**Minutes – Executive Policy Committee – June 15, 2022**

## REPORTS

**Item No. 5 Winnipeg Indigenous Accord**

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

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

1. That this report be received as information.

DECISION MAKING HISTORY:

Moved by Councillor Rollins,

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

| | | |
|---|---|---|
| Yea: | Bowman, Allard, Browaty, Chambers, Gilroy, Mayes, Rollins | 7 |
| Nay: | | 0 |

Carried

# ADMINISTRATIVE REPORT

**Title:** Winnipeg Indigenous Accord

**Critical Path:** Executive Policy Committee – Council

## AUTHORIZATION

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

## EXECUTIVE SUMMARY

One of the City of Winnipeg's key actions in supporting reconciliation was creating Winnipeg's Indigenous Accord, so that organizations can come together as we continue to learn, achieve greater understanding, and find a role in our shared journey of reconciliation. This has become our mission while we grow together as a City. The Indigenous Relations Division reached out to 199 Accord partners to share annual progress on their commitments to the Truth and Reconciliation (TRC) Calls to Action and, more recently, Missing and Murdered Indigenous Women and Girls and Two-Spirited peoples (MMIWG2S+) Calls for Justice.

- 125 reports were received from Accord partners and compiled in this fifth annual report of progress involving 74 of 94 TRC Calls to Action and 29 of 231 Calls for Justice (Appendix A).

The following are key highlights of collective partner progress over this past year:

- 24,854 employees and members from 91 Accord partner organizations have participated, and are continuing to participate, in education and training in response to Calls to Action 1, 23, 24, 27, 28, 57, 59, 60, 86, and 92; and Calls for Justice 6.1, 7.6, 8.1, 15.2, 15.3, and 17.8.
- 59,405 students from 6 school divisions participated in age-appropriate curriculum on residential schools, Treaties, and First Nations, Métis and Inuit history and contributions in response to Calls to Action 62 and 63;
- 15 awareness and education programs were implemented for First Nations, Métis, and Inuit children and youth about the issues of child grooming for exploitation, and sexual exploitation, in response to Call for Justice 11.2.
- 137 advisory groups were established by 50 Accord partners with representation from First Nations, Métis, Inuit, and 2SLGBTQQIA people, to inform planning and decision-making within 49 Accord partner organizations in response to Calls to Action 62, 63, 68, 75, 76, and 92; and Call for Justice 7.2.
- 369 First Nations, Inuit, and/or Métis employees were newly hired by 40 Accord partner organizations this year in response to Calls to Action 7, 23, and 92.

- 12,100 students from 6 school divisions were engaged in critical thinking, purposeful reflection, and dialogue around the perceptions and lived realities of First Nations, Métis, and Inuit women, girls, and 2SLGBTQQIA people in response to Call for Justice 11.1.
- 2,559 students, children in care, and members from 14 Accord partner organizations participated in First Nations, Métis, or Inuit language classes in response to Calls to Action 10 and 14.
- 134 amended or new policies or practices were adopted by 62 Accord partners that recognize Indigenous rights and the priorities of First Nations, Métis, and Inuit; including the rights, priorities, and inclusion of Indigenous women, girls, and 2SLGBTQQIA people in response to several Calls to Action and Calls for Justice.

The Partner Goals and Progress Report (Appendix A) includes written summaries provided by Accord partners describing annual progress on goals and commitments to advance reconciliation and the implementation of the TRC Calls to Action and MMIWG2S+ Calls for Justice. This information will also be published at winnipeg.ca/indigenous accord.

## RECOMMENDATIONS

1. That this report be received as information.

## REASON FOR THE REPORT

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

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

At its April 28, 2022, meeting, Council directed the Public Service to work with stakeholders, including the MMIWG2S+ Implementation Team, Indigenous governments and territorial organizations, and Vehicles for hire service providers, towards engagement and safety solutions as they relate to implementing Calls for Justice, and to incorporate its progress and activity into the Winnipeg Indigenous Accord annual report.

## IMPLICATIONS OF THE RECOMMENDATIONS

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

## HISTORY/DISCUSSION

One of the City of Winnipeg's key actions in supporting reconciliation was creating Winnipeg's Indigenous Accord in 2017, so that organizations can come together as we continue to learn,

achieve greater understanding, and find a role in our shared journey of reconciliation. This has become our mission while we grow together as a City.

In 2017, Winnipeg's Indigenous Accord established a process for groups and organizations to support and contribute to advancing the Truth and Reconciliation Commission (TRC) Calls to Action, and in 2020 expanding the opportunity to include the Missing and Murdered Indigenous Women, Girls, and Two-Spirited (MMWG2S+) Calls for Justice.

From June 2017 to May 2022, 213 organizations and groups have joined to become partners to Winnipeg's Indigenous Accord involving a commitment to identify goals and report on their progress annually involving the TRC Calls to Action and/or the MMIWG2S+ Calls for Justice. New partners establish their commitments at an Accord signing ceremony such as previously held in June 2017, June 2018, June 2019, September 2021, and for the newest partners at an upcoming ceremony to be held this June 2022.

For this year's annual progress report, Indigenous Relations Division reached out to 199 Accord partners to identify and report their progress over this past year.

- 125 reports were received from Accord partners and compiled in this fifth annual report of progress involving 74 of 94 TRC Calls to Action and 29 of 231 MMIWG2S+ Calls for Justice.
- This includes four reports from City departments and five from Members of Council, including a progress update on the City's commitments to the MMIWG2S+ Calls for Justice.

The following is a summary of quantitative details and highlights compiled from this year's reports received from Accord partners and organized by sector, describing their activities implemented using a set of shared indicators. Full details are compiled in the annual "Partner Goals and Progress Report" attached as Appendix A and published annually in June on the City's webpage (winnipeg.ca/indigenousaccord).

- 24,854 employees and members from 91 Accord partner organizations have participated, and are continuing to participate, in education and training in response to Calls to Action 1, 23, 24, 27, 28, 57, 59, 60, 86, and 92; and Calls for Justice 6.1, 7.6, 8.1, 15.2, 15.3, and 17.8.
- 59,405 students from 6 school divisions participated in age-appropriate curriculum on residential schools, Treaties, and First Nations, Métis and Inuit history and contributions in response to Calls to Action 62 and 63.
- 15 awareness and education programs were implemented for First Nations, Métis, and Inuit children and youth about the issues of child grooming for exploitation, and sexual exploitation, in response to Call for Justice 11.2.
- 137 advisory groups were established by 50 Accord partners with representation from First Nations, Métis, Inuit, and 2SLGBTQQIA people, to inform planning and decision-making within 49 Accord partner organizations in response to Calls to Action 62, 63, 68, 75, 76, and 92; and Call for Justice 7.2.
- 369 First Nations, Inuit, and/or Métis employees were newly hired by 40 Accord partner organizations this year in response to Calls to Action 7, 23, and 92.
- 12,100 students from 6 school divisions were engaged in critical thinking, purposeful reflection, and dialogue around the perceptions and lived realities of First Nations, Métis, and Inuit women, girls, and 2SLGBTQQIA people in response to Call for Justice 11.1.

- 2,559 students, children in care, and members from 14 Accord partner organizations participated in First Nations, Métis, or Inuit language classes in response to Calls to Action 10 and 14.
- 134 amended or new policies or practices were adopted by 62 Accord partners that recognize Indigenous rights and the priorities of First Nations, Métis, and Inuit; including the rights, priorities, and inclusion of Indigenous women, girls, and 2SLGBTQQIA people in response to several Calls to Action and Calls for Justice.

**ARTS, CULTURE AND HERITAGE**

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

Twelve Arts, Culture and Heritage organizations reported the following progress on their commitments to Calls to Action 1, 2, 3, 5, 7, 10, 13, 14, 15, 43, 44, 45, 48, 57, 62, 63, 66, 83, 84, 85, and 92, as well as MMIWG2S+ Calls for Justice 6.1, 15.1, 15.2, 15.4, 15.6 and 15.7:

- 494 employees participated in Indigenous culture and history education sessions.
- 90 collaborations with Indigenous groups or individuals to achieve significant inclusion and involvement of Indigenous people in the development and/or implementation of curriculum, strategies, protocols, processes, or programs.
- 169 students, staff and/or public participating in Indigenous language classes.
- 14 partnerships with or between Indigenous Peoples that resulted in the creation of agreements, policies, legislation, processes, or programs.
- 29 First Nations, Inuit, and/or Métis employees newly hired this year.
- 1,269 K-12 students participated in age-appropriate curriculum on residential schools, Treaties, and First Nations, Métis, and Inuit histories and contemporary contributions to Canada.

Creative Manitoba highlight:

Creative Manitoba Indigenous Programs flourished in our second year of lockdown. We ran a total of 14 workshops throughout the year including: Decolonizing our Artistic Practices with Albert McLeod.

From the perspective of Indigenous Artist, Knowledge Keeper, and 2Spirit Activist, Albert McLeod, we dived deep into the protocols of decolonizing our artistic practices. What it means to artists, community, and you. This workshop explored historic colonial practices in the arts, performative allyship, how to recognize tokenism, and support the becoming of respectful and authentic engagement for individuals and organizations.

**BUSINESSES AND ASSOCIATIONS**

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

Twenty-eight businesses and associations reported the following progress on their commitments to Calls to Action 22, 27, 46, 57, 62, 66, 70, 75, 76, 79, 81, 82, 83, and 92, as well as MMIWG2S+ Call for Justice 15.3:

- 3,097 employees participated and are continuing to participate in Indigenous culture and history education sessions.
- 110 collaborations with Indigenous groups or individuals to achieve significant inclusion and involvement of Indigenous people in the development and/or implementation of curriculum, strategies, protocols, processes, or programs.
- 47 partnerships with Indigenous groups or individuals that resulted in the creation of agreements, policies, processes, or programs.
- 75 activities implemented to raise the visibility of First Nations, Métis, and Inuit contributions, experiences, values, languages and cultures to bridge understanding between Indigenous and non-Indigenous communities.
- 85 First Nations, Inuit, and/or Métis employees newly hired this year.
- 31 amended or new practices or policies adopted that recognize Indigenous rights, reflect Indigenous priorities, improve Indigenous inclusion, or improve Indigenous access.

Manitoba Blue Cross highlight:

We have begun the observance of September 30th as the National Day for Truth and Reconciliation, and have provided organizational wide communications detailing the importance of recognizing this day. We have instituted Indigenous Awareness training as part of our annual professional development training, in which twenty-six of our organizational leaders were educated by an Elder on Indigenous history, culture, and perspectives, as well as the injustices Indigenous people have endured, and what the path of reconciliation looks like moving forward. We have also piloted virtual training for five of our staff members, with the intention of initiating an Indigenous Awareness training program for all of our employees.

## CITY OF WINNIPEG DEPARMENTS AND MEMBERS OF COUNCIL

The City of Winnipeg is supporting the implementation of five TRC Calls to Action; 43, 47, 57, 75, and 77, and including 79.3. Departments leading various Calls to Action include Winnipeg Transit; Winnipeg Police Service; Winnipeg Fire Paramedic Service; City Clerks – Archives and Records Control Branch; Planning Property and Development – Cemeteries Branch, Urban Planning, and Real Estate and Land Development Divisions; Legal Services; Human Resources – Employee Development Branch; and Indigenous Relations.

Departments and groups supporting Indigenous Relations planning and implementation of the MMIWG2S+ Calls for Justice include Community Services Libraries, Community Development, and Recreation Services; Human Rights Committee of Council; Winnipeg Parking Authority – Vehicles for Hire; Human Resources – Equity Diversity and Inclusion; Winnipeg Committee for Safety; Winnipeg Police Service; Winnipeg Fire Paramedic Service; and Winnipeg Transit.

Eleven Winnipeg Public Service departments and Members of Council reported the following progress on their commitments to Calls to Action 43, 47, 57, 75, 77 and 79.3, as well as MMIWG2S+ Calls for Justice 1.1, 1.2, 2.3, 4.3, 4.8, 8.1, 11.1, 15.2, 15.3, 15.4, 17.8, 17.9, 17.20 and 18.8:

- 2,013 public servants participated and are continuing to participate in education and training, and 243 public servants are developing knowledge and read the Final Report of

the National Inquiry into Missing and Murdered Indigenous Women, Girls, and 2SLGBTQQIA in response to Call for Justice 15.3.
- 292 members of the Winnipeg Police Service are engaged in education regarding 2SLGBTQQIA people to address discrimination in policing.
- 51 activities or events to increase the visibility of First Nations, Métis, and Inuit contributions, experiences, values, culture, languages, and/ or teachings to bridge understanding between Indigenous and non-Indigenous people.
- 13 partnerships with Indigenous groups or individuals that resulted in the creation of agreements, policies, processes, or programs.
- 15 new or amended policies or practices adopted to recognize Indigenous rights and priorities, or increase access and inclusion of Indigenous people.

With regards to the April 28, 2022, direction of Council early stakeholder engagement is in progress and more information will be available in the next report.

Rainbow Butterfly highlight:

Through the MMIWG2S+ Advisory Council, Indigenous Relations was approached by Angela Lavallee to find a permanent home for Rainbow Butterfly, the red dress warming hut that was enjoyed on the Nestawaya River Trail for the 2021/22 season. The City sought to carry out the hopes and vision of the voices of the families and survivors of the wishes for Rainbow Butterfly's permanent home. In partnership with Parks and Open Spaces, the City has found Rainbow Butterfly a temporary home at Kildonan Park, while working with the collective voices of Rainbow Butterfly to develop a permanent space, per their wishes.

**COMMUNITY ORGANIZATIONS**

Community organizations are providing space to support the Indigenous right to practice and teach spiritual and traditional ceremonies; increasing Indigenous representation and Indigenous guidance in governance and community programs; and creating opportunities for Indigenous artists to advance careers.

Twenty-three community-based not-for-profit organizations reported the following progress on their commitments to Calls to Action 1, 2, 3, 4, 5, 7, 8, 10, 11, 13, 14, 19, 21, 22, 23, 24, 27, 33, 38, 43, 44, 48, 53, 55, 57, 62, 63, 64, 65, 66, 68, 79, 83, 85, 87, 91, 92, 93 and 94, as well as MMIWG2S+ Calls for Justice 7.1, 7.2, 7.3, 7.4, 7.6, 7.8, 11.1, 12.2, 12.3, 15.2, 15.4, 15.7 and 15.8:

- 3,526 representatives and members engaged in critical thinking, purposeful reflection, and dialogue around the perceptions and lived realities of First Nations, Métis, and Inuit women, girls, and 2SLGBTQQIA people 406 employees participated in Indigenous culture and history education sessions.
- 213 collaborations with Indigenous groups or individuals to achieve significant inclusion and involvement of Indigenous people in the development and/or implementation of curriculum, strategies, protocols, processes, or programs.
- 64 partnerships with Indigenous groups or individuals that resulted in the creation of agreements, policies, processes, or programs.
- 24 new or amended policies or practices adopted by organizations to recognize Indigenous rights and priorities, or increase access and inclusion of Indigenous people.
- 76 activities initiated to formally advocate for Indigenous rights.

- 170 activities implemented to raise the visibility of First Nations, Métis, and Inuit contributions, experiences, values, languages and cultures to bridge understanding between Indigenous and non-Indigenous communities.
- 72 First Nations, Inuit, and/or Métis employees newly hired this year.

SEED Winnipeg highlight:

In July 2020, AMIK Inc. began working with SEED to evaluate and recommend improvements for a Human Resources strategy for Indigenous recruitment, retention, and engagement. They also worked to assess and strategize for improvements to partnership development initiatives with Indigenous-led organizations. In 2021, SEED amended their by-laws to allow for an additional Indigenous youth board member position. We were pleased to welcome Rylee Nepinak, the co-founder of Anishiative, to the board.

**EDUCATION – POST-SECONDARY INSTITUTIONS**

Post-secondary institutions play a significant role in shaping the learning experiences of students and supporting the abilities of faculty and teaching professionals to engage students in bridging theory to critical perspectives and contexts. Accord commitments in this sector group are centered on student-experience, academic programs and institutional supports.

Eight post-secondary institutions reported the following progress on their commitments to Calls to Action 11, 16, 57, 61, 62, 63, 66, 69, 70, 79, 89, and 92, as well as MMIWG2S+ Call for Justice 11.1:

- 2,905 employees or members who participated in education sessions about the history and legacy of residential schools, UNDRIP, Treaties and Aboriginal rights, Aboriginal-Crown relationship, distinct histories, cultures, laws, and present-day experiences of First Nations, Métis, Inuit. Decolonizing by learning the true history of Canada, and learning First Nations, Métis, and Inuit history in your local area.
- 167 journalism and media students participated in education sessions on the history of First Nations, Métis, and Inuit, including the history and legacy of residential schools, UNDRIP, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations. Decolonizing by learning the true history of Canada, and learning First Nations, Métis, and Inuit history in the local area.
- 300 health care students have taken part in required course work and/or clinical practice and health advocacy work related to Indigenous health issues, history and legacy of residential schools, UNDRIP, Treaties and Aboriginal rights and Indigenous teachings and practices.
- 201 students participating in First Nations, Métis, and/or Inuit language classes.
- 331 post-secondary students engaged in critical thinking, purposeful reflection, and dialogue around the perceptions and lived realities of First Nations, Métis, and Inuit women, girls, and 2SLGBTQQIA people.
- 39 activities implemented to raise the visibility of First Nations, Métis, and Inuit contributions, experiences, values, languages and cultures to bridge understanding between Indigenous and non-Indigenous communities.

Red River College Polytechnic highlight:

To align RRC Polytech to strategic commitments, a new Academic Plan and Research plan has been developed. Many engagement sessions were held through different multimedia platforms to include the voice of staff, students, and community partners. Guidance from RRC Polytech Elders in Residence and the newly established Knowledge Keepers Council provided strong foundational Indigenous perspectives for reconciliation efforts.

## EDUCATION – SCHOOLS AND ASSOCIATIONS

This diverse group of public and private schools and associations are implementing a range of commitments, such as establishing traditional territory acknowledgements, teaching from First Nations, Métis, Inuit perspectives, offering opportunities to learn about the history of the colonization of Canada and the legacy of the Residential School system.

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

- 209 employees participated in First Nations, Métis, Inuit culture and history education sessions.
- 63 collaborations with Indigenous groups or individuals to achieve significant inclusion and involvement of Indigenous people in the development and/or implementation of curriculum, strategies, protocols, processes, or programs.
- 2,197 K-12 students engaged in critical thinking, purposeful reflection, and dialogue around the perceptions and lived realities of First Nations, Métis, and Inuit women, girls, and 2SLGBTQQIA people.
- 2,303 K-12 students building capacity for intercultural understanding, empathy and mutual respect.
- 71 teaching professionals who participated in education sessions to utilize Indigenous knowledge and teaching methods in the classroom.
- 43 activities implemented to raise the visibility of First Nations, Métis, and Inuit contributions, experiences, values, languages and cultures to bridge understanding between Indigenous and non-Indigenous communities.

Frontier College highlight:

In July we partnered with CEDA Pathways to Education and the Winnipeg One School Division to deliver Truth & Reconciliation programming in their summer enrichment camps at Isaac Newton and St. Johns Schools. Mixed demographic camper groups learned about Indigenous culture, including the Ojibwe language, art, and pow wow tradition. Campers were guided through the history of residential schools, honoring residential school survivors and the 94 calls to action. By the end of the three weeks, campers were able to have full discussions about residential schools, reconciliation, how to support and be an ally.

## EDUCATION – SCHOOL DIVISIONS

School divisions have a significant role in building a foundation of education for reconciliation. Through divisional leadership, schools across Winnipeg are providing opportunities for teaching professionals and students to build intercultural understanding, empathy and mutual respect.

Six school divisions reported the following progress on their commitments to TRC Calls to Action: 7, 10, 14, 15, 45, 57, 62, and 63, as well as MMIWG2S+ Calls for Justice 11.1 and 15:

- 2,050 school division employees participated in First Nations, Métis, Inuit culture and history education sessions.
- 2,040 students participating in First Nations, Métis, or Inuit language classes.
- 179 collaborations with Indigenous groups or individuals to achieve significant inclusion and involvement of Indigenous people in the development and/or implementation of curriculum, strategies, protocols, processes, or programs.
- 248 activities implemented to raise the visibility of First Nations, Métis, and Inuit contributions, experiences, values, languages and cultures to bridge understanding between Indigenous and non-Indigenous communities.
- 59,405 students participating in curriculum on residential schools, Treaties and Indigenous peoples' history and contemporary contributions to Canada.
- 12,100 K-12 students engaged in critical thinking, purposeful reflection, and dialogue around the perceptions and lived realities of First Nations, Métis, and Inuit women, girls, and 2SLGBTQQIA people.
- 228 best practices and information exchanges shared with others on teaching curriculum related to residential schools and First Nations, Métis, Inuit history.
- Over 700 teaching professionals participated in education sessions to utilize Indigenous knowledge and teaching methods in the classroom.

Winnipeg School Division highlight:

Ozhitoon Onji Peenjiiee, the Build from Within Teacher Development Program, currently enrolls 14 students in Cohort I, 13 students in Cohort II, and 23 students in Cohort III. The 50 Indigenous students are working together to become teachers in the Winnipeg School Division. The wrap around support the students access includes a Program Coordinator, Teacher Intern Partner, Social Worker, University of Winnipeg academic support, and Indspire bursaries in partnership with the university, and a larger final contribution from the Winnipeg Foundation. The Winnipeg School Division, in partnership with the University of Winnipeg and Indspire, implemented this program to help offset the imbalance of Indigenous student-to-teacher ratio.

**FAITH AND RELIGION**

Faith and Religion groups are supporting clergy, congregations and employees to build understanding of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples and Doctrine of Discovery; increasing participation in the KAIROS Blanket Exercise, advocating for Indigenous rights and practicing treaty and land acknowledgements.

Five faith and religion organizations reported the following progress on their commitments to Calls to Action 1, 41, 45, 48, 57, 59, 60, 61, 62, 82, 92, and 93, as well as MMIWG2S+ Call for Justice 15.3:

- 542 congregation members participated in education strategies about their church's role in colonization, the history and legacy of residential schools and why apologies to former residential school students, their families and communities were necessary.
- 81 clergy and program leaders participated in education curriculum that included respecting Indigenous spirituality, the history and legacy of residential schools and the role of churches in that system.
- 96 employees participated in education sessions about the history and legacy of residential schools and the United Nations Declaration on the Rights of Indigenous Peoples.

- 22 collaborations with Indigenous groups or individuals to achieve significant inclusion and involvement of Indigenous people in the development and/or implementation of curriculum, strategies, protocols, processes, or programs.
- One Indigenous advisory committee established.
- Three activities initiated to formally advocate for Indigenous rights.
- 24 activities implemented to raise the visibility of Indigenous contributions, experiences, values, languages and cultures to bridge understanding between Indigenous and non-Indigenous communities.

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

The Urban Indigenous Ministry Developer for our Diocese has implemented a healing program (Nanatawihowin) for Indigenous Peoples out of various locations in the city. A call for the healing program to venture beyond the Perimeter Highway is in process. Nantatawihowen, Cree for “looking to heal”, provides counselling for those who seek it. It is a time for people to tell their stories, to be seen for who they are, to find paths of healing, a time to look for the good and to discover their giftedness. The sessions are free and are paid for by financial grants and donations. A clinical counsellor was hired to work on a contract basis with the Urban Indigenous Ministry Development program. She always works in partnership with Indigenous Elders in this ministry.

## HEALTH AND ASSOCIATIONS

Health and social work associations are advancing reconciliation efforts of social work and healthcare professionals and, in collaboration with Indigenous people, providing relevant education and training sessions and representation on committees and advisory groups. Healthcare service delivery includes Ojibway, Oji-Cree and Cree language services, traditional healing, spiritual cultural care, advocacy and resource coordination with essential needs services.

Six healthcare organizations reported the following progress on their commitments to Calls to Action 1, 18, 19, 20, 21, 22, 23, 24, 33, 57, and 92, as well as MMIWG2S+ Calls for Justice 7.1, 7.2, 7.6, 7.8, 15.2, 15.3, 15.7 and 18.11:

- 1,084 employees participated in First Nations, Métis, Inuit culture and history education sessions.
- 574 collaborations with Indigenous groups or individuals to achieve significant inclusion and involvement of Indigenous people in the development and/or implementation of curriculum, strategies, protocols, processes, or programs.
- 911 activities implemented to raise the visibility of First Nations, Métis, and Inuit contributions, experiences, values, languages and cultures to bridge understanding between Indigenous and non-Indigenous communities.
- 50 First Nations, Inuit, and/or Métis employees newly hired this year in health care.
- 6,427 First Nations, Métis, Inuit people accessed traditional healing practices and programs within the local Canadian health care system; and through First Nations, Métis, and Inuit healing centres or lodges.

Winnipeg Regional Health Authority highlight:

In 2021, the WRHA Board and Mike Nader, newly appointed President and CEO, committed to making Indigenous health a shared priority. Foundational work completed includes CEO meetings with key Indigenous, Inuit, and Métis partners, starting a co-development approach to engaging Indigenous, Inuit and Métis organizations as partners in the five-year Strategic Planning process, and supporting the Indigenous led COVID-19 response in Winnipeg.

All areas of WRHA have undertaken education to increase knowledge of Indigenous culture and cultural safety training. The WRHA led the delivery of Manitoba Indigenous Cultural Safety Training for the province in 2021. Several workshops have also been developed in targeted areas such as cultural safety, reconciliation, historical trauma, racism, microaggression, and Indigenous culture and resilience.

## INDIGENOUS KNOWLEDGE AND EXCELLENCE

Indigenous knowledge and excellence groups bring Indigenous ways and worldview in community development and wellbeing, child welfare and health and healing. Indigenous media raises important topics and stories impacting First Nations, Inuit, and Métis people and families and there is growing dialogue and learning about the treaties and treaty relationship.

Seven Indigenous groups and organizations reported the following progress on their commitments to Calls to Action 1, 7, 12, 14, 21, 43, 46, 48, 57, 59, 61, 66, 85, 92 and 93, as well as MMIWG2S+ Calls for Justice 15.2, 15.3 and 15.4:

- 711 Public Service, child welfare, health professionals, social workers, media, congregation members, and business employees were provided with First Nations, Métis, Inuit culture and history education sessions.
- 395 collaborations with Indigenous groups or individuals to achieve significant inclusion and involvement of Indigenous people in the development and/or implementation of curriculum, strategies, protocols, processes, or programs.
- 184 activities initiated to formally advocate for Indigenous rights.
- 593 activities were implemented to raise the visibility of First Nations, Métis, and Inuit contributions, experiences, values, languages and cultures to bridge understanding between Indigenous and non-Indigenous communities.

Aboriginal Peoples Television Network (APTN) Highlight:

Undeterred by the ongoing COVID-19 pandemic, the network made great strides in support of Call to Action 85. Kids' programming on APTN lumi, the network's streaming service, has been free to watch since April 2020 and will remain that way until the pandemic is over. In honour of the first National Day for Truth and Reconciliation on Sept. 30, 2021, APTN welcomed the day of remembrance with a full day of programming. Special coverage in honour of residential school survivors, their families and communities spanned for 24 hours beginning at 6 a.m. on September 30. In addition, a specially-curated collection titled "National Day for Truth and Reconciliation" was made available on APTN lumi, the network's streaming service. This collection includes a series of vignettes for the Calls to Action (10 in English and five in French), "Every Child Matters," a 60-minute program that features vignettes from residential school survivors and "Reconciliation & Me," an original special that featured children discussing what reconciliation means to them.

After a brief hiatus in 2020-2021 due to the COVID-19 pandemic, APTN teamed up with Sportsnet once again and returned to Canadian screens with "Hockey Night in Canada in Cree." This six-game program delivered exclusive Cree-language commentary and analysis to hockey fans and communities across the country.

## MEDIA

Media and journalism provide tremendous opportunities to create content that draws us into the experiences of others in ways that seek to change common beliefs and narratives that we've inherited. Stories that reflect the hopes, histories, contributions, and present experiences of First Nations, Inuit and Métis people as the main narrative and more often in our daily stories impacts us all and our views.

Two media outlets reported the following progress on their commitments to Call to Action 86 and other actions:

- 40 journalism and media students who participated in education sessions on the history of First Nations, Métis, and Inuit, including the history and legacy of residential schools, UNDRIP, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations. Decolonizing by learning the true history of Canada, and learning First Nations, Métis, and Inuit history in your local area.
- 150 journalism stories or editorials; film or play productions; or publications created by media outlets, unions or associations; journalists and bloggers; film, theatre, and music industry writers, producers and promoters taking decolonizing approaches in their work, productions, and publications for the purpose of appropriately educating Canadians about First Nations, Métis, Inuit women, girls, and 2SLGBTQQIA people.
- 52 activities were implemented to raise the visibility of First Nations, Métis, and Inuit contributions, experiences, values, languages and cultures to bridge understanding between Indigenous and non-Indigenous communities.

Winnipeg Free Press highlight:

The Winnipeg Free Press continues to strive to reflect the reality of Indigenous peoples in our community and work to improve the representation of Indigenous issues in news media. We committed to this in 2017 when we became the first newspaper in the country to run a daily acknowledgment that we are published on traditional Indigenous territory governed by treaty rights. This past year that has meant continuing news coverage as well as devoting resources to specific projects with Indigenous components.

Columnist Niigaan Sinclair regularly explains Indigenous issues to a broader audience. Columnist Shelley Cook takes a more personal approach as she explores her own Indigenous identity as part of our Reader Bridge project, aimed at diversifying our coverage to communities traditionally underrepresented in mainstream media. All of our news staff has participated in education sessions meant to improve their knowledge of Indigenous issues. All of our journalists are better equipped to report on matters involving First Nations people, which we do on a daily basis.

## MUSEUMS AND GALLERIES

Museums and galleries encourage reflection and dialogue amongst the public and can shift our understanding of who we are as a nation, place, or person. In Winnipeg, museums and galleries make space for Indigenous peoples and perspectives as artists, curators, educators, exhibitions and collections translate and shift our understanding of Indigenous stories.

Six museum and gallery organizations reported the following progress on their commitments to Calls to Action 62, 63, 65, 66, 67, 68, 69, 70, 77, 78, 87, 88 and 92:

- 101 collaborations with Indigenous groups or individuals to achieve significant inclusion and involvement of Indigenous people in the development and/or implementation of curriculum, strategies, protocols, processes, or programs.
- Four Indigenous advisory committees established.
- Four partnerships with Indigenous groups or individuals that resulted in the creation of agreements, policies, processes, or programs.
- 5 new or amended policies and/or practices adopted to recognize Indigenous rights and priorities, or increase access and participation of Indigenous people.
- 508 activities implemented to raise the visibility of First Nations, Métis, and Inuit contributions, experiences, values, languages and cultures to bridge understanding between Indigenous and non-Indigenous communities.
- Three First Nations, Inuit, and/or Métis employees newly hired this year.
- 4,550 K-12 students participating in offerings on residential schools, Treaties and Indigenous people's history and contemporary contributions.
- 5,099 K-12 students building capacity for intercultural understanding, empathy and mutual respect.

Canadian Museum for Human Rights highlight:

The Museum has further strengthened its commitment to Truth and Reconciliation and to implementing the TRC's Calls to Action by ensuring all those who work in the Museum (Board members, staff, volunteers, and contractors) received equity training on the impact of Residential Schools, the Truth and Reconciliation Commission's Calls to Action, and the United Nations Declaration on the Rights of Indigenous Peoples. We were also fortunate to welcome back the Witness Blanket in its first public display since the Museum and Newman forget an historic agreement in 2019 to become its mutual caretakers. This work of national importance, created by Kwakwaka'wakw and Coast Salish artist Carey Newman (Hayalthkin'geme), has become a framework for conversations about the genocide of Indigenous peoples in Canada, and has been a catalyst for other exciting projects with Carey Newman, and others, that we look forward to reporting on next year.

**FINANCIAL IMPACT**

## Financial Impact Statement **Date:** May 13, 2022

## Project Name:

## Winnipeg Indigenous Accord

**COMMENTS:**

There are no financial implications in receiving this report as information.

*Jocelyn Peters - May 13, 2022*

Jocelyn Peters, CPA, CGA
Manager of Finance & Administration (Campus)
Corporate Finance Department

## CONSULTATION

This Report has been prepared in consultation with:

- N/A

## OURWINNIPEG POLICY ALIGNMENT

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

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

A City that Works, 01-4 Housing:

Direction 3: Establish partnerships with the private, not-for-profit and government sectors to provide affordable housing throughout the city, with a particular focus on locations near a variety of transportation options.
Direction 4: Provide leadership in encouraging and enforcing property-related housing standards that create and promote safe living conditions for homeowners, tenants, and for communities as a whole.

A City that Works, 01-5 Recreation:

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

Quality of Life, 03-1 Opportunity:

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

Quality of Life, 03-2 Creativity:

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

## WINNIPEG CLIMATE ACTION PLAN ALIGNMENT

N/A

## WINNIPEG POVERTY REDUCTION STRATEGY ALIGNMENT

The information and recommendations presented in this report align with and advance the Winnipeg Poverty Reduction Strategy (2021 – 2031) as follows:

They embody the following Guiding Principles:

- We will Uphold Human Rights;
- We will Honour Relationships and Reconciliation with Indigenous Peoples;
- We will Address Systemic Oppression, Trauma and Social Inequity;
- We will Promote and Maintain the Welfare of All Residents;
- We will Develop Trust and Meaningful Partnerships to find solutions and drive change.

## SUBMITTED BY

Department: Office of the Chief Administrative Officer
Division: Indigenous Relations
Prepared by: T. Prystupa
Date: May 25, 2022
File No: N/A

Attachments: Appendix A – Accord Partner Goals and Progress Report (2022)