Indigenous Relations Division (IRD) - Journey of Reconciliation Q1-Q3 Report		
Activity	**Activity Defined**	**Actions taken/planned for Q1 (January/February/March 2021)**
TRC CALL TO ACTION #43 – UNDRIP (United Nations Declaration on the Rights of Indigenous Peoples)	We call upon federal, provincial, territorial and municipal governments to fully adopt and implement the United Nations Declaration on the Rights of Indigenous Peoples as the framework for reconciliation.	<u>Indigenous Gardens</u> Employees from Living Prairie Museum and Indigenous Relations Division (IRD) 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 medicine gardens.
TRC CALL TO ACTION #57 – EDUCATION	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 City of Winnipeg offers a half-day training session (W'daeb Awaewe) for all public service staff and a two-day training session (Chi Ki Ken Da Mun) for public service staff with direct reports; both of these sessions provide an introduction to Indigenous cultures, perspectives and traditions, with a focus on the Residential School System and its impacts on Indigenous peoples. • One meeting was held with Cultural Providers to discuss how training sessions could be modified for a virtual format. • Due to COVID-19, all Chi Ki Ken Da Mun and W'daeb Awaewe courses were cancelled, except 3 intact W'daeb Awaewe sessions with the Winnipeg Police Service (WPS). There were 54 participants in total who attended these sessions.
TRC CALL TO ACTION #75 – CEMETERIES	We call upon the federal government to work with provincial, territorial, and municipal governments, churches, Aboriginal communities, former residential school students, and current landowners to develop and implement strategies and procedures for the ongoing identification, documentation, maintenance, Commemoration, and protection of residential school cemeteries or other sites at which residential school children were buried. This is to include the provision of appropriate memorial ceremonies and commemorative markers to honor the deceased children.	No progress to report.
TRC CALL TO ACTION #77 – ARCHIVES	We call upon provincial, territorial, municipal, and community archives to work collaboratively with the National Centre for Truth and Reconciliation to identify and collect copies of all records relevant to the history and legacy of the residential school	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.

	system, and to provide these to the National Centre for Truth and Reconciliation.	• The Branch added information about the signing of Treaty No. 1 in 1871 to the City's "Timeline of Winnipeg Historical Events 1670-2012" website. • On February 15, the City of Winnipeg tweeted a photo commemorating Louis Riel Day, which was provided by the Archives and Records Control Branch; the Branch is striving to share more Indigenous content with the public, including through social media.
TRC CALL TO ACTION #79.3 – COMMEMORATION	We call upon the Federal government, in collaboration with Survivors, Aboriginal organizations, and the arts community, to develop a reconciliation framework for Canadian heritage and commemoration. This would include, but not be limited to: iii. Developing and implementing a national heritage plan and strategy for commemorating residential school sites, the history and legacy of residential schools, and the contributions of Aboriginal peoples to Canada's history.	<u>Activities:</u> On January 29 and February 26, staff from Indigenous Relations attended a virtual meeting with the Assiniboia Residential School Legacy Group to provide administrative support involving setting up meetings, and documenting agendas and minutes.
WINNIPEG'S INDIGENOUS ACCORD	Since the inaugural Accord partner signing ceremony June 20, 2017, Accord partners total 193 including businesses, non-profit organizations, community organizations, schools and post-secondary institutions, faith and religious organizations, as well as City departments and councillors.	<u>Partners</u> • Since the last reporting period (December 2020), IRD has welcomed nine new Partners. <u>Annual Reporting:</u> • Accord Partners have begun to submit their annual progress reports and updated goals, which will be compiled into an annual report and submitted to Council. • The role and responsibilities of a Partner to the Accord involves setting goals and reporting on progress annually related to the TRC 94 Calls to Action, and the Missing and Murdered Indigenous Women and Girls (MMIWG) Calls for Justice (NEW). It was identified in early 2021 that there were 36 Partners who had not completed a report in the last 2+ years. o IRD reached out with a survey to ask what additional support or resources were needed. Those that had identified a need for additional support from IRD were personally connected with. o 8 Partners from this list have completed their progress report for 2021 so far!

		Partner Database: • IRD is working with the City's Business Technology Services (BTS) group to develop a database information management solution to manage Accord Partner contact information and commitments by partner organizations; track communications with partners; and generate ad hoc reports and annual reports on commitments and achievements. • Indigenous Relations Division has met with the BTS group to review system requirements and functionality of database development and is nearing the testing phase.

WELCOMING WINNIPEG	Welcoming Winnipeg: Reconciling our History is a component of the initiative that responds to the national dialogue in major Canadian cities to re-examine historical markers and place names to resolve the absence of Indigenous perspectives, experiences, and contributions in the stories remembered and commemorated in Canadian cities. The policy will utilize a proactive lens of balance, inclusion and Indigenous perspectives.	Welcoming Winnipeg Policy Implementation
		The Welcoming Winnipeg Request Form and process was finalized and officially launched on February 12.
		• Launch Communications
		  o 1 Communications Plan/Social Media Plan developed
		  o 4 external webpages created/redesigned
		  o 1 Media Release
		  o 2 SM Posts (Facebook/Twitter)
		  o 2 presentations (Planning, Property and Development, Parks and Open Spaces)
		  o 1 Council Seminar
		  o 2 media requests (1 CCM member interviewed, 1 IRD interview)
		• Requests Received
		  o 6 external requests
		  ➢ 2 requests moving through process
		  ➢ 1 request closed (Flag Creation)
		  ➢ 3 requests requiring additional research/information
		  o 5 internal requests (informal)
		• Internal process guide and communications templates drafted.
		• Panelist presentation at the IAP2 Learning Webinar as a 2020 Core Values Award winner (March 9).
		
		Committee of Community Members
		The Committee of Community Members (CCM) met three times in Q1: January 7, February 9 and March 26. Key priorities of these meetings included reviewing and finalizing the draft Terms of Reference and providing input on the development of a request assessment tool. The CCM also considered two outstanding renaming requests that pre-date the policy, with the CCM's first recommendation (Henri Constant Field) approved by Council on March 25.
		• 1 Administrative Report drafted

		Flag Project On April 28, 2020, the Executive Policy Committee (EPC) recommended that the Winnipeg Public Service report back in 120 days on the installation of three additional flag poles at City Hall, directly adjacent to the three existing flag poles, to permanently fly flags honouring the Treaty One First Nations, Dakota Nations and the flag of the Métis Nation, including consultation with relevant stakeholders. EPC granted the Public Service an extension, with a report due May 2021. o Letters were drafted on behalf of the Interim Chief Administrative Officer and sent to Treaty 1 Chiefs, Grand Chief of the Southern Chiefs Organization and the President of the Manitoba Metis Federation asking for their support for this project. Welcoming Winnipeg Walking Tour A contract was signed with the Manitoba Museum that allows for the museum to offer the tours as part of their regular programming to expand the impact of the tour beyond City programming. The tour provides participants with education and awareness of the historical significance on how the City recognizes and commemorates various historical people, events, and place names.
INDIGENOUS SERVICE PROVIDERS DATABASE	The Indigenous Service Providers Database provides information, mapped along a Sustainable Livelihoods Model continuum, about programs and services for Indigenous individuals to increase knowledge and awareness about programs and services available for Indigenous people.	Database Launch • No progress to report.
SUSTAINABLE PROCUREMENT INITIATIVE (SPI)	The Indigenous Relations Division continues to attend the Sustainable Procurement Initiative (SPI) Working Group to lend an Indigenous perspective on Sustainable Procurement.	Activities • Provided input and feedback into the Social and Procurement Policy adopted by Council. • Attended 2 working group meetings (January and February). Upcoming • IRD will continue to provide advice and guidance and participate in sub-committee groups as it relates to the Sustainable Procurement Policy. • Staff will attend 1 Sustainable Procurement workshop (April).
OSHKI ANNISHINABE NIGAANIWAK	The City of Winnipeg's Indigenous Youth Strategy provides resources to youth-serving agencies to deliver employment development and recreation programs, and to civic departments to create opportunities for Indigenous youth such as	Community Partners • IRD continues to share partner program information. • Partners were invited to participate in the City's first Anti-Racism Week (March 20-27).

	internships, training programs, career camps, summer work placements, and post-secondary scholarships and community leadership through scholarship programs. The Indigenous Youth Infrastructure Training and Apprenticeship Program is included under Oshki Annishinabe Nigaaniwak. This program, mandated by Council in 2014 supports Indigenous youth training and employment initiatives within the infrastructure industry.	<u>Community Partner Lunch</u> • Although these were postponed in 2020, Partner Lunches resumed (virtually) in 2021. Every quarter we meet with our community partners who provide programs and services for Indigenous youth in Winnipeg. We use this opportunity to provide information about City of Winnipeg opportunities and initiatives to raise awareness, obtain input and feedback, and improve youth access. Partners share information and opportunities between one another and with us to problem-solve on emerging issues and/or share resources that support youth involved in their programs. The agenda for the March 30 meeting included a presentation about the development of the City's Poverty Reduction Strategy (PRS), with an opportunity for partners to provide feedback to the PRS Core Working Team. <u>Other Activities</u> • Nine opportunities were shared through the email distribution list to date.
MISSING AND MURDERED INDIGENOUS WOMEN AND GIRLS (MMIWG)	On June 11, 2019, the Executive Policy Committee (EPC) directed the Winnipeg Public Service to review the Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls (MMIWG) to identify how the City of Winnipeg can respond to the Calls for Justice that are within the City's jurisdiction, within existing budgets.	<u>Goals</u> **a) Civic implementation plan** Work within existing budgets to respond to the MMIWG Calls for Justice by creating new programs and enhancing existing programs across City departments **b) Community implementation plan** MB MMIWG Coalition and members <u>Activities</u> Drafted Engagement Strategy that includes: internal City of Winnipeg engagement, external wit the Provincial, National and International partners and community connections to develop long-lasting relationships. • **Internal** - To date IRD has met with internal departments - WPS (2x), Community Services (3x), UN Safe Cities (1x), and Transit (2x) to discuss projects and implementing direct Calls to Justice. • **Community -** To date IRD has connected with Manitoba Keewatinowi Okimakanak (MKO)'s Hilda-Pyrez Anderson & MB MMIWG2S+ (1X), other cities (Thompson, The Pas) • **Upcoming meetings: Relates to 15.3 & 15.4** o Ka Ni Kanichihk April 2021 o Assembly of First Nation (AFN)'s Women Council (Regional Engagement) o Have reached out to 7 other organizations

		• **Other levels of Gov't –**
		  ○ **Municipal Indigenous Relations MMIWG Sub-Group Meeting** (1x – March) included discussions on what other cities are doing with local safe spaces, gathering places and curriculum for MMIWG Awareness and Training.
		  ○ **Province of MB** – opportunity to collaborate on awareness campaign (pending further input from community).
		MMIWG Employee Education and Engagement Campaign
		• IRD staff attended a trauma-informed workshop on March 5 **(15.3)**
		  ○ Additional details below.
		• Attended 3-day We Rise Conference (March 29 – 31) **(15.3)**
		• IRD staff participated in an online event (March 17): MB Coalition / IIWR (Institute for International Women's Rights) **(15.3)**
		• Planning for a MMIWG2S+ garden at the City Hall courtyard is underway, which includes developing information/signage and a communications plan.
		• Have reached out to MB MMIWG Coalition and Northern Sage to discuss training for leaders and staff **(15.2, 15.3, 15.6)**
		• Legacy of Hope campaign https://legacyofhope.ca/portfolio-items/waniskahtan-2/
		  ○ Winnipeg Public Libraries (WPL) will host the Legacy of Hope display in Nov 2021 (to bring knowledge to MMIWG)
		MMIWG Communications
		• Draft communication strategy including web updates, coordinating resources (UN Safe Cities) with other departments
		MMIWG Work Plan
		Activities
		• IRD has developed a draft framework which includes engaging City departments and external groups on the implementation of the MMIWG Calls for Justice.
		• Community Services Department has been doing the following:
		  ○ Exploring safe spaces (Sage House) **(15.7)**
		  ○ Exploring training opportunities for staff **(15.3. 15.6, 15.7)**
		  ○ Exploring WPL RedDress project (20 libraries) (summer/fall 2021)
		  ○ Safe spaces – WPL **(15.6 & 15.7)**

ADVICE AND GUIDANCE	The Indigenous Relations Division (IRD) provides advice and guidance through an Indigenous perspective to City of Winnipeg employees and departments by sharing information on Indigenous	Over 25 requests from internal and external stakeholders were received by IRD related to items such as an urban Indigenous vaccination program, Rooster Town commemoration and Indigenous-specific (youth) recruitment opportunities (civic).

	community, culture and issues. We do this by providing advice and direction on policy and consultation that support in developing partnerships with the Indigenous community and organizations.	<u>Poverty Reduction Strategy (PRS)</u> To ensure the City's Poverty Reduction Strategy incorporates Indigenous perspectives, IRD staff are members of the Core Working Team. Activities this quarter included: • IRD attended four Core Working Group meetings. • IRD attended one Interdepartmental Update meeting. • On February 2, IRD attended a meeting with the Winnipeg Indigenous Executive Circle (WIEC) as part of Indigenous stakeholder/rightsholder engagement pertaining to the PRS. • On February 23, IRD was part of discussion on drafting an Equity Lens Tool which would be developed for use within City departments to help staff understand the impact of their decisions (positive/negative) on equity groups (women, low income, Indigenous, persons with disability, racialized, youth, 2SLGBTQQIA+, Newcomers) and ultimately improve equity in all aspects of City programs/service delivery. • On March 3, IRD attended a meeting to discuss the potential actions related to housing within the PRS. • On March 30, IRD was part of the Core Working Group members that presented on the PRS at the Oshki Annishinabe Nigaaniwak Partner Lunch.
ANTI-RACISM WEEK (MARCH 21-27, 2021)	Anti-Racism Week was organized by the City of Winnipeg in partnership with several community organizations. On July 15, 2020 the Mayor introduced his motion declaring the City of Winnipeg's commitment to combatting systemic racism with the launch of several initiatives including the launch with community partners of an Anti-Racism Week.	Anti-Racism Week has been 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 is "What would Winnipeg look like without racism?" Staff from IRD attended 13 planning meetings during this reporting period, either as part of the larger working group or as a member of the sub-working group, Community Outreach. IRD arranged and hosted 4 Indigenous focused anti-racism activities (2 external, 2 internal): • Treaties: their historical and contemporary significance (internal): 45 participants • Overview of Indigenous and non-Indigenous Relations in Canada (external): 100 participants • Diversity Sharing Circle (external): 16 participants • Spring Equinox (internal): 73 participants

		IRD also supported other anti-racism activities including the following: • Older Adult Group conversation • Youth Group conversation
INDIGENOUS ENGAGEMENT	The Indigenous Relations Division and Office of Public Engagement are collaborating to develop an Indigenous (Metis, First Nations, Inuit) engagement component as part of the City's Public Engagement Framework, as required by the Engage Winnipeg policy.	<u>Activities</u> • Met with the Manitoba Metis Federation (MMF) in February to review and gather initial feedback on the City's Engage Winnipeg policy and draft framework. • Obtained MMF agreement with next steps to include MMF presentation to senior City administration to provide an overview of Resolution 8.
DIVISIONAL STRATEGIC PLAN	All My Relations/Anokiiwin Training Institute provided professional services to facilitate the development of the Indigenous Relations Strategic Plan. All My Relations/Anokiiwin lead and managed the design, development and delivery of strategic planning sessions, and the preparation of a Division Strategic Plan.	<u>Activities</u> • Two full-day strategic planning sessions with the IRD division team to discuss and formulate vision, core mission, values, goals/priority areas, and strategies relating to: a. the City of Winnipeg's Indigenous Relations role in Winnipeg; b. the City of Winnipeg's Indigenous Relations role within the organization; and c. considering the broader context of Indigenous Peoples and priorities in Winnipeg. <u>Upcoming</u> • All My Relations/Anokiiwin presentation to the IRD division team of the draft final report in April 2021.
MAYOR'S INDIGENOUS ADVISORY CIRCLE	Established by Mayor Bowman in 2015, the Mayor's Indigenous Advisory Circle provides advice on policies the city can implement to build awareness, bridges and understanding between the Indigenous and non-Indigenous community.	<u>Activities</u> • IRD attended the March meeting to provide an update on the recent progress of Winnipeg's Indigenous Accord, Welcoming Winnipeg: Reconciling our History, and MMIWG Calls for Justice.
IRD STAFF TRAINING AND DEVELOPMENT		<u>Crisis and Trauma Resource Institute – Trauma Informed Care workshop</u> Trauma is prevalent in our world and has an impact on many of the people we interact with, including our clients and colleagues. Compassionate and trauma-informed care is essential to providing effective support and building sustainable services. • The full-day workshop was facilitated by an Indigenous trauma informed care coach and was attended by the Indigenous Relations team to explore how to build a trauma-informed culture in a workplace setting that integrates knowledge throughout the organization.

COMMUNICATIONS	Elected officials, CoW employees and citizens are made aware of IRD activities through reports to Council, positive news stories and social media posts.	Activities* • Two (2) distribution list emails – Welcoming Winnipeg • Nine (9) distribution list emails – OAN • Five (5) webpage updates, both internal and external – MMIWG, Louis Riel Day, Rooster Town, Welcoming Winnipeg, IRD Library Inventory • One (1) media release – Welcoming Winnipeg • Two (2) sets of social media posts – Louis Riel Day, Welcoming Winnipeg • Three (3) Three Things Today items – Louis Riel Day, Anti-Racism Week events x 2 *Activities may also be reported under the specific project, with additional details/context

Activity	Activity Defined	Actions taken/planned for Q2 (April/May/June 2021)
TRC CALL TO ACTION #43 – UNDRIP (United Nations Declaration on the Rights of Indigenous Peoples)	We call upon federal, provincial, territorial and municipal governments to fully adopt and implement the United Nations Declaration on the Rights of Indigenous Peoples as the framework for reconciliation.	Indigenous Gardens Living Prairie Museum • Employees from Living Prairie Museum and Indigenous Relations Division (IRD) continued to work 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 medicine gardens. City Hall • MMIWG National Inquiry Flower Garden: planted to bring awareness to the MMIWG National Inquiry's Calls for Justice, with specific attention paid to the 8 Calls for Justice directed at all Canadians. • Medicine Wheel Flower Garden: one garden located on each side of City Hall with signage to provide teaching of the medicine wheel. • 4 Sacred Medicines Garden: one garden located on each side of City Hall with signage that provides teachings of these medicines (Tobacco, Sage, Sweetgrass, Cedar). These gardens provide access to medicines for employees and the public. Millennium Library • 4 Sacred Medicines Garden: assisting the planting of a new medicine garden in the courtyard at Millennium Library scheduled for July. Other Activities

		In April, Indigenous Relations offered tobacco and sage medicines for City employees from last year's Indigenous garden harvest at City Hall: • To date a total of 29 employees have requested and received medicines. In June, IRD received a request for donations for the Anishiative Summer Care Camp located at 44 Martha Street. IRD donated sage and tobacco ties.
TRC CALL TO ACTION #57 – EDUCATION	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 City of Winnipeg offers a half-day training session (W'daeb Awaewe) for all public service staff and a two-day training session (Chi Ki Ken Da Mun) for public service staff with direct reports; both of these sessions provide an introduction to Indigenous cultures, perspectives and traditions, with a focus on the Residential School System and its impacts on Indigenous peoples. • Due to COVID-19, all Chi Ki Ken Da Mun and W'daeb Awaewe courses were cancelled, except 1 intact W'daeb Awaewe session with the Winnipeg Police Service (WPS) on May 16. • Planning to offer two virtual W'daeb Awaewe sessions for all employees in fall 2021/spring 2022. <u>Indigenous People's History Month (June)</u> • June 16 - Metis History and Culture, delivered by the Manitoba Metis Federation o This virtual course provided **92 City employees** with an understanding of the unique role of Winnipeg as the heart of the Métis nation. Particular focus was given to the Red River Colony, with a focus on Rooster Town, creation of Manitoba and systemic dispossession. The triumphs, perseverance and future of the Métis in Winnipeg rounded out the training. • June 21 - Summer Solstice o This session provided **65 City employees** with the teachings of traditional Indigenous knowledge of the Summer Solstice. A Cultural Provider guided participant through oral history teachings of the celebration of the season. • June 24 - Mary Two-Axe Earley: I am Indian Again o Mary Two-Axe Earley: I Am Indian Again shares the powerful story of Mary Two-Axe Earley, who fought for more than two decades to challenge sex discrimination against First Nations women embedded in Canada's Indian Act and became a key figure in Canada's women's rights movement. o Mohawk filmmaker Courtney Montour joined **74 City employees** virtually to discuss her film and help participants gain additional

		context of the Indian Act that affected women of status and continues to impact First Nations women today. <u>Rooster Town</u> • In June, Rooster Town families received printed genealogy's which was originally created for the Evelyn Peters Rooster Town book.
TRC CALL TO ACTION #75 – CEMETERIES	We call upon the federal government to work with provincial, territorial, and municipal governments, churches, Aboriginal communities, former residential school students, and current landowners to develop and implement strategies and procedures for the ongoing identification, documentation, maintenance, Commemoration, and protection of residential school cemeteries or other sites at which residential school children were buried. This is to include the provision of appropriate memorial ceremonies and commemorative markers to honor the deceased children.	On June 16, 2021, the Executive Policy Committee unanimously passed a Motion directing the Public Service to continue its work on this Call to Action, including prioritizing an examination of the grounds for human remains at the former Assiniboia Residential School located in Winnipeg. An implementation plan has been developed identifying City grounds and sites to examine, other potential sites, and the parties to be consulted and engaged in the implementation plan including the City's Cemeteries and Archives Branches.
TRC CALL TO ACTION #77 – ARCHIVES	We call upon provincial, territorial, municipal, and community archives to work collaboratively with the National Centre for Truth and Reconciliation to identify and collect copies of all records relevant to the history and legacy of the residential school system, and to provide these to the National Centre for Truth and Reconciliation.	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. • The Archives Strategy project was launched to explore facility options to address the storage and preservation needs for the City's growing archival collection, to allow enough space for programming, and to create an accessible space that supports people seeking access to records. There were several public workshops, including one focused on Indigenous community members needs with Archives that occurred on June 23. • The Branch added four new entries to the City's "Timeline of Winnipeg Historical Events 1670-2012" website related to: Rooster Town, Assiniboia Indian Residential School, Chief Peguis and Sergeant Tommy Prince. Six existing entries were revised to correct inaccuracies. • On June 17, the City of Winnipeg tweeted a photo commemorating Metis politician Joseph Pierre Dumas, which was provided by the Archives and Records Control Branch; the Branch is striving to share more Indigenous content with the public, including through social media.

TRC CALL TO ACTION #79.3 – COMMEMORATION	We call upon the Federal government, in collaboration with Survivors, Aboriginal organizations, and the arts community, to develop a reconciliation framework for Canadian heritage and commemoration. This would include, but not be limited to: iii. Developing and implementing a national heritage plan and strategy for commemorating residential school sites, the history and legacy of residential schools, and the contributions of Aboriginal peoples to Canada's history.	<u>Activities</u> On April 9, May 26, and June 16, staff from Indigenous Relations attended a virtual meeting with the Assiniboia Residential School Legacy Group to provide administrative support involving setting up meetings, and documenting agendas and minutes.
WINNIPEG'S INDIGENOUS ACCORD	Since the inaugural Accord partner signing ceremony June 20, 2017, Accord partners total 193 including businesses, non-profit organizations, community organizations, schools and post-secondary institutions, faith and religious organizations, as well as City departments and councillors.	<u>Annual Reporting</u> • The 4th Annual Accord Partner Goals and Progress Report was compiled, published, and submitted to Council June 24 for information purposes. Over 108 Accord Partners submitted reports of their activities over this past year involving their commitments to the TRC Calls to Action and/or the MMIWG2S Calls for Justice. <u>Partner Database</u> • Indigenous Relations Division is working with the City's Business Technology Services (BTS) group to develop a database information management solution to manage Accord Partner contact information and commitments by partner organizations; track communications with partners; and generate ad hoc reports and annual reports on commitments and achievements. The technical development of this project remains in progress. <u>Annual Signing Ceremony</u> • Planning is underway for the fourth Accord Signing Ceremony to be held September 30, 2021 and involving 37 new Accord partners: 21 in 2020, and 16 in 2021 so far. <u>Partner Recruitment</u> • Four information sessions and presentations about the creation of the Accord and becoming a new partner were provided to the Manitoba Heavy Construction Association; the Crisis and Trauma Resource Institute; Winnipeg Public Library; and WAPSO-IFPTE Local 162.
WELCOMING WINNIPEG	Welcoming Winnipeg: Reconciling our History is a component of the initiative that responds to the national dialogue in major Canadian cities to re-	<u>Welcoming Winnipeg Policy Implementation</u> The Welcoming Winnipeg Request Form and process was finalized and officially launched on February 12.

	examine historical markers and place names to resolve the absence of Indigenous perspectives, experiences, and contributions in the stories remembered and commemorated in Canadian cities. The policy will utilize a proactive lens of balance, inclusion and Indigenous perspectives.	• Requests Received
		  ○ Four (4) new requests were received through the Welcoming Winnipeg process in Q2.
		  ○ Eight (8) additional requests were received through the Welcoming Winnipeg process in Q2 to rename Bishop Grandin Boulevard.
		• One (1) Indigenous Municipal Place-Making meeting was attended by IRD staff.
		• Two (2) meetings were held with archivists from the Hudson Bay Company (HBC) Archives to discuss what records might be useful for Welcoming Winnipeg requests/research. The archivists also provided a tutorial to provide best practices to search the records.
		• A year-end report is due back to Council in December 2021
		  ○ 5 meetings were held with IRD staff to discuss long-term planning/recommendations.
		
		<u>Internal Process/Protocols Developed</u>
		• Public Engagement Summary Template created;
		• Request Assessment Tool finalized;
		• Administrative Report Template created;
		• Document Sharing on SharePoint Protocols developed.
		
		<u>Committee of Community Members</u>
		The Committee of Community Members (CCM) met three times in Q2: April 20, May 11, June 4. Key priorities of these meetings included reviewing four new Welcoming Winnipeg requests: Renaming Shady Shores Park, Renaming Andrew Currie Park, Creating New Historical Marker: Lawson Ogg and Renaming Pan Am Pool Park.
		• 3 Administrative Reports drafted (2020-001, 2021-001, 2021-002)
		
		<u>Flag Project</u>
		On April 28, 2020, the Executive Policy Committee (EPC) recommended that the Winnipeg Public Service report back in 120 days on the installation of three additional flag poles at City Hall, directly adjacent to the three existing flag poles, to permanently fly flags honouring the Treaty One First Nations, Dakota Nations and the flag of the Métis Nation, including consultation with relevant stakeholders.
		• In April 2021, Treaty One Nation, Dakota Nations, and the Metis Nation confirmed their support for a new flag pole installation at City Hall, to permanently fly the three Nations' flags in recognition of their historical

		and ongoing contributions to the region and the City's commitment to an ongoing relationship of mutual respect and trust building. • Indigenous Relations is supporting ongoing consultation and planning of event activities to permanently raise the flags of Treaty One Nation, Dakota Nations, and the Metis Nation at City Hall in September 2021. <u>Creating New Historical Marker: Bishop Grandin</u> On April 21, 2021, the Executive Policy Committee (EPC) concurred in the recommendation of the Riel Community Committee, that the Winnipeg Public Service be directed to report back with a process for initiating the installation of a second historical marker at the entrance of the Bishop Grandin Greenway on Bishop Grandin Road at River Road, which acknowledges Bishop Grandin's troubling support of the residential school system in Canada. o A proposed process is in development in consultation with the CCM. The draft proposal was amended when the motion to rename Bishop Grandin was made by EPC in June 2021. <u>Renaming Bishop Grandin Boulevard and Grandin Street</u> On June 16, 2021, the Executive Policy Committee recommended: 1. That the Committee place on record its support for the renaming of Bishop Grandin Boulevard and Grandin Street. 2. That the Indigenous Relations Division be directed to engage in consultations with Indigenous people, including but not limited to residential school survivors, elders, knowledge keepers, as well as Indigenous governments and community organizations to bring forward their proposal for re-naming Bishop Grandin Boulevard and Grandin Street to a name which honours Indigenous experience, culture and history. 3. That upon completion of the consultations outlined in Recommendation 2, the Winnipeg Public Service report back with a recommendation for the renaming of Bishop Grandin Boulevard and Grandin Street, in accordance with the Street Name By-law. o A process to undertake these consultations was developed, to be shared with the CCM in July for their feedback/input.
INDIGENOUS SERVICE PROVIDERS DATABASE	The Indigenous Service Providers Database provides information, mapped along a Sustainable Livelihoods Model continuum, about programs and services for Indigenous individuals to increase knowledge and awareness about programs and services available for Indigenous people.	<u>Database Launch</u> • No progress to report.

SUSTAINABLE PROCUREMENT INITIATIVE (SPI)	The Indigenous Relations Division continues to attend the Sustainable Procurement Initiative (SPI) Working Group to lend an Indigenous perspective on Sustainable Procurement.	<u>Activities</u>
		• Provided input and feedback to the Sustainable Procurement Policy Working Group.
		• Attend internal and external working group meetings and group webinars:
		  ○ Attended 3 internal working group meetings (April, May and June).
		  ○ Attended 3 external working group meetings (April, May and June).
		  ○ Attended 3 webinars specific to social and sustainable procurement (April May and June).
		• Connected Materials Management to Treaty One Development Corporation and the Manitoba Metis Federation – Resolution 8 process to invite them to the Indigenous Procurement Working Group.
		
		<u>Upcoming</u>
		• IRD will continue to provide advice and guidance and participate in sub-committee groups and connect larger groups to appropriate processes and community groups, as it relates to the Sustainable Procurement Policy.
		• Staff will attend upcoming Sustainable Procurement Working Group meetings.

OSHKI ANNISHINABE NIGAANIWAK	The City of Winnipeg's Indigenous Youth Strategy provides resources to youth-serving agencies to deliver employment development and recreation programs, and to civic departments to create opportunities for Indigenous youth such as internships, training programs, career camps, summer work placements, and post-secondary scholarships and community leadership through scholarship programs. The Indigenous Youth Infrastructure Training and Apprenticeship Program is included under Oshki Annishinabe Nigaaniwak. This program, mandated by Council in 2014 supports Indigenous youth training and employment initiatives within the infrastructure industry.	<u>Community Partners</u> • IRD continues to share partner program information. • In April, partners were invited to participate in an Emergency Operations Centre (EOC) workshop: Emergency Preparedness. • Discussion and support provided to CEDA and local Katimavik, City of Winnipeg organizations in April. • Partners were invited to participate in the development of the City of Winnipeg Archives Strategy in June. <u>Community Partner Lunch</u> • Although these were postponed in 2020, Partner Lunches resumed (virtually) in 2021. Every quarter we meet with our community partners who provide programs and services for Indigenous youth in Winnipeg. We use this opportunity to provide information about City of Winnipeg opportunities and initiatives to raise awareness, obtain input and feedback, and improve youth access. Partners share information and opportunities between one another and with us to problem-solve on emerging issues and/or share resources that support youth involved in their programs. The agenda for the June 28 meeting included an IRD

		update with a presentation on the recommendations of the 2020 OAN evaluation, with an opportunity for partners to provide feedback. Other Activities • 28 opportunities were shared through the email distribution list to date. • 130 water bottles to Main Street Project to support community in extreme heat conditions in June. • IRD staff connected with Human Resources to support targeted recruitment efforts for 311 in June.
MISSING AND MURDERED INDIGENOUS WOMEN, GIRLS & TWO-SPIRITED (MMIWG+)	On June 11, 2019, the Executive Policy Committee (EPC) directed the Winnipeg Public Service to review the Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls (MMIWG) to identify how the City of Winnipeg can respond to the Calls for Justice that are within the City's jurisdiction, within existing budgets. Goals **c) Civic implementation plan** Work within existing budgets to respond to the MMIWG Calls for Justice by creating new programs and enhancing existing programs across City departments **d) Community implementation plan** Manitoba MMIWG Coalition and members, community members, families and survivors.	Activities Drafted Engagement Strategy that includes: internal City of Winnipeg engagement, external with Provincial, National and International partners and community connections to develop long-lasting relationships. **Internal** – IRD continues to work with internal departments in strategizing and implementing Calls for Justice. From April to June IRD met with - Community Services – Libraries (3x), Winnipeg Safe Cities (1x), Vehicles for Hire (1X) and Community Services – By-Laws Transit (2x) to discuss projects and implementing direct Calls to Justice. **External/Community** • MMIWG MB Coalition Debrief – June 3rd • MMIWG MB Coalition – June 28th • Ka Ni Kanichihk • West Central Women's Resource Centre • Grassroots community members – 3x • IKWE WIDDJIITIWIN • North End Women's Centre **Other levels of Gov't –** • **Municipal Indigenous Relations MMIWG Sub-Group Meeting** (1x – April) included discussions on what other cities are doing with local safe spaces, gathering places and curriculum for MMIWG Awareness and Training. • **Province of MB (3x)** – opportunity to collaborate on awareness campaign (pending further input from community). MMIWG Employee Education and Engagement Campaign • June 3rd launch of the National Action Plan included webpage updates, to date highlights and launch of video and garden planted at 510 Main Street at City Hall, included interviews from Indigenous MMIWG2S+ youth advocate, honour song and prayer.

		• In partnership with Canadian Museum for Human rights, the Winnipeg Sign was lit to bring awareness to this day for MMIWG2S+ survivors and families (National MMIWG Day – May 5). • Developing a response and strategy to respond to 231 Calls for Justice • Developing a Training Strategy that includes specific training of Calls for Justice (Vehicles for Hire, Paramedics and Transit). • Exploring the Legacy of Hope campaign: https://legacyofhope.ca/portfolio-items/waniskahtan-2/. <u>Planning for the upcoming MMIWG Day of Awareness (October 4th):</u> • Red Dress Project (City Hall and Libraries) • Video / learning opportunity • Launch Winnipeg Public Libraries (WPL) will host the Legacy of Hope display in Nov 2021 (to bring awareness to MMIWG) <u>MMIWG Communications</u> • IRD continues to draft communication strategy including web updates, coordinating resources with other departments. • 3 web updates completed from April – June. <u>MMIWG Work Plan</u> <u>Activities</u> • IRD has drafted an Engagement Strategy and Implementation framework which includes engaging City departments and external groups on the implementation of the MMIWG2S+ Calls for Justice and is ongoing. • IRD currently developing a response to the National Inquiry Calls for Justice National Action Plan that is being guided by community. Priorities identified to date include reviewing by-laws and policies and training and awareness. Work plan includes connecting Calls for Justice to new and existing programs including Poverty Reduction Strategy, Rapid Housing Initiative, Anti-Racism training, and data review.
ADVICE AND GUIDANCE	The Indigenous Relations Division (IRD) provides advice and guidance through an Indigenous perspective to City of Winnipeg employees and departments by sharing information on Indigenous community, culture and issues. We do this by providing advice and direction on policy and	Over 70 requests from internal and external stakeholders were received by IRD related to items such as Residential Schools, land acknowledgements, Rooster Town commemoration, roadside memorials, community clean ups, and Indigenous-specific (youth) recruitment opportunities (civic). <u>Poverty Reduction Strategy (PRS)</u>

	consultation that support in developing partnerships with the Indigenous community and organizations.	To ensure the City's Poverty Reduction Strategy incorporates Indigenous perspectives, IRD staff are members of the Core Working Team. Activities this quarter included: • IRD attended four Core Working Group meetings. • IRD attended two Interdepartmental Collaboration meetings. • On June 23, IRD attended the Final Stakeholder Engagement Session. • IRD attended eight meetings to discuss cover art, graphic design and photography for inclusion in the final Poverty Reduction Strategy report. • IRD was part of the Core Working Group members that are responsible for writing content for the final Poverty Reduction Strategy report.
ANTI-RACISM WEEK	Anti-Racism Week was organized by the City of Winnipeg in partnership with several community organizations. On July 15, 2020 the Mayor introduced his motion declaring the City of Winnipeg's commitment to combatting systemic racism with the launch of several initiatives including the launch with community partners of an Anti-Racism Week.	To support the efforts and deepen the learning for participants that took part in Anti-Racism Week in Spring of 2021, Anti-Racism events will take place over October 1 – 8, 2021. IRD continues to participate in the working group for these events. There will be 3 area of focus: youth, internal training opportunities and inter-cultural dialogue. One meeting occurred in May.
INDIGENOUS ENGAGEMENT	The Indigenous Relations Division and Office of Public Engagement are collaborating to develop an Indigenous (Metis, First Nations, Inuit) engagement component as part of the City's Public Engagement Framework, as required by the Engage Winnipeg policy.	<u>Activities</u> • May 7, MMF representatives provided a virtual presentation to City senior officials and department directors providing an overview of the Manitoba Metis Federation, Manitoba Metis Community, and Resolution 8 Engagement and Consultation Framework. • May 18, IRD staff met with representatives from the Treaty One Development Corporation to network and discuss how we can work together to advance Treaty 1 Nation priorities in Winnipeg. • This quarter, IRD supported City Archives, Materials Management, and CMS-Community Development in the MMF Resolution 8 notification process to arrange meetings for the purpose of engaging the Manitoba Metis Community in learning of and informing the development and implementation of City department strategies, services, and programming.
DIVISIONAL STRATEGIC PLAN	All My Relations/Anokiiwin Training Institute provided professional services to facilitate the development of the Indigenous Relations Strategic Plan. All My Relations/Anokiiwin lead and managed the design, development and delivery of strategic	<u>Activities</u> • The Final review of the division's strategic plan was completed on June 7 and finalizing of the plan is expected this summer.

	planning sessions, and the preparation of a Division Strategic Plan.	
MAYOR'S INDIGENOUS ADVISORY CIRCLE	Established by Mayor Bowman in 2015, the Mayor's Indigenous Advisory Circle provides advice on policies the city can implement to build awareness, bridges and understanding between the Indigenous and non-Indigenous community.	Activities • IRD attended the June meeting to provide an update on the recent progress of Winnipeg's Indigenous Accord, Welcoming Winnipeg: Reconciling our History, and MMIWG Calls for Justice.
IRD STAFF TRAINING AND DEVELOPMENT		Cultural Competency Presentation • Facilitated by Elder Brian McLeod on May 14. Ceremony 101 • First Nations ways of healing and ceremony facilitated by Cecil on May 19.
COMMUNICATIONS	Elected officials, CoW employees and citizens are made aware of IRD activities through reports to Council, positive news stories and social media posts.	Activities* • Five (5) distribution list emails – Welcoming Winnipeg • Twenty-five (25) distribution list emails – OAN • Nine (9) webpage updates, both internal and external – Welcoming Winnipeg, MMIWG, Accord, IRD Annual Report, update Team Photos on external website, various updates to internal CityNet pages • Four (4) Our City, Our Stories articles – MMIWG Garden, Indigenous Garden at Living Prairie Museum, National Indigenous Peoples Day, Accord Annual Report • One (1) Our Stories Newsletter article – Accord Annual Report • Twelve (12) sets of social media posts – Welcoming Winnipeg x 6, MMIWG x 2, National Indigenous History Month, Indigenous Garden at Living Prairie Museum, National Indigenous Peoples Day, Accord Annual Report • Fourteen (14) Three Things Today items – Welcoming Winnipeg x 4, Medicine Distribution, MMIWG x 2, National Indigenous History Month, Métis History and Culture training, Summer Solstice, Mary Two-Axe Earley: I Am Indian Again film screening, National Indigenous Peoples Day, Assiniboia Residential School Legacy Group Book Launch, Accord Annual Report • Four (4) media interviews conducted by Cecil *Activities may also be reported under the specific project, with additional details/context

Activity	Activity Defined	Actions taken for Q3 (July/August/September 2021)
TRC CALL TO ACTION #43 – UNDRIP (United Nations Declaration on the Rights of Indigenous Peoples)	We call upon federal, provincial, territorial and municipal governments to fully adopt and implement the United Nations Declaration on the Rights of Indigenous Peoples as the framework for reconciliation.	<u>Indigenous Gardens</u> City Hall • A Harvesting Workshop of the 4 sacred medicines planted at City Hall and Sweet grass braiding for City Gardeners and Indigenous Relations staff was held on September 27. 10 employees participated.
TRC CALL TO ACTION #57 – EDUCATION	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 City of Winnipeg offers a half-day training session (W'daeb Awaewe) for all public service staff and a two-day training session (Chi Ki Ken Da Mun) for public service staff with direct reports; both of these sessions provide an introduction to Indigenous cultures, perspectives and traditions, with a focus on the Residential School System and its impacts on Indigenous peoples. • On September 22, a virtual W'daeb Awaewe training session was offered to all City employees; 30 participants attended. <u>Cultural Workshop</u> In advance of Orange Shirt Day, Indigenous Relations held a workshop on September 22, 2021, with presenters from the National Centre for Truth and Reconciliation (NCTR), who taught participants about the Indian Residential Schools Settlement Agreement (IRSSA), the TRC and its activities, as well as the NCTR and the work currently being done by the Centre. 63 employees participated. <u>Rooster Town</u> On August 29 the Rooster Town Families Picnic was held on the grounds at Poseiden Bay. The Picnic was made possible through a partnership with the families of Rooster Town, Manitoba Metis Federation, Winnipeg Metis Association and City of Winnipeg Indigenous Relations. There were approximately 300 attendees at the event. <u>Assiniboia Residential School Exhibit</u> On June 4, 2018, the City of Winnipeg's Indigenous Relations unveiled a 9-panel exhibit that will inform and educate employees and the public on the Assiniboia Residential School. ○ The exhibit was displayed at Kelvin High School from September 27-October 1, with over 600 students taking part in related presentations and conversations.
TRC CALL TO ACTION #75 – CEMETERIES	We call upon the federal government to work with provincial, territorial, and municipal governments, churches, Aboriginal communities, former residential school students, and current landowners	On June 16, 2021, the Executive Policy Committee unanimously passed a Motion directing the Public Service to continue its work on this Call to Action. • IRD provided support to the Assiniboia Residential School Legacy Group (ARSLG) to arrange a September 13 Pipe Ceremony and smudging of the

	to develop and implement strategies and procedures for the ongoing identification, documentation, maintenance, Commemoration, and protection of residential school cemeteries or other sites at which residential school children were buried. This is to include the provision of appropriate memorial ceremonies and commemorative markers to honor the deceased children.	grounds at the site of the former Assiniboia Residential School and Wellington Park. • Held meetings during this quarter with the Province and community-led group to align and provide support to gather historical information about the site where the St. Boniface Industrial School was previously located, to further knowledge of any unmarked graves.
TRC CALL TO ACTION #77 – ARCHIVES	We call upon provincial, territorial, municipal, and community archives to work collaboratively with the National Centre for Truth and Reconciliation to identify and collect copies of all records relevant to the history and legacy of the residential school system, and to provide these to the National Centre for Truth and Reconciliation.	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. • Added a land acknowledgment to the More than the Sum of its Parts digital exhibit (part of the Pathways to Winnipeg History website). This exhibit profiles the municipalities that comprised the Metropolitan Corporation of Greater Winnipeg and amalgamated with Winnipeg in 1972. • The Archives Strategy project was launched to explore facility options to address the storage and preservation needs for the City's growing archival collection, to allow enough space for programming, and to create an accessible space that supports people seeking access to records. o Further to activities that occurred in Q2, a workshop with the Manitoba Métis Federation (July 26) and other meetings highlighted the importance of ongoing engagement with stakeholders and rightsholders. o Archives Strategy and Indigenous Worldviews Presentation delivered by IRD Manager to assist staff at the Archives Branch in understanding responses and perspectives from First Nations, Métis and Inuit participants as they prepare their report to Council with recommendations on the Archives Strategy.
TRC CALL TO ACTION #79.3 – COMMEMORATION	We call upon the Federal government, in collaboration with Survivors, Aboriginal organizations, and the arts community, to develop a reconciliation framework for Canadian heritage and commemoration. This would include, but not be limited to: iii. Developing and implementing a national heritage plan and strategy for commemorating	<u>Activities</u> On July 28 and September 1, staff from Indigenous Relations attended virtual meetings with the Assiniboia Residential School Legacy Group to provide administrative support involving setting up meetings, and documenting agendas and minutes.

	residential school sites, the history and legacy of residential schools, and the contributions of Aboriginal peoples to Canada's history.	
WINNIPEG'S INDIGENOUS ACCORD	Since the inaugural Accord partner signing ceremony June 20, 2017, Accord partners total 193 including businesses, non-profit organizations, community organizations, schools and post-secondary institutions, faith and religious organizations, as well as City departments and councillors.	<u>Partner Database</u> • Indigenous Relations Division is working with the City's Business Technology Services (BTS) group to develop a database information management solution to manage Accord Partner contact information and commitments by partner organizations; track communications with partners; and generate ad hoc reports and annual reports on commitments and achievements. The technical development of this project remains in progress, although no progress was made in this quarter. <u>Annual Signing Ceremony</u> • The fourth Accord Signing Ceremony was held September 9, 2021 and involving 39 new Accord partners and 150 total attendees at the outdoor ceremony at City Hall, arranged to accommodate physical-distancing, mask wearing, and adherence to Manitoba Public Health Orders for a safe gathering. Recording artist Don Amero, and the Ivan Flett Memorial Dancers provided exciting performances, and to honour the opening and closing event ceremonies Elder Norman Meade shared prayers, and Ally Cox shared her drum and songs. <u>Partner Recruitment</u> • Since the September 9 signing ceremony, three new partners submitted applications to become new partners to the Accord and will formally sign the Accord at the next signing ceremony anticipated for summer in 2022.

WELCOMING WINNIPEG	Welcoming Winnipeg: Reconciling our History is a component of the initiative that responds to the national dialogue in major Canadian cities to re-examine historical markers and place names to resolve the absence of Indigenous perspectives, experiences, and contributions in the stories remembered and commemorated in Canadian cities. The policy will utilize a proactive lens of balance, inclusion and Indigenous perspectives.	<u>Welcoming Winnipeg Policy Implementation</u>
		The Welcoming Winnipeg Request Form and process was finalized and officially launched on February 12.
		• Requests Received
		  o Two (2) new requests were received through the Welcoming Winnipeg process in Q3.
		  o Two (2) requests to discuss projects that fall outside Welcoming Winnipeg scope, but individuals wishing to embed its principles in their work.
		• A year-end report is due back to Council in December 2021.
		  o Writing the report has begun.
		
		<u>Internal Process/Protocols Developed</u>

- Scan of existing City asset names (excluding street names) has begun to identify potentially problematic names.

Committee of Community Members

The Committee of Community Members (CCM) met three times in Q3: July 9, August 18, September 23.

Key priorities of these meetings included reviewing four new Welcoming Winnipeg requests: 2021-003 Creating New Historical Marker: Lawson Ogg Marker; 2021-004 Renaming Papoose Park to TBD; 2021-005 Renaming Pan Am Pool Park to Rooster Town Park; 2021-006 Creating New Historical Marker: Sergeant Tommy Prince; 2021-007 Creating New: Bishop Grandin Marker.

- Five Administrative Reports drafted in Q3 (2021-003; 2021-004, 2021-005, 2021-006, 20201-007)
- Two Administrative Reports went before EPC and Council (2021-001 and 2021-004); the recommendations of the CCM were concurred in.

Flag Project

On April 28, 2020, the Executive Policy Committee (EPC) recommended that the Winnipeg Public Service report back in 120 days on the installation of three additional flag poles at City Hall, directly adjacent to the three existing flag poles, to permanently fly flags honouring the Treaty One First Nations, Dakota Nations and the flag of the Métis Nation, including consultation with relevant stakeholders.

- On September 15, 2021 an outdoor ceremony was held at City Hall to permanently raise the flags of Treaty One Nation, Dakota Nations, and the Metis Nation.
- Walkers and horse riders arrived at City Hall representing Southern Chiefs' Organizations, Dakota Nations, and Treaty One Nation in an honour walk from the Canadian Museum for Human Rights.
- Metis leadership attended to raise the Metis Nation flag and presenting Mayor Bowman with an honourary Metis Sash.

Creating New Historical Marker: Bishop Grandin

On April 21, 2021, the Executive Policy Committee (EPC) concurred in the recommendation of the Riel Community Committee, that the Winnipeg Public Service be directed to report back with a process for initiating the installation of a second historical marker at the entrance of the Bishop Grandin Greenway on Bishop Grandin Road at River Road, which acknowledges Bishop Grandin's troubling support of the residential school system in Canada.

		• An Administrative Report was drafted and shared with the CCM at the August 18 meeting for their input/concurrence. It was then submitted to the CAO for approval; it's anticipated that it will go before EPC before the end of this year. <u>Renaming Bishop Grandin Boulevard and Grandin Street</u> On June 16, 2021, the Executive Policy Committee recommended that the Indigenous Relations Division be directed to engage in consultations with Indigenous people, including but not limited to residential school survivors, elders, knowledge keepers, as well as Indigenous governments and community organizations to bring forward their proposal for re-naming Bishop Grandin Boulevard and Grandin Street to a name which honours Indigenous experience, culture and history, in accordance with the Street Name By-law. • A process to undertake these consultations was developed and shared with the CCM in July for their feedback/input. • On September 8 and 9, the City convened the Indigenous Knowledge Naming Circle, comprised of 12 Indigenous Elders, Residential School Survivors, Knowledge Keepers and youth to discuss and propose new names for Bishop Grandin Boulevard and Grandin Street. o The opening ceremony was held outside next to the Bishop Grandin Greenway; the Mayor, CAO and area Councillors were witness to Circle members being offered tobacco and very personal introductions. o Métis and two-spirit Elder Barbara Bruce facilitated the two-day gathering. o Further discussion with the Elders of the Circle will be needed to finalize a proposal for renaming Bishop Grandin Boulevard and Grandin Street for Council's consideration.
SUSTAINABLE PROCUREMENT INITIATIVE (SPI)	The Indigenous Relations Division continues to attend the Sustainable Procurement Initiative (SPI) Working Group to lend an Indigenous perspective on Sustainable Procurement.	<u>Activities</u> • IRD continues to attend Sustainable Procurement Working Group Meetings internal and external working group meetings and group webinars. <u>Upcoming</u> • IRD will continue to provide advice and guidance and participate in sub-committee groups, as it relates to the Sustainable Procurement Policy. • Staff will attend upcoming Sustainable Procurement Working Group meetings.
OSHKI ANNISHINABE NIGAANIWAK	The City of Winnipeg's Indigenous Youth Strategy provides resources to youth-serving agencies to	<u>Community Partners</u> • IRD continues to share partner program information.

	deliver employment development and recreation programs, and to civic departments to create opportunities for Indigenous youth such as internships, training programs, career camps, summer work placements, and post-secondary scholarships and community leadership through scholarship programs. The Indigenous Youth Infrastructure Training and Apprenticeship Program is included under Oshki Annishinabe Nigaaniwak. This program, mandated by Council in 2014 supports Indigenous youth training and employment initiatives within the infrastructure industry.	• Partners were provided with WPS career camp opportunity. • City of Winnipeg's operating grant was shared with Partners. • Health Canada funding opportunity was shared with Partners. • Community Safety and Crime Prevention program was shared with Partners. <u>Graduations Attended</u> • Eagle's Nest Program, Assembly of Manitoba Chiefs • First Jobs for Youth Program, Spence Neighbourhood Association • Indigenous Construction Program, Indigenous Leadership Development Institute, Inc. <u>Community Partner Lunch</u> • Every quarter we meet with our community partners who provide programs and services for Indigenous youth in Winnipeg. We use this opportunity to provide information about City of Winnipeg opportunities and initiatives to raise awareness, obtain input and feedback, and improve youth access. Partners share information and opportunities between one another and with us to problem-solve on emerging issues and/or share resources that support youth involved in their programs. The agenda for September 28 meeting included an IRD update and a potential new Life Guard Program for partners to provide input. <u>Other Activities</u> • 18 opportunities were shared through the email distribution list to date. • IRD continues to connect with Human Resources to support targeted recruitment efforts for 311.
MISSING AND MURDERED INDIGENOUS WOMEN, GIRLS & TWO-SPIRITED (MMIWG+)	On June 11, 2019, the Executive Policy Committee (EPC) directed the Winnipeg Public Service to review the Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls (MMIWG) to identify how the City of Winnipeg can respond to the Calls for Justice that are within the City's jurisdiction, within existing budgets. <u>Goals</u> **e) Civic implementation plan** Work within existing budgets to respond to the MMIWG Calls for Justice by creating	<u>Activities</u> Began to implement the Engagement Strategy and activities to create and implement a civic plan to address the 231 Calls for Justice. Activities include - internal consultation with City of Winnipeg departments, external dialogue with Provincial, National and International stakeholders, and developing community connections for long-lasting relationships. Focus over the past few months has been attending community meetings to plan for October 4th (Provincial Day of Awareness of MMIWG2S+) that includes awareness and training, communications and review of by-laws and policies that effect Indigenous women, girls and two-spirited peoples. **Internal** – IRD continues to work with internal departments in strategizing and implementing Calls for Justice.

	new programs and enhancing existing programs across City departments **f) Community implementation plan** Manitoba MMIWG Coalition and members, community members, families and survivors.	From July to September, IRD met with: • Human Rights Committee of Council (information sharing on MMIWG2S+ and City of Winnipeg activities) • Community Services – Winnipeg Public Libraries – Red Dress Display planning (4x) • Monthly with Community Services Social Worker (has background in MMIW2S+) – information sharing • Community Services – Community By-Law Enforcement Services – Doing Good Business by-law, advice and guidance • Transit - to implement Call to Justice 8.1 • Input into the alignment of the Poverty Reduction Strategy and the Calls for Justice. • Presented to Winnipeg Public Libraries Management Team (on background and City of Winnipeg plans on Calls for Justice, to prep for Red Dress project) **External/Community** • Urban Working Group Chair, Diane Redsky – August 13th • North Point Douglas Women's Centre (discuss gardens & medicines) • West Central Women's Centre (discuss gardens & medicines) **Other levels of Gov't –** • **Tri-lateral discussions (re: MMIWG Secretariat & Province of MB**) (1 meeting) • **Province of MB**– opportunity to collaborate on October 4th (2 meetings) <u>MMIWG2S+ Employee Education and Engagement Campaign</u> • Drafted an MMIWG2S+ Employee Education and Engagement Campaign Strategy and Schedule, within existing resources • Planning for October 4th Days of Awareness • Planning for Transit – Call for Justice 8.1 • Coordinated information on available resources for MMIWG2S+ <u>Planning for the upcoming MMIWG2S+ Day of Awareness (October 4th):</u> • October 4th: Red Dress Project (City Hall and Libraries) o 73 red dresses were donated by City employees for this project; before they were hung for public display, a Blessing was held on September 29 by Indigenous Relations staff. • Ceremony at City Hall • Access to community panel

		• Winnipeg Public Libraries (WPL) will host the Legacy of Hope display in Nov 2021 (to bring awareness to MMIWG) Legacy of Hope campaign: https://legacyofhope.ca/portfolio-items/waniskahtan-2/. • November 13th – IRD will share information on anniversary of the death of Helen Betty Osborne • Nipawistamasowin (Colten Boushie – We will stand up) documentary planning (late 2021) MMIWG2S+ Communications • IRD continues to draft communication strategy including web updates, coordinating resources with other departments • 4 web updates were completed during this reporting period MMIWG2S+ Work Plan • IRD is developing a response to the National Inquiry Calls for Justice National Action Plan that is being guided by community. Priorities identified to date include reviewing by-laws and policies and training and awareness. Work plan activities focus on aligning Calls for Justice to new and existing programs including Poverty Reduction Strategy, Rapid Housing Initiative, Anti-Racism training, and data review. • IRD will participate on the Transit Advisory Committee (Oct 18) • Parks strategy and alignment to MMIWG2S+ Calls for Justice as presented by community (Nov 2021) • Planned outreach to Accord Partners who have committed to Calls for Justice
ADVICE AND GUIDANCE	The Indigenous Relations Division (IRD) provides advice and guidance through an Indigenous perspective to City of Winnipeg employees and departments by sharing information on Indigenous community, culture and issues. We do this by providing advice and direction on policy and consultation that support in developing partnerships with the Indigenous community and organizations.	Over 55 requests from internal and external stakeholders were received by IRD related to items such as land acknowledgements, National Day for Truth and Reconciliation resources, and Indigenous-specific (youth) recruitment opportunities (civic). Poverty Reduction Strategy (PRS) To ensure the City's Poverty Reduction Strategy incorporates Indigenous perspectives, IRD staff are members of the Core Working Team. Activities this quarter included: • IRD attended two Core Working Group meetings. • IRD attended two PRS Check-In meetings. • On August 10 and 26, IRD attended Rightsholder Engagement meetings with the Manitoba Métis Federation. • IRD attended five meetings to discuss cover art, graphic design and photography for inclusion in the final Poverty Reduction Strategy report.

		• IRD was part of the Core Working Group members that were responsible for editing content for the final Poverty Reduction Strategy report.
ANTI-RACISM WEEK	Anti-Racism Week was organized by the City of Winnipeg in partnership with several community organizations. On July 15, 2020 the Mayor introduced his motion declaring the City of Winnipeg's commitment to combatting systemic racism with the launch of several initiatives including the launch with community partners of an Anti-Racism Week.	To support the efforts and deepen the learning for participants that took part in Anti-Racism Week in Spring of 2021, Anti-Racism events are being planned for Fall 2021. <u>Activities</u> IRD continues to participate in the working groups for the Fall events, including the larger working group and two sub-working groups including internal training and youth. Six meetings occurred in Quarter 3. • The final report for the Spring Anti-Racism Week is in the process of being approved and will be shared at the end of this quarter.
INDIGENOUS ENGAGEMENT	The Indigenous Relations Division and Office of Public Engagement are collaborating to develop an Indigenous (Metis, First Nations, Inuit) engagement component as part of the City's Public Engagement Framework, as required by the Engage Winnipeg policy.	<u>Activities</u> • This quarter, IRD continued to support City Archives, Materials Management, and CMS-Community Development in the MMF Resolution 8 engagement process, meetings, and workshops for the purpose of engaging the Manitoba Metis Community in learning from and informing the development and implementation of City department strategies, services, and programming. • IRD met with staff from Planning Property and Development twice to discuss Indigenous engagement and the development of a Downtown Plan. <u>HR Diversity and Equity Strategy – Métis Employment</u> • The Manitoba Métis Federation engaged IRD to discuss the opportunity for a Métis employment strategy concerning the City's North End Sewage Treatment Plant project. • The City's IRD and Human Resources are exploring this opportunity with the Manitoba Métis Federation.
DIVISIONAL STRATEGIC PLAN	All My Relations/Anokiiwin Training Institute provided professional services to facilitate the development of the Indigenous Relations Strategic Plan. All My Relations/Anokiiwin lead and managed the design, development and delivery of strategic planning sessions, and the preparation of a Division Strategic Plan.	<u>Activities</u> • Work to finalize the division's strategic plan is ongoing.

MAYOR'S INDIGENOUS ADVISORY CIRCLE	Established by Mayor Bowman in 2015, the Mayor's Indigenous Advisory Circle provides advice on policies the city can implement to build awareness, bridges and understanding between the Indigenous and non-Indigenous community.	Activities IRD attended the September 14 meeting to provide an update on the recent progress of Winnipeg's Indigenous Accord, Welcoming Winnipeg: Reconciling Our History, Renaming Bishop Grandin + Grandin Street, and MMIWG2S+ Calls for Justice.
IRD STAFF TRAINING AND DEVELOPMENT		Vicarious Trauma for Indigenous Professionals On July 13, IRD staff attended a half-day workshop that addressed vicarious trauma prevention for Indigenous professions, facilitated by IRD Manager, Cecil Sveinson. Invitations to the workshop were also sent to Public Servants working in Indigenous relations in municipalities across Canada. Sweatlodge Building On July 20, IRD met to learn about the sweatlodge and how to build one; they then put that information to practice and spent the day building one. Community Cleanups • Organized by the Community Services' Community Development Division, IRD staff participated in 2 half-day community clean-up in Q3.
COMMUNICATIONS	Elected officials, CoW employees and citizens are made aware of IRD activities through reports to Council, positive news stories and social media posts.	Activities* • Five (5) distribution list emails – Welcoming Winnipeg • Eighteen (18) distribution list emails – OAN • Nine (9) webpage updates, both internal and external – Treaty No. 1 150th Anniversary, Medicine Wheel/Directional Teachings, Welcoming Winnipeg, MMIWG x 2, Red Dress Project x 2, National Day for Truth and Reconciliation/Orange Shirt Day x 2 • Two (2) Our City, Our Stories articles – Flag Raising Ceremony, National Day for Truth and Reconciliation/Orange Shirt Day • Three (3) Our Stories Newsletter highlights – Treaty No. 1 150th Anniversary, Red Dress Project, National Day for Truth and Reconciliation • Ten (10) sets of social media posts – Treaty No. 1 150th Anniversary, Welcoming Winnipeg, Accord Signing Ceremony, Two-Spirit/Winnipeg Pride, Flag Raising Ceremony, NCTR Truth and Reconciliation Week, National Day for Truth and Reconciliation x2, Orange Shirt Day x 2 • Thirteen (13) Three Things Today items – Treaty No. 1 150th Anniversary, International Day of the World's Indigenous Peoples, Indigenous Employee Group membership, Welcoming Winnipeg, Two-Spirit/Winnipeg Pride, Red Dress Project x 3, NCTR Workshop, Orange Shirt sales, Flag Raising Ceremony, Orange Shirt Day, National Day for Truth and Reconciliation

- Three (3) YouTube video uploads – Treaty No. 1 150th Anniversary, Welcoming Winnipeg: Reconciling our History Walking Tour, Two-Spirit/Winnipeg Pride
- Two (2) City wide e-mails – Treaty No. 1 150th Anniversary, National Day for Truth and Reconciliation/Orange Shirt Day
- One (1) News Release/Media Advisory – Accord Signing Ceremony

*Activities may also be reported under the specific project, with additional details/context