Minute No. 96
Report – Executive Policy Committee – December 8, 2021

Item No. 9 Journey of Reconciliation: 2021 Annual Report

COUNCIL DECISION:

Council concurred in the recommendation of the Executive Policy Committee and adopted the following:

1. That this report be received as information.

Report – Executive Policy Committee – December 8, 2021

DECISION MAKING HISTORY:

Moved by His Worship Mayor Bowman,

That the recommendation of the Executive Policy Committee be adopted by consent.

Carried

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

On December 8, 2021, the Executive Policy Committee concurred in the recommendation of the Winnipeg Public Service and submitted the matter to Council.

ADMINISTRATIVE REPORT

Title: Journey of Reconciliation: 2021 Annual Report

Critical Path: Executive Policy Committee – Council

AUTHORIZATION

Author	Department Head	CFO	CAO
C. Sveinson	M. Jack	N/A	M. Jack

EXECUTIVE SUMMARY

At the end of last year, Indigenous Relations hired All My Relations/Anokiiwin Training Institute to facilitate the development of the Indigenous Relations Strategic Plan. From January to June 2021, All My Relations/Anokiiwin lead and managed the design, development and delivery of strategic planning sessions, and the preparation of a Division Strategic Plan. This process resulted in the development of the following mission statement for the Division:

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.

This report summarizes the actions taken by the Public Service from January 1, 2021 – September 30, 2021, to support Indigenous Relations' mission and the implementation of the five Truth and Reconciliation Commission Calls to Action relating to municipalities, the Missing and Murdered Indigenous Women and Girls (MMIWG2S+) Calls for Justice and other initiatives related to the City's Journey of Reconciliation. Moving forward, the Journey of Reconciliation reporting period will be October 1 – September 30 annually.

Progress highlights include:

- ✓ Seven learning opportunities were provided to City staff throughout the reporting period, in conjunction with important dates of significance such as National Indigenous Peoples Day and Orange Shirt Day/National Day for Truth and Reconciliation; there were 389 City employees in attendance
- ✓ Winnipeg's Indigenous Accord welcomed 39 new partners at the fourth annual signing ceremony on September 9
- ✓ An outdoor ceremony was held on September 15 at City Hall to permanently raise the flags of Treaty One Nation, Dakota Nations, and the Métis Nation
- ✓ Preparations were made to honour Manitoba's Missing and Murdered Indigenous Women and Girls and Two-Spirited People's Honouring and Awareness Day, with a Red Dress Project display and sacred fire at City Hall

- ✓ Indigenous Relations responded to 84 unique requests from City departments to provide leadership and guidance on City policies, processes, community engagement, etc. to advance the organization's Journey of Reconciliation commitments

RECOMMENDATIONS

That this report be received as information.

REASON FOR THE REPORT

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

IMPLICATIONS OF THE RECOMMENDATIONS

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

HISTORY/DISCUSSION

The Truth and Reconciliation Commission of Canada's summary final report, released in June 2015, identified 94 Calls to Action aimed at redressing the legacy of residential schools and advancing the process of reconciliation in Canada. The Federation of Canadian Municipalities recognized the significant work of the Truth and Reconciliation Commission (TRC) and called upon municipalities to work toward implementation of five TRC Calls to Action relating to municipal governments: Public Service Education; Archival records; Cemeteries and burial sites of residential school children; concepts related to the Doctrine of Discovery; and, the United Nations Declaration on the Rights of Indigenous Peoples.

Since 2015, Indigenous Relations has been working with internal and external partners to collaborate on these five Calls to Action and identify action plans that guide the work of the City of Winnipeg in its Journey of Reconciliation. Key accomplishments since that time include:

- ✓ First Indigenous medicine gardens planted at City Hall (2016), and planted every year since, with additional gardens planted at the Living Prairie Museum (2020) and Millennium Library Park (2021)
- ✓ Winnipeg's Indigenous Accord established and unanimously adopted by Council (2017)
- ✓ The Assiniboia Residential School panel exhibit unveiled and, since then, over 2,000 City employees and members of the public have visited the exhibit to learn from the Assiniboia Residential School Legacy Group (2018-2020)
- ✓ Mandatory Indigenous Awareness training provided to over 9,000 employees in three years (2016-2019)
- ✓ Welcoming Winnipeg: *Reconciling our History* Policy created as a result of two phases of public engagement and unanimously adopted by Council (2020)

On September 1, 2016, the National Inquiry into Missing and Murdered Indigenous Women and Girls 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 11, 2019, the Executive Policy Committee directed the Winnipeg Public Service to review the Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls (MMIWG2S+) to identify how the City of Winnipeg can respond to the Calls for Justice that are within the City's jurisdiction, within existing budgets. This was completed and it was established that departments were already addressing, could enhance current services to address, or could explore how to begin to address many of the Calls for Justice, within existing budgets.

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Moving forward, the Journey of Reconciliation reporting period will be October 1 – September 30 annually.

#43 UNDRIP - *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

June 2021 marked the sixth year of the Indigenous Medicine Gardens at City Hall. In September 2020, there was an expansion of the project with a new garden planted at the Living Prairie Museum and then in June 2021 additional garden(s) were planted at the Millennium Library.

- In early 2021, Employees from Living Prairie Museum and Indigenous Relations worked with an Elder to co-create an educational brochure on the teachings of the medicine wheel and four sacred medicines to distribute to the public visiting Living Prairie Museum and Millennium Library.
- In April 2021, 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 City employees** have requested and received medicines
- On September 27, the four sacred medicines were harvested by **10 City employees** from the City Hall garden under the direction of a Knowledge Keeper. Staff then had the opportunity to learn how to braid sweetgrass and the related medicine teachings.

Smudge and Pipe Ceremonies Administrative Standard

- Due to the global pandemic and the closure of many facilities, Indigenous Relations paused its work with an internal working group that was created to assess and designate spaces that welcome Smudge and Pipe Ceremony requests. We look forward to resuming this work when it is safe to do so, as the City recognizes the importance of recognizing Indigenous peoples' spirituality, cultures and identities in a way that respects people's dignity and well-being and accommodates spiritual practices as a human right.

#47 Doctrine of Discovery - *We call upon federal, provincial, territorial, and municipal governments to repudiate concepts used to justify European sovereignty over Indigenous peoples and lands, such as the Doctrine of Discovery and terra nullius, and to reform those laws, government policies, and litigation strategies that continue to rely on such concepts.*

The Public Service intended to commence with a report of research findings including federal and provincial legislation that may impact modification of City of Winnipeg policies and bylaws, and identifies requirements to make any modifications.

- Due to competing priorities for both Indigenous Relations and Legal Services, no progress was made with respect to this Call to Action in 2021.

#57 Training - *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.*

Indigenous Awareness Training

Due to COVID-19, most W'daeb Awaewe and Chi Ki Ken Da Mun sessions were paused for most of 2020 and into 2021; however, the first virtual W'daeb Awaewe session was offered to all employees on September 22, with **30 City employees** attending.

There were four intact sessions booked by the Winnipeg Police Service (WPS) for new recruits during this reporting period, with **85 WPS employees** in attendance.

New training sessions continue to be explored by Indigenous Relations. Topics that will be addressed in the future training schedule include: MMIWG2S+ education and awareness, Two-Spirited and Inuit-specific histories, cultures and needs to ensure City employees understand the importance of distinctions-based approaches to reconciliation.

Indigenous People's History Month (June 2021)

- June 16 - Métis History and Culture, delivered by the Manitoba Métis Federation
    - 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, the creation of Manitoba and systemic dispossession. The triumphs, perseverance and future of the Métis in Winnipeg rounded out the training.
- June 21 - Summer Solstice
    - 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
    - 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.
    - 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.

National Indigenous Peoples Day (June 21, 2021)
Typically, National Indigenous Peoples Day would be acknowledged with a lunch hour celebration for employees at City Hall; due to COVID-19, the City encouraged residents and employees to celebrate the day through an Our City, Our Story article.

National Day for Truth and Reconciliation (September 30, 2021)

- 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 City employees** participated.
- On September 29, 2021, City Council voted in favour of formally acknowledging the new National Day for Truth and Reconciliation. Recognition of this important new federal holiday is consistent with the City's ongoing efforts towards reconciliation and its commitment to support Equity, Diversity and Inclusion.
- City staff were encouraged to wear orange on September 29 and 30 to demonstrate their support for residential school survivors, their families, communities and those that not come home. Other symbolic acknowledgements on September 30 included: illuminating the Winnipeg sign at The Forks in orange; lowering the flags at City Hall and all City buildings to half-mast; every Winnipeg Transit bus that ran acknowledged the National Day for Truth and Reconciliation with a message on its digital sign.

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

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

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. Indigenous Relations continues to participate in the planning of several events.

#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 honour 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. A planning framework was developed to guide initial outreach and engagement with various groups to further knowledge of the complex and sensitive matter of unmarked graves relating to former residential and industrial schools in Winnipeg. Decisions and approaches relating to any future examination of City grounds require prioritizing input and guidance of former students, their families, and/or communities.

Meetings are continuing with the Province, St. Boniface Historical Society and researchers, City departments, the Assiniboia Residential School (ARS) Legacy Group and ARS former students to support and facilitate equitable access to information and records crucial to documenting the historical record of land use relating to the deaths and burials of former students; to learn of the experiences of former students and obtain input on the matter of potential unmarked graves; and to explore and prepare for collaborating across jurisdictions and determining resources and requirements for any ground examinations deemed necessary by former students, their families, and/or communities.

Additionally, Indigenous Relations in consultation with the City's Parks and Open Space Division, provided support to the Assiniboia Residential School Legacy Group (ARSLG) to arrange a September 13 Pipe Ceremony and smudging of the grounds at the site of the former Assiniboia Residential School and Wellington Park.

#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.

To date, 120 digital copies comprising 35 unique documents from the City's archives have been shared with the National Centre for Truth and Reconciliation. The majority of copies were transferred in 2016, as part of the City's Year of Reconciliation commitments. As the archival collection grows and new connections are made, additional transfers will follow.

The Archives Strategy

- The Archives Strategy project was launched in May 2021 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.

- A workshop with the Manitoba Métis Federation (July 26) and other meetings highlighted the importance of ongoing engagement with stakeholders and rightsholders.
- 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.

Indigenous Content

- 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.
- 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.
- A land acknowledgment was added 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 Branch is striving to share more Indigenous content with the public, including through social media:
  - On February 15, the City of Winnipeg tweeted a photo commemorating Louis Riel Day, which was provided by the Archives and Records Control Branch
  - 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

Other Indigenous Relations Division strategies supporting the Journey of Reconciliation

Missing and Murdered Indigenous Women, Girls and Two-Spirit People (MMIWG2S+)

MMIWG2S+ Work Plan

Indigenous Relations is developing a response to the National Inquiry Calls for Justice National Action Plan that is being guided by the community. Priorities identified to date include reviewing by-laws and policies and developing and implementing MMIWG2S+ city-wide training and awareness planning. 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.

Employee Education and Awareness Campaign

Indigenous Relations continued exploring how it could create education and awareness of the National Inquiry, the Calls for Justice, within the organization 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. Within the division, Indigenous Relations staff attended learning events to gain a deeper understanding of the MMIWG2S+ National Inquiry and research that is being conducted internationally (Call for Justice 15.3).

- On March 5, 2021, Indigenous Relations staff participated in a trauma-informed workshop that suggests an individual is more likely than not to have a history of trauma. Staff learned how Trauma-Informed Care recognizes the presence of trauma symptoms and acknowledges the role trauma may play in an individual's life (Call for Justice 15.3).
- On March 17, 2021, Indigenous Relations staff participated in an event hosted by the Manitoba MMIWG Coalition/Institute for International Women's Rights (IIWR) that included messages of ally-ship, MMIWG2S+ awareness and creating spaces to work collaboratively on implementing the Calls for Justice (Call for Justice 15.3).
- From March 29 – 31, 2021, the newly appointed Indigenous Relations MMIWG2S+ project lead attended the We Rise Conference – Red Eagle Lodge, hosted by the Saskatchewan First Nations Women's Commission (SFNWC). The SFNWC is the recognized regional voice for the advancement of First Nations women's and children's rights in Saskatchewan. The three days covered the National Inquiry and Calls for Justice in working toward National Action Plans (Call for Justice 15.3).
- In partnership with the Canadian Museum for Human rights, the Winnipeg Sign was lit to bring awareness to May 5 as the National Day for MMIWG2S+ survivors and families.
- In May 2021, a garden at 510 Main (City Hall) was planted with the National Inquiry colours and signage to honour and bring awareness to the National Inquiry's Calls for Justice in advance of the release of the launch of the National Action Plan on June 3. This included communications and support from an Elder to ensure the garden was planted in a good way (Call for Justice 1.8).
- October 4 marks Missing and Murdered Indigenous Women and Girls and Two-Spirited People's Honouring and Awareness Day in Manitoba. Preparations were made over the summer to acknowledge that day with a Red Dress Project display and Sacred Fire at City Hall.
    - 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.
    - Winnipeg Public Libraries also participated in the Red Dress Project, with all libraries hanging dresses on October 4, until early November, or more depending on the library.
    - 300 Red Dress pins were purchased from a MMIWG2S+ Coalition member, West Central Women's Resource Centre, for staff who donated dresses, and for library staff to wear, to further raise awareness.
    - Several resources were developed and shared to inform the public and City employees about the importance of the day, and to promote understanding of why the dresses are hung and how to be an ally.
    - Indigenous Relations assisted in the promotion of the October 5 Lunch and Learn with MMIWG2S+ Co-Chairs panel discussion; Winnipeg Public Library employees attended to further their knowledge.
    - Indigenous Relations participated in weekly community planning meetings with the MMIWG2S+ Coalition Members for guidance on the Red Dress project and to provide support to community events on Oct 4th. This included:
        - Winnipeg Transit provided 370 full fare bus tickets for families and survivors to attend community events on October 4
        - Assistance in creating posters and promotion of community events across the Province

- Staff from Indigenous Relations continue to work with City Departments to strategize the implementation of relevant Calls for Justice; for example:
    - Meetings with Winnipeg Transit continue to discuss and develop training for Bus Operators in response to Call for Justice 8.1
    - Meetings with Community Services' Community By-Law Enforcement Services to discuss amendments to the Doing Business in Winnipeg By-law
    - Meetings with Community Services' Winnipeg Public Libraries to support the Red Dress Display in all library locations and coordination of training and resources for City staff who were emotionally impacted by the display

Community Connections
Staff leading the MMIWG2S+ response have been committed to developing strong and meaningful connections to individuals and community organizations who have been advocating and leading the way on this work for many years. 11 meetings have occurred with the Manitoba MMIWG2S+ Coalition and its members.

Indigenous Relations is also in discussion with the MMIWG Secretariat and the Province of Manitoba to identify opportunities to support and collaborate the implementation of the Calls for Justice in Winnipeg.

Oshki Annishinabe Nigaaniwak, City's Indigenous Youth Strategy
This grant program provides resources to 12 youth-serving agencies to deliver employment development and recreation programs.

Winnipeg's Indigenous Accord
Now that this initiative has its own reporting requirement progress in this area will be identified in an annual report to Council each June.

Welcoming Winnipeg
The Public Service will be reporting on 2021 Welcoming Winnipeg activities in a separate report to Council in December.

Indigenous Flag Project
On April 28, 2020, the Public Service was directed to report back to EPC 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.

Since then, Indigenous Relations confirmed the support of Treaty One Nation, Dakota Nations and the Métis Nation for this project and then lead the ongoing consultation and event activities to reflect the significance of raising these flags permanently at Winnipeg's City Hall.

On September 15, an outdoor ceremony was held at City Hall to permanently raise the flags of Treaty One Nation, Dakota Nations, and the Métis 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. Métis leadership attended to raise the Métis Nation flag and presented Mayor Bowman with an honourary Métis Sash.

Rooster Town

In the late 1800s, after being pushed from their Red River homes, six Métis families settled on land in what is now the Grant Park area. By 1911, the community had grown to 42 families and was known as Rooster Town. In 1951, the City began encouraging suburban development in the area. To remove Rooster Town families, the City and media reported false stories rooted in racist stereotypes that were harmful and humiliating to the community. In 1960, the last few houses were bulldozed and destroyed.

The City of Winnipeg, through the Journey of Reconciliation has committed to raising awareness of the Rooster Town story and changing the narrative by sharing the families' experiences to address myths and stereotypes related to the community, and the City's past role and future response to their forced displacement.

In March, the Indigenous Relations launched a webpage to share and acknowledge this important history with residents and visitors.

The Bill and Helen Norrie Library, located on the lands previously known as Rooster Town, opened on March 29. After consulting with families and descendants, the library incorporated features influenced by the history of Rooster Town as well as interpretive panels and books on the area.

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 Métis Federation, Winnipeg Metis Association and City of Winnipeg Indigenous Relations. There were approximately 300 attendees at the event.

FINANCIAL IMPACT.

Financial Impact Statement

Date: November 16, 2021

Project Name:

Journey of Reconciliation: 2021 Annual Report

COMMENTS:

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

Electronically approved by J. Peters
Jocelyn Peters, CPA, CGA
Manager of Finance (Campus)
Corporate Finance Department

CONSULTATION

This Report has been prepared in consultation with:

- City Clerks – Archives and Records Control Branch
- Planning, Property and Development – Cemeteries Branch

OURWINNIPEG POLICY ALIGNMENT

Quality of Life, 03-1 Opportunity (Existing)

Direction 1 – Strive to use mandated municipal services areas, such as libraries and recreation, as opportunities to foster strong cross-cultural relations that contribute to healthy communities.

Direction 2 – Provide equitable access to municipal programs, services, and facilities.

Direction 3 – Work with community partners to foster an inclusive and equitable community.

Direction 4 – Work within municipal service areas as a collaborator on poverty reduction.

Direction 5 – Acknowledge that Indigenous Winnipeggers bring a diverse richness of cultures, traditions, languages, teachings, values, skills, and perspectives to our city.

Direction 6 – Foster opportunities for Indigenous Winnipeggers, particularly youth, to obtain meaningful employment by building on current civic practices, processes and community partnerships.

OurWinnipeg 2045 (Subject to Council Third Reading)

1.7 Equitable Service Access
Identify and provide access to, a base level of municipal services to everyone, directly or facilitated through partnerships. Remove systemic barriers to participation, based on race, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, physical or mental ability, official language used, citizenship status, socio-economic status, geographic location or climate change vulnerability. ER, EP, HW, SE, CB

5.4 Reconciliation with Indigenous Peoples
Prioritize municipal implementation responsibilities within the United Nations Declaration on the Rights of Indigenous Peoples, the Truth and Reconciliation Commission of Canada's Calls to Action and the National Inquiry into Missing and Murdered Indigenous Women and Girls' Calls for Justice. LG, ER, EP, HW, CB

5.9 Heritage Conservation

Provide opportunities for heritage education, truth-telling, and reconciliation, through the commemoration, conservation, and stewardship of both tangible and intangible heritage resources, including Indigenous land-based practices and artifacts, public names, places, and art, museum artifacts, and archived information. LG, HW

WINNIPEG CLIMATE ACTION PLAN ALIGNMENT

N/A

SUBMITTED BY

Department: Chief Administrative Office
Division: Indigenous Relations
Prepared by: D. Carriere
Date: November 16, 2021
File No: N/A

Attachments:

Appendix A: 2021 Indigenous Relations Q1-Q3 Report

Appendix B: 2020 Indigenous Relations Annual Report