Winnipeg

Indigenous Relations
Relations avec les Autochtones

2020 Indigenous Relations Division Annual Report



April 2021

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About Us

The City of Winnipeg strives to be a vibrant and healthy city which places its highest priority on quality of life for all its citizens.

The City of Winnipeg has supported Indigenous specific projects and initiatives since 2000. The Indigenous Relations Division (IRD) was created in 2013 to coordinate Indigenous specific programs and initiatives.

Our Vision: A vibrant and healthy Winnipeg in which all Indigenous peoples and communities achieve the highest quality of life grounded in the spirit of truth, understanding, reconciliation, equality, and self-determination.

Our Mission: The Indigenous Relations Division establishes and maintains meaningful relationships and partnerships with and between Indigenous peoples, communities, and governments to assist the City of Winnipeg in our commitments to reconciliation.



The City of Winnipeg's Indigenous Relations Division team

Message from the Interim Manager



Tracey Cechvala
Interim Manager
Indigenous Relations Division

What a year! It is probably safe to say that 2020 was a unique year for everyone, and the Indigenous Relations Division (IRD) was no exception. In spite of the obstacles presented by a global pandemic, I am happy to report that there was progress made on many of our projects and initiatives. We were able to stay connected with our existing partners and even establish new relationships as we navigated the everchanging physical distancing requirements and using virtual platforms for the first time.

2020 had an exciting start with Council unanimously passing a motion to adopt the Welcoming Winnipeg: Reconciling our History Policy in January. This policy will guide the City in making decisions regarding requests to create new, add to or remove/rename historical markers and place names and resolve the absence of Indigenous perspectives, experiences and contributions in the stories remembered and commemorated. Staff have spent a significant amount of time over this past year developing the necessary framework to implement this policy.

When COVID-19 arrived in Winnipeg, Oshki Annishinabe Nigaaniwak, the City of Winnipeg's Indigenous Youth Strategy, community partners quickly adapted to respond to the immediate needs of their youth program participants and the broader community. Although their programming may have differed from what was traditionally offered, we were able to continue to provide funding to these organizations, recognizing the important work they were doing in supporting Indigenous youth in unprecedented circumstances.

In July, the Executive Policy Committee directed the Public Service to include a progress update on the Missing and Murdered Indigenous Women and Girls (MMIWG) Calls for Justice and other initiatives, that respond to the Calls for Justice, in the annual Winnipeg Indigenous Accord report and the Journey of Reconciliation report. Moving forward, the City will now include the MMIWG Calls for Justice within the Accord framework to enhance the opportunity for Accord partners to further participate in reconciliation. Additionally, staff have been at work developing a draft framework which includes engaging City departments and external groups on the implementation of the MMIWG Calls for Justice within the organization.

As the City enters its 5th year since formally declaring its commitment to reconciliation with the 2016 Year of Reconciliation, I am reminded of, and inspired by, the following quote from Senator Murray Sinclair, Chief Commissioner of the Truth and Reconciliation Commission of Canada:

"The road we travel is equal in importance to the destination we seek. There are no shortcuts. When it comes to truth and reconciliation, we are all forced to go the distance".

Merci, Meegwetch, and thank you, on behalf of the Indigenous Relations team.

Tracey Cechvala
Interim Manager,
Indigenous Relations Division

Journey of Reconciliation

The City of Winnipeg's Journey of Reconciliation began in 2016 with initiatives such as the creation of Winnipeg's Indigenous Accord and the implementation of five Truth and Reconciliation Commission of Canada Calls to Action that relate to municipalities. This remains an ongoing effort and is done in collaboration with community partners and other City departments. Please read on to find out more about IRD's 2020 Journey of Reconciliation achievements, as well as the successes of our Oshki Annishinabe Nigaaniwak partners.



Indigenous Medicine Gardens at City Hall

ASSOCIATION OF MANITOBA MUNICIPALITIES

The City of Winnipeg was highlighted in the Association of Manitoba Municipalities' Fall 2020 edition of Municipal Leader, a quarterly magazine circulated to over 1,900 mayors, reeves, councillors, administrators, MLAs, MPs, and others. IRD's progress with Winnipeg's Indigenous Accord and the Welcoming Winnipeg: Reconciling our History policy was featured as part of a special report on Municipal/Indigenous Partnerships.

Read the full article!


Traditional Medicine harvesting that took place June 2020

INDIGENOUS MEDICINE GARDENS

Created in 2016 to support the City in being more inclusive and embedding more diverse culture and knowledge on Indigenous peoples, a traditional medicine garden was planted in the courtyard at City Hall. 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.


Indigenous Medicine Garden at the Living Prairie Museum

INDIGENOUS RESEARCH GUIDE

The City of Winnipeg Archives and Records Control Branch holds records that lend themselves to the exploration of Indigenous histories in Winnipeg, 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.

In partnership with IRD, the Archives and Records Control Branch hired historian Dr. Karine Duhamel to review and write a foreword for the publication *Indigenous Peoples and Records: A Guide to Research at the City of Winnipeg Archives*. It's anticipated that the revised text will be made public in 2021.

JOURNEY OF RECONCILIATION
LES CHEMINS DE LA RÉCONCILIATION

Welcoming Winnipeg

The Welcoming Winnipeg initiative is just one aspect of the reconciliation process the City of Winnipeg is committed to, and will help ensure that the contributions, experiences, and perspectives of First Nations, Métis, and Inuit are reflected truthfully in our stories, historical markers, and place names.

WELCOMING WINNIPEG POLICY

On January 30, 2020, Council passed a motion to adopt the *Welcoming Winnipeg: Reconciling our History Policy*. This policy was developed to guide the City in making decisions regarding requests to create new, add to or remove/rename historical markers and place names and resolve the absence of Indigenous perspectives, experiences and contributions in the stories remembered and commemorated. The policy will proactively utilize a lens of balance, inclusion and Indigenous perspectives.

Creating the necessary framework and documents to implement this unique policy were key priorities for IRD throughout 2020; an important first step was establishing the Welcoming Winnipeg Committee of Community Members (CCM). Due to COVID-19, recruitment for the CCM was delayed from spring to summer, but over a 6-week period from June to July, 40 applications were submitted to IRD. In August the committee was established and the first meeting held virtually on August 26, 2020.

The eight members of the committee from the community are:

- Robert Gendron
- Mabel Horton
- Albert McLeod
- Reanna Merasty
- Dr. Erin Millions
- Angie Mojica
- Raymond Sokalski
- Katherena Vermette

Additionally, Tricia Chestnut has been designated as an ex-officio member by the Mayor.



The inaugural Welcoming Winnipeg Committee of Community Members (*not pictured: Mabel Horton, Katherena Vermette*)

The CCM met a total of four times in 2020. The focus of these meetings was on becoming familiar with the Welcoming Winnipeg initiative, reviewing and finalizing the draft Terms of Reference, providing input on the development of the Welcoming Winnipeg Request Form and considering two outstanding renaming requests that pre-dated the adoption of the policy. Importantly, a significant amount of time was also spent outlining the responsibilities and function of the CCM, and grounding these in directives set by experts and knowledge keepers through the United Nations as well as provincial and national inquiries.

Additional activities included conducting a review of existing fees and charges to guide the establishment of a fee for Welcoming Winnipeg requests. To ensure this process is accessible to all communities and residents in Winnipeg, it was determined that no fee would be established for requests at this time.

IRD continues to work on developing the formal online Welcoming Winnipeg Request Form and intends to unveil that process to the public in early 2021.

RECONCILING OUR HISTORY WALKING TOUR

In 2019, a learning opportunity was developed in partnership with the Manitoba Museum; the Reconciling our History Walking Tour provides participants Indigenous perspectives in context to historical markers, plaques and spaces of interest located in Winnipeg's Exchange District.

Following COVID-19 protocols in place at the time, three of these tours were offered by IRD in 2020 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.

This was also the first year that the tour was offered to the public through Winnipeg Public Libraries and we look forward to continuing this partnership in the future!



A plaque on the obelisk commemorating the Winnipeg-Shoal Lake Aqueduct located in Stephen Juba Park, one of the stops on the Reconciling our History Walking Tour

Winnipeg's Indigenous Accord

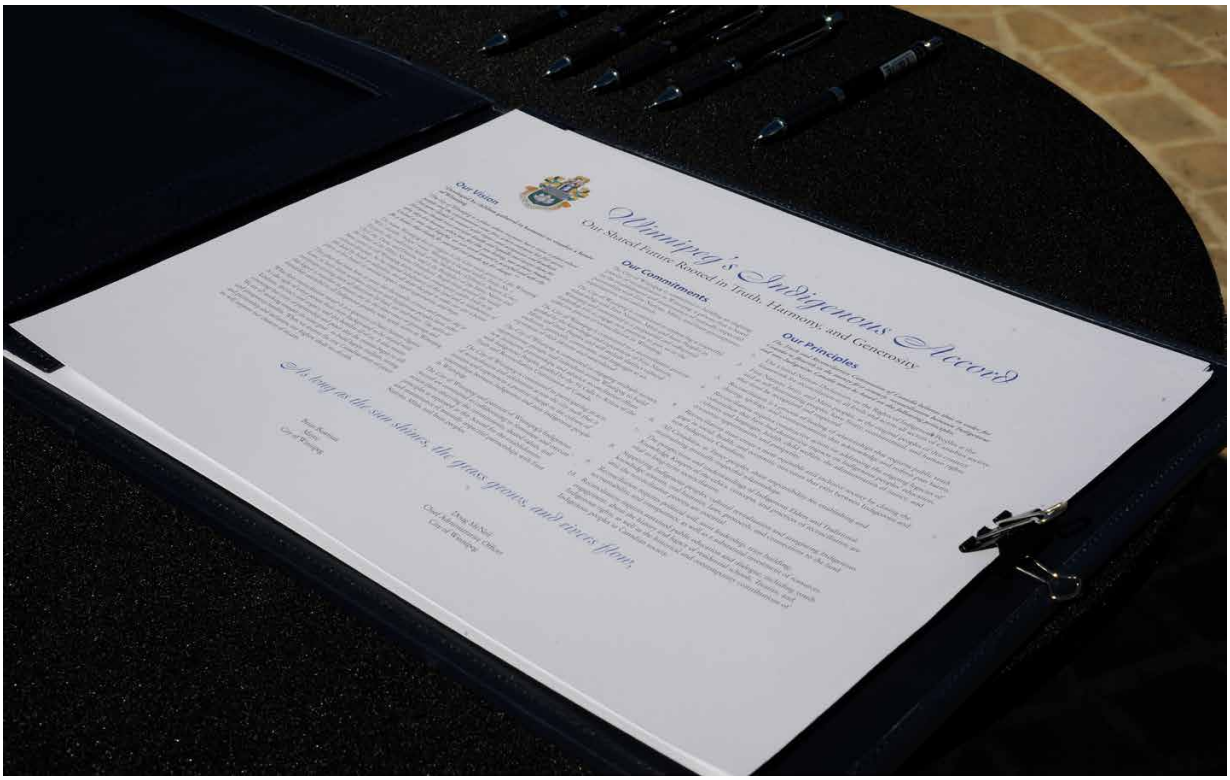
Unanimously adopted by Council in 2017, Winnipeg's Indigenous Accord sets out the City of Winnipeg's Vision, Commitments and Principles in building an ongoing process of reconciliation in Winnipeg. It is rooted in the creation and fostering of mutually respectful partnerships with Indigenous Peoples, along with the engagement of multiple sectors, organizations, groups and individuals across Winnipeg to extend these relationships.

The Accord is guided by the 94 Calls to Action of the Truth and Reconciliation Commission of Canada (TRC), and commits to participating in acts of reconciliation and celebration that initiate a positive change in the culture of relationships between Indigenous and non-Indigenous people in Winnipeg.

PARTNER RECRUITMENT

Initiatives focused on partner recruitment were underway in 2020, including filming interviews with two current partners. The Winnipeg Boldness Project and Assiniboine Credit Union spoke about their experiences as an Accord partner and why other organizations should consider joining the 19 new partners that made a formal commitment to reconciliation through the Accord this year.

The City accepts partner applications throughout the year. To view the Accord and submit your request to become a partner, please visit: **winnipeg.ca/indigenousaccord**



Winnipeg's Indigenous Accord

NEW OPPORTUNITIES TO ENGAGE IN RECONCILIATION WORK

To show our commitment to, and progress on, the Missing and Murdered Indigenous Women and Girls (MMWIG) Calls for Justice and to enhance the opportunities for Accord partners to further participate in reconciliation, the City of Winnipeg is now including the MMIWG Calls for Justice in the Accord commitment and reporting process. It is our hope that including the MMIWG Calls for Justice within the Accord framework will provide an opportunity for other organizations to become Accord partners and to enhance the opportunities for existing Accord partners to further participate in reconciliation work.

ANNUAL ACCORD PARTNER GOALS AND PROGRESS REPORT

85 Accord Partners submitted their annual progress reports and updated goals, which was compiled into the 2020 Accord Partner Goals and Progress Report. Some highlights from the report include:

- 20,307 members and employees from 51 Accord partner organizations have participated and are continuing to participate in education and training in response to Calls to Action 57 and 92.
- 17,300 students from five school divisions are learning age-appropriate curriculum on residential schools, Treaties and Indigenous peoples' history and contemporary contributions to Canada, in response to Calls to Action 62 and 63.
- 79% of Accord partners are practicing traditional territories acknowledgments as part of daily announcements and at events, meetings and gatherings.

ANNUAL SIGNING CEREMONY

Due to the ongoing pandemic and requirements to maintain physical distancing, the 2020 Signing Ceremony was postponed to 2021.

ALL PARTNER GATHERING

On November 20, IRD hosted the 5th All Partner Gathering; for the first time, it was held virtually. The gatherings are meant to be an opportunity for partners to come together to network, learn and share challenges and successes they are meeting in trying to realize their Accord goals.

159 Accord partner participants were in attendance as Mayor Bowman joined to open the event by introducing 19 new Accord partners, and Elder Carolyn Moar provided prayers and a teaching on the sacredness of women. Kimberley Puhach, Chair of the Mayor's Indigenous Advisory Circle, lead us through the event program, which featured keynote speaker Dr. Karine Duhamel who shared her work, Reclaiming Power and Place: Inside the National Inquiry into Missing and Murdered Indigenous Women and Girls.

Oshki Annishinabe Nigaaniwak

Oshki Annishinabe Nigaaniwak, (pronounced Awsh-kay Anish-a-nob-bay Nee-ga-nee-walk) which means "Young Indigenous People Leading" in Anishinaabemowin (Ojibwe), is the City of Winnipeg's Indigenous Youth Strategy. The mission of Oshki Annishinabe Nigaaniwak is to give Indigenous youth positive opportunities in the community and civic system by providing culturally appropriate programs and supports. These include opportunities related to employment, education, training, literacy and recreation. The Indigenous Relations Division's goal in providing these opportunities is for Indigenous youth in Winnipeg to be able to increase their resiliency, self-sustainability, and personal strengths, and to achieve their goals and dreams for the future!

Sign up to our email distribution list for the latest updates and opportunities that Oshki Annishinabe Nigaaniwak and partner organizations have to offer at **winnipeg.ca/indigenous/oan**

COMMUNITY PARTNERS

Our community partners have a common goal to improve youth access to positive opportunities in Winnipeg. Our partners are experts in helping youth explore and tap into their own unique strengths. All youth in our city deserve the opportunity to gain valuable skills, grow to their full potential, and be engaged and involved in our community.

Please see below to learn more about our partners' programs!

ASSEMBLY OF MANITOBA CHIEFS SECRETARIAT INC.

Eagle's Nest

This program works with Indigenous youth aged 15 to 30 who are out-of-school or unemployed. The program offers youth support and guidance for them to return to school, enroll in training opportunities or obtain employment.

BOYS & GIRLS CLUBS OF WINNIPEG INC.

Youth Recreation Activity Worker Program

This program is open to young people aged 18 to 29 who live in Winnipeg's core area. It offers formal training while being positive role models and recreation leaders to children and youth who attend after-school programs. Ultimately, the aim of the program is to empower students to obtain work in community-based youth serving agencies!

BROADWAY NEIGHBORHOOD CENTRE INC.

Just TV

This program provides youth aged 16 to 24 opportunities to express themselves through multimedia in a safe and creative environment while also exploring career options within this exciting field! Participants engage in all facets of the audio and video industry from script writing to production while making personal videos based on their lives as well as work aimed at dissuading young children from drugs, crime and gang activity. All videos and projects are showcased at a year-end celebration for friends, families, and supporters!

INDIGENOUS LEADERSHIP DEVELOPMENT INSTITUTE INC.

Introductory Carpentry Program

This program allows Indigenous participants access to meaningful employment and apprenticeship opportunities in the trades industry. The program provides training and skill development relevant to many trades within the construction industry, which results in Level 1 Accreditation in Carpentry and a Mature Student Diploma. Many graduates apply their newly acquired skills in apprenticeships within the fields of carpentry, plumbing, electrical, plastering, drywall and painting!

KA NI KANICHIHK INC.

Honouring Gifts

This program works with Indigenous mothers up to age 30 to discover their gifts and talents and to create individualized life plans and set career aspirations. The program helps develop skills through training, employment or education and to explore career options, gain exposure to workplaces and educational options, complete on-site work internships and receive certification in a variety of areas. The program takes place in a safe environment including culturally authentic opportunities to connect to Indigenous history and community!

MA MAWI WI CHI ITATA CENTRE INC.

Future is Yours

This program provides youth aged 15 to 21 with employability skills, volunteer experience, job shadowing, training and mentorship to improve their employment potential! The program offers a variety of personal development and Indigenous cultural awareness opportunities too.

NDINAWEMAAGANAG ENDAAWAAD INC.

Youth Resource Centre Recreation Program

The recreation program allows youth participants opportunities to participate in recreation and wellness activities that contribute to their health and wellbeing. Along with recreational activities, the program also provides visual and audio art, cultural activities and personal supports to ensure basic needs are met.

RESOURCE ASSISTANCE FOR YOUTH INC.

Growing Opportunities

This program works with street-entrenched and homeless youth to overcome obstacles to employment. The program provides assistance with addressing barriers such as lack of personal supports, relevant identification, education, experience and/or varied personal circumstances. Workers help youth identify their goals, seek training opportunities, find supportive work placements and sustain employment once it is obtained.

SPENCE NEIGHBORHOOD ASSOCIATION INC.

First Jobs 4 Youth (FJ4Y)

FJ4Y is a paid summer and fall work experience and employment training program for Spence neighbourhood youth aged 16 to 18. During the summer work program, participants gain certificates, skills and experience while completing workshops and assisting with the organization's programs or community gardens. The following fall when classes resume, successful participants are offered part-time work placements with local businesses, agencies or institutions.

UNIVERSITY OF WINNIPEG

Inner-City Work Study Program

The Program provides 20 university students paid work and voluntary learning in Winnipeg's inner-city and North End communities. The Program aims to provide students with opportunities to learn about community practice in the context of reconciliation by incorporating Indigenous perspectives though the program including inviting Elders and Indigenous facilitators as guest speakers.

MANITOBA INSTITUTE OF TRADES AND TECHNOLOGY

YouthBuild

The Program provides participants skills to be an entry Level 1 Carpenter and Essential Skills upgrading. Participants will achieve their accredited training component of Level 1 Carpentry Certification, essential skill training and their Mature Grade 12 certificate.

URBAN CIRCLE TRAINING CENTRE INC.

Apprenticeship Training and Employment Program

The Program will prepare participants for employment in the construction skilled trades industry through training and experience. The program will provide training to achieve their Mature Grade 12 Pre-Apprenticeship Diploma as well as safety training certificates.

Youth by Numbers

588 | Certificates were obtained (*First Aid CPR, WHMIS, etc.*)

63 | Indigenous youth found employment

85 | Youth continued their education

640 | Hours were given back to the community in volunteer time

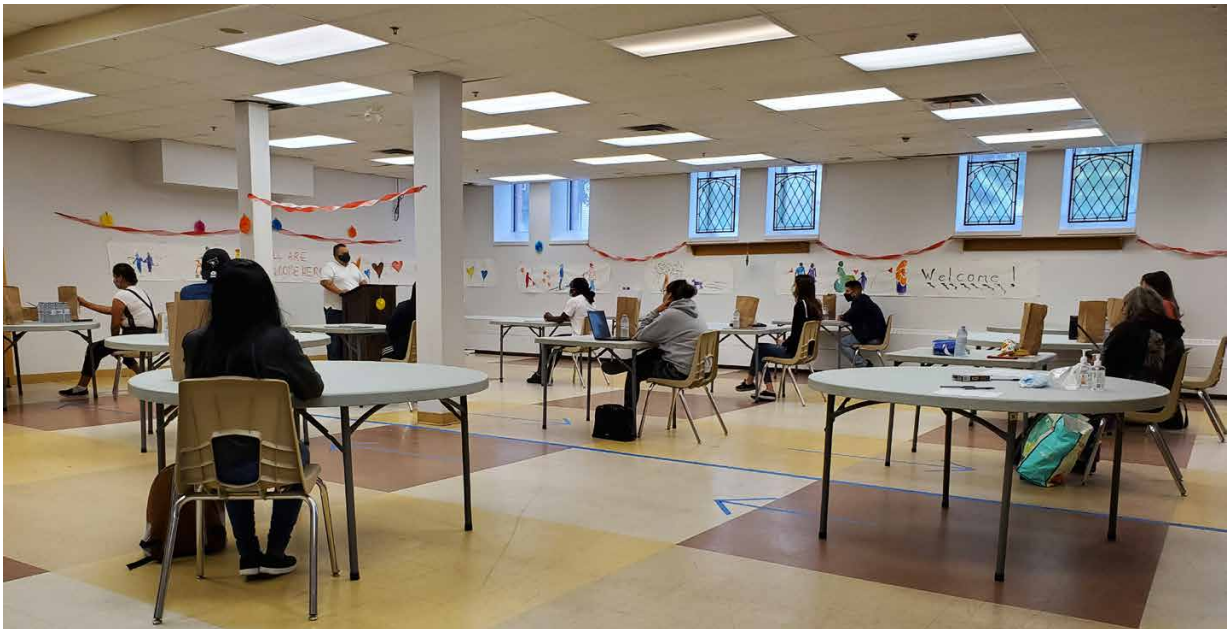
1 | Indigenous youth transitioned from an Internship to permanent employment with the City of Winnipeg

Partner Highlight: *Spence Neighbourhood Association Graduation*

We recognize that our Community Partners are leaders in the delivery of youth-focused programming that result in youth building skills essential for the workplace and commend them for their continued resilience and work through the challenges presented in 2020.

On September 2, 2020, the Spence Neighbourhood Association's (SNA) First Jobs 4 Youth (FJ4Y) program had their Summer Session 2020 Graduation Ceremony. FJ4Y offers part-time employment and training opportunities for local youth every summer within SNA's programming. After graduating in August, youth receive Summer/Fall work placements with local employers, such as the University of Winnipeg and The WRENCH.

There were 10 youth graduates from the Summer Session 2020 class. They participated in a socially-distanced graduation ceremony where Elder Carolyn Moar gave an opening prayer and teachings to the graduates about the new phase of their lives they were entering. Aron Skworchinski from the Indigenous Relations Division attended on behalf of the City of Winnipeg to congratulate the graduates on their accomplishments and wish them the best of luck in the next steps of their journeys.



The Spence Neighbourhood Association's (SNA) First Jobs 4 Youth (FJ4Y) program held a physical distanced graduation ceremony on September 2, 2020

Oshki Annishinabe Nigaaniwak Internship: *In Her Own Words*



Aron Skworchinski
Intern
Indigenous Relations Division

My name is Aron Skworchinski, I am a 24-year-old Métis woman from Winnipeg, Manitoba and I had the incredibly rewarding experience of doing an internship through the City of Winnipeg's Indigenous Youth Strategy *Oshki Annishinabe Nigaaniwak*. I graduated from the University of Manitoba with my Bachelor of Social Work in October of 2019 and a week after my convocation I began my journey of taking on an internship position with the Indigenous Relations Division in the role of Intergovernmental Project Assistant.

I worked at the Indigenous Relations Division from October 2019 until October 2020. Throughout my internship, I took part in a variety of training opportunities, expanded my knowledge and skills, and was able to contribute to many meaningful initiatives and projects aimed at supporting Indigenous peoples in Winnipeg from an approach rooted in reconciliation, Indigenization and decolonization.

I took training through the Cultural Committee such as tobacco ties teachings and medicine harvesting. I also had the opportunity to organize new training offerings for City staff that included topics such as Orange Shirt Day and Indigenous Food Sovereignty and Security. I was given the opportunity to develop an educational panel exhibit on the Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls. I am grateful to have established meaningful relationships with Residential School Survivors during the time I spent supporting the Assiniboia Residential School Legacy Group. I also took part in the core working team developing the City of Winnipeg's Poverty Reduction Strategy. I was able to contribute ideas that were integrated into a framework rooted in the teachings of Wisdom from Amik (Beaver) in the Seven Sacred Teachings. My contributions were recognized and I was given the chance to take on an acting position role during my time with IRD that allowed me to build connections with other City of Winnipeg departments such as the Community Development Division. That ultimately led to the opportunity for me to be hired within the Community Development Division in the position of Special Projects and Initiatives – Poverty Reduction where I am now working with a dedicated team to continue to develop the City's Poverty Reduction Strategy.

The metaphor that resonates with me is that my internship with IRD was my nest. I am extremely grateful that my nest was built with love, wisdom, truth, honesty and respect. It was a place where I felt welcomed and supported each day. I was encouraged to speak my truth, courageously contribute my ideas and felt heard and valued as a member of the team. The support and encouragement I received helped me to grow my confidence and solidify the reassurance I needed to leave my nest and fly towards my next destination.

Missing and Murdered Indigenous Women and Girls

On September 1, 2016, the National Inquiry into Missing Indigenous Women and Girls (MMIWG) officially commenced, with a mandate to look into and report on the systemic causes of all forms of violence against Indigenous women and girls, including sexual violence. This included examining the underlying social, economic, cultural, institutional, and historical causes that contribute to the ongoing violence and particular vulnerabilities of Indigenous women and girls in Canada.

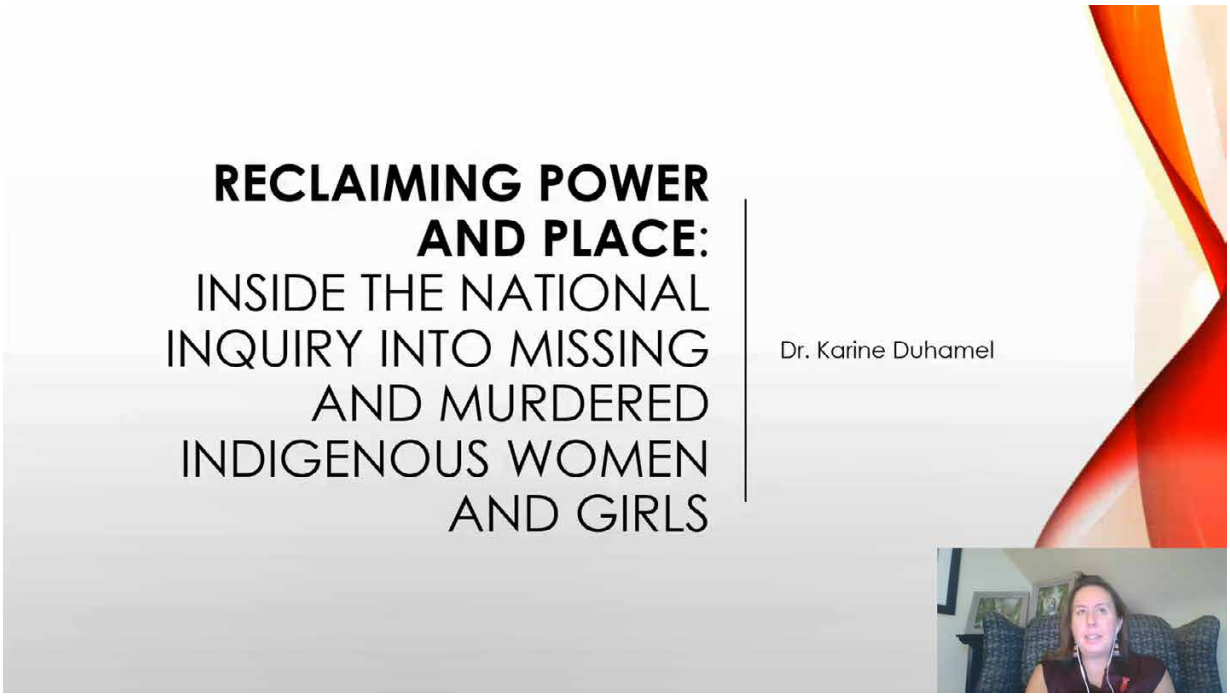
On June 3, 2019, the Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls was released. The Final Report asserts that "human rights and Indigenous rights abuses and violations committed and condoned by the Canadian state represent genocide against Indigenous women, girls, and 2SLGBTQQIA people".

The Report included 231 Calls for Justice.

THE CITY'S INITIAL RESPONSE

Following a review of internal programs, policies and services that was conducted by IRD in collaboration with other departments in 2019, a report went before the Executive Policy Committee (EPC) in March 2020 recommending that the Public Service, through IRD, develop and execute an implementation plan in response to the Calls for Justice that fall within the municipality's jurisdiction.

IRD has developed a draft framework which includes engaging City departments and external groups on the implementation of the MMIWG Calls for Justice. This engagement is set to begin in early 2021.



Dr. Karine Duhamel opens her presentation about her experiences with the National Inquiry into Missing and Murdered Indigenous Women and Girls

EMPLOYEE EDUCATION AND AWARENESS CAMPAIGN

This year, IRD 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, IRD hosted two training workshops facilitated by Elder Albert McLeod "Traditional Roles and Resurgence in the 21st Century of Two-Spirit People". 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.

One employee said of Elder McLeod's workshop:

"I learnt a lot of info[rmation] that can help me in life and on the job".

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.

One employee said of Dr. Duhamel's presentation:

"We need more presentations like this. Education leads to understanding and understanding leads to a stronger community. This is a goal for, not just civic employees, but all citizens of Winnipeg".

Within the division, IRD staff attended learning events to gain a deeper understanding of the MMIWG National Inquiry and research that is being conducted internationally.

- In February, 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, IRD's MMIWG 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.

Poverty Reduction Strategy

Introduced in 2018, the Poverty Reduction Strategy (PRS) will become the foundation for the City of Winnipeg's (City) work in poverty reduction going forward by clarifying the City's role, identifying priority short and long-term actions, and setting out an implementation plan that includes review and renewal.

The City partnered with Make Poverty History Manitoba and the Winnipeg Poverty Reduction Council (an initiative of United Way Winnipeg) to co-create the PRS. Representatives from each organization and the City formed a core working team to help to oversee and provide guidance on the project. Phase 1 of stakeholder engagement occurred in fall 2020. A draft strategy was created following Phase 1.

In August 2020, IRD's MMIWG project lead attended a PRS Core Working Team meeting to present information about the MMIWG Final Report, Calls for Justice which relate to the PRS, and connections between the Themes/Areas for Action of PRS and various Calls for Justice.

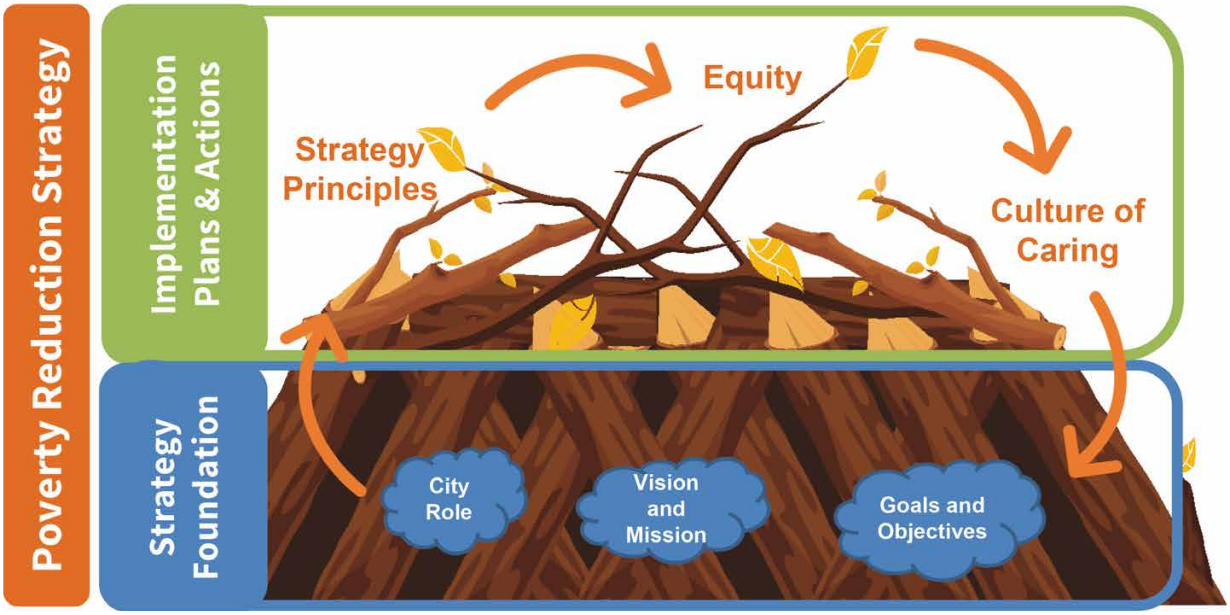
Phase 2 of stakeholder engagement focused on confirming the direction of the draft strategy and to identify priority actions for implementation. Stakeholder sessions were held in fall/winter 2020 with poverty reduction-related organizations and those with lived experience of poverty and homelessness.

The concepts and principles that have been discussed throughout building the strategy have ensured the process has a balanced and respectful relationship amongst Indigenous and Western approaches. It has been conducted with the understanding that building trust through collaboration on a foundation of traditional Indigenous knowledges is what will guide us toward a meaningful strategy with achievable goals that can be met in a sustainable, balanced way.

One of the key guiding principles of the strategy is the use of the Beaver (Amik) which represents Wisdom in the Seven Sacred Teachings. Wisdom is not to be confused with knowledge, wisdom is the gained experience and knowledge to know the difference and accept responsibility and accountability. This framework allows the strategy to maintain other core principles such as upholding human rights, honouring relationships and reconciliation with Indigenous Peoples while addressing systemic oppression, trauma, and social inequity.

The development of the PRS will continue into 2021, with a report due back to the Executive Policy Committee in August.

POVERTY REDUCTION STRATEGY FRAMEWORK



The Poverty Reduction strategy draws its overarching principles from the Beaver (Amik) which represents Wisdom in the Seven Sacred Teachings. "*We will Use our Wisdom, Accept Responsibility and Be Accountable for Implementing the Strategy.*"

Cultural Committee

The Indigenous Relations Cultural Committee was created with an objective to increase cultural awareness among City of Winnipeg staff by providing experiential learning opportunities for traditional activities and teachings. The creation of the IRD Cultural Committee is rooted in Truth and Reconciliation Call to Action #57, which calls upon all levels of government to provide education to public servants on the history of Indigenous Peoples.

SUMMER SOLSTICE

On June 14, 2020 IRD's Cultural Committee held its first virtual session which provided 42 participants with the teachings of traditional Indigenous knowledge of the Summer Solstice. Elder Carolyn Moar guided participants through oral history, meanings, and protocols of Indigenous teachings. Participants were also invited to prepare food to share the experience of eating a meal with others virtually.

TRADITIONAL FOOD PRACTICES

This session, held on August 19, 2020 provided participants with the teachings of traditional Indigenous food practices. Participants learned teachings of traditional planting/gardening, harvesting and food preparation such as the Seven Sisters Garden. This session was led by Elder Audrey Logan and taught participants about historical and contemporary information surrounding Indigenous Food Security and Indigenous Food Sovereignty.

This is the right of Indigenous peoples to healthy and culturally appropriate food produced through ecologically sound and sustainable methods, and their right to define their own food and agriculture systems. This fundamental right is recognized in the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP).

ORANGE SHIRT DAY

September 30, 2020 marked Orange Shirt Day, a day of remembrance of the history and legacy of residential schools and the resilience of the survivors. To commemorate this day, Elder Theodore Fontaine, a Residential School survivor of Assiniboia Residential School was invited to gather virtually with City of Winnipeg staff to speak about his residential school experience. 39 participants were given the opportunity to witness and honour the healing journey of a residential school survivor and learn about how they can participate in the ongoing process of reconciliation.

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."



IRD staff participate virtually in Orange Shirt Day