rev'd Canon Murray Still, regularly participate in national Church discussions about planning a self-determining Indigenous Anglican Church. Excitement and anticipation of a roll-out for this entity is growing as the reality of such is becoming more evident.

4. Many of our local Indigenous and non-indigenous Anglicans join the National Indigenous Archbishop, Mark MacDonald, three times each week on ZOOM for Gospel Based Discipleship. GBD is a fellowship, a Bible based, and communicative exercise which builds Church members to be active and articulate disciples. For some, this has meant that they have had regular community during lock-down - for others it has called them into deeper relationship with God, and a further call in ministry – and for others, it has paved a road to political and social activism.

5. Through the pandemic, Churches in northern dioceses (Arctic and Meshemokwesh) have called upon our Church to provide pastoral care with Indigenous health and education visitors, and their families. Through the Canadian Red Cross, Rupert's Land Wechetowin (which means: People helping People) have been trained and deployed to provide pastoral ministry. This small but dedicated group, (perhaps 20 or so) is led by Deacon Tanis Kolisnyk.

Kairos Canada, Manitoba and North Western Ontario Region

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

Our Goal

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

We are members of KAIROS Canada, a Canadian Ecumenical Justice Initiative. We are Indigenous, settlers and newcomers in Canada working with people of faith or of conscience all over the world for ecological justice and human rights. KAIROS… is faithful action for justice and peace. Kairos unites Canadian Christian churches & religious organizations in a faithful ecumenical response to the call 'to do justice, to love kindness, and to work humbly with the Creator.'(Micah 6.8)

We are informed by biblical teachings, we deliberate on issues of common concern, striving to be a prophetic voice and presence in the public sphere.

We are inspired by a vision of the Creator's compassionate justice, we advocate for social change, amplifying and strengthening the public witness of our members.

We work together as churches and religious organizations, as well as with people from different faiths or of conscious to ensure effective and credible education, reflections, and social justice actions. We seek allies to work mutually – learning from and collaborating with others.

We are non-partisan organization.

We are seeking to 'resetting the relationship' with First Nations, Métis and Inuit peoples. (FNMIP) We are striving to fully implement the principles, norms and standards of the United Nations Declaration Rights of Indigenous Peoples. We are working on the Truth and Reconciliation Commission's Calls to Actions. As well our members have been studying the Doctrine of Discovery and Terra Nullis and its influence, and continued impact and practice of colonization within Canadian law.

For us this means to have accountably to First Nations, Métis and Inuit peoples. (FNMIP) We acknowledge our core Christian identity. We are keenly aware of the ways

in which Christianity is entangled with dehumanizing processes, including the Doctrine of Discovery and Terra Nullis, colonization, continued poverty, failure to recognize Indigenous land rights, the continued destruction of Indigenous ways of life, livelihoods, language, education, health, residential schools – intergenerational trauma, spirituality, oral history, peace- making, treaties, and the on-going murder and missing Indigenous girls, boys , women and men. We claim our identity with humility and respect.

We continue to work on the reconciliation of ecology and the integrity of creation, reconciliation with Indigenous peoples, Métis peoples and Inuit peoples, reconciliation with migrant & diaspora peoples and communities, reconciliation with gender & racial justice, reconciliation with global partners.

We approach the City of Winnipeg Indigenous Accord starting to speak truth to power. We begin by admitting our complicity in the practice of colonization, our need to de-colonialize our ways of approaching our relationships with the Cree, Ojibwe, Oj-Cree, Dakota, Dene and the Métis peoples, before we can talk about reconciliation.

Travelling the path toward decolonization needs to be progressive, personal, collective, and positive.

As NW Ontario and Manitoba Kairos regional group we are learning to listen to Indigenous peoples, as have many people. We are beginning to journey into respectful conversations, followed with actions of support.

1. Call # 1: Child Welfare: We, along with other organizations including the Indigenous Family Advocate and people whose family members are in the Child and Family services, began a letter writing campaign to elected Mb. provincial government officials MLAs, requesting specific changes to the Child and Family Service Act. Many of the Indigenous children and youth are in care due to poverty. A Standing Committee of Legislative Affairs was struck to consider Bill 18, ‘the Child and Family Services Amendment Act – taking care of our children’. Kairos North Western Ontario & Manitoba regional members spoke at these hearings along with many individuals & organizations. We were encouraging the elected MLAs and the standing committee members to amend the Act to make it illegal to take and remove children and youth from their families solely as a result of the economic or social situation of a child’s parent or guardian. We continue to work on this Call to Action.

2. Call # 45: Many of our member denominations have formally repudiated the racist Doctrine of Discovery & Terra Nullius which justified settler presence on Indigenous and Métis, and lands, as well as other doctrines, laws or policies that would allow early European immigrate peoples to address Indigenous peoples in this way. Our coordinating committee members have been studying the Doctrine of Discovery & Terra Nullius to understand the affect it has had & continues to have with Indigenous

peoples, Métis peoples and Inuit peoples and their land & communities. We continue to encourage member churches and the wider community to study the Doctrine of Discover & Terra Nullius and make appropriate changes to their guiding principles, course of actions, and renewed relationships.

3. Call # 57: We are committed to encouraging more and more people to participate in the educational tool of the Kairos Blanket Exercise (copyright). This educational tool was developed by Kairos Canada in cooperation with Indigenous advisors. Our volunteer team have worked tirelessly to encourage people to learn the history of the impact early settlers had upon Indigenous, Métis, Inuit peoples and their lands. Our volunteer team stopped their activity in 2020. The members of the KBE committee contributed countless volunteer hours for many years, with presentation to many people and organizations. Kairos Cd has a regional coordinator in place email rcharette@kairoscanada.org, as well as by virtual workshops email Kairos Canada.

4. Call # 62: Education for Reconciliation: We worked on the 'Kairos Winds of Change' campaign. We circulated a petition for people to sign and asked the Manitoba Provincial Government to enshrine into the Manitoba Education Act "to develop and ensure age-appropriate curriculum on residential schools, Treaties, and Aboriginal peoples historical and contributions to Canada, a mandatory education requirement for kindergarten to Grade twelve students". In 2017 we presented the petition of 2400 signatures in a meeting with Staff from the Manitoba Ministry of Education & Training (including the Indigenous Inclusion Directorate) responsible for determining the Indigenous related curriculum content, which we were informed was, in fact, mandatory. We continue to monitor further curriculum development. We continue to advocate for equal education funds for Indigenous and non-Indigenous children, youth and adults.

5. Call # 92: Our group has been involved with partner organizations concerning Shoal Lake First Nation regarding City of Winnipeg drinking water; as well as, Hydro Justice regarding northern First Nations, the City of Winnipeg's source of electricity. We refer to Article #19 of United Nations Declaration on the rights of Indigenous Peoples. In 2019 we hosted a dialogue session on 'Reconciliation of our Watershed'. Participates discussed our relationship to land and water, how Indigenous understandings care for all life, especially as it relates to land and water. Since 2019 we have partnered with other organizations, such as Lake Winnipeg Care of the Lake, along with Indigenous panel discussions addressing water, land, and resource extraction and treaty rights.

6. Call # 93: Newcomer peoples: We continue finding positive ways to partner with Indigenous, Métis, Inuit, Newcomer, Refugee, and Migrant peoples to open lines of communication with each group as well as with descendants of early settlers. We are partners with Immigration Partnership Winnipeg, we developed an 'Indigenous &

Newcomers toolkit, entitled ‘Land and Treaties’.’ There are plans to develop additional toolkits.

7. Call # 92: we encourage the City of Winnipeg and the Province of Manitoba to review, and if necessary make changes, with the Indigenous peoples of Shoal Lake First Nation (water supply); and, its relationship with the Indigenous peoples of northern Indigenous First Nations (electricity). The City & the Province of Mb are well positioned to work with Indigenous peoples towards sustainable livelihoods, using the United Nations Declaration on Indigenous Rights (Articles #26, # 29, # 37 and # 38).

8. In early 2021 we held an online zoom gathering with up to 70 people joining us. We met for 4 sessions once a week. Topic and speakers included: ‘Indigenous Connection to the Land’, with Debra Tacan, a Cree/Métis person from Brandon. ‘Assiniboine Food Forest & Restoring the Land’ with David Barnes member of the organization. ‘Investigating Unmarked Graves & Burial grounds at the site of Brandon Residential School’ with Katherine Nichols, a Doctoral candidate at Simon Frazer University and Darian Kennedy Community liaison for Brandon Indian Residential Cemetery Project. And ‘Indigenous Youth Suicide & Future plans for a Healing Centre’ with Elder Marge Roscelli from Sioux Valley Dakota Nation.

Mennonite Central Committee Manitoba

Call to Action: 48, 59, 61, 93

Our Goal

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

The Indigenous Neighbours program of Mennonite Central Committee Manitoba continues to develop ongoing education strategies for affiliated churches in our

constituency in line with TRC CTA 59. During this last year, 5 formal presentations were offered in churches virtually on Treaties or Indigenous-Settler engagement, as well as a presentation on racism during a virtual conference and comments on Settler-Treaty responsibilities on radio.

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 TRCM, MCC co-organized and sponsored the fourth annual public gathering called "We Are all Treaty People Celebration" as a 2 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.

In line with CTA 48iii, MCC hosted a letter-writing tool to call for implementation of the UNDRIP. Alongside partnership with Interchurch Council on Hydropower, MCC undertook direct advocacy activities related to hydro-impacted communities in Manitoba and the Churchill River Diversion.

MCC contributed to a parenting program drawing on traditional Indigenous teachings and the impact of IRS--as well as a Healthy Grieving program for IRS-related trauma--with two service-providing organization, in line with CTA 61.

MCC also continues to implement regular internal conversations for staff on the realities of white supremacy, racism and the history of colonization and how it affects the workplace, in line with CTA 92 iii.

River East Church

Call to Action: 59, 61

Our Goal

New goal related to 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.

Goal: To have the book, “It Starts with a Breath-a book about Mindful Breathing” translated into Ojibwe and Cree. To offer these two translated books as a free on-line and free hard copy resource to improve mental and emotional health of children, youth and families.

And continue with our three goals from last year related to 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.

Goal: We will continue to have two educational opportunities 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.

Goal: We will continue to become aware of and inform our church attenders about public/online opportunities to learn more about the TRC and about the Residential School System and the influence of these on Indigenous peoples.

Goal: We will continue to 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.

Our Progress

We are working on goals related 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.

Goal #1. We will continue to have two educational opportunities 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.

Our progress:

1. Jan. 24/21: Adult Education class (after our church service)- by Zoom, where our TRC ad hoc Committee provided an update of our work, with a focus on participation in the Circles for Reconciliation Program.
2. March 21/21 church service with Terry LeBlanc providing the message on Wisdom, one of the Seven Sacred Teachings)- via Zoom.
3. March 21/21 Adult Education class with Terry LeBlanc leading and answering questions posed by our TRC ad hoc Committee and others participating in that class- by Zoom.

4. We have postponed a weekend planned for June, 2020, with Stan McKay, including a workshop on a Saturday on the topic of Wisdom, Treaties and our connection to creation. This was to be followed by Stan preaching on Sunday and leading our Adult Sunday School class. This continues to be postponed until it is safe to gather.
5. Use of the Messiah/Complex throughout Lent season (the 40 days before Easter, excluding Sundays.) Last year, the Toronto Symphony and the Against the Grain Theatre initiated the creation of 'Messiah/Complex', a film highlighting the resilience and generosity of Canadian indigenous singers, and soloists from other faith traditions who have suffered broken treaties and the betrayal of Canada's settler peoples. They offer us their vision of this iconic work, and have kindly given permission for us to use it in our worship at River East Church. The Christian message of 'Messiah' is heard in different voices, languages and landscapes, recasting truths and speaking them anew in ways that beckon us to embrace God's Generosity and Wisdom in ways not yet thought about.

Goal #2: We will continue to become aware of and inform our church attenders about public/online opportunities to learn more about he TRC and about the Residential School System and the influence of these on Indigenous peoples.

Our progress:

1. Continue to invite people to participate in the Circles for Reconciliation Program- informing people via email during the pandemic. An in-person Circle with one of our members as the co-facilitator, had 5 members from our church participating, this ran for the first 7 weeks from Jan .29/20-March 04/20, then was postponed due to the pandemic. This recently was completed as a Zoom Circle for the last 3 weeks in March, 2021. Another reminder was in our weekly email on April 08/21. www.circlesforreconciliation.ca
2. Informed church attenders about Orange Shirt Day- Sept. 30, 2020, in our weekly church email (on Sept. 26/20, with a verbal announcement about the history of Orange Shirt Day during our church service on Sept. 29/20
3. Informed church attenders via our weekly church email on Feb. 25th/21 about the following resources:
    a) Free book from the Common Word Bookstore at Canadian Mennonite University: Wrongs to Rights: How Churches can Engage the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) edited by Steve Heinrichs, 2016. Contact the bookstore for your free copy.
    b) Mennonite Central Committee resources on the TRC- check this link: https://mcccanada.ca/media/resources/more/truth-and-reconciliation-(trc)
    c) From the University of Alberta- a free online course called Indigenous Canada; this is a 12-lesson Massive Open Online Course (MOOC) from the Faculty of Native Studies that explores Indigenous histories and

contemporary issues in Canada. see www.coursera.org/learn/indigenous-canada

4. Informed church attenders in our weekly church email on March 11/21 about Terry M. Wildman's very collaborative work in translating the New Testament into a First Nations Version in English. "In this edited conversation, he talks about translating the forthcoming First Nations Version (FNV) New Testament" published by InterVarsity Press and available in July 2021. In the following link, there is also a link to a First Nations version of the Lord's Prayer. https://worship.calvin.edu/resources/resource-library/terry-m-wildman-on-first-nations-version-new-testament
5. Plan a tour of the Canadian Museum for Human Rights, with a tour guide through the Indigenous display area- on hold for now due to the pandemic
6. New library books on TRC topics:
   - Aimée Craft, Breathing Life into the Stone Fort Treaty: An Anishinabe Understanding of Treaty One. Purich Publishing, 2013.
   - Richard Twiss, Rescuing the Gospel from the Cowboys: A Native American Expression of the Jesus Way. InterVarsity Press, 2012.
   - Randy S. Woodley, Shalom and the Community of Creation: An Indigenous Vision. Eerdmans, 2012.

Goal #3: We will continue to 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.

Our Progress

- Our land acknowledgement statement is meaningfully included in our worship services most Sundays, now meeting online via Zoom during the pandemic.
- Our land acknowledgement statement is now on our church website: www.rivereastchurch.ca
- We have just started again to work on the plan to commission an Indigenous artist to create an artwork piece to represent our land acknowledgement statement and have our land acknowledgement statement printed in calligraphy to accompany the artwork. This will be placed at one of the entrances to our church. We hope to have this completed by the fall of 2021.

Youth for Christ Winnipeg

Call to Action: 59

Our Goal

As part of our mission to "see the hope and potential in every young person", the ongoing 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).

Our goals for the upcoming year are to provide ongoing learning opportunities for staff, participate in Circles for Reconciliation groups in and around Winnipeg, and to continue to collaborate with Indigenous organizations that are already at work in our neighborhood.

Our Progress

This last year, we were limited by COVID restrictions in achieving our goals to participate in blanket exercises and Circles for Reconciliation. However, we were still able to form an accountability working group to focus on educating staff on Indigenous culture. We have invited an Indigenous elder to advise us as we move forward with the goals set by our working group.

One of our goals was to support and network with Indigenous organizations that are doing outreach in Winnipeg. During the long cold snap in February 2021, we were honoured to be involved in providing shelter for the homeless at the Thunderbird House (right across the street from YFC). We were collaborated with the Mama Bear Clan and Anishiative to provide firewood and warm clothing, and some of our staff also worked at the site to welcome those needing shelter.

In April 2021, many of our staff participated in a YFC Canada series of training workshops on Indigenous/Settler relations. All of these efforts are helping to build a greater understanding of how to take a posture of humility, and listen well to the experiences of others. We believe it is important to ensure that every person from every background continues to be treated with kindness, decency and respect as YFC continues to work to meet the needs of young people in Winnipeg.

HEALTH AND ASSOCIATIONS

Association of Regulated Nurses of Manitoba

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

Our Goal

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

Although we did not hold a specific cultural competency training session, we made a conscious effort to include content that referred to the health needs of the Indigenous peoples and recognition of the value of Indigenous healing practices, in professional development sessions that related to nursing practice.

We regularly collaborate with Indigenous nurse leaders who work in a variety of organizations, such as First Nations Health and Social Secretariat of Manitoba (FNHSS), as well as professional associations such as Manitoba Indigenous Nurses Inc. and at the national level through Canadian Indigenous Nurses Association.

At our 2021 AGM, members voted unanimously on a resolution that the Association of Regulated Nurses of Manitoba, in collaboration with Indigenous nurses, establish a process to work with key stakeholders to gather information and promote the contributions that Indigenous nurses and nursing students make to the healthcare system.

We continue to seek out Indigenous nurses to participate on the Association's operational committees - advocacy and professional development.

Life's Journey Inc.

Call to Action: 33, 57, 92

Call for Justice: 7.1, 7.2, 7.6, 7.8, 15.2, 15.7, 18.11

Our Goal

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 Cooccurring 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.

Lifes Journey: MMIW&G - 2SLGBTQQIA People - Calls to Justice

Calls for Health and Wellness Service Providers:

7.1 We call upon all governments and health service providers to recognize that Indigenous Peoples – First Nations, Inuit, and Métis, including 2SLGBTQQIA people – are the experts in caring for and healing themselves, and that health and wellness services are most effective when they are designed and delivered by the Indigenous Peoples they are supposed to serve, in a manner consistent with and grounded in the practices, world views, cultures, languages, and values of the diverse Inuit, Métis, and First Nations communities they serve.

7.2 We call upon all governments and health service providers to ensure that health and wellness services for Indigenous Peoples include supports for healing from all forms of unresolved trauma, including intergenerational, multigenerational, and complex trauma. Health and wellness programs addressing trauma should be Indigenous-led, or in partnership with Indigenous communities, and should not be limited in time or approaches.

7.6 We call upon institutions and health service providers to ensure that all persons involved in the provision of health services to Indigenous Peoples receive ongoing training, education, and awareness in areas including, but not limited to: the history of colonialism in the oppression and genocide of Inuit, Métis, and First Nations Peoples; anti-bias and anti-racism; local language and culture; local health and healing practices.

7.8 We call upon all governments and health service providers to create effective and well-funded opportunities, and to provide socio-economic incentives, to encourage Indigenous people to work within the health and wellness field and within their communities. This includes taking positive action to recruit, hire, train, and retain long-term staff and local Indigenous community members for health and wellness services offered in all Indigenous communities.

Lifes Journey Calls for Justice for All Canadians

15.2 Decolonize by learning the true history of Canada and Indigenous history in your local area. Learn about and celebrate Indigenous Peoples' history, cultures, pride, and diversity, acknowledging the land you live on and its importance to local Indigenous communities, both historically and today.

15.7 Create time and space for relationships based on respect as human beings, supporting and embracing differences with kindness, love, and respect. Learn about Indigenous principles of relationship specific to those Nations or communities in your local area and work; put them into practice in all of your relationships with Indigenous Peoples.

18.11 We call upon all governments, service providers, industry, and institutions to accommodate non-binary gender identities in program and service design, and offer gender-neutral washrooms and change rooms in facilities.

Our Progress

At Life's Journey, we are invested in a community where our participants are able to seek balance, realize their goals and be their true selves. Our wide range of service are Individualized to support each person as they find hope in their path forward. Our aim is to support individuals, their families and communities, who are impacted by neuro-developmental disorders, including Fetal Alcohol Spectrum Disorder (FASD), to find a holistic balance between a spiritual, emotional, physical, and intellectual well-being. Our supports focus and inspires on the agency's values: Hope, Dignity, Respect, Relationships, Health and Wellness. 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 the participants 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 was able to offer cultural ceremonies with the use of Microsoft teams such as women and men's wellness circles, traditional drumming, chiiby ceremonies and one on one traditional counselling.

The ISCS was able to offer cultural teaching and ceremonies on the land beginning in July to Sept 2020 with health guideline measures in place. Services offered within this

time period; one on one traditional counselling, chiiby ceremonies, medicine picking, traditional drumming, wellness programming, and traditional gardening. Thereafter with COVID-19 restrictions in place, most cultural teachings and programing was conducted over Microsoft Teams includes wellness programing, chiiby ceremonies and traditional drumming.

EMOTIONS – CONNECTION – CULTURAL ACTIVITIES. (WELLBEING)

Participants and Staff relied on the Agency Elder to conduct pipe ceremonies, tobacco prayer offerings, blessings, grief and loss ceremonies, Solstice and Equinox ceremonies, sacred fire. When appropriate the teachings were videotaped for all participants and staff.

The agency celebrated Orange Shirt day, Remembering the Missing MMIWG on Oct 4th,, inviting agency staff to read “Reclaiming Power and Place”, Indigenous Veterans Day, Louis Riel Day, Winter Solstice / Spring Equinox pipe ceremonies and activities.

The agency created an Elie planning committee to coordinate participants and staff the ability to access our Indigenous land base in Elie, MB giving participants the ability to leave the busy city and focus on their emotional wellbeing through gardening and participating in cultural programming.

The agency created a Positive Relations committee formerly Working with Racism.

PHYSICAL – BELONGING – COMMUNITY INVOLVEMENT (RELATIONSHIPS)

Life’s Journey inc., Miikana Pimatiziwin, ISCS was awarded funding through the Native Indian Brotherhood “Continuing Our Journey” to develop and deliver Indigenous spirituality cultural teachings, cultural appropriate reconciliation training, coaching, and guidance for external agencies who provide similar support services. Due to COVID-19 restrictions all teachings/training were delivered over Zoom.

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

The staff of Life’s Journey and ISCS Elder participate in virtual sharing circles / community cafes with the University of Manitoba – Dignity project to provide dignified Indigenous ways of practice and expertise of approaches that promotes dignity within the agencies service provision of each program and service offered to our participants.

The agency supported the enhancement of the ISCS Onboarding PowerPoint video recording of programs and services offered as an on-boarding orientation session to educate and inform new employees about the Indigenous cultural services offered and in place for the participants and staff.

The ISCS accepted an invitation to participate on the Red River College, Child and Youth Care Advisory Committee.

In closing, together with agency COVID restrictions guidelines in place, cultural activities, spiritual counselling and ceremonies celebrated were attended in a Good Way.

Lung Association, Manitoba Inc. (formerly Sanatorium Board of Manitoba)

Call to Action: 19, 20

Our Goal

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

We formally became The Lung Association Manitoba Inc. in July of 2020 through a corporate continuance process, moving from regulation under the Sanatorium Board of Manitoba Act to the Manitoba Corporations act. As such we retained our incorporation date of 1929, our corporate structure, responsibilities and obligations as well as our charity status and CRA charity registration number. We expect that Sanatorium Board of Manitoba Act will be repealed in due course.

Like all organizations the past year has been challenging to say the least. Our plans to move forward with implementation of our TRC action commitments have been slowed and in some cases halted. Nevertheless, we have worked to keep our commitments and obligations to reconciliation at top of mind. and moved forward as we could.

We have maintained our support available for an Indigenous graduate studentship as part of the Pathways TB project headed by Dr. Richard Long, even though work on the project is on hold due to travel restrictions in northern communities.

We have maintained our support for the Manitoba Indigenous TB Photo Naming Project, lead by Dr. Erin Millions of the University of Manitoba. This support included linking to people who may be able to provide relevant photos as well as maintaining controlled access to our private archival photo collection. We have participated in public education events that were conducted through virtual meeting platforms. We have maintained administrative support for add-on grant provided by third parties, namely the Manitoba Department of Northern and Indigenous Affairs.

We have been able to fill our vacant Indigenous volunteer board director position.

We have engaged Indigenous stakeholders in program planning and development, particularly in our commercial tobacco cessation and smoking and vaping prevention programs.

We have included Indigenous impact of poor indoor air quality, predominately relating to residential radon gas, when advocating for improvements in testing and mitigation.

Manitoba College of Social Workers

Call to Action: 1.iii, 1.iv, 22, 57

Our Goal

The Manitoba College of Social Workers is preparing to establish its 2022 – 2027 Strategic Plan with an Indigenous and anti-racist lens that furthers the principles of inclusivity, diversity and equity and includes:

- strategies and actions to continue forward on path to reconciliation in accordance with the recommendations of the Truth and Reconciliation Commission of Canada: Calls to Action
- strategies and actions to establish meaningful Anti-Racism Action Plan

December 2020 - Board of Directors established an Anti-Racism Working Group of the Board

April 2021 - Board of Directors issued Request for Proposals for a Strategic Planning Consultant/Facilitator with the following qualifications/experience:

- Experience and knowledge related to the development of reconciliation and anti-racism action plans
- Cultural awareness and knowledge specific to Indigenous Peoples of Manitoba
- Knowledge of BIPOC issues within the Manitoba context

Our Progress

The Manitoba College of Social Workers (“MCSW”, “the College”) continues in its commitment to reconciliation, implementing specific Calls to Action since signing Winnipeg’s Indigenous Accord in August 2017.

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.

Goals identified include:

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

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 or delivered by the College since April 2020:

- June & July 2020 – MCSW/CASW delivered 2-part national webinar series – Self-Awareness: The First Step to Anti-Racism; Heather O'Neale (846 participants/520 participants)
- October 2020 AGM, attended by 174 members included opening message from Knowledge Keeper, Clayton Sandy
- January 2021 – MCSW Staff, Board and committee members attended a full day workshop – Recognizing Bias and Diversity in the Regulatory Arena (17 participants)
- March 2021 – MCSW partnered with the City of Winnipeg during Anti-Racism Week to host a virtual panel discussion – Anti-Racism and Social Work: Moving from Awareness to Action; Shareen Denetto, Kaysi Katchmar, Sherri Alexander, Cynthia Sottie, Omar Abdullahi (181 participants)

The College participated with/supported its federation partner, the Canadian Association of Social Workers (CASW) with the following national initiatives since April 2020:

- MCSW Executive Director/Registrar is a member of the national 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.

- MCSW Executive Director/Registrar is a member of the national Anti-Racism Working Group of the Canadian Council of Social Work Regulators to examine the role of professional regulators in supporting anti-racist social work practice
- April 2020 national webinar – Learning from the Experiences of Indigenous Children in Care, Landy Anderson
- May 2020 national webinar – Decolonizing Journeys, Dr. Kathy Absolon, Giselle Dias (426 participants)
- November 2020 national webinar – (Dis)placed: Indigenous Youth and the Child Welfare System – Film Screening, Bernadette Iahtail, Julie Mann-Johnson, Melisa Brittain, Michelle Briegel, Cindy Blackstock, Heather Johnson (1643 participants)
- December 2020 national webinar – Casualties of Care: Social Work as a Cog in the Machinery of White Supremacy, Khadijah Kanji (911 participants)
- March 2021 national webinar – The TRC Calls to Action: The role of social workers, Barb Martin (717 participants)

Indigenous Social Workers are important members of the Board of Directors and the College's committees with 7% 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 registered with the College (via voluntary declaration) includes 344(or 15%) as of April 2021. The College continues in its efforts to increase diversity and engagement with Indigenous members and partners:

- Ongoing partnership with Circles for Reconciliation
- Participation in Orange Shirt Day Events
- Participation in National Indigenous Peoples Day Events
- Meetings with Indigenous Child Welfare Authorities
- Meetings with Indigenous Leaders
- July 2020 – Circulated Volunteer Recruitment survey to scan level of interest and identify barriers to participation with the College
- March 2021 – MCSW issued call for Expressions of Interest for the Board of Directors with specific outreach to Indigenous representatives, organizations and partners

ONGOING IDENTIFIED RECONCILIATION GOALS:

- The College will continue to advance the reconciliation efforts of the social work profession
- Open Board of Directors meetings and College events with traditional territory and land acknowledgement

- Continue to promote participation of Indigenous Social Workers and public representatives on the Board and committees of the College
- Continue the development of 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 and anti-racism.

INDIGENOUS KNOWLEDGE AND EXCELLENCE

APTN

Call to Action: 85

Our Goal

As the world's first national Indigenous broadcaster, APTN remains dedicated to providing unique content and programming that will help further its support of Call to Action 85. This includes but is not limited to, programming that is available in both French, English as well as an ever-increasing number of Indigenous languages and content that covers a wide range of genres such as movies, documentaries, talk shows, kids' shows and news programs. As the network continues to grow, we look forward to using our platforms and expanding resources to share our stories with an even wider audience, inform and educate the Canadian public about Indigenous cultures, connect both Indigenous and non-Indigenous peoples with the ties of community and pave a path towards reconciliation.

Our Progress

Undeterred by the COVID-19 pandemic, the network made great strides in support of Call to Action 85. Kids' programming on APTN lumi, the network's streaming service, has been free to watch since April 2020 and will continue to do so until the pandemic is over. Despite having to cancel APTN Indigenous Day Live 2020, the network made sure to celebrate National Indigenous Peoples Day with a virtual and bilingual celebration called Summer Solstice Concert 2020. The success of this event was carried forward when we later hosted our very first APTN Indigenous Day Live Winter Solstice event in December 2020.

The network experienced another "first" when it partnered up with the Arctic Inspiration Prize (AIP) to broadcast the AIP award ceremony in February 2021. The ceremony was later streamed on APTN lumi, allowing it to reach a wider audience. APTN also teamed

up with CBC in October 2020 to broadcast the special Every Child Matters: Reconciliation Through Education, which honours residential school survivors by sharing their stories and experiences through Indigenous youth, Elders, Knowledge Keepers and more.

Despite the forced slowdown of productions across the country, APTN commissioned 68 original productions nationally, including 19 one-off productions and 49 series. Further support was provided to its creators in the form of a toolkit with information on how to proceed with production within the context of their province. Two notable, Indigenous-focused programs that made its way onto our linear channels and APTN lumi include Secret History of the Wild West and Gespe'gewa'gi: The Last Land.

By partnering with NationTalk and Indigenous Health Today, APTN delivered critical information to its audiences about the ongoing COVID-19 pandemic by streaming a series of weekly town hall sessions. Despite the challenges posed by the pandemic, the network's internship programs continued to hire Indigenous high school students and other suitable applicants, enabling them to get a head start in the broadcasting industry and hone their skills as young Indigenous employees. APTN employees were able to maintain their spiritual connections throughout the pandemic thanks to several ceremony sessions that were guided by a local Elder via Zoom.

Circles for Reconciliation

Call to Action: 57, 59, 92, 93

Our Goal

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, begun in Winnipeg following the publication of the Interim Report of the TRC and after nine months of consultations with Indigenous leaders and organizations. It is 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, five Indigenous and five non-Indigenous and each circle is led by two trained facilitators, one Indigenous and one non-Indigenous. It takes time to rebuild the “broken trust” and to establish “mutually respectful relationships.” For that reason, each of our circles meets once a week for ten weeks. While reconciliation must touch many dimensions of life such as housing, education, health, water and economic opportunities, etc., if initiatives in these areas are not based on mutual respect and trust, they will fail. As Perry Bellegarde said to business people, “Before you build anything, build a respectful relationship.”

Our partnerships mean that half of our Board of Directors, half of our Advisory Committee, of our staff and of our participants and facilitators in our circles are Indigenous people and half are non-Indigenous people. Our incorporation in December 2019 is as a non-profit partnership. The equal partnership plays out in our daily activities. Even the chair of our Board meetings rotates between indigenous and non-Indigenous people.

At each circle meeting, we begin by creating a safe and respectful environment for sharing. This involves land recognition, drumming or smudging or other ceremony, a reading of the Seven Sacred Teachings of the Anishinaabe, and a minute of meditation in silence. We then "honour the truth" by presenting a different theme each week related to the history of colonization of Indigenous people in Canada. We have 22 themes on our website, of which 10 are used in a given 10-week circle, while others can be read by participants outside our circle. This is followed by the longest part of each meeting which is spent with the participants listening to one another, sharing and getting to know and respect one another. We conclude each circle meeting with a vision of reconciliation drawn from the final report of the TRC.

We recruit participants by making presentations to groups both in person, through webinars and zoom, 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. When we began our project most of the recruitment was of individuals. We are now at the point that organizations come to us to ask if they can host a circle. Of the 100, 10 week circles we have hosted, organizations that have hosted circles include faith groups, corporations, educational institutions, museums, health, social and community or neighbourhood organizations, youth groups, and organizations supporting new Canadians. Our recruitment is such that we now have registrations from individuals wishing to join our circles in more than 158 communities across Canada, stretching from Halifax to B.C. and the NWT.

When the pandemic hit in March of 2020 we had to suspend existing circles and postpone close to 30 new circles. However, we felt that reconciliation was too important to be put on hold. We began circles via Zoom and now a on the verge of starting our 40th Zoom Circle.

Returning to Spirit

Call to Action: 43, 46, 48, 66, 92, 93

Our Progress

In compiling the materials for this report, we hold in our hearts the remarkable contributors that comprise our Returning to Spirit (RTS) partners, participants and trainers who have who boldly and courageously stepped into our reconciliation process. You have touched us deeply, because you have shared your challenges, connections, emotions, and healing without reservation. We will do our best to fully reflect in this report your courage, honesty, respect, wisdom, humility, truth and love, while also acknowledging the trust gifted to us as we have journeyed in reconciliation - Miigwech, thank you, and merci.

• Covid-19 – Primary to the RTS process is the circle group format. With the onset of Covid-19 and the shutdown of the country, RTS faced some obstacles in forming team meetings and holding our workshops during the provincial shut downs. The shut-down did force our project team to condense our development time from April (over phone) to early July, and then again during the second shut-down. It also meant that we had to consider the size of workshops to accommodate any potential restrictions by the province or concerns by those participating in the pilots. We also redirected supply costs to cleaning the space during the workshop and adapting the process.

• In response to the pandemic, our team began translating the RTS "Seeds of Reconciliation" workshop on-line. Much focus was given to delivering the work electronically with the same level of integrity as our in-person experience.

• With funding support from The Winnipeg Foundation, RTS piloted several 5-Day "1 Generation of Reconciliation for 1 Generation of Sexual Abuse" pilot workshops". Childhood sexual abuse within the Indigenous community has a direct link to impacts from Indian Residential Schools, and has been brought forward by our Residential School Workshops participants since 2001.

• RTS formed a partnership to deliver a three-part series of workshops with Anokiiwin Training Institute. The second year of our partnership saw students participate in workshops October 2020, February and March 2021.

• RTS received funding from the Government of Canada Anti-Racism funding to conduct participatory listening sessions with communities across Western Canada including Winnipeg. Outcomes informed insights into the needs of our community, and a 3-Year Vision Plan was adopted by the Returning to Spirit Board of Directors in April 2020.

• During the year, our home of 1039 Main Street sold and we found ourselves working from home. At this time we are waiting to begin our search until the pandemic restrictions begin to lift and the majority of our vaccinations are complete. Then, we hope to find a permanent office and programming space.

Share the Gifts - Honour the Treaties

Call to Action: 46 ii, 46 iv, 48, 61

Our Goal

Goal 1: related to Calls to Action 46 ii (repudiating the Doctrine of Discovery); 46 iv (renewal or establishment of Treaty relationships based on principles of mutual recognition, mutual respect, and shared responsibility for maintaining those relationships into the future) and 48 (education and action to support the UN Declaration on the Rights of Indigenous Peoples) to continue and expand our education work through completing our website and beginning presentations/workshops.

Goal 2: related to Call to Action 61— (…to establish permanent funding to Aboriginal people …,) and respecting Principle #7 of the Winnipeg Indigenous Accord to continue to explore and understand the role of money in colonization and ways of decolonizing money in the process of establishing our reparations fund as advised to do at our most recent Elders' consultation.

Our Progress

Goal 1: Share the Gifts-Honour the Treaties completed the content of its website and has it now available for a soft opening at https://honourthetreaties.ca/ . Our Education Working Group is starting to work on potential workshops.

Goal 2: the Education Working Group continues its own studies of the meanings of money in colonization. We have initiated our Reparations Fund bank account.

Treaty Relations Commission of Manitoba

Call to Action: 1, 10, 14, 18, 24, 27, 28, 42, 57, 62, 63, 93

Our Goal

Call to Action #14 - Aboriginal Language rights are reinforced in the Treaties.

Beginning this fiscal year (2018/19) TRCM employees are encouraged, through a professional development budget, to enroll in Indigenous language courses to further develop skills and ability when promoting Indigenous languages through community engagement. Further to this strategy, the research department will be looking into understanding Treaty rights in relation to Indigenous languages.

Call to Action # 57 - Federal, provincial, territorial and municipal governments to educate public servants on the History of Aboriginal Peoples.

This fiscal year, TRCM will be renewing this partnership and working toward a partnership with the Manitoba Civil Service Commission to help enhance civil servant training programs and modules regarding Indigenous relations and cultural competency.

Call to Action # 93 - Revise information kit for newcomers to Canada and its citizenship test to reflect a more inclusive history of the diverse Aboriginal peoples of Canada, including information about the Treaties and the history of residential schools.

The TRCM has, in the past fiscal year, made connections with various newcomer and newcomer assistance organizations in the interest of forming partnerships and tripartites to ensure that this call to action will be realized in as fulsome a manner as possible. It is hoped that TRCM can provide Treaty and Treaty Relationship information for future newcomer kits and training opportunities to newcomers that have already settled but have not yet had the opportunity to learn this crucial historical information in order to gain a better understanding of the culture and heritage of First Nations people and communities.

Our Progress

BACKGROUND

In June of 2015, the Truth and Reconciliation Commission released a summary report on the resultant findings of an investigation into the effects of residential schools on First Nations children in Canada during the years that they were active.

The findings included a supplementary list of calls to action directed at governments, church groups, corporations, learning and legal institutions and individual to "redress the legacy of residential schools and advance the process of Canadian reconciliation."

The Treaty Relations Commission was created in part as a response to the call for a better understanding of Treaties, Treaty relationships and Indigenous rights as set out in the Treaties.

The following report constitutes most of the Calls to Action that the TRCM has provided or supported the provision of through partnerships and guidance, as well as some information on Calls to Action that have yet to be established which the TRCM could play and important role in, whether through provision or guidance on education and services.

CURRENT SITUATION

Prior to delving into the body of this report, it should be noted that, 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. Therefore, it is believed that the TRCM provides support for addressing most, if not all, of the Calls to Action in some form.

The following list includes the original numbering of the Calls to Action they represent and a brief description of what programs, supports or resources are offered by the TRCM which have a direct correlation to that Call to Action.

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

iii. Ensuring that social workers and others who conduct child-welfare investigations are properly educated and trained about the history and impacts of residential schools.

The TRCM has provided workshops for social workers and pre-service social workers on several occasions, to provide a base knowledge of the Treaties and the Treaty relationship, what the original spirit and intent of the relationship was

meant to be from a First Nations perspective, what went wrong and how to work toward revitalizing the relationship between First Nation and non-First Nation people. These workshops include speakers from the TRCM Speakers Bureau who have experienced residential schools, have an in-depth understanding of First Nations law, culture and spiritual practices and have knowledge of what entering into Treaties means from a First Nations perspective.

iv. Ensuring that social workers and others who conduct child-welfare investigations are properly educated and trained about the potential for Aboriginal communities and families to provide more appropriate solutions to family healing.

Several Speakers Bureau members have been requested to deliver presentations on the effects of residential schools from a first-hand perspective. These initiatives could be expanded upon through provision of half or full-day workshops.

10. We call on the federal government to draft new Aboriginal education legislation with the full participation and informed consent of Aboriginal peoples. The new legislation would include a commitment to sufficient funding and would incorporate the following principles:

iii. Developing culturally appropriate curricula.

TRCM developed K-12 curriculum and has been providing training and resources for Treaty education to provincial/First Nations/Private school teachers and administrators since 2010.

vii. Respecting and honouring Treaty relationships.

This call is addressed in the resource kits and training for teachers

14. We call upon the federal government to enact an Aboriginal Languages Act that incorporates the following principles:

ii. Aboriginal language rights are reinforced by the Treaties.

There are several Speakers Bureau members, including Elder Florence Paynter who is a teacher and is currently involved with First Nations language restoration through the Manitoba Indigenous Cultural Education Centre.

ii. Language rights as reinforced in the Treaties: training for all employees

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

18. We call upon the federal, provincial, territorial, and Aboriginal governments to acknowledge that the current state of Aboriginal health in Canada is a direct result of previous Canadian government policies, including residential schools, and to recognize and implement
the health-care rights of Aboriginal people as identified in international law, constitutional law, and under the Treaties.

TRCM has provided speakers bureau presentations and half-day information workshops to Manitoba Health employees in the 2019-20 fiscal year in addition to a number of workshops for Manitoba finance department employees

27. We call upon the Federation of Law Societies of Canada to ensure that lawyers receive appropriate cultural competency training, which includes the history and legacy of residential schools, the *United Nations Declaration on the Rights of Indigenous Peoples*, Treaties and Aboriginal rights, Indigenous law, and Aboriginal– Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.

The Law society of Manitoba has met with the TRCM help with the assessment of their current training modules and provide information and guidance on a restructure of the current education and upgrading system for lawyers

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.

28. We call upon law schools in Canada to require all law students to take a course in Aboriginal people and the law, which includes the history and legacy of residential schools, the *United Nations Declaration on the Rights of Indigenous Peoples*, Treaties and Aboriginal rights, Indigenous law, and Aboriginal–Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti- racism.

The TRCM has worked with the Manitoba Law Society to provide guidance and feedback on a restructure of refresher modules Manitoba lawyers must complete on a regular basis.

42. We call upon the federal, provincial, and territorial governments to commit to the recognition and implementation of Aboriginal justice systems in a manner consistent with the Treaty and Aboriginal rights of Aboriginal peoples, the *Constitution Act, 1982*, and the *United Nations Declaration on the Rights of Indigenous Peoples*, endorsed by Canada in November 2012.

Commissioner Ross and several Speakers Bureau members have spoken to the Manitoba justices and supreme court justices on incorporating traditional Indigenous law into the current system. There is no set Education curriculum in place to train as of yet but this could be a future option.

57. We call upon federal, provincial, territorial, and municipal governments to provide education to public servants on the history of Aboriginal peoples, including the history and legacy of residential schools, the *United Nations Declaration on the Rights of Indigenous Peoples*, Treaties and Aboriginal rights, Indigenous law, and Aboriginal–Crown relations. This will require skills- based training in intercultural competency, conflict resolution, human rights, and anti-racism.

The TRCM was contracted in 2019 by the Manitoba Civil Service Commission to create training workshops for all Manitoba government civil servants. To date TRCM has delivered 2 workshops (original workshops were postponed due to COVID 19 restrictions) 3 more workshops have been requested and will be scheduled for delivery in the Summer, fall and Winter of the 2021-22 fiscal year. These workshops will be ongoing according to Civil service request with the possibility of development of an intermediate course as a secondary level option for further training.

l. February of 2021, two federal government departments approached TRCM with a request to provide information sessions to regional departments. Since this original request, a speaker's series and half-day information session has been created to provide the requested information. The TRCM will use this as a model for any future requests from federal government departments.

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 Twelve students.

The TRCM has been training teachers to teach Treaties in the classroom with teacher aids and resource materials, in both English and French, for all grade levels since 2010. TRCM has provided training and resource kits to all provincially funded schools in Manitoba. TRCM continues to provide teacher training and is focusing on providing training First Nations lead, Private and Faith based schools.

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

i. Developing and implementing Kindergarten to Grade Twelve curriculum and learning resources on Aboriginal peoples in Canadian history, and the history and legacy of residential schools.

The TRCM education department has created a complete Kindergarten to grade 12 curriculum, including k-12 teacher guides and age appropriate resource materials.

v. Identifying teacher-training needs relating to the above.

The TRCM education department routinely evaluates the training provided to teachers and assesses recommendations and feedback from teachers who have been to sessions in order to ensure that teachers feel confident to provide Treaty information to their students.

4.0 NEXT STEPS

Continue to assess which education and training requests can be further developed for larger scale education based on Calls to Action and requests from the various agencies and corporations.

24. We call upon medical and nursing schools in Canada to require all students to take a course dealing with Aboriginal health issues, including the history and legacy of residential schools, the *United Nations Declaration on the Rights of Indigenous Peoples*, Treaties and Aboriginal rights, and Indigenous teachings and practices. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.

TRCM is creating an outreach strategy that will target, along with other organizations and educational bodies, Nursing and Medical students to provide Treaty education information to University level students, teachers, and administration. This outreach will not be limited to nursing and medical schools. The TRCM plans to target two new organizations or businesses each year to encourage participation in training and information sessions.

Winnipeg Boldness Project

Call to Action: 1, 7, 12, 21

Our Goal

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

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.

Progress:

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. The steering committee has developed two possible prototype areas that will be used to engage with a variety of community stakeholders for further development.

INDIVIDUAL(S)

Jeff Palmer

Our Progress

As an individual it is difficult to quantify my activities in the same way you would if you were an organization. This past year I have initiated discussions on this process in my workplace and we are looking at becoming a signatory to the Accord. We work regularly with Indigenous clients, and all three of our summer interns identify as Indigenous. Both my personal family and my work family are constantly striving to educate ourselves about Indigenous culture, history, and issues so that we can better collaborate and communicate going forward.

MEDIA

Winnipeg Free Press

Call to Action: 87

The Winnipeg Free Press, as a journalism organization, strives to be an example to the community through its conduct and its reporting on Indigenous issues.

Over the past year, the newspaper has published more than 100 articles on Indigenous issues, individuals and organizations that increase the visibility of Indigenous contributions, experiences, values, culture, languages, and/or teachings to bridge understanding between Indigenous and non-Indigenous communities.

In addition, the newspaper made two significant changes to its style. It now uses an upper case "I" in all references to Indigenous. As well, reporters now ask all Indigenous people they interview how they would like to be identified. We honour their wishes if they choose a specific Indigenous identity such as Cree or Sioux or as a member of a particular First Nation.

We continue to employ and encourage Indigenous journalists, including columnist Nigaan Sinclair, who has been recognized nationally for his writing on Indigenous issues. This past year, we added the voice of Shelley Cook, a member of Brokenhead Ojibway Nation, as a columnist.

We have now hired Ms. Cook to lead an ambitious project that marks a first for major Canadian daily newspapers. Called the Reader Bridge Initiative, it is designed to establish and sustain connections that will better serve diverse and underserved communities in our city. While the focus of the project is broader than the Indigenous community, much of our attention will be directed at that community because of its demographic significance in the city. The first published works of the project featured members of the Indigenous community.

Since 2017, the newspaper has reminded its readers every day of Indigenous rights by publishing atop its editorial page the statement: "Published since 1872 on Treaty 1 territory and the homeland of the Metis."

MUSEUMS AND GALLERIES

Canadian Museum for Human Rights

Call to Action: 68

Our Goal

Within our transitional plan for the 2021-22 year is the following goal:

- Creating a safe and healthy work environment which includes:
- honouring and respecting our location on ancestral lands
- taking an Indigenous centred approach to our work, including taking care to acknowledge our place and space through ceremony and broader understanding of Indigenous tradition and teaching.

Our Progress

As a national museum dedicated 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.

Over the course of 2019-20, we have implemented a number of measures to deepen our collective understanding of the impact of colonization and the ensuing multi-generational trauma on Indigenous peoples. On December 11, to mark International Human Rights Day, we held an all-staff meeting with a focus on the impact of the Missing and Murdered Indigenous Women and Girls epidemic on families and the work of the National Inquiry into MMIWG. We have been meeting with and building relationships with Two Spirit elders as the first step in developing Two Spirit content in the Museum. The majority of managers within the organization are participating in Circles For Reconciliation and we are planning to extend participation to more staff over the course the next year. In January 2021, we launched the Elder-in-Residence program. Elder Robert Greene is the steward of the CMHR's ceremonial Pipe and Drum. Through the Elder-in-Residence program, Elder Greene now also provides spiritual care and support to those working at the Museum.

We continue to develop and share Museum content in partnership with Indigenous knowledge-keepers. We used International /women's Day to launch an online story about an Indigenous nurse working together with a non-Indigenous nurse to support the health of Indigenous peoples. At the end of April 2021, we will be opening two major exhibitions which focus on art as a tool for healing and human rights reflection. Both Artivism and Witness Blanket: Preserving a Legacy examine genocide against Indigenous Peoples in Canada through artistic creations.

Manitoba Children's Museum

Call to Action: 63, 66

Our Goal

The Children's Museum is committed to providing a safe and inclusive space for all, as well as developing and maintaining valued community partnerships. To that end, we will strive to:

- Host and participate in one or more Circles for Reconciliation.
- Recruit an Indigenous artist to instruct one or more of our Free2Play Access Program Arts Clubs.
- Add a traditional territory and land acknowledgment on our website.

Our Progress

Due to the impacts of COVID-19, the Children's Museum was closed for 9 out of the 12 months in this reporting period. This, along with the restrictions in place when we were open, regrettably impacted our ability to implement activities such as our curriculum-

linked school programs, Indigenous Peoples' Day Public Programming, as well as our after school STEAM Club. We hope to be able to safely resume these activities in the upcoming year.

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 and be inspired by the successes of others in our community.

We launched Spark Box - a subscription box service curated by the Children's Museum's team of early-years educators. Each Spark Box is packed full of hands-on STEAM crafts and seasonal activities designed to inspire young minds and contains kid-friendly instructions, education curriculum-linked content, and high-quality supplies. We provided over 1,700 of these boxes for free to children in our communities.

In this reporting period, we retained being active and engaged City of Winnipeg Indigenous Accord Partners committed to truth and reconciliation. We revised our strategic plan and added the development and implementation of an accessibility plan that will address being as equitable, accessible, and inclusive as possible.

Manitoba Lacrosse Hall of Fame and Museum

Call to Action: 87, 88

Our Goal

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. COMPLETED

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. COMPLETED
3. Review all Manitoba Lacrosse Hall of Fame inductees to compile a list of indigenous members. IN PROCESS
4. Forward this list of indigenous inductees to Sport Manitoba for inclusion in their records. IN PROCESS
5. Identify a section on our website and in our museum that recognizes and tells the story of our Aboriginal athlete inductees. IN PROCESS
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. IN PROCESS
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. IN PROCESS

Our Progress

Manitoba Lacrosse Hall of Fame and Museum

Unfortunately, due to Covid 19 Restrictions there have been no events or activities held by the MHOFAM.

Internally, we continue our work on identifying indigenous inductees for recognition in a special section of our website and museum. We are also working on creation of an introduction to lacrosse that explains and honours the indigenous history, culture and tradition of the Creator's Game.

The Manitoba Museum

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

Our Goal

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

Establish Manitoba Museum's training programs 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.

ADDITIONAL GOALS

Update our "First Peoples in Manitoba" school program based on Bringing Our Stories Forward gallery renewal.

Complete Nametwaawin: Land & Language, northern community outreach project. Deliver resource kits to 4 communities (COVID dependent)

Continue to offer our popular workshop series on Indigenous arts.

As we consider the long-term renewal and assessment of our remaining older galleries, Arctic/Subarctic and Boreal Forest Galleries, continue working with the Museum's Indigenous Advisory Circle; and continue to build and establish relationships with Chief and Councils and community leaders in numerous First Nations and Inuit communities located within these regions to initiate discussions on the existing galleries; begin working with Cree, Dene, and Inuit communities to develop and incorporate Indigenous language exhibits and First Nations story lines for these galleries.

Develop collaborative research relationships with Indigenous academics and research groups working on repatriation, Indigenous learning methodologies, object based historical research and Indigenous language research.

Continue with Land and Locatives Anishinaabemowin research and the Quillwork skills repatriation project.

Engage with contemporary Indigenous artists as research on ceramics continues.

Engage with communities in the Boreal Forest as lithic research on collections continues.

Consider means to hire additional Indigenous summer students to work on cataloguing Indigenous collections.

Work with Indigenous University of Manitoba PhD, Tracey Turner on a grant application for digitizing photographs from three northern communities (York Factory, MB; Arviat,

NU; Aklavik, NWT), and initiate discussions with interested community members and regional heritage organizations to collaborate on the project.

Our Progress

The Manitoba Museum has worked in collaboration with Indigenous communities over several decades. In 2018, we established our Indigenous Advisory Circle to continue to cultivate strong working relationships between the Museum and Indigenous communities throughout Manitoba. The Circle helps to support and promote Indigenous inclusion in Museum activities and improve Indigenous representation in exhibitions and programs with a sincere desire to advance reconciliation, and address and build on the recommendations of the Truth & Reconciliation Commission Calls to Action.

The Indigenous Advisory Circle includes members with connections to the Treaty Relations Commission of Manitoba Elders Council, museums, universities, arts and culture institutions, science research, education, and language support. A purposeful intention is being made to include the languages and communities of the Métis, First Nations, Inuit, Dakota, Anishinaabe, Cree, Dene, urban, and reserve populations. The Circle has met five times since its inception; due to COVID we are now looking for a way to meet virtually this coming year.

BRINGING OUR STORIES FORWARD RENEWAL PROJECT

This past year has been primarily focused on the renewal of our Prairies Gallery and our new Welcome Gallery. Despite supply chain delays due to the pandemic, we were finally able to open these galleries on April 8th, completing the last of three phases of our Bringing Our Stories Forward Renewal Project, previously opened the renewed Nonsuch Gallery 2018, and Winnipeg Gallery in 2019.

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 teach youth how to quarry this sacred stone.

Emily Gershman, a young Métis scholar, was hired for the Project as Curatorial Assistant for Archeology to assist Kevin Brownlee, Curator of Archeology, to advance the development of archaeology exhibits. Emily was provided valuable training and education in her time on the Renewal Project, both of which will aid her as she works towards a career in conservation. Emily joined the museum after much of the research had been already been completed, but was instrumental in placing the bones in the Brockinton stratigraphy wall. She also received important experience in collections management as it related to exhibitions.

The Indigenous Curatorial Assistant for Cultural Anthropology, Amanda McLeod, continued her contribution to the Renewal Project to help advance the research on and development of new Residential Schools exhibits in the Prairies Gallery with our partner, the National Center for Truth and Reconciliation (NCTR). She also advanced an exhibit about the story of education in Manitoba before Confederation. This involved developing five survivor stories by working with the survivors in order to tell their stories as they wish to represent them. Additionally, Amanda worked with the group of McKay Residential School survivors who are repatriating their artwork collection from British Columbia to Manitoba; the group from Brandon Residential School searching for graves of children who died at the school; Ted Fontaine and George Beardy; and with the family of the late Jackson Beardy.

Amanda, Emily and Carol Beaulieu's (Indigenous Museum Program Developer) contribution to the Bringing or Stories Gallery Renewal Project have been very meaningful to the process, for them and for the Museum.

With the Bringing our Stories Forward project the Museum is doubling the number of Treaty stories it will tell. Working with our partners, the Treaty Relations Commission of Manitoba (TRCM), the Elders Council of the TRCM, and the Association of Manitoba Chiefs, as well as with the Elders at Roseau River, we have moved the main Treaty exhibit--including a complete set of medals for the entire province--to the entrance, where an acknowledgement of the importance of this place as the Metis homeland has also been placed. A new Treaty No. 3 exhibit has been created in Parklands. The new Treaty exhibit at the entrance to the Museum Galleries stands as a permanent reminder to Indigenous visitors that we acknowledge our debts to them and that this is a place where their stories are told in their own voices.

This year we also developed a new Treaty No. 1 exhibit which features the story of the Greyeyes family of Peguis First Nation and their resistance to the illegal surrender of their Treaty lands. We worked with writer and publisher Treavor Greyeyes, a member of the Greyeyes family, who, with the help of a writer in residence grant, is using the Museum’s research about his family to write a book about the story.

As part of the Prairies Gallery renewal, Dee Barsy, Anishinaabekwe artist painter and visual arts educator, developed and produced a beautiful mural entitled Rhythmic Movement in the Grasslands. For Barsy, this mural is a reminder that “all life is interconnected, and that much is beyond our perception. It features abstracted representations of grassland fauna in an alternate dimension of the Manitoba prairies.” This stunning mural by Dee Barsy joins two other previously painted artworks at the Museum by acclaimed artists Daphne Odjig and Jackson Beardy.

PROGRAMS, LEARNING AND EDUCATION

Due to COVID-19 our on-site, in-person programming was, for the most part, not possible. We had a mere 5 classes on-site for in-person school programs. In April 2020 we began experimenting with virtual programming. We now offer a slate of ten Virtual Field Trips (VFT) that include Indigenous content that have been delivered to more than 250 classes.

Included in these ten is a brand-new school program entitled First Farmers which explores the importance of First Nations agriculture in world history, how we know about this history, and why it is important to us today. We also created new pre- and post-presentation resources to support these programs and to assist teachers in extending their students’ learning. We continue to work on planning how we will incorporate new content from our soon to open Prairies Gallery into our programs. This planning has greatly benefitted from the experience and knowledge of Carol Beaulieu, our Indigenous Museum Program Developer.

Despite COVID-19, we were able to offer several Reconciling our History walking tours for the public in collaboration with the City of Winnipeg Libraries. This tour was developed in partnership with the City of Winnipeg Indigenous Relations Division and 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. We have made a new agreement with the City to be able to offer this tour independently to the public. As part of our virtual outreach, staff Carol Beaulieu and Amanda McLeod presented a live-streamed presentation on the history and contemporary context of the Jingle Dress in June 2020. Amanda McLeod and Maureen Mathews offered a virtual presentation for Red River College students on Indigenous connections and perspectives in our galleries in October 2020.

Over the last few years we’ve held public program workshops, partnering with local Indigenous artists, these workshops featured a behind-the-scenes visit to the Museum Collections and a tour by a museum staff person, followed by a hands-on workshop by

a practicing artist. In 2020-2021, we had planned and had great interest in sessions of our Moccasin Workshop with Cynthia Boehm, Mukluk Workshop with Gloria Beckman and Birch Bark Basket Workshop with Mark Blieske, but all had to be postponed and eventually cancelled due to COVID-19. We plan to offer these again as soon as we are able as interest in these workshops is high.

We have continued to advance our Museums Assistance Program (Canadian Heritage) funded project Nametwaawin: Land and Language. This northern outreach project is a collaboration with Indigenous communities in the newly designated UNESCO World Heritage Site of Pimachiowin Aki. The project has created bilingual Anishinaabemowin and English teaching resources, artifact replicas, and books for the schools in Bloodvein, Little Grand Rapids, Poplar River, and Pauingassi. Also delayed by COVID-19, we expect that these kits will be finished and delivered by the fall of 2021.

RESEARCH, GALLERIES AND EXHIBITIONS

Amelia Fay, Curator of the Hudson Bay Company Museum Collection, welcomed the HBC Royal Charter to the HBC Gallery this year. She researched and produced label copy, and worked with the Learning and Engagement team on a video about the Charter. This temporary exhibit highlights the implications of this colonial document for First Nations, Inuit, and Metis community today.

Amelia also ensured that the focus on HBC's 350th anniversary did not diminish or exclude discussion of the complicated relationships with Indigenous communities that were the backbone of the Company's success through webinars and podcast episodes.

Several Museum curators, educators and Directors likewise participated in numerous global virtual conference webinars on decolonizing museums, repatriation, and effective community engagement strategies as part of her professional development.

Kevin Brownlee, Curator of Archeology, participated in a panel discussion focused on Decolonizing Indigenous Heritage at the Manitoba Heritage Summit. Discussion topics were varied but the focus was on how to engage Indigenous communities more effectively on heritage matters. How researchers engage communities, how research is designed, how museum care for and exhibit Indigenous heritage, importance of recognizing and supporting Indigenous concepts of heritage and heritage preservation.

Kevin Brownlee also participated in a virtual event organized by the Art Gallery of Southern Manitoba to examine how pottery was made and used by First Nations people. This was a panel discussion that included Kevin Brownlee who showcased the museum's collections and KC Adams who has studied the museum collections in order to revive traditional technologies.

Dr. Maureen Matthews, Curator of Cultural Anthropology, continues the successful Indigenous Scholars in Residence Program which brings Indigenous graduate students to the Manitoba Museum and immerses them in the collections as an academic experience, using museum collections to answer academic questions. To apply for this program, a student and a professor pair from any Manitoba university may make a joint application to work with Dr. Maureen Matthews. The professor commits to supervising the student and making sure they get academic credit for the work they do at the museum. The student commits to participating in weekly seminars from January to May and to writing a paper or completing a comparable project about their collection research for which they receive a course credit. This successful program is now in its sixth year. We have had 12 students so far, of whom nine have graduated.

Last year, in conjunction with the SSHRC funded research project Land, Language and Locatives, the Museum hosted a language workshop for speakers on the Anishinaabe language of land claims and treaties. The Scholars in Residence continued this work for more than 6 months, studying the ways that Anishinaabe people talk about land, relationships, and Treaties. They are both continuing their studies and have made some important academic contributions. This year there are two students in the program. The first is a Métis student, Tracy Fehr, working toward a Master of Fine Art, and studying quillwork from the Manitoba Museum and the Maritime Museum in Greenwich UK using new researcher-driven photographic techniques imposed by the pandemic, but which have allowed international access to artifacts. The other student is a lawyer, writing a Masters at Law thesis about Anishinaabe children and families and the new Child and Family laws redirecting control of support services to communities. It has become apparent that the combination of handwork and the law is productive. The idea of elaborately decorated cradleboards is material evidence of Anishinaabe care for children and provided a kind of mnemonic for a history which is otherwise hard to grasp. Women's conversations about family and community often happen in the context of handwork and the quiet practice visiting and talking.

We continue to be committed to supporting and using Indigenous languages to tell Indigenous stories. We now have developed exhibits which include Anishinaabemowin, Ininímowin, Anishinimiwin, Nehiwyawewin and Inuktituit. With the planned renewal of the Arctic subarctic Gallery in the future, we will look to the inclusion of the Denesułine language. This year's exhibits include:

- The Hall Family Tipi restoration, book, and audio program for the new Prairies Gallery, produced with the active collaboration of the Hall Family of Sioux Valley who explain the significance of their gift of the tipi to the museum and welcome visitors with stories about their Dakota lives. The exhibit text and explanatory booklet are in Dakota, English and French.

- The Treaty No. 3 exhibit in the Parklands Gallery, told in Anishinaabemowin, English and French.

Transcona Historical Museum Inc (Transcona Museum)

Call to Action: 62, 67, 68, 69, 70, 77, 78

Our Goal

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 incorporates land acknowledgment at the beginning of all of our presentations, meeting and events, even when we do virtual programming. Staff attended a number of webinars on Indigenous issues and started working through the University of Alberta Indigenous Canada online course. During the newest exhibition change, additional panels were added to the exhibition reinstating our commitment to the Indigenous Accord and reconciliation. We also acknowledge our indigenous collection and also acknowledge the improper language and displays of the past and our commitment to learning and reconciliation.

SPORTS AND ATHLETICS

Manitoba Aboriginal Sport and Recreation Council

Call to Action: 87, 88, 89, 90, 91

Our Goal

As an Indigenous organization, the MASRC will continue to build relationships with all our Indigenous relations in Manitoba. We will continue to promote and implement sport and recreation, in collaboration with each community, as a means of pursuing overall

health and well-being. Our goal for the upcoming year 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, virtual programming, etc. All our programming will work to maintain the health and safety of the Indigenous population by following Covid-19 guidelines.

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.

Despite Covid-19 restrictions, our increased staff capacity allowed us to adapt our programming to maintain existing relationships and continue to build new ones. Our quick pivot allowed us to once again meet and surpass our goal of offering 500 programs, most of which were done through virtual platforms, household activities, or outdoor activities in small groups (where Covid-19 restrictions allowed)

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 and influx of donations and requests for equipment to allow for socially distanced sport/physical activities.

We saw high success rates in several new programs that were introduced in 2019:

- Cycle Indigena - which provides over 150 bikes, helmets, and locks 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 (participation in these events tripled this year)
- 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. This program changed to a virtual platform that was very well received by physical educators all over the province.
- Traditional Indigenous Games - After the program's introduction in 2019, the MASRC has seen a significant increase in requests for programming and training

in the Traditional Indigenous Games as well as the hardcopy resource "Kihcite Metawewina: Playing with a Great Heart" which is available directly from our office or from McNally Robinson Booksellers and Prairie Sky Books

Sport Manitoba

Call to Action: 87, 88, 90

Our Goal

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

Through the support of the Federal-Provincial Bilateral Sport Support program (SSP) which is the primary funding vehicle for initiatives associated with the delivery of the Canadian Sport Policy 2012 Manitoba provides the following:

- Support projects that 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 support projects that provide opportunities for persons from under-represented and/or marginalized populations to actively participate in sport including in roles as athletes, coaches, officials and volunteer leaders.

The expected result of the F-P/T Bilaterals is that Canadians, including identified under-represented groups and/or marginalized populations, have opportunities to participate in sport.

In Manitoba the Community “Sports for Life” Program supports fulfillment of the 2012-2022 Canadian Sport Policy by focusing on two of the five Goal statements:

- 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.

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 “grass roots” 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”.

Programs/Sport Partners that receive funding support include;

1) 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 (PSO) and Community Group funding

- 6 sport/PSO groups, 2 community groups Winnipeg Aboriginal Sports Achievement Centre/WASAC and Boys and Girls Clubs of Winnipeg

2) 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)

Youth 1st Lacrosse

Call to Action: 88

Our Goal

- 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

Unfortunately due to Covid-19 restrictions and guidelines, Youth1st Lacrosse was unable to continue working with schools and communities throughout Manitoba for the 2020-2021 season. We continue to recognize and support the Truth and Reconciliation Calls to Actions of the Winnipeg Indigenous Accord and hope to be up and running as soon as we get the green light. The safety of our student athletes is our #1 priority at this time. Our vision for 2022 is continued development towards the North American Indigenous Games and Canada Games.

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 May 2020 to April 2021. 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:

- 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 of 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.

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.

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.

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.

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.

CITY OF WINNIPEG DEPARMENTS 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.

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.

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.

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 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.

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.

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 ten months and up to five years.

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.

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.

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.

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.

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.

Six 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;
- 5 activities were implemented to raise the visibility of Indigenous contributions, experiences, values, languages and cultures to bridge understanding between Indigenous and non-Indigenous communities;

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 Indigenous advisory committees established;
- 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 newly hired this year.

- 2,775 K-12 students participating in curriculum on residential schools, Treaties and Indigenous people's history and contemporary contributions;
- 2775 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.

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.