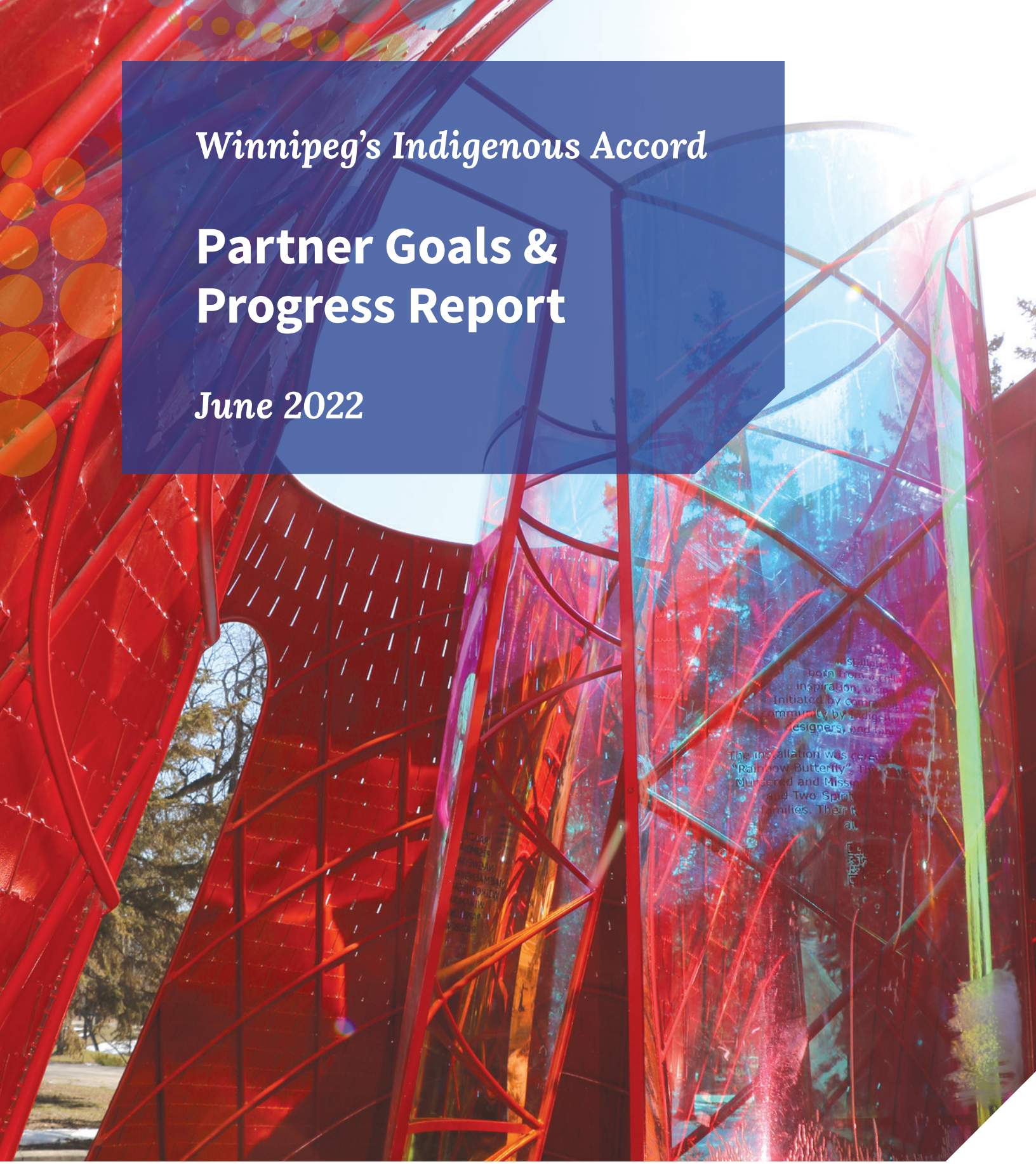


Winnipeg's Indigenous Accord

Partner Goals & Progress Report

June 2022

Winnipeg | Indigenous Relations
Relations avec les Autochtones

JOURNEY OF RECONCILIATION
LES CHEMINS DE LA RÉCONCILIATION

Cover Photo:

Rainbow Butterfly

"The butterfly teaches us the power of transformation and creating beauty. This is an honour to all the Indigenous women, girls, babies, and two spirit relatives who have transformed into spirit and whose lives continue to challenge and inspire us all to create a new world that is worthy of our children." (Leslie Spillet)

Design by 'Indigenous Design Studio at Brook McIlroy' and sponsored by a Collective of Voices and Manitoba Moon Voices Inc.

Rainbow Butterfly, the red dress warming hut, who was enjoyed on the Nestaweya River Trail (previously the Red River Mutual Trail) for the 2021/22 season, and is presently residing at Kildonan Park in Winnipeg.

Photo: City of Winnipeg, April 27, 2022

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Japanese Cultural Association of Manitoba

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Career Trek

CentrePort Canada

Continental Travel Group

Cushman and Wakefield | Stevenson

Downtown Winnipeg BIZ

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Emerge Knowledge Design Inc.

ft3 Architecture Landscape Interior Design

HTFC Planning & Design

IG Wealth Management

Indigeno Travel

KPMG LLP

Little Bluestem Landscape Architecture + Design

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Manitoba Blue Cross
Manitoba Construction Sector Council
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Mediation Services: A Community Resource for Conflict Resolution
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SECTION I – PARTNER RESULTS BY SECTOR

ARTS, CULTURE, HERITAGE

Assiniboine Park Conservancy

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

Call for Justice: 15.1, 15.2, 15.4, 15.6, 15.7

Our Goal

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

The Assiniboine Park Conservancy will continue to build awareness of the impacts of residential school through a staff-wide education campaign focused around Orange Shirt Day/National Day for Truth and Reconciliation in September.

The Assiniboine Park Conservancy will continue develop and implement new Indigenous programming with extensive community consultation for all visitors.

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

The Assiniboine Park Conservancy will continue to work with the Indigenous Programming Advisory Circle.

The Assiniboine Park Conservancy will commit to the following new goals:

MMIWG Calls for Justice:

15.1 Denounce and speak out against violence against Indigenous women, girls, and 2SLGBTQQIA people.

15.2 Decolonize by learning the true history of Canada and Indigenous history in your local area. Learn about and celebrate Indigenous Peoples' history, cultures, pride, and diversity, acknowledging the land you live on and its importance to local Indigenous communities, both historically and today.

15.4 Using what you have learned and some of the resources suggested, become a strong ally. Being a strong ally involves more than just tolerance; it means actively working to break down barriers and to support others in every relationship and encounter in which you participate.

15.6 Protect, support, and promote the safety of women, girls, and 2SLGBTQQIA people by acknowledging and respecting the value of every person and every community, as well as the right of Indigenous women, girls, and 2SLGBTQQIA people to generate their own, self-determined solutions.

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

Our Progress

In April 2021, Assiniboine Park Conservancy (APC) created a policy that all staff must include a land acknowledgment in email signatures, as well as gender pronouns.

In June, the Zoo's bison exhibit and educational interpretive signage has been transformed to help spread awareness of the bison and its teachings. The process of collecting information on the bison and the traditional Indigenous teachings were a collaboration between APC and Indigenous community members.

The Gardens at The Leaf had opened to the public in June 2021. There are six areas to explore - the Kitchen Garden, Sensory Garden, Performance Garden, Seasonal Garden, The Grove, and the Indigenous Peoples Garden (developed with Indigenous community consultation). The Grand Opening of was in July and featured many performances throughout, including hoop dancers, drummers, and storytellers.

In June, APC's Education department partnered with Seven Oaks School Division to create the Indigenous Youth Storytelling Program - a workshop series for Indigenous youth to receive land-based teachings from Knowledge Keepers and Elders, in addition to receiving support in creating stories in many mediums. The program wrapped up in September and the youth's stories were posted on signage in Assiniboine Park, as well as on the APC website.

The Indigenous Programming Advisory Circle (IPAC) has their first meeting in July 2021 and will continue to meet a minimum of four times a year. The purpose of the IPAC is:

1) To work with APC’s Programming departments to guide and provide advice on the development and delivery of Indigenous programming at The Leaf, Assiniboine Park Zoo, and Assiniboine Park, as a whole.
2) To assist with ensuring the accuracy and authenticity of programming
3) To guide the conduct of Indigenous ceremonies and events.

4) To assist with increasing APC's connections with Manitoba's Indigenous community through their network of Elders, Knowledge Keepers, and community leaders.
5) To provide advice and insight to assist APC in extending all its offerings to Indigenous communities with a particular focus on Indigenous children and youth.

On September 10th, the annual Sunrise Ceremony began at 6:30am and included making tobacco ties with youth from Ma Mawi. Elders also attended conduct a Blessing Ceremony. Their blessing included honoring the northern territory of Churchill (Treaty 5) in the southern territory of Winnipeg (Treaty 1) along with a ceremony to honor the land, animals and people who care for and those who will benefit from the Assiniboine Park and Zoo.

An Orange Shirt Day Committee was assembled in June, in preparation of honouring those who had been impacted by the Indian Residential School system. All APC staff and some volunteers took part in a mandatory presentation on the Indian Residential School system and why it is important to honour the National Day for Truth and Reconciliation. In addition to the educational piece, all staff were invited to participate in a walk, led by Elder Vern Dano, to the Fire Node where a Sacred Fire burned. Elder Vern gave the 300-some group beautiful teachings and invited everyone to burn tobacco ties. Furthermore, 30% of sales and admission from Assiniboine Park were donated to both Ma Mawi and the Orange Shirt Society (a total of $5,600 each).

In November, the first Full Moon Ceremony was held at the Indigenous Peoples Garden at Assiniboine Park and was led by Elder Dianne Cross. A Sacred Fire was lit, teachings and songs were shared, and a small feast completed the ceremony.

Association of Manitoba Archives

Call to Action: 57, 70

Our Goal

Complete the preparations for the on-line event related to the MMIWG Inquiry and final report and the on-line event related to "A Reconciliation Framework for Canadian Archives".

Draft a land acknowledgment for the AMA that includes actions we will take in support of the "land back" movement.

Continue to maintain and update our Indigenous Resources web page.

Continue to highlight and amplify Indigenous voices and resources related to reconciliation and Indigenous rights through our social media accounts.

Review our accreditation standards so that they are inclusive of, and support, Indigenous knowledge-keeping.

Continue to dialogue with our members and community(s) about UNDRIP, the Joinet-Orentlicher Principles, CARE principles, and how to support the Calls to Action and the Calls for Justice.

Our Progress

We created an Indigenous Relations standing committee to ensure that work related to truth-telling, reconciliation, and education is maintained throughout the life of our organization.

The AMA board has undertaken discussion of the "land back movement" in an effort to create a meaningful land acknowledgment for our organization and to understand what we can do to support "land back" and archival practices related to Indigenous records and knowledge-keeping.

We continue to highlight and amplify Indigenous voices through our social media accounts and we began a "Sunday spotlight" that highlights important resources related to reconciliation and Indigenous rights.

We are continuing to develop and maintain our Indigenous Resources webpage.

We are currently developing two on-line events for our membership and the general public:

- An introduction to the MMIWG inquiry and final report. This will be presented by Dr. Karine Duhamel on May 19 and will be free and open to the public.
- A review of the "A Reconciliation Framework for Canadian Archives" published by the Steering Committee on Canada’s Archives (includes the Joinet-Orentlicher Principles (TBA)

We continue to advocate for an Indigenous Archivist to be hired at the City of Winnipeg Archives. We also continue to advocate for Indigenous design and Indigenous community needs to be included in the new home for the City of Winnipeg Archives.

SECTION I – PARTNER RESULTS BY SECTOR

Creative Manitoba

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

Our Goal

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

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

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

Our Progress

Creative Manitoba Indigenous Programs flourished in our second year of lockdown. We ran a total of 14 workshops throughout the year. We were able to hire and pays fees to 29 Indigenous Elders, knowledge keepers, curators, speakers, and artists. There were 529 participants registered for our workshops, 65% of whom self-identified as Indigenous, with people signing in from all over Canada, The USA, United Kingdom, Europe and Australia.

In April 2021, we launched Urban Art Biz, a series of online workshops focusing on the business side of art from an Indigenous perspective. Our goal, to provide insight into the professional world and work of Indigenous artists, the processes and business skills an artist needs to succeed. We partnered with Urban Shaman Contemporary Aboriginal Art Gallery and created a series of 8 online workshops.

Urban Art Biz 1 - From Grad School to Gallery with Casey Koyczan. Casey, an artist that works with various mediums to communicate how culture and technology coincide together alongside the political, economic, and environmental challenges in the world, takes us through the process of their first exhibit.

Urban Art Biz 2 Creating an Online Virtual Gallery with Robert Snowbird. Robert explores how technology is playing a role in the modern art gallery and shares the technical needs required to create an interactive online viewing experience that satisfies audience members.

Urban Art Biz 3 Artist Residencies with Scott Benesiinaabandan. Scott's recent work has been centered on cultural crisis/conflict and its political and cultural manifestations, located and contextualized around issues of Indigeniety from a global perspective. How artist residencies foster collaborative projects in a meaningful avenue of investigation and creation.

Urban Art Biz 4 The Business of Being an Artist with Lori Blondeau. Governor General Award winning artist Lori Blondeau reveals her life as an activist artist. What she has learned about the art biz, the dedication, the focus, how she juggles the day to day business aspects of art making and still remain true to her vision.

Urban Art Biz 5 Indigenous Galleries with Jacques St. Goddard, Daina Warren and Jocelyn Piirainen. We discuss the importance of Indigenous-led art galleries from three valued perspectives: The view of a commercial/consignment gallery Canadian Plains Gallery, an artist-run centre Urban Shaman Gallery, and a government funded institution Qaumajuq Winnipeg Art Gallery.

Urban Art Biz 6 – Public Art with Val Vint, Chloe Chafe, and Tamara Rae Biebrich. We follow the journey of public art from conception, through funding, to inception. Working with three valued perspectives, the artist, the curatorial grassroots collective and the public funding agency.

Urban Art Biz 7 – Grant Writing with JL Watson from the Canada Council of the Arts Creating, Knowing and Sharing program, Dominic Lloyd from the Winnipeg Arts Council, and Tracey Longbottom from the Manitoba Arts Council Indigenous 360 Program. The workshop gave an understanding of the funding process and instructed artists on the basics of a successful grant application through city, provincial and national artist funding programs.

Urban Art Biz 8 – Buffy Sainte Marie A conversation with art-innovator Buffy Sainte-Marie discussing her process and vision for PATHFINDER the Retrospective collection of large-scale digital paintings, personal sketches, artifacts and behind-the-scenes photos that speak directly to this respected icon's unique perspective of her own multi-disciplinary life and culture and the experiences that inspired her to create these pieces. A soul-stirring inspiringly phenomenal way to wrap up season 1 of Urban Art Biz.

Creative Manitoba Indigenous Programs continued our partnership with the Indigenous Film Summit for the fourth year running. This year we were proud to co-present:

Building an Online Empire: Indigenous Content Creators with Conway Kootenay, Shauna Baker, Aretha Greatrix and moderator Sherry McKay. An exciting panel on how

to create your brand and develop content through all social media platforms to generate an audience.

One on one with Julian Black Antelope moderated by Dave McLeod. We follow the career path of Producer, Director, Actor, Stuntman Julian Black Antelope and learn what it takes to make it in the world of film both in front of and behind the camera.

We also delivered stand-alone workshops in collaboration with Elder Albert McLeod.

The Resurgence of Indigenous Liberation Art in the 21st Century with Albert McLeod Knowledge Keeper and Artist Albert McLeod will explore various points of view in the resurgence of Indigenous artists and their art following decolonizing processes like the Truth and Reconciliation Commission (TRC) and the recent National Inquiry into Missing Indigenous Women and Girls.

Decolonizing our Artistic Practices with Albert McLeod. From the perspective of Indigenous Artist, Knowledge Keeper, and 2Spirit Activist, Albert McLeod, we will dive deep into the protocols of decolonizing our artistic practices. What it means to artists, community, and you. This workshop will explore 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.

We wrapped our year, presenting two of our most valued multi-day workshops to great success.

Ozhitoon jii Miigiweng (To Create and to Share) with Jacques St Goddard. The sharing of traditional knowledge is intrinsic to our community of Indigenous artists and the development of our sense of self, and artistic voice. This three-day workshop is open to non-Indigenous people who want to work with Indigenous Artists. The goal is to develop a greater understanding of how to decolonize our systems and create a greater allyship, through knowledge and the consideration of respectful practices. Throughout the course we explore Indigenous perspectives, teachings, and protocols, collaboration strategies that promote reconciliation, and reclaim Indigenous culture and identity.

Art of Managing Your Career – Indigenous Perspectives with Yvette Hawkes. This two-day online workshop provides an overview of the practical skills needed to manage the business side of your art career for artists and crafters of all disciplines and mediums. Topics include business plan development, finances, Taxes, marketing, branding, artist bio, artist CV, and Indigenous Artists grant opportunities. It's the first step to planning and managing your career as an artist.

SECTION I – PARTNER RESULTS BY SECTOR

Creative Manitoba exists to help Artists develop careers in the art and cultural sector. We hope that through continued partnerships and programming created in collaboration with the generosity of artists we will continue to uplift and inspire people to create and journey towards their visions.

Festival du Voyageur

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

Our Goal

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

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

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

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

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

Continuing:

- Acknowledge the Indigenous land that Fort Gibraltar and our festival is located on and educate the public on Treaty No.1;
- Formalize inclusion of Treaty No. 1 and Indigenous land acknowledgment on our website and in all our events;
- Reflect and develop Indigenous consultation group that will meet at least 4 times per year;
- Continue more inclusion of Indigenous artists in Festival du Voyageur programming;

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

UNDRIP:

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

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

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

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

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

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

i. Commit to meaningful consultation, building respectful relationships, and obtaining the free, prior, and informed consent of Indigenous peoples before proceeding with economic development projects.
ii. Ensure that Aboriginal peoples have equitable access to jobs, training, and education opportunities in the corporate sector, and that Aboriginal communities gain long-term sustainable benefits from economic development projects.
iii. Provide education for management and staff on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal–Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.

Our Progress

This year we were able to create and support the following initiatives.

- Water and Pipe Ceremony included with our opening ceremonies (first time ever)
- Creation of Commitment to Reconciliation Statement
- Métis Infinity Fire art installation

- Louis Riel Day Beading Circle
- Recorded Tipi Story with Elders
- Over 20% Indigenous artists in our musical programming
- Virtual "Tente Forest" that was the online centre for FDV's Virtual Indigenous Programming

Japanese Cultural Association of Manitoba

Call to Action: Building Pathways

Our Goal

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

Our Progress

1. JCAM hosted a Sharing Circle project at the Cultural centre on October 24, 2021 organized by the Asian Heritage Society of Manitoba that brought together members of the Asian Canadian community with members of the Turtle Island Project. The first phase of the project was a Sharing Circle that involved members of the Asian community and Turtle Island Project with leaders of the community. The second circle include youth leaders from the respective groups. The event of October 24 brought together all the participants in sharing circles to discuss actions groups can work together to fight racism and advocate for change.
2. 1000 Cranes for Truth and Reconciliation.

Senbazuru presentation to the Aboriginal Health and Wellness Centre of Winnipeg – July 16, 2021

On July 16th, 2021, JCAM President (Kelly Kaita), Past President (Ken Teramura), Secretary (Yuhito Adachi), and missing (Lisa Kaita), had the honour of meeting with and participating in a traditional drum circle ceremony at the Aboriginal Health and Wellness Centre of Winnipeg. For First Nations Peoples, the drum represents the universal heartbeat of Mother Earth, the Universal goddess and mother to us all. The first sound that was heard in the world was the heartbeat of Mother Earth. First Nations Peoples

manifest this heartbeat through playing a special rhythm on the drum. During this ceremony JCAM presented a Senbazuru (1000 paper cranes) as a symbol of our memberships support of the “Every Child Matters” movement and the Truth and Reconciliations efforts. In the tradition of gift giving JCAM received a beautiful picture entitled “215” by artist Betty Albert aka Wabemeguil

Senbazuru presentation to Ma Mawi Wi Chi Itata Centre – July 9th, 2021

On July 9th, 2021, JCAM President (Kelly Kaita), Past President (Ken Teramura), Secretary (Yuhito Adachi), and missing (Lisa Kaita), had the honour of meeting with and participating in a traditional Pipe Ceremony at the Ma Mawi Wi Chi Itata Centre. During this ceremony we presented to them a Senbazuru (1000 paper cranes) as a symbol of our memberships support of the “Every Child Matters” movement and the Truth and Reconciliations efforts. In the tradition of gift giving JCAM received three books representing the 94 Calls to action (residential schools) and Reclaiming Power and Place. A beautiful gift that is available for anyone to read as they will be put into our JCAM library.

Mex Y Can Association of Manitoba

Call to Action: Building Pathways

Our Goal

Finding sensitivity training for our membership.

Our Progress

The Mex Y Can Association of Manitoba has been sharing Mexican culture and traditions for the last 19 years. We understand that Culture is an inherent value for any individual, society or organization. It gives us identity and affiliation. Today we stand together with First Nations, Métis, and Inuit peoples to support one another in the preservation of our respective cultures and traditions and establish stronger relationships so we can walk together the Journey to Reconciliation.

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

Due to COVID-19 we couldn't continue with our partnership with the Aboriginal School of Dance to mutually showcase our cultures at public events organized by our

association and the First Nations Pavilion during Folklorama or other events. We hope to resume activities in 2022.

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

Prairie Theatre Exchange

Call to Action: 13, 14, 15, 44

Our Goal

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

Our Progress

In our 2021-2022 season, we premiered *The War Being Waged* by Darla Contois, a Winnipeg-based Indigenous playwright. It played a full live run at the theatre, and then premiered as a filmed production. The digital production was then presented by Native Earth Performing Arts in Toronto before going on a digital school tour to over 1,000 students.

We currently have 5 plays in development by Indigenous playwrights from here on Treaty 1 and from other parts of Turtle Island.

We welcomed a new Indigenous seasonal staff member to join our administrative team.

Our new playwright's unit includes a Winnipeg-based Métis playwright and creator.

We are also presenting the digital film *Deer Woman* by Indigenous company ARTICLE 11 in our season.

Our recently announced 2022-2023 50th anniversary season has three Indigenous-written productions. There are nine productions overall, making Indigenous programming one third of our season.

SECTION I – PARTNER RESULTS BY SECTOR

Royal Manitoba Theatre Centre

Call to Action: 66, 83, 84

Our Goal

Royal MTC will continue our path of understanding and inclusion, and centre the engagement of Indigenous communities as artists, educators, leaders and audiences.

Our Progress

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

As an organization, we are actively working to embed decolonization, equity, diversity, inclusion and accessibility across our programs, policies, and stakeholders. MTC's Board of Trustees and Staff continue to deliver on our Commitment to Action (2020), which outlines steps towards transformative change; to repairing and reimagining MTC's relationships with our community; and to building bridges with those who have been historically excluded or underserved by our theatre. We are working to ensure that MTC will truly represent and reflect all Manitobans, and be a safe place for all who engage in theatre here.

The 2021-22 season featured three significant Indigenous artistic programs.

We launched our second cycle of the Pimootayowin Creator's Circle in September 2021. Under the leadership of Governor General Award-winning playwright Ian Ross, six Indigenous artists from Winnipeg were invited into the Circle to write their first play for the stage. The group meets weekly, receiving dramaturgical support from Ross, and their work will culminate in public readings of these new plays in September 2022. From our first group of writers, three continue to have enhanced play development – Dave McLeod, Tracey Nepinak, and Rosanna Deerchild.

In March 2022, MTC produced the second edition of The Bridge: A Festival of Ideas, on the theme of Our Only Earth - art and the climate crisis. Curated by Kim Wheeler, our digital components were provided for free, and featured an incredible lineup of Indigenous writers, journalists, activists, scientists and creators, including Dr. Pamela Palmeter, Melina Laboucan-Massimo, Darcy Wood, KC Adams, Waubgeshig Rice, Brett Huson, Clayton Thomas-Muller, Veronica Johnny, Jolene Banning, Isaac Murdoch, Jaimie Isaac and Katłįà (Catherine) Lafferty.

In April 2022, MTC begins rehearsal for a production of Tomson Highway's celebrated play The Rez Sisters, featuring an Indigenous cast and creative team. It will run for 3 ½ weeks for live audiences. We are using this production as a catalyst for continuing to build connections to Indigenous communities.

Looking ahead to the upcoming season, which features the world premiere of Rosanna Deerchild's The Secret to Good Tea on our Mainstage, we continue our commitments in providing opportunities for Indigenous students through our Education and Community Engagement Programs (call #66), collaborating with Indigenous artists and creators to produce work (call #83) and broadening our inclusion of Indigenous voices in artistic, administrative, volunteer and managerial pursuits (call #84).

St. Andrews Society of Winnipeg

Call to Action: 7, 10

Our Goal

Our goal, as Manitobans and Canadians of Scottish ancestry, many with blood ties to Indigenous peoples, is to do what we can to help foster reconciliation and build mutually respectful relationships between non-Indigenous people and First Nations, Métis and Inuit peoples. The St. Andrew's Society of Winnipeg is committed to expanding the knowledge and understanding of the historical and current relationship between those of Scottish heritage and descent and the Indigenous community and the important role this can play in fulfilling the objectives of Winnipeg's Indigenous Accord.

Our Progress

We are fortunate to have as a Society Honorary Patron the former Chief of Brokenhead Ojibway Nation, Ojibway Elder and direct Peguis descendant Jim Bear, who advises us as Honorary Patron and as a valued member of our Indigenous Relations Committee.

Our land acknowledgement is read at the beginning of all Society meetings and appears prominently on our website. It reads:

"We acknowledge that we live, work and gather on the traditional land of the First Nations, Treaty One territory and the homeland of the Métis. The St. Andrew's Society of Winnipeg recognizes the injustices of the past and we will support and work alongside the First Nations and Métis in the spirit of reconciliation."

The Society is actively involved as members of the Peguis-Selkirk 200 Committee in the planning to erect a Peguis-Selkirk Treaty Monument on the grounds of the Manitoba Legislative Building.

Our newsletter frequently contains articles referencing Indigenous relations.

We maintain a webpage dedicated to Indigenous Relations that is regularly updated.

Our “Pop-Up Piper” cultural initiative included a visit to the statue of Louis Riel on the Manitoba Legislative Building grounds.

We have supported efforts to obtain compensation for those who attended unvalidated residential schools.

Our Indigenous Relations Committee Terms of Reference have been updated as follows:

The mandate of the Committee is to provide advice and make recommendations to the Board of Managers on all matters relating to relationships between the Society and Indigenous peoples, including the following:

a) Recommending initiatives and assessing progress with regard to the Indigenous relations goals established in the Mission and Vision statements;
b) Understanding and providing advice to the Board on progress in assisting with reconciliation and establishing mutually respectful relationships between Indigenous and non-Indigenous peoples;
c) Providing advice to the Board with regard to Indigenous relations considerations for all events organized by the Society; and
d) Identifying opportunities and encouraging Society members to develop relationships with Indigenous people and to attend and support events organized or sponsored by Indigenous groups.

Winnipeg Arts Council

Call to Action: 7, 83

Our Goal

Speaking specifically about the arts (Commemoration #83), the TRC calls upon the Canada Council for the Arts to establish a strategy for Indigenous and non-Indigenous artists to undertake collaborative projects and produce works that contribute to the reconciliation process. In this spirit, the Winnipeg Arts Council acknowledges the

importance of Indigenous people within the arts in Winnipeg and aims to provide creative opportunities in public art projects, artistic opportunities for individual artists and arts organizations, and development opportunities in the area of arts management (Education #7).

Our Progress

In 2021 Winnipeg Poet Laureate Duncan Mercredi created a new collection of poems in response to the news of graves at residential school sites across Canada. The work was published as a book by the Winnipeg Arts Council as "215" and can be found at local book stores and public libraries. Duncan has been in local and national media to discuss the importance of the work. The book's layout and design were created by Anishinaabekwe artist Rosalyn Boucha.

With the return of live events in 2021, the Winnipeg Arts Council presented "The City is Still Red" - the first in-person gathering of the Indigenous Writers Collective in seven years. Approximately 125 people attended this free event featuring a fantastic collection of Indigenous Winnipeg writers.

The Winnipeg Arts Council Awards returned in 2021 after a one-year hiatus. Two of the three artist awards were bestowed on Indigenous women, Tasha Spillett-Sumner and Lisa Meeches. Other winners were documented in short films which were created by an Indigenous-owned production company and hosted by an Indigenous actor.

Winnipeg Folk Festival

Call to Action: Building Pathways

Our Goal

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

In addition to the goals above we intend to:

- Further engage the Indigenous community through interactive programming at the festival, our Guest for a Day program, volunteer recruitment and throughout our year-round events. This will include participation in the KAIROS Blanket Exercise with board, staff and volunteers.
- Work with our Indigenous Advisory Committee to further develop relationships and opportunities to share Indigenous culture at and through our festival and year-round activities. Part of this will be to do further work on our land acknowledgment practices.

Our Progress

2021-22 was again another unusual year for the Winnipeg Folk Festival and all arts & culture organizations who saw their activities and sense of purpose modified or simply shut down for another year.

We also took the opportunity with the extra time we had to engage in training with both staff and board which included Indigenous training, 2SLGBTQIA+ training and anti-racism and anti-oppression training that was done specifically for our group but there were also a number of webinars and opportunities through the City of Winnipeg, Winnipeg Chamber of Commerce and the Canadian Live Music Association that various staff were able to participate in.

Our entire staff (16) and board (14) took part in educational training over the course of the year. This included anti-oppression training and dismantling racism. When we were unable to have a festival in 2021, our staff focused on additional training and this included completing the University of Alberta's Indigenous Canada course and a 2SLGBTQIA+ session with the Sexuality Education Resource Centre.

While we were limited in terms of what we could produce for content in the past year, we were able to produce some online and in-person programming that included Indigenous content.

In August, we again partnered with sakihiwe festival to create especially for IRCOM and Central Neighbourhoods Winnipeg to bring "Common Ground" - live performances that were also streamed and featured Sebastian Gaskin and Prado. We also participated in the Lyric Theatre's Summer Entertainment Series in August with a variety of Manitoban artists that included Ila Barker and FONTINE.

Our first in-person ticketed concert in November 2021 also featured Gaskin and Fontine along with Andrina Turenne, MJ Dandeneau and a number of other talented Manitoba artists who performed the Burton Cummings Theatre at "So Long, Bannatyne" which is a concert that honoured Manitoba songs present and past.

This past September was also the first National Day of Truth and Reconciliation and we felt it was important to honour the day. We gave staff the day off for reflection and then the following staff meeting, we all shared our thoughts and activities from the day which ranged from parents and kids reading Indigenous storybooks together and spending time talking about residential schools as families to attending the walk from The Forks to St. John's Park. It was a really special way to connect as staff.

In 2022 we plan to reengage with our Indigenous Advisory Committee and at the festival continue our commitment to Indigenous programming which includes local, national and international Indigenous music and the other elements that our audience has grown to love such as our opening blessing, our welcoming ceremony and round dance, visual arts and crafters in our Hand-Made Village.

Winnipeg Symphony Orchestra

Call to Action: 43, 92.ii

Our Goal

Recruit one Indigenous person to sit our the WSO Board of Directors.

Our Progress

1. The WSO provides the land acknowledgement at the beginning of each public performance. Many patrons have expressed appreciation for this greater highlighting of the WSO's commitment to reconciliation.
2. The January 2022, Winnipeg New Music Festival opened the Festival with a performance of a new composition by Indigenous composer Eliot Britton, entitled Hyperscale Landscape.
3. The WSO had planned a opera in concert based on the life of Louis Riel, called Heart of the North, which had been written partially in Cree and featured Indigenous singers in lead roles scheduled for early February. This unfortunately postponed due to omicron.
4. The WSO engaged nine Indigenous musicians, storytellers, artists and composers in this season, over various concerts. Our Holiday Pops, featuring Raine Hamilton and Ray Co-Co Stevenson was also livestreamed in over 400 watch parties in various parts of the province.
5. The WSO's groundbreaking Family Concert "The Spirit Horse Returns" in partnership with many Indigenous artists and produced in consultation with Elders

was an extraordinary success. The production remains available online until April 12th. It will also go to many Manitoba schools.

https://www.mywso.tv/products/the-spirit-horse-returns

6. Our Manitoba Mosaic education program is available to people for free at home. This four-part documentary combines a musical exploration with an exploration of our city and province. This series includes a number of Indigenous performers, such as Don Amero.
7. Sistema Winnipeg, an intensive music education program that the WSO offers in two inner city schools, provides students continued access to 5-day per week after school music training. In this program, 35-45% of our participants are of Indigenous background. Sistema Winnipeg is now in its 11th year, and Indigenous children and their families have been involved since the beginning.

SECTION I – PARTNER RESULTS BY SECTOR

BUSINESS AND ASSOCIATIONS

Assiniboine Credit Union

Call to Action: 92

Our Goal

Our intentions with regard to reconciliation are to (1) continue to look for ways to create financial empowerment and economic development opportunities for Indigenous Peoples and organizations as an open and inclusive financial co-operative; (2) To continue partnering with community organizations and educational institutions to provide Indigenous Peoples with training and employment opportunities and seek to enhance awareness of employment opportunities at ACU; and (3) build awareness and deepen understanding of reconciliation at ACU.

Our Progress

Assiniboine Credit Union continued to strengthen and create new partnerships that will create access to fair and affordable financial services for Indigenous Peoples that are unbanked or underserved, and strengthened and created new partnerships to increase training and employment opportunities for Indigenous Peoples.

ACU’s learning journey is led by an employee-led Indigenous Leadership Circle that develops opportunities for ACU employees to engage in learning and dialogue opportunities. This has included the creation of an intranet presence providing blogs, resources, and facilitated engagement and discussions. This past year, the ILC engaged employees in the creation of a memorial quilt to honour the children who died at residential schools. Learning opportunities continued through virtual and digital delivery to ensure ongoing employee engagement. Their leadership has been incredibly valuable and impactful.

Association of Fundraising Professionals, Manitoba Chapter

Call to Action: 92

Our Goal

In 2022 we are planning an IDEA book/podcast club to create a space to continue and build on the important conversations we've begun. Also in 2022, we will

intentionally seek out conversations with Indigenous-led organizations and other diverse communities that are not currently represented in our membership to understand how AFP may be able to serve and partner with them, and to build understanding of other philanthropic perspectives, towards the goal of making AFP Manitoba and our membership fully reflective of the community where we live and work.

We will continue to offer education on the history of Aboriginal peoples to AFP Manitoba members at no cost through the Indigenous Leadership Development Institute, Inc. We will continue to include a traditional territory and land acknowledgment at our regularly scheduled professional development sessions and to incorporate an Indigenous perspective on Philanthropy into our annual Manitoba Philanthropy Awards event by inviting an elder to open the gathering with a greeting and prayer.

Our Progress

During the fall of 2021 we hosted a series of conversations focusing on various aspects of IDEA (Inclusion, Diversity, Equity and Access). The conversation series was intended as an opportunity for us, as professional fundraisers, to learn tools to help us put IDEA ideals and principles to work in our personal and professional lives, and to provide a safe place to ask difficult questions and have tough conversations. Four of the sessions had a specific focus on themes connected with our membership in Winnipeg's Indigenous Accord: Indigenous Perspectives on Fundraising, presented by Sharon Redsky; Reconciliation and Philanthropy, led by Kyle Mason; 2SLGBTQ+, presented by Bre Giesbrecht from the Rainbow Resource Centre; and Decolonizing Fundraising, led by Lori Stewart.

We continue to offer education on the history of Aboriginal peoples to AFP Manitoba members at no cost through the Indigenous Leadership Development Institute, Inc. We collaborated with chapters in Saskatchewan, Alberta and BC to make the opportunity available to AFP members across western Canada.

We continue to include a traditional territory and land acknowledgment at our regularly scheduled professional development sessions and to incorporate an Indigenous perspective on Philanthropy into our annual Manitoba
Philanthropy Awards event by inviting an elder to open the gathering with a greeting and prayer.

SECTION I – PARTNER RESULTS BY SECTOR

Canada Life

Call to Action: 92

Our Goal

Canada Life will continue to advance our commitment to fostering a culture and a workplace, in which Indigenous People and all employees, can contribute to their fullest potential and make their maximum contribution, by promoting and providing opportunities where people who are different can learn from one another. Within the next year, we will strive to:

1. Further increase awareness of unconscious biases through training offered to all of our employees to foster a culture of inclusivity for all employees, including Indigenous People;
2. Continue to develop partnerships that advance building a workforce that reflects the diversity of the communities that we live and operate within. This includes increasing representation, support and advancement of Indigenous People within our workforce;
3. Continue to support the newly established Diversity Leadership Council and Employee Resource Groups for our Indigenous employees;
4. Increase visibility of Indigenous contributions, experiences, cultures, languages and/or teachings to bridge understanding between Indigenous and non-Indigenous communities through enhanced communications, activities and events.

Our Progress

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

Our Year 6 goals, in response to Call to Action 92 are:

Canada Life will continue to advance our commitment to fostering a culture and a workplace in which Indigenous People, and all employees, can contribute to their fullest potential by promoting and providing opportunities where people who are different can learn from one another. Within the next year, we will strive to:

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

ii. Continue to develop partnerships that advance building a workforce that reflects the diversity of the communities that we live and operate within. This includes increasing representation, support, and advancement of Indigenous People within our workforce;
iii. Continue to support our Diversity Leadership Council and Employee Resource Group (ERG) for our Indigenous employees;
iv. Increase visibility of Indigenous contributions, experiences, cultures, languages, and/or teachings to bridge understanding between Indigenous and non-Indigenous communities through enhanced communications, activities, and events.

The following are the unique indictors of progress towards our Year 5 goals:

Goal 1 – Training and Education:

Our unconscious bias training increases awareness of unconscious biases to foster a culture of inclusion for all employees and customers, including Indigenous Peoples. Offered to all employees, this training teaches ways to identify and challenge stereotypes or unintended biases we may hold without even being aware. From May 2021 to present, 926 employees completed that training.

Our Indigenous education, KAIROS Blanket exercises, increases understanding of the shared history between Indigenous and non-Indigenous Peoples. We more than quadrupled this training in 2021, and in 2022, we made it a standardized program offered under our Corporate Learning and Development curriculum. With multiple sessions offered each month throughout the year, the level of engagement has been high. From May 2021 to present, over 380 employees have participated in this training.

Goal 2 - Partnerships:

Our national corporate citizenship policy – Stronger Communities Together™ – provides an operational framework through which we channel the commitment of our organization and our people, to the communities that we live, operate within and serve. We provide volunteer support and/or corporate donations that help advance Indigenous People in our Winnipeg community.

a. NEW - Organization: Ka Ni Kanichihk - Expansion Capital Campaign – Supports the expansion of Ka Ni Kanichihk's existing building in Winnipeg to increase program capacity, allowing Ka Ni Kanichihk to provide comprehensive, Indigenous-created and delivered programming directly to at least 3,000 Indigenous people every year.

b. NEW – Organization: National Centre for Truth and Reconciliation - Beneficiary of Canada Life's 2021 Virtual Huron Carol Concert Donation - Supports Na-mi-quai-ni-mak (I remember them) community support fund to help communities acknowledge the children that never made it home. Our contribution will help support small community-based projects that further healing and remembrance related to residential schools in Canada. These commemorations are linked to 79th Call to Action, which signals the importance of integrating Indigenous history, heritage values and memory practices into Canada's public memory.
c. NEW – Organization: Fort White Alive! - 2019-2021 FortWhyte Farms Growing Youth, Food & Community Program - Engages marginalized youth in innovative, sustainable urban agriculture projects, to help them develop practical skills and a sense of hope, purpose and self-reliance. This program aims to fill 50% of participant spots with youth from the Indigenous community.
d. NEW - Organization: Economic Development Winnipeg Inc, - Yes! Winnipeg Real Impact Campaign; Indigenous Economic Development - 5-year, public/private partnership creating Indigenous economic growth and prosperity through focused, proactive strategies for business attraction, expansion and creation.
e. Organization: Circles for Reconciliation - Our continued support will assist with the project's national expansion to build meaningful relationships between Indigenous and non-Indigenous people and advance the process of reconciliation into 60 communities across Canada. In 2021, we hosted a circle for our employees and community partners based in Winnipeg.
f. Organization: Indspire - Canada Life has proudly been a long-time supporter of Indspire, a national Indigenous-led registered charity that invests in the education of Indigenous people for the long-term benefit of these individuals, their families and communities, and Canada. Canada Life Building Brighter Futures awards: Our national support provides 22 awards annually for First Nations, Inuit and Métis post-secondary students who are studying either Business, Business Administration or Commerce, with a focus of either: Accounting Finance, Human Resources Management, International Business, or Marketing & Communications at a recognized Canadian post-secondary degree granting institution. In 2020-2021 - 9 of the 22 awards were allocated to MB - 8 awards provided to students identifying as from a community in MB and 1 additional award to a student studying at a school in MB. These awards represent 41% of funds disbursed. Funds include matching by the federal government.
g. Organization: Business Council of Manitoba- Provided sponsorship to the 2021 Aboriginal Education Awards. Our commitment supports young Aboriginal and

Métis students pursuing post-secondary education. Funds are matched by the federal and provincial governments.

h. Organization: Right to Play International - Promoting Life Skills in Aboriginal Youth (PLAY) Program - Delivers community-driven, culturally-relevant, play-based programming to Aboriginal children and youth, enhancing leadership, self-confidence, and self-esteem. Our national support in 2020-2021 helped communities in MB deliver programming impacting 112 youth, and 14 community mentors. A total of 8 Youth led events were planned and led virtually or safely in-person along with 6 intergenerational events by community mentors. Right To Play & Community Partners (CMs) continued their pivot from in-person to virtual programs.
i. Organization: Teach for Canada – In 2021, we continued our commitment to Teach for Canada's National Expansion into Manitoba as a Lead Sponsor. This national expansion into 10 Manitoba First Nations communities will recruit, prepare and support 80 teachers – with the goal of impacting over 2,000 students during 2019-2020, 2020-2021 and 2021-2022 school years.
j. Organization: Taking IT Global – Our support for students in Northern communities also includes Connected North – a program that uses technology to deliver immersive and interactive youth engagement services to remote, under-served communities. Connected North delivers education programming to students through interactive, live webinar-style sessions with subject matter experts and educational institutions such as museums and galleries. The content covered in each session is linked to the overall student curriculum. The program also uses technology to connect students with Indigenous role models, mentors and leaders from across the country they otherwise wouldn't have access to. The overall goal is to deepen students' level of interest and commitment to learning while providing access to materials and resources that had previously been out of reach. With our help, Connected North has continued expanded into Manitoba schools. During the 2020-2021 school year, Connected North delivered 29 sessions to Nisichawayasihk Neyo Ohtinwak Collegiate (NNOC).

Goal 3: Diversity Leadership Council and Employee Resource Groups

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

In 2021 we refreshed this Diversity Leadership Council/Executive Sponsor ERG role to bring a new leader onboard, David Loney. With Indigenous roots from the Tyendinaga area and prior leadership experience leading an ERG, David brings a unique combination of strong leadership skills and lived experience that will encourage a safer space for others to share their stories as Indigenous Peoples at Canada Life. David's voice will be critical in introducing new ideas and perspectives and defining the vision of the ERG and Indigenous strategy moving forward.

In alignment with the Diversity Leadership Council, our Indigenous Peoples ERG increases awareness and visibility of Indigenous contributions, experiences, cultures, and teachings to bridge understanding between Indigenous and non-Indigenous communities, foster inclusion, and provide networking and developmental opportunities (see description in Goal 4 for more information).

Goal 4: Increase visibility of Indigenous contributions, experiences and teachings through events and activities

Our All-Employee Townhall in June 2021 was dedicated to Indigenous and LGBTQ2+ inclusion to embrace the month of Pride and National Indigenous Peoples Day in June. Our Global CEO, Paul Mahon, and our Canada President and COO, Jeff Macoun, hosted Indigenous Two-Spirit guest speaker and Amazing Race winner James Makokis under the title Inspiring Change Together. The event was attended by 7,000 employees receiving highest ratings (95% "valuable use of time" and 95% speaker rating)

Recognized annually, we celebrated National Indigenous Peoples Day nationwide in 2021 with a virtual learning event. Our Indigenous Peoples ERG hosted Indigenous guest speaker Mary Jane Brownscombe, Founder and Chief Executive Officer at SHEanalytics, to speak about identity, authenticity and the power one has to lead positive change in workplace, community and society. Close to 1000 employees attended this event and walked away with knowledge on how to lead positive change.

A series of activities were also hosted throughout the month of June to help employees learn more about Indigenous Peoples' heritage and cultures, reconciliation, and how to drive change for an inclusive future. This included a curated learning video, recommended readings and booklists, and raising a ceremonial 22-foot Tipi at our Winnipeg Head Office to honour and raise awareness of the 25th anniversary of National Indigenous Peoples Day, working alongside AMIK Inc. and employing the traditional teachings of the Knowledge Keepers to raise the tipi.

We celebrate Orange Shirt Day annually – now recognized as National Day for Truth and Reconciliation – on September 30. In 2021, our Indigenous Peoples ERG hosted Ojibwe author, journalist and guest speaker Tanya Talaga for a National speaker event

entitled “The Need for Change, the Path forward, and a Call to Action”. Tanya led a moving discussion about the deep intergenerational trauma caused by the residential school system, and she shared messages of truth, hope for the future and practical steps forward we can all take to achieve the goals of truth and reconciliation. The event was attended by 3365 of our employees, one of our highest ERG events ever.

We also recognized National Day for Truth and Reconciliation with Calls to Action to help raise awareness and support. We added a specially designed Truth and Reconciliation themed signature to our email signatures for the month of September, we led an Orange Shirt Campaign and wore orange on Sept. 30 to raise awareness and show our support, and we educated ourselves with learning articles and a curated collection of learning resources on our intranet and social media sites. Lastly, our Indigenous ERG employees led an internal social media campaign about the TRC Calls to Action by sharing what Call to Action resonates most with them.

In 2021, we hosted Employee Focus Group “Share and Discovery” sessions, including with our Indigenous Employees. An external consultant conducted these confidential sessions with employees to collect insights and feedback to better understand their unique lived experiences and hear their perspectives on how we can build a more inclusive organization.

Other actions:

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

Our 2021 engagement survey continued to track and analyze inclusion results by diversity characteristic, which includes Indigenous identification. This allowed us to identify trends and gaps that were being experienced by our Indigenous population, and address as needed. As described above in Section 2, we updated this Inclusion Index in 2021 to reflect more inclusive values, including adding a stand-alone Indigenous Peoples self-identification category. This resulted in a significant increase in employees self-identifying as Indigenous, with a total of 159 of survey respondents identifying as Indigenous, up from 70 survey respondents in 2020.

Our employee engagement survey asked several questions to measure inclusion in our organizational culture: • Where I work, people accept a variety of ideas, perspectives and working styles. • I am treated with respect and dignity. • I work in an environment that is free from harassment and discrimination. • I can maintain a reasonable balance between my personal life and work life. • The amount of work expected of me is

reasonable. • Our wellness initiatives are effective at encouraging healthy behaviours. • I can be myself at work (i.e. I can be my authentic self)

As described in Section 2, we also enhanced our reporting capabilities in 2021 by launching voluntary demographic self-identification data collection questions for all employees in our Human Resources Information System, including Indigenous self-identification. Collecting this data will enable us to benchmark our baseline representation, identify areas for improvement across Talent processes (hiring, promotions, retention, recognition, etc.) and help us set goals and measure our progress.

Career Trek

Call to Action: 7, 10ii, 10iii, 10Vi, 23i, 92iii

Call for Justice: 11.1, 15.2, 15.4, 15.7

Our Goal

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

1. Focus on supporting education, career exploration and career development in an effort to eliminate the educational and employment gaps that exist between Indigenous and non-Indigenous Canadians. The organization will do this by ensuring programs are inclusive of Indigenous worldviews and are providing opportunities for Indigenous students to explore careers and enhance their connection to education in a safe and supportive environment.
2. As a non-Indigenous organization, Career Trek recognizes the work it needs to do in order to understand the true history of Canada's relationship with Indigenous People's. With this knowledge and understanding, Career Trek staff are better equipped to create programming the meets the needs of Indigenous students.

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

SECTION I – PARTNER RESULTS BY SECTOR

Career Trek's goals will stay the same however, we've updated the Calls to Action and Calls for Justice we are working towards.

Calls to Action: Truth and Reconciliation Commission

- Call to Action #7: Develop with Aboriginal groups a joint strategy to eliminate educational and employment gaps between Aboriginal and non-Aboriginal Canadians.
- Call to Action #10ii: Improving education attainment levels and success rates.
- Call to Action #10iii: Developing culturally appropriate curricula [lesson plans]
- Call to Action #10vi: Enabling parents to fully participate in the education of their children
- Call to Action #23i: Increase the number of Aboriginal professionals working in the health-care field
- Call to Action #92iii: Provide education for management and staff on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights and anti-racism

Calls for Justice: National Inquiry into Missing and Murdered Indigenous Women, Girls & Two-Spirit Peoples

Calls for Educators.

- 11.1: All curriculum development and programming should be done in partnership with Indigenous peoples, especially Indigenous women, girls and 2SLGBTQQIA peoples. Such education and awareness must include historical and current truths about the genocide against Indigenous Peoples.

Calls for Justice for All Canadians.

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

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

Our Progress

Career Trek has taken tangible action in a number of different ways to ensure the organization remains accountable to the commitments it made as a Signatory to the Winnipeg Indigenous Accord. This accountability is important as we continue to learn the truth about Indigenous Peoples, their relationship with Canada and harms of that relationship both past and present. In addition to this, we are also bearing witness to a continued reawakening and revitalization of Indigenous culture, language, traditions and ceremony.

As part of Indigenous History Month last June, Career Trek had the honour and humbling experience to have had time with a woman whose family has been impacted by the National tragedy and genocide of Missing and Murdered Indigenous Women, Girls and 2-Spirit Peoples. At times her story was heart-wrenching and other times it was filled with love, hope and inspiration. As we shared time together, as staff and Board, we were taught how to make a Red Dress pin and its significance and connection to MMIWG2S. In addition to this, staff had time with the Chair of the Mayor's Indigenous Advisory Circle, Kimberley Levasseur-Puhach as well as Niigaanwewidam Sinclair who talked to us about Truth, Reconciliation and Allyship. Here is some of what we learned: Show up. Listen. Take tangible action. Follow through. Be fiercly loyal. Don't give up.

Career Trek is working to ensure that within its programming, participants have the opportunity to learn from Elders, Knowledge Keepers and Community Members. This past year, we were fortunate to have a community Kokum teach participants how to make bannock while she shared stories. Participants heard from Indigenous Entrepreneurs, Authors, Artists and Film Makers. Participants in Career Trek's M Power North Program had the opportunity to bead and make their own moccasins and at our summer Trades camp, youth spent time with an Elder who shared Bundle Teachings with them.

To take this one step further, Career Trek, with support from a local funder, was able to hire an Indigenous Knowledge Keeper and Educator to review and update 4 of its career lessons that are now inclusive of Indigenous knowledge and ways of knowing and being. These lessons are: Dietician, Journalist, Community Developer and

Environmental Consultant. And, in collaboration with a local community member and a Land-Based Educator from Opaskwayak Cree Nation, Career Trek was able to develop a Commercial Fishing lesson plan to ensure the careers we are showcasing are reflective of the regions in which we're working. When it comes time to facilitate any of the lessons listed, they will be delivered in collaboration with Elders, Knowledge Keepers or Community Members.

Over the past year Career Trek undertook the process of developing and launching its new 3-Year Strategic Plan. The organization hired a local consulting company and an Indigenous Knowledge Keeper to help guide the process. As a result, Career Trek has as one of its Strategic Priorities - Being Good Relatives. This goal is encompassing of our continued commitment to truth and reconciliation as well as equity, inclusion and belonging as ways that we will work to inspire life-long learning today for a just and equitable tomorrow.

Ahead of the National Day for Truth and Reconciliation on September 30, which is now a Career Trek statutory holiday, full- and part-time staff spent time on the land learning Tipi Teachings from Indigenous Knowledge Keepers.

Annually, Career Trek hosts its AGM and Report to Community. This year we were honoured to have a Youth Drum Group from Skownan First Nation as part of our celebration. This was a newly formed group in the community and Career Trek was their first event. They did such a great job!

CentrePort Canada

Call to Action: 92

Our Goal

We share in the vision to ensure Winnipeg’s future is rooted in truth, harmony and generosity. As we continue to develop the inland port in Manitoba and as opportunities for investment arise, we are committed to engaging with Indigenous people to include them in all steps of the development process with a goal to further economic growth and create jobs. This includes consultation and outreach with Indigenous groups with an interest in Treaty 1 land at CentrePort. In addition, we will seek opportunities to enhance awareness and deepen our own understanding of reconciliation.

Our Progress

CentrePort Canada, North America's largest inland port, has continued to pursue meaningful partnerships with the Indigenous community. Through the CentrePort Canada Partnership Program, the organization continued its relationship with the Indigenous Chamber of Commerce.

CentrePort Canada staff met with the Treaty One Economic Development Corporation to share information and to learn more about the Naawi-Oodena Master Plan.

Continental Travel Group

Our Goal

Is building pathways to reconciliation and building understanding to determine their actions involving the TRC Calls to Action and/or MMIWG Calls for Justice.

Our Progress

Continental Travel Group has created our Canadian Carbon Offsetting Initiative. This allows companies to offset their travel emissions to local projects that help better the environment as well as the community. One of our main objectives is to support Indigenous owned and lead projects that help boost community values, environmental awareness, and employment opportunities for Indigenous Peoples of Canada. Our goal is to make 50% of the projects on our marketplace Indigenous owned and lead.

Continental Travel Group is partnered with Indigeno Travel, one of Canada’s largest Indigenously owned full-service travel agencies. The partnership includes providing both Corporate Services and Support Services to Indigeno Travel. With our offices being in the same building, the staff of both Continental Travel Group and Indigeno Travel work closely together on a daily basis.

Cushman and Wakefield | Stevenson

Call to Action: 92

Our Goal

Cushman & Wakefield | Stevenson's goal is to create a more defined Indigenous engagement strategy that will lead to our company building more meaningful and respectful relationships with Indigenous people. The strategy will include new strategies

that focus on Indigenous recruitment, community support/initiatives that celebrate and support Indigenous people, and education/resources for our staff to further their understanding of Indigenous culture and history.

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

Our Progress

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

External Initiatives:

At Cushman & Wakefield | Stevenson, we believe in giving back to the community we live in. Our team members volunteered their time and donated items to community organizations that support Indigenous communities, such as the North Point Douglas Women's Centre and the Downtown Community Safety Partnership. We also made a financial donation to Sunshine House in recognition of Indigenous People's Month.

We continue to be a corporate supporter of the Inuit Art Centre, and we remain committed to a multi-year agreement. We have encouraged our team members to visit the Centre with their families and friends in an effort to learn more about Indigenous art and the lives and stories of Inuit people.

We use inclusive language in our recruitment efforts, promoting Indigenous applicants to self-identify on their applications. We have been examining ways to reach more Indigenous applicants and will continue those efforts throughout the year.

We now include a land acknowledgment at all events, recognizing that we are gathered on ancestral lands, Treaty One Territory, traditional territory of the Anishinaabeg, Cree, Oji-Cree, Dakota, and Dene Peoples, and on the homeland of the Red River Métis.

Internal Initiatives:

As part of our ongoing commitment to provide Indigenous cultural awareness training to our staff, we hosted two sessions on Human Rights Considerations for those who provide housing. These were attended by members of our property management team.

This year we were pleased to hire a self-identifying Métis woman directly into a leadership position, and we also promoted an existing self-identifying Métis team member to another leadership position. This brings our Indigenous and 2SLGBTQQIA representation to 23.1% of leadership and governance.

We recognized Indigenous Peoples Month, Orange Shirt Day and National Truth & Reconciliation Day. We provided our team members with information about events happening on these days and throughout Indigenous Peoples Month. We also closed our office and encouraged team members to participate in educational events on National Truth & Reconciliation Day. Additionally, Cushman & Wakefield at a national level sent an email to all team members with a land acknowledgment, and encouraged team members to review resources.

We had booked an Indigenous cultural experience for September 2021; however, increasing COVID-19 numbers meant that had to be rescheduled to Spring/Summer 2022. We are looking forward to full staff participation in this upcoming series of events.

Downtown Winnipeg BIZ

Call to Action: 92

Our Goal

In 2022, the Downtown Winnipeg BIZ will continue its work to create a welcome atmosphere for our Indigenous community. We will advocate and promote reconciliation, create awareness, promote tolerance and work to build an inclusive downtown where everyone feels welcome.

2022 Commitments:

- Be inclusive in our marketing and communications.
- Invite Indigenous entrepreneurs and makers to participate in Downtown Winnipeg BIZ’s Farmers' Market.
- Celebrate Indigenous culture in the programs and events we deliver.
- Acknowledge the land we are on wherever possible including at events and in digital marketing and printed material.
- Increase Indigenous representation on Board of Directors and committees.

- Continue expanding and strengthening staff and Board of Directors' cultural awareness through training and educational materials particularly as it relates to the importance of UNDRIP and TRC.
- Support employment and volunteer opportunities for Indigenous Individuals.
- Consult with Indigenous community partners and stakeholders on proposed public art projects.
- Explore opportunities to employ Indigenous artists and feature their work downtown.
- Continue to share the Indigenous language welcome decals with new Downtown Winnipeg BIZ Members.
- Expand the cultural programming at the Indigenous Garden at Air Canada Park to provide connections and share knowledge with the downtown community.
- Collaborate with existing community partners to develop and secure long-term sustainable funding for low-barrier 24- hour safe spaces and prioritize supporting Indigenous women, girls, and 2SLGBTQ+ people.
- Include and involve First Nations, Métis, Inuit and 2SLGBTQ+ people in downtown recovery efforts.

Our Progress

The Downtown Winnipeg BIZ recognizes and celebrates Indigenous history, culture, and people within our services and programs. In 2021, we continued to build relationships and share the strengths of our Indigenous community through enhanced partnerships, increased education and a greater focus on reconciliation.

2021 Activities:

- Provided Indigenous Awareness Training to new staff. And added a cultural awareness and anti racism course for all staff.
- Posted employment opportunities on the Centre for Aboriginal Human Resource Development's job board.
- Our organization provided an honorarium to the Aboriginal Health and Wellness Centre of Winnipeg to create a pilot plan program. Through this program we were able to provide opportunities for individuals looking to enter the workforce, collaborating to develop their skills and obtain long term employment with our organization or elsewhere.
- Sponsored the Downtown Community Safety Partnership National Day for Truth and Reconciliation.
- Supported a BIPOC BIZ Member by purchasing orange shirts which were provided to staff and volunteers for National Day of Truth and Reconciliation.

Each shirt was accompanied by an educational document explaining the importance of the day and the history behind Orange Shirt Day.

- Provided nearly 400 Indigenous Welcome Decals to BIZ Members in 2021.
- Hired Indigenous performers for Patio Fest weekend.
- Half of the artists for our Downtown Sounds Concert Series were Indigenous performers. We partnered with APTN to deliver these concerts.
- Land acknowledgement appears on marketing and communications materials and is shared at events and meetings.
- Featured Indigenous vendors at the Downtown Farmers' Market.
- More than half of the artists who participated in the Wall to Wall mural program identified as Indigenous.
- Our Cleanliness and Maintenance Team worked with Indigenous led OPK to clean Air Canada Park and connect with individuals. Created a new partnership to clean litter on Main Street.
- We are working closely with Circle of Life Thunderbird House to develop a community space on their property, which includes the public washroom site. This project was initiated in 2021 and will continue in 2022. As project facilitators and partners, we have developed a project plan that reflects Indigenous cultural considerations and focuses on engagement. Indigenous consultants have been hired to provide design services for this project through the City of Winnipeg.
- Developed programming to support the Indigenous Garden at Air Canada park that focused on Indigenous culture and knowledge. Two lunch time sessions were hosted by an Elder and Indigenous facilitator and included 15 registered participants, walk-up participants from the park community, and passive participation in teachings and smudging. The sessions included sharing traditional plant knowledge, medicinal uses, and the making of medicine pouches.

Economic Development Winnipeg

Call to Action: 92

Our Goal

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

Our Progress

In 2021, Economic Development Winnipeg (EDW) committed to building meaningful relationships with the Indigenous community and learning about Indigenous values and culture.

Key activities in 2021 included:

- adding the Treaty 1 land acknowledgment to EDW's website along with our commitment to TRC 92;
- all-staff participation in National Truth and Reconciliation Day activities including review of a video about TRC, opening of a staff library with materials and books about Indigenous culture/history/values, unveiling of an in-office mural created by an Indigenous artist depicting EDW's mission and vision, an overview of key elements important to building relationships with Indigenous communities and participating in Orange Shirt Day.;
- conversations with three Indigenous community leaders on how to build trust within the Indigenous community;
- encouragement of staff to participate in the Indigenous Canada course offered by the University of Alberta;
- formalizing partnerships with two Indigenous-owned businesses for YES! Winnipeg;
- continuing to promote Indigenous tourist partners to potential visitors via Tourism Winnipeg;
- Treaty 1 land acknowledgment shared at all public events.

Emerge Knowledge Design Inc.

Call to Action: 92

Our Goal

1. Implement and communicate our Reconciliation Strategy & Plan for 2022;
2. Achieve introductory team understanding about local Indigenous history, culture, and impacts of colonialism;
3. Engage Indigenous people through hiring;
4. Support Indigenous communities through community involvement and procurement;

SECTION I – PARTNER RESULTS BY SECTOR

Our Progress

Our company has only just adopted a reconciliation strategy for 2022 and beyond, and the numbers reported in this year's report represent activities we have undertaken in the past 2 months. There are a number of additional activities we have committed to undertaking throughout the rest of 2022. We will update and expand our strategy for 2023.

ft3 Architecture Landscape Interior Design

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

Our Goal

We will advocate, on our health care projects, for the inclusion of Aboriginal Healing practices as an option for patients in collaboration with Aboriginal Healers and Elders. As part of our community consultation process we will initiate this conversation and we will continue to invest in awareness/ education of our staff (Call to Action: 22).

We will call on the Federal Government on any of our federal correction projects to eliminate barriers to the creation of healing lodges within the federal correction system (Call to Action: 35).

We will research/cross-reference on our project locations' proximity to former Residential Schools and burial sites (Call to Action: 75, 76).

We will, as part of our standard project protocol, respect, protect and commemorate Residential School cemeteries and burial grounds in accordance to the principals identified in Call to Action 76 i, ii, iii.

We will advocate through our professional organizations for the creation of Residential School monuments (Call to Action: 81, 82).

We will reach out to Indigenous artists, where appropriate and work collaboratively to contribute to the reconciliation process on our projects (Call to Action: 83).

We commit to providing an inclusive work environment. We will continue to invest in awareness/education of our staff. We are committed to diversity in our workplace and inclusive hiring practices (Call to Action: 92).

We will stimulate and encourage Indigenous training opportunities in our firm and on our projects. We recognize that there are barriers to entering our profession (Architecture,

Landscape Architecture and Interior Design) and the design community. We commit to actively working on breaking down barriers to access to education.

Our Progress

ft3 Architecture Landscape Interior Design established an endowment fund to provide bursaries for BIPOC students at the Masters program at the Faculty of Architecture at the University of Manitoba. To reduce the barrier of entree for students with a BIPOC back ground and work towards a more diverse highly skilled workforce.

Community Consultation:

In 2021, (ongoing) ft3 worked in a First Nation Community on a school renovation and new high school. The project included consultation meetings on location with community members, stakeholders, and Elders in English and the language of the community, Oji-Cree. Further development of the school project will also involve local artists with consultation conducted in both languages.

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

Participation in Community Events: As a firm, ft3 participated in Orange Shirt Day.

HTFC Planning & Design

Call to Action: 92

Call for Justice: 15.3

Our Goal

As a firm that works with and for Indigenous communities and in Indigenous territories, HTFC Planning & Design acknowledges our individual and collective responsibilities to First Nations, Inuit, and Métis communities and their traditional lands. We commit to actively participating in the journey of reconciliation and decolonization, understanding that this may not always be a linear or comfortable experience. We anticipate that this will be an ongoing process of listening, learning (and unlearning), relationship building, challenging and interrupting oppressive systems, and supporting Indigenous peoples through our work.

SECTION I – PARTNER RESULTS BY SECTOR

We articulated the following thematic goals for HTFC in 2019 and have set some initial specific actions to implement them in 2022:

i) Listening, Learning, & Acknowledging Truths:

Continually educating ourselves about Indigenous cultures, histories, languages, and customs, as well as the historical and ongoing injustices in the places where we live and work. Learning about and examining our unconscious biases.

Associated Actions:

- Host staff learning session on Métis at our office, in partnership with the Louis Riel Institute
- Explore possibility of hosting a Kairos Blanket Exercise for staff
- Inviting staff to attend virtual Cree Language course, hosted by the Manitoba Indigenous Cultural Education Centre
- Support individual staff in focused professional development related to Indigenous cultures, lands, and reconciliation

ii) Understanding & Integrating Lessons:

- Familiarizing ourselves with the processes and recommendations of the TRC Report and Calls to Action, UNDRIP, Treaties, the RCAP Report, Section 35 (Aboriginal and Treaty Rights), and community-led initiatives and standards, and integrating them into our business practices. Using respectful, community-identified language, labels, and terminology. Working towards reflexive self-awareness, intercultural competency, and equity-based practices.

Associated Actions:

- Undertake a review of UNDRIP & MMIWG Final Report to understand how they can guide our work
- Arrange staff training around trauma informed approaches and creating safe spaces
- Add a territorial awareness step to project start-up & debrief procedures

iii) Engagement & Action:

- Leveraging our access, skills, and opportunities to work alongside Indigenous communities and leaders towards equity and justice. Supporting the work that Indigenous communities and organizations are leading. Supporting other non-Indigenous organizations in their learning and unlearning journeys towards reconciliation.

Associated Actions:

- Identify a partner to provide in-kind services in support of Indigenous Community Organization
- Continue to support Indigenous owned-Businesses in our office purchasing (Printing Services, Catering, etc.)
- Support the University of Manitoba Faculty of Architecture's Indigenous Youth Design Workshops

Our goals are guided by Call-to-Action number 92 (Business and Reconciliation).

We also recognize that there are directives intended for other sectors that HTFC can encourage, support, or enact on a smaller scale, including Calls to Action numbers:

- 7 (Education and Employment gaps)
- 14 (Language and Culture)
- 43 & 44 (Adopting and Implementing UNDRIP and FPIC)
- 45 (Royal Proclamation reaffirming the Nation-to-Nation relationship)
- 62 (Support for Education and Integration of Indigenous Knowledge in post-secondary institutions)

We are pleased to continue to be a part of the City of Winnipeg's Indigenous Accord and renew our commitment to the TRC's Calls to Action as part of our ongoing, iterative, and reflexive reconciliation journey.

Our Progress

With this report, we are renewing our commitment to ongoing learning, self-reflection, righting past wrongs, and finding positive ways forward. Listed below are some of the actions that our firm has implemented or initiated over the past year. We have organized our actions into three streams to match our goal statement: i) Listening, Learning, & Acknowledging Truths; ii) Understanding & Integrating Lessons; and iii) Engagement & Action.

Actions under City of Winnipeg Indigenous Accord in 2021:

i) Listening, Learning, & Acknowledging Truths (Education):

In the past year, HTFC has worked to engage our staff in educational opportunities including:

- Encouraged individual staff members to attend conferences, presentations, community talks and events on Indigenous topics that align with their personal

and professional education (Manitoba Climate Resilience Training Indigenous Knowledges & Two-eyed Seeing, Indigenous Cartographic Webinars, Indigenous Practitioner Perspectives on City Building)
- Held internal staff sharing & discussion in response to burials discovered at former Residential Schools (June 2021)
- Hosted an in-office display on Assiniboia Residential School (display developed by City of Winnipeg) – displayed Sept-Oct for National Day of Truth and Reconciliation

ii) Understanding & Integrating Lessons:

HTFC has developed an internal group that works to guide a coordinated effort and implementation of the Indigenous Accord within the firm. The group continued to reflect on business practices and identify opportunities to participate in actions of reconciliation and decolonization.

Actions that we have taken over the past year to apply lessons in the ways that we work include:

- Drafting writing guidelines re: Indigenous topics
- Incorporating Indigenous elements in many office projects, learning and applying traditional teachings in design and planning projects
- Preparing public communication (through social media) at appropriate moments (burials discovered, Canada Day 2021, National Day of Truth and Reconciliation)
- Updating land acknowledgment – to include acknowledgment in report documents – and build a focus on applied action (in progress)

iii) Engagement & Action:

Our firm is committed to creating more pathways into the planning and design professions for Indigenous people and offering support to existing Indigenous planners and designers.

Some actions we have taken to enact this goal in 2021 are:

- Hired first full-time Indigenous staff person (Feb 2021)
- Awarded 2021 Indigenous Design scholarships at UofM (year 3 of a 5-year commitment)
- Principal as volunteer as a member of the Advisory Circle for UofM Faculty of Arch – Indigenous Planning Studio. – professional mentorship for planning studio projects

- Organized all staff outing to attend Pow Wow in St. John's Park Sept 30th – National Day of Truth and Reconciliation

IG Wealth Management

Call to Action: 92

Our Goal

IG Wealth Management is committed to creating a workplace in which all of our employees and consultants including First Nations, Métis and Inuit can contribute to their fullest potential. To help further our goals, we will:

1. Create a comprehensive Indigenous strategy that will guide and inform future policies, processes, and practices. The strategy will focus on Indigenous recruitment, community initiatives that celebrate and support Indigenous people, and continuous education and awareness activities for our employees and consultants to deepen their understanding of Indigenous contributions, experiences and histories. This includes deepening our understanding of the TRC Call(s) to Action and the MMIWG Call(s) for Justice reports.
2. Establish goals to increase the representation of Indigenous talent while ensuring our policies, processes and practices are inclusive.
3. Empower and invest in our Indigenous Business Resource Group whose programs and initiatives support IG Wealth Management's Diversity, Equity & Inclusion (DE&I) strategy and business priorities.

Our Progress

IGM Financial is pleased to share our fourth annual report of our commitment to the City of Winnipeg's Indigenous Accord and our continued efforts towards reconciliation.

In 2021, IG Wealth Management (IGWM), as part of the IGM Financial group of companies, established a Diversity, Equity and Inclusion Center of Expertise (COE) led by a newly created role, VP of Diversity, Equity and Inclusion (DE&I). This COE is additionally supplemented by a Director and Senior Manager of DE&I. The focus of this group is to accelerate IGWM's progress around three key pillars: Inclusive Culture, Diverse Talent, and Client & Brand. The DE&I strategy guides our corporate efforts towards greater equity, inclusion and belonging and our commitment to truth and reconciliation.

In 2021 IGM Financial collectively endorsed the Truth and Reconciliation Commission of Canada's Call to Action 92, aligning with IG Wealth Management's existing commitment to the Winnipeg Indigenous Accord.

In support of IG Wealth Management's DE&I strategy, our former employee led Partner in Action groups were rebranded as Business Resource Groups (BRGs). This re-branding has allowed the Indigenous BRG to align its efforts with the broader organizational strategy. Furthermore, BRGs have now been equipped with Executive Sponsors who are charged with bringing their efforts to the Senior Leadership tables for visibility and support. BRG leaders have been provided with training on strategy building, annual planning and scalability so that these employee and consultant led efforts can grow beyond engagement and raising awareness to having meaningful change and impact. The Indigenous BRG's mission is to "support and strengthen IGM's commitment to truth and reconciliation between Indigenous and non-Indigenous peoples. The BRG works to increase knowledge and respect of Indigenous culture and history, to promote conversations, and to inspire meaningful action in our community of employees, consultants, and clients."

To further support our commitment to being a diverse and inclusive workplace, in 2021 we created a new role of Senior Talent Advisor, Indigenous Relations. This position is designed to help build a pipeline of strong Indigenous talent across IG Wealth Management and the IGM group of companies.

Training and Events:

In 2021 we hosted over 10 workshops and seminars aimed at creating allyship as well as greater awareness and action towards reconciliation. These included:

- Virtual KAIROS Blanket Exercise sessions
- Allyship and Indigenous Reconciliation webinars with Dr. Niigaan Sinclair, at both an IGM level and for individual departments
- ReconciliAction event featuring award-winning documentary filmmaker Mike Downie
- Inclusive Behaviors workshops offered to all employees
- Indigenous Perspective on Environment Sustainability featuring Elder Strength Dale and Amanda Dale from Bear Waters Gathering
- Advancing Allyship and Antiracism workshop
- Virtual Indigenous cooking class events for clients with Chef Billy Alexander and Art Napoleon

SECTION I – PARTNER RESULTS BY SECTOR

Community Partnerships:

To support reconciliation and make a positive impact for Indigenous communities across Canada, IG Wealth Management continues the work of our IG Empower Your Tomorrow (EYT) community program, contributing $1M per year for five years to Indigenous groups and programs across Canada.

In 2021, we directed $1M in annual funding towards supporting Indigenous Peoples including:

National

- Canadian Council of Aboriginal Business
- Gord Downie & Chanie Wenjack Fund
- National Center for Truth and Reconciliation (Imagine a Canada)
- IG Empower Your Tomorrow Corporate Giving Campaign (funding directed to United Way Indigenous community support)
- Prosper Canada Indigenous Financial Literacy Program
- Aboriginal Financial Officers Association Canada
- Dream Team Series - a video series on CBC Gem showcasing how IG Wealth Management supports our communities through financial planning and advice, featuring three Indigenous entrepreneurs (two in English and one in French), Indigenous Talent Agency, online store for Indigenous artists and an Indigenous chef and restaurateur
- Virtual Indigenous cooking class events for clients with Chef Billy Alexander and Art Napoleon

Local

- Fort Whyte Alive – community farm programming for Indigenous youth to develop employment skills and experience
- Legal Help Centre of Winnipeg
- Manitoba 150 (Indigenous vignette series 21/22 featuring history of Indigenous Peoples in Manitoba)
- Opportunities for Employment job training
- Winnipeg Aboriginal Sport Achievement Centre
- Youth CEO program
- Centennial College Indigenous culinary course grant

SECTION I – PARTNER RESULTS BY SECTOR

Indigeno Travel

Call to Action: 92

Our Goal

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

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

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

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

Our Progress

As an Indigenous owned, national, full-service travel agency, Indigeno Travel has had a difficult time during COVID 19. Many of the policies we have implemented, especially in the hiring and training of Indigenous people, has been put on hold. Recently, we are all noticing travel coming back. We anticipate next year's report will be much better in that regard.

As for progress, Indigeno is proud to announce we finalized the Indigenous Travel Advisor Certification Course curriculum at RRC Polytech, formerly Red River Community College. This bodes well for the future. As travel resumes, more Indigenous people will graduate from the course and move into gainful employment in an exciting career in travel with Indigeno.

This last reporting period, Indigeno created meaningful partnerships with Indigenous people. In addition to our original Indigenous equity partner, Tribal Councils Investment Group (TCIG), Indigeno added Treaty One Development Group (T1DC) to our ownership group. We will now further our collective goal to bring non-Indigenous and Indigenous people together, in the spirit of Reconciliation, through the creation of Indigenous tourism experiences in the seven First Nations communities around Winnipeg. There are more plans in progress with our Indigenous partners.

Indigeno has created a one-of-a-kind Commitment to Reconciliation, which can be found on our website here: https://indigenotravel.com/home/our-purpose/. We created this pledge, signed by all members or our board and our senior management, in conjunction with the Canadian Centre for Diversity & Inclusion (CCDI). Indigeno welcomes any company, organization or government to take and use our pledge to reflect their own commitment to the Truth & Reconciliation Report's, Calls to Action. Simply notify Indigeno, through info@indigenotravel.com, that your organization has adopted the pledge.

Finally, Indigeno has welcomed new non-Indigenous corporate clients, even during the pandemic. Every time we gain new clients, this moves our Reconciliation goals that much further ahead. Many non-Indigenous people have never had a day-to-day relationship with an Indigenous person or business. What better way, we feel, than in an everyday business setting? By corporations, governments and institutions placing their corporate travel needs with Indigeno, not only are they creating meaningful careers for Indigenous people, but they are also helping to foster understanding between people, reducing stereotypical attitudes and, as Senator Sinclair often cites as a central core to meaningful Reconciliation... making friends.

On behalf of our ownership group, board of directors, senior management, and staff, Indigeno Travel is very pleased to be part of The City of Winnipeg's, Indigenous Accord.

Kinanaskomitinawaw, miigwech, pidamaya, marsi, merci & thank you.

KPMG LLP

Call to Action: 92

Our Goal

1. Increasing internal awareness and education at all staff levels of Indigenous culture and history;
2. Contributing to an inclusive work environment for Indigenous employees which includes increasing our Indigenous talent attraction and retention strategies;
3. Reinforce relationships and give back to the Indigenous community through community involvement and other activities.

Our Progress

KPMG in Winnipeg and Nationally undertook many initiatives during the year with respect to its goals under the Accord. Due to on-going Pandemic related restrictions,

most of these took place in a "virtual environment". The following is a summary of our progress during the past year:

1) Locally KPMG employees held a "Bannock Panic" evening with the University of Manitoba Indigenous Commerce Students (UMICS) where we made bannock under the direction of a UMICS student that was done over Zoom. KPMG locally sponsored and attended UMIC's Future of Indigenous Business Banquet, which again was held virtually this year.

   The University of Alberta Indigenous Canada course was widely promoted throughout 2021. For those who completed the course, KPMG donated $500 on their behalf to Truth North Aid, and a total donation of $50,000 was made to True North Aid.

   Other awareness training include KPMG hosting two sessions with Our Children's Medicine on traditional medicines and the Indigenous employment landscapes.

2) In the summer of 2021, KPMG Canada kicked off the Indigenous Internship Program. This was open to all self-identifying First Nations, Inuit and Métis students across our service lines. Also across the country we supported 58 Indspire Award recipients, and one such recipient was in Winnipeg and completed a summer internship with the Winnipeg office.

   KPMG created a new Indigenizing the Recruitment Process and had 62 Talent Attraction members complete a 6-week learning. This included a review of our shared history, current issues and the bright future of Indigenous Communities. A review of the employment landscape, resume review sessions, and interview skills were presented to ensure we are capturing and understanding how to support skills and abilities as drivers of our business. A total of 589 hours of decolonizing and indigenizing our recruitment practices were completed in 2021.

3) KPMG in Winnipeg continues to be part of the CPA Martin Mentorship program to a group of Indigenous students at Elmwood High School. Due to pandemic restrictions, no in-person mentorship sessions occurred, but the high school students were included in our joint virtual events with UMICS.

   In summary we have continued to make progress on our goals and have leveraged some exciting initiatives that KPMG has undertaken nationally.

Little Bluestem Architecture and Design

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

Our Goal

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

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

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

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

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

Our Progress

As per our 2021 goals, we supported ongoing personal and professional education regarding reconciliation. Our team participated in a Kairos blanket exercise, illuminating the realities of life in Canada for Indigenous peoples. We engaged with communities in Treaty 1 and Treaty 3 territories to create meaningful, responsive designs. These designs highlighted honest history, and the meaning of the land we live on. We made a

conscious effort to check our internal biases and privileged opinions, and fully listen to the feedback we received, which often meant changing the direction of our design. Through our online presence, we shared Indigenous resources and news in the hopes of educating our friends and followers as we educate ourselves. Going forward into our next year as accord partners, we will continue to listen openly to Indigenous voices, receive criticisms that lead to change humbly, and share fully the truths of life in Canada.

Manitoba Bar Association

Call to Action: 27

Our Goal

The Manitoba Bar Association, will offer education sessions for lawyers on appropriate cultural competency, conflict resolution, human rights and anti-racism based on the Call to Action #27 recommended by the Truth and Reconciliation Commission.

Our Progress

The Manitoba Bar Association hosted or participated in the following sessions and events to further our goal of offering education sessions for lawyers on appropriate cultural competency, conflict resolution, human rights and anti-racism based on the Call to Action #27 recommended by the Truth and Reconciliation Commission.

Education Sessions:

Aboriginal Law Session on MMIWG: Truth, Justice, and Reconciliation - Where do Lawyers Fit In?

Description: The National Inquiry into Missing and Murdered Indigenous Women and Girls (“MMIWG Inquiry”) Final Report was published on June 3, 2019 and “revealed that persistent and deliberate human and Indigenous rights violations and abuses are the root cause behind Canada’s staggering rates of violence against Indigenous women, girls and 2SLGBTQQIA people.” The Final Report calls for a shift in the current paradigm and transformative legal and social changes to resolve the crisis that has devastated Indigenous communities across the country and delivers 231 individual Calls for Justice directed at governments, institutions, social service providers, industries, and all Canadians. Included in these Calls for Justice are specific Calls for lawyers.

This session will discuss the MMIWG Inquiry, Final Report, the Calls for Justice and begin a conversation of understanding how we, as lawyers, may answer these Calls and incorporate them into our lives and practices, regardless of your area of practice.

Total attendance: 71
Students: 6
Public servants: 3

Reconciliation: What it Means and Why It's Important

Description: Join us for this CCCA session intended to help you learn more about this important topic. Brad Regehr (past President of the Canadian Bar Association), Jeff Betker (VP, External, Indigenous Relations & Communications) and Tracey Cechvala (Indigenous Relations, City of Winnipeg) will be joining us to discuss Canada's relationships with Indigenous peoples, from government, public sector and private sector viewpoints. The session will explore what Reconciliation means to different entities and individuals.

Total attendance: 41
Students: 0
Public servants: 9

The #LandBack Movement: What Is It, and What Does It Mean for the Legal Profession and Legal Practitioners?

Description: While the words “Land Back” seem straight forward, this phrase actually encompasses a complex and intergenerational movement regarding sovereignty, jurisdiction, systems of governance, decision-making, stewardship, rights, responsibilities and relationships and confronting colonialism at its root. Within this context we ask the questions: What is the Land Back Movement? And, what does it mean for the legal profession and legal practitioners? In this panel discussion, the esteemed panelists will discuss these questions and more, and provide lawyers in various practice areas an opportunity to consider this Movement in light of their practice(s).

Total attendance: 60
Students: 4
Public servants: 3

4 Seasons of Reconciliation: MBA staff and Executive Committee members participated in this training program and will be meeting to discuss further applying its lessons to the work of the MBA.

Other activities:

- Articles in Headnotes and Footnotes, the MBA's monthly newsletter for members: Articles included in the MBA newsletter, Headnotes & Footnotes to educate our members on appropriate cultural competency and anti-racism. The following articles were published in the reporting period:
- “Untold Stories: Our Memory of Canada is Not the Same” by Danielle Morrison, January 2021 H&F
- “We Don’t Have All the Answers – So We Have to Ask the Questions” by Jared Wheeler, March 2021 H&F
- “Aboriginal Law Decision - Treaty Land Entitlement Committee Inc. et al. v. Canada (Minister of Indigenous and Northern Affairs), 2021 FC 329” by Kelly Olson, June/July 2021 H&F
- “No Reconciliation Without Truth (and the truth is not black and white)” by Jared Wheeler, August/September 2021 H&F
- The CBA continues to provide information on its Truth & Reconciliation web-site - https://cba.org/Truth-and-Reconciliation/Home. The web-site highlights advocacy efforts, tools and resources, and educational offerings for all members across the country. The web-site also has resources for staff and members, including videos, recommended readings, etc.

Manitoba Blue Cross

Call to Action: 92

Our Goal

Manitoba Blue Cross recognizes the importance of acknowledging Treaty 1 land, and recognizes the importance of the Truth and Reconciliation Commission's Calls to Action. Our goals moving forward in 2022 include developing deeper relationships with Indigenous educational institutions, with the intention of increasing Indigenous talent and representation within our organization. We are setting a goal of initiating company wide Indigenous Awareness training to all employees as part of our organizational training program. And, we maintain our goal of initiating Indigenous community consultation through our Indigenous Advisory Committee, and continue to review and

identify meaningful ways to respond to both the Truth and Reconciliation Calls to Action, as well as the MMWIG Calls for Justice.

Our Progress

This past year has continued to challenge Manitoba Blue Cross due to the disruptions caused by COVID-19. Our organizations primary focus has been on the physical and mental health and safety of our staff, clients, and community. Our continued commitments to the Indigenous community, and to the obligations set forth in the Winnipeg Indigenous Accord, have been at the front of our minds as we recognize that it is in times of adversity that the strongest bonds are built. It is with this in mind that I am pleased to report that we have continued in our long running monetary support of the Inuit Art Centre with the Winnipeg Art Gallery. 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.

We have achieved our previous year's goal of developing strategies that support workforce representation, by focusing part of our effort on Indigenous educational institutions for the next year. We have partly achieved our goal of providing organizational training and education, by first hosting a live virtual training session for our organizational leadership with an Elder; and are actively designing a virtual training program to roll out to the rest of our staff. And, we have deepened our goal to Indigenous community consultation by broadening our engagement to include more members of the Indigenous community.

Manitoba Construction Sector Council

Call to Action: 92

Our Goal

Manitoba Construction Sector Council will provide support to members by:

- Building on best practices that promote the skills and talents of Indigenous people;
- Exploring and advancing human resource issues with strategic best practices;
- Providing links to organizational workplace strategies through networking;
- Examining approaches and results in organizational effectiveness;
- Developing and promoting the capacity for change management;
- Recognizing the cost of doing business;
- Providing short- and long-term advice on the importance of investing with Indigenous business and community.

Why?

- To allow a focus on Indigenous human resources that will work to foster their perspectives, values, histories and experiences in Indigenous employment strategies.
- To provide an opportunity for MCSC to dialogue on Indigenous employment issues and provide support to one another.
- To problem solve with others who understand and experience similar workplace challenges.
- To provide and share examples of current best practices.
- Increase opportunities to network with future stakeholders, partners and investors.

Our Progress

This year, Manitoba Construction Sector Council offered a cultural awareness course in partnership with Eva and EJ Fontaine at Amik for delivery to MCSC staff, board of directors and members of their construction associations. MCSC continues to support Indigenous women by delivering construction training and finding the women employment in the sector.

In addition, MCSC provides career awareness, coding and trades skills training to youth at Mikwinokii. MCSC is also delivering training to Indigenous youth through the First Jobs Fund. This program will provide Indigenous youth with an innovative look at construction careers facilitated by Indigenous architects at Grey and Ivy and an Indigenous journeyperson carpenter; students will find employment in construction upon completion of the program.

Manitoba Heavy Construction Association

Call to Action: 92

Our Goal

MHCA recognizes it has work to do. This will be affected by continuing to take advantage of and providing our staff with opportunities for further learning, understanding, awareness and to do our part, on behalf of the industry, to see full inclusion of Indigenous people in meaningful careers in the heavy construction workforce.

MHCA commits to continuing the journey of awareness and reconciliation.

We make that commitment public in our publications (MHCA Directory and Rental Rates Guide) and on our website, where Indigenous inclusion and engagement priorities are profiled prominently.

Our Progress

The MHCA recognized and took seriously its need to draw upon the wealth of resources within Winnipeg to raise awareness and educate staff about the history of First Nations and Indigenous peoples in Canada and continuing legacy of our country's racist, colonialist policies and laws.

Staff have readily engaged and appreciated the benefit of a series of online and in-person sessions with Indigenous organizations and individuals who shared the impact of this history. These encounters have had profound impact at the MHCA, on both staff, personally, and on the organization.

In particular, MHCA staff were touched by their participation in an online Blanket Exercise.

Further, in September, were fortunate to have sat with Elder Betty Ross at the Oodena Circle, an intimate encounter that gave emotional insight into the very personal impact of Canada's Indian Residential Schools system.

Mediation Services: A Community Resource for Conflict Resolution

Our Goal

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

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

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

Ensure our job postings are more accessible to Indigenous peoples.

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

Our Progress

We offered staff the opportunity to use June 21, Indigenous Peoples Day, as paid time to do their own reflection / study / reading and to report back to the team how they used their time. In the reporting back, we all shared and then created some actionable steps that we can take as an organization. One of the outcomes of this exercise was to commit a task force to outline opportunities for further engagement and learning. As we grapple with our role in restorative justice while living and working on stolen land, we know there is much work to do to work towards reconciliation.

We have begun to offer a land acknowledgement at each board meeting, stated by different people so all folks can understand and internalize the importance of this step.

On April 19, 2022, we are taking the day with staff and some community volunteers for "Seeds of Reconciliation" learning with Returning to Spirit.

RBC Convention Centre Winnipeg

Call to Action: 92

Our Goal

The RBC Convention Centre Winnipeg is honoured to continue to be a partner of the City of Winnipeg's Indigenous Accord. Our vision is to foster a culture within our Centre where the key principles of truth and reconciliation are aligned with our values. We will nurture a workplace where people can learn from one another and understand the history and legacy of the Indigenous peoples through both training and conversation (Call to Action #92).

We endeavor to continue our respectful relationships with the Indigenous community, and in doing so provide resources to our events and guests that support the Winnipeg Indigenous Accord, the Truth and Reconciliation Report and the Calls to Action.

Our Progress

With the COVID-19 pandemic and the Public Health Orders affecting gathering, the RBC Convention Centre Winnipeg has been restricted from holding events through 2020, 2021, and 2022, and has, for the most part, remained closed to indoor gatherings. As a result, the RBC Convention Centre has not been able to move forward with many initiatives for this reporting period.

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

- Our President & CEO participated in the Winnipeg Chamber of Commerce Truth and Reconciliation Advisory Committee
- Senior management participated in the 4 Seasons of Reconciliation online awareness training. The Centre will look at expanding this offering for our leadership and staff
- Senior management participated in the Anti-Racism Speaker Series, hosted by the City of Winnipeg HR-Equity, Diversity, and Inclusion team
- The Centre chose to recognize the observance of the National Day for Truth and Reconciliation on September 30, 2021 with emphasis for staff to reflect on the impact of residential schools. Orange ribbons with a beaded orange shirt emblem were provided to staff to wear
- The Centre has engaged in discussion with an Indigenous training organization to re-engage staff in Indigenous awareness sessions for the coming year
- The Centre has purchased KN95 masks from a Certified Aboriginal Business for use at the Centre. The Centre has maintained the mask mandate for staff despite lifting of the restriction
- Land acknowledgment was revised to include that our clean drinking water comes from Shoal Lake 40 First Nation, in Treaty Three Territory. This has been included for all meetings of the Board of Directors and included in re-orientation sessions for returning staff

Solara Remote Data Delivery Inc.

Call to Action: Building Pathways

Our Goal

Dedicate the National Day for Truth and Reconciliation to education and understanding for all employees. We want to include family members in the future as well. Plan to have an Elder on hand to tell stories and give insight toward the education and understanding of our employees and their families to Indigenous history, culture, and life in our own community and province.

Our Progress

On September 30th, 2021, the first National Day for Truth and Reconciliation, all of Solara's staff pledged to use this day to take time to learn more about First Nations history, culture, and in particular the impact of residential schools that resounds throughout communities today. All of our employees met early on September 30th and signed in to the Interactive Training offered by the Indigenous Leadership Development Institute, a 100% Indigenous-owned and operated training enterprise in Winnipeg. This training was several hours in length, and it educates participants about the history, traditions, values and beliefs of Canada's Indigenous Peoples. This training also covers materials to educate participants in topics that are in accordance with the Truth & Reconciliation Commission of Canada's Calls to Action (2015), including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Indigenous rights, Indigenous law, and Indigenous-Crown relations.

Throughout the training, employees were tested on the topics. Once they achieved passing scores, each received a Certificate of Achievement for passing the tests. All of the employees passed, and after the training was concluded, we all came together to discuss items that struck us most. For example, employees had no idea of the immense impact The Indian Act had on daily lives, such as needing a pass from and Indian Agent just to leave the areas of a reserve. It was also enlightening to hear there were treaties even before Canadian Confederation. All employees came away with a renewed appreciation and understanding of Indigenous history and culture and how it is also a part of our history and lives in Manitoba. We have pledged to have an event every year on the National Day of Truth and Reconciliation.

We also have had First Nations Elders come to our company location to talk about things important to their livelihood. In one case, an Elder from Dauphin River First Nation told stories to our staff about fishing on Lake Winnipeg, and how it is such an

important part of their life and culture. In turn, we offered them our discounted rates for courier shipments to help them send frozen fish to the east coast. Our staff had a chance to work together in a hands-on activity of planning the shipment and boxing it up together, where people benefited from the Elder's insight and knowledge while assisting them with a better shipping rate.

Sport Manitoba

Call to Action: 88, 90

Our Goal

Manitoba Action Plan for Sport

In late 1999, Sport Manitoba began the process of developing a multi-year Manitoba Action Plan for Sport (MAPS) to ensure a collective vision and common goals for the entire sport community in Manitoba.

MAPS facilitates cross-sector strategic alliances to ensure ongoing collaboration and planning and acts as a blueprint for the future of sport in Manitoba. It also provides a framework within which the province and Sport Manitoba can address long-range policy issues and establish new directions related to amateur sport in Manitoba.

Renewal Process

The new 2020-2025 MAPS was developed as a result of the stakeholder consultation process, which included collecting feedback from Sport Partners on MAPS themes via an online survey, followed by engaging and interactive in-person workshops that produced idea cards.

A Management Session was held to organize and summarize all the responses, comments and suggestions from the survey and in-person workshops to build tangible recommendations to Sport Manitoba’s Board of Directors that reflect the values and priorities realized from the consultation process. The first draft of recommendations was presented to the Board in February 2020, where further developments were made to build upon the ideas put forth by Sport Partners.

Priorities for the Next 5 Years:

Based on consultation with Sport Partners through a survey and in-person workshops, we identified priorities for the new MAPS that fall within three overarching categories: Athlete Development, Sport Culture, and Value of Sport.

Sport Culture:

Indigenous Peoples - Engage Indigenous peoples in sport and recreation in collaboration with Sport Partners and Community Partners.

Safe Sport – Strive to enable every person, especially children, to be free from bullying, hazing or abuse in sport to create a safe, inclusive and welcoming environment for Manitobans to experience sport.

Ethics & Integrity - Promote integrity at the highest level and encourage and support ethical, transparent sport delivery and governance.

Gender Equity - Continue to advocate for gender equity in sport.

Indigenous Peoples – Engage Indigenous peoples in sport and recreation in collaboration with Sport Partners and Community Partners: Partner with Manitoba Aboriginal Sports and Recreation Council and Winnipeg aboriginal Achievement Centre and other sport partners to support education, training and providing increased access to sport activities and programming. (TRC # 88, 90)

Safe Sport and Ethics & Integrity: Anti-Racism in Sport Campaign/Program partnership and accord signatory (TRC 90)

Our Progress

The Bilateral Sport Support Program supports programming that reduces barriers for children and youth from under-represented and marginalized populations to participate in sport. It is a key foundation for increasing levels of physical activity in inner city, ethno-cultural, and Aboriginal populations. The program supports projects that strengthen physical literacy for children and youth and provide opportunities for persons from under-represented and /or marginalized populations to actively participant in sport as athletes, coaches, officials, and volunteer leaders.

The Manitoba Community Sports for Life Program provides sport opportunities for populations and communities that might not otherwise have access to quality sport programming, coach/officials training and leadership development. The program reaches youth participant and coaches/volunteers in all parts of the province.

The program funds organizations to support the expansion of existing sport participation programs or development of new programs that align with Canadian Sport for Life Fundamental, Learn to Train, and Active for Life stages. These programs help to develop linkages with local sport service providers, clubs, and schools, to build community capacity and expand programming to attract new participants to sport and

increase the number of individuals actively involved in organized sport on an ongoing basis.

We provide leadership initiative's whose primary purpose is to strengthen Capacity and Leadership Development for the Manitoba community individuals. This in turn has increased opportunities for children and youth to participate in quality community level sport programming.

The initiative provides training to staff, volunteers and community members and partners, promoting programs and services, research and impact studies, capacity building and human resources development and governance and administrative support. We build on the needs identified by key community members and organizations to bring quality leadership education to all areas of the province, not just large population centres.

Quality sport programming is driven by leadership and by offering valued and proven training within the communities to our volunteer's delivering programs we increase the quality of the programs and helps to ensure a positive environment throughout the athlete experience across the province.

The Community Sport Programming Development initiative's primary purpose is to increase opportunities for marginalized children and youth to participate in quality community level sport programs by reducing and/or removing barriers that currently exist and to strengthen leadership /coaching capabilities of Indigenous and non-Indigenous leaders/coaches that are delivering sport programs. Many sport programs are introduced to community participants from rural, remote and inner-city communities that would not otherwise be made available without the Bilateral Program. These programs enable young people in Manitoba including urban inner-city neighborhoods to be provided with quality coaching/officiating due to training opportunities provided to individuals. This creates opportunities through sport for youth to become physically fit and create healthy lifestyles through sports, improves their sporting and personal development skills.

1.1. OBJECTIVES

Specific objectives of the F-P/T sport participation bilaterals are:

1. To support projects that strengthen physical literacy and children and youth participation that are compatible with the first three stages of Canadian Sport for Life (CS4L) or programming at comparable stages that exist across jurisdictions; and

2. To support projects that provide opportunities for persons from under-represented and/or marginalized populations to actively participate in sport including in roles as athletes, coaches, officials and volunteer leaders.

1.2. EXPECTED RESULT

The expected result of the F-P/T sport participation bilateral component is that Canadians, including Indigenous Peoples and identified under-represented groups and/or marginalized populations, have opportunities to participate in sport.

Active Start, Fundamentals and learn to Train – Athlete and Leadership Development

The Active Start, FUNdamentals and Learning to Train Athlete/leadership Development project helped disadvantaged children and youth to improve their sporting and personal development skills through local organizations' programming Active Start, FUNdamentals and Learning to Train skill development and training activities.

- Provincial Sport Organization and Community Group funding
- 9 sport/PSO groups, 7 community groups

Aboriginal Sport Development & Capacity Building, Indigenous Community Sport Development & Building Indigenous Leadership

The Manitoba Aboriginal Sports and Recreation Council provided Sport Development projects through the delivery of sport programs to Indigenous neighbourhoods and communities by investing in coaching development through the Canada Games Apprenticeship Program, staff professional development and sport specific programming as well as the following:

Activity # 1: INDIGENOUS FAST AND FEMALE PROGRAM
Activity # 2: PROFESSIONAL DEVELOPMENT
Activity# 3: FINANCE AND ADMINISTRATIVE SUPPORT
Activity # 4: TRC PROGRAM STAFF AND TRC FORUM
Activity # 5: XPLORE SPORTS
Activity # 6: MASRC SPORTS EQUIPMENT BANK
Activity # 7: ABORIGINAL COACH MODULE TRAINING
Activity # 8: GRASSROOTS HOLISTIC SPORTS TRAINER
Activity # 9: TRADITIONAL GAMES PROGRAMMING
Activity # 10: MAJOR GAMES AND LEADERSHIP COORDINATOR
Activity # 11: LAND BASED EDUCATION PROGRAMMING
Activity # 12: KOOKOOM AND KIDS GRASSROOTS SPORT PROGRAM
Activity # 13: INDIGENOUS HOLISTIC STRENGTH TRAINING

Community Sport Development- Indigenous Grants and Coach Development

The Community Sport Development Grants Program provided local/regional sport organizations, schools, municipal recreation commissions and community sport partners grants to deliver community-based programs supporting development of athletes, coaches, officials and volunteers at the FUNdamentals and Learn to Train stages of sport development.

We provided grants to coaches in softball, Churchill had a gymnastics camp – Gymkids opportunity, Oji Cree Softball in Brandon – Come try it events. Majority of planned events all cancelled due to COVID.

We also work closely with Manitoba First Nation resource center – 2 yearly gatherings for the teachers / Phys Ed Leaders. SMB arranges presentations and facilitators for online or in person sessions. This Is year 4. We have extended the offer numerous times to MMF to work together but to date nothing.

Coaching MB and MASRC together provided for Indigenous peoples month in June, coaching sessions, and held a Holistic approach to coaching.

Cultural Education and Awareness - In advance of orange shirt day SMB held an educational session on the history of residential schools and the impact sport had during this time for all SMB Staff to attend. There were 51 staff in attendance.

Morning session was an opportunity for the Truth and Reconciliation Center to come in and speak to the staff around the Calls to Action – specifically 87-92 as they pertain to sport and the history of residential schools, and the role sport played during that time. The afternoon saw Jamie Wilson facilitate a SMB TRC Calls to action strategy session for the staff working on 4 prototypes and ways we can implement them into the work we do daily. Final report completed and a follow up session planned for fall of 2022.

Summit Search Group

Call to Action: Building Pathways

Our Goal

Our intentions with regard to reconciliation are to (1) identify and remove unconscious biases in sourcing, recruiting, screening, and shortlisting candidates to ensure there are no barriers, real or perceived, toward members of the Indigenous community; (2) To

enhance awareness of employment opportunities through Summit Search Group for Indigenous peoples; and (3) To build awareness and deepen understanding of reconciliation at Summit Search Group.

Our Progress

Summit Search Group has actively defined actions needed to work towards our stated goals. We believe that it is critical to enact and embed our goals in the work we do, in order to uphold our responsibilities to provide our clients the best candidates, taking special care to ensure procedures are free from biases related to a candidate's age, race, gender, religion, sexual orientation, and other personal characteristics that are unrelated to their job performance.

Summit Search Group's journey is led by a National Diversity & Inclusion committee responsible for developing programs for our national team to take part in specific training and best practices, while developing opportunities to engage in learning and dialogue.

Our team at Summit Search Group has been attending several educational programs to build awareness and deepen our understanding of reconciliation including the Indigenous Canada course through the University of Alberta as well as monthly employment and recruitment specific training through the Canadian Centre for Diversity and Inclusion on best practices and resources for reducing unconscious bias in the hiring and recruitment process. This learning has been incredibly valuable and impactful.

We have reviewed our candidate sourcing and recruitment practices to ensure that we have removed unconscious biases from our strategy to ensure we are offering employment opportunities to the Indigenous community. We have researched specific job boards that may be more focused on Indigenous backgrounds to ensure inclusion in our process.

We have partnered with Indigenous organizations to learn and assist them with their hiring needs including the Dakota Ojibway Tribal Council and Sakku Investments Corporation.

Our ongoing commitment to Winnipeg's Indigenous Accord is to work as a bridge between the Indigenous and non-Indigenous business communities, sharing information and access to candidates and employment opportunities.

Taylor McCaffrey LLP

Call to Action: 92.iii

Our Progress

Taylor McCaffrey LLP initiated and provided a budget to its Diversity, Equity and Inclusion ("DEI") Committee in the summer of 2021. The DEI Committee has created a number of initiatives.

There are five study groups involving 24 people meeting monthly February to June to discuss their chosen topic. The topics are Chelsea Vowel's book on "Indigenous Writes", Katherena Vermette's novel "The Break", Jesse Thistle's autobiography "From the Ashes", Abram X. Kendi's book "How to be an Antiracist" and the 12 session course from Indigenous Canada (University of Alberta Native Studies Department). The firm pays for/subsidizes lunch costs and there will be a reformation of groups in September, 2022. All groups have reported progress and appreciation for the discussions occurring.

The DEI Committee has spent approximately $750 on a diverse array of books to promote understanding about Indigenous culture and oppression. These include essays, novels, graphic novels, children's books, magazines and catalogues of art exhibits. In addition to authors already cited, materials include books by Tasha Spillett-Sumner, Sho Sho Esquiro, Michelle Good, and resources from the Qaumajuq-WAG, and Canadian Museum of Human Rights.

The firm has approved the architectural plans for a lit glass cabinet to be constructed in its central meeting space in June, 2022 to house its DEI Library. The goal is to provide easy access to as many firms members as possible by providing information in a variety of mediums.

The DEI Committee provides a weekly entry in our internal firm newsletter attaching a link or a personal testimonial relevant to DEI issues that can be viewed in less than 5 minutes.

The firm promoted attendance at Orange Day events and subsidized the purchase of 92 t-shirts from the Indigenous Nations Apparel Company.

Winnipeg Chamber of Commerce

Call to Action: 92

Our Goal

The Winnipeg Chamber of Commerce continues to work towards its commitment to advancing truth and reconciliation within the organization, and the business community at large. The Chamber works towards three primary goals. 1) Create authentic partnerships with Indigenous leaders and communities to guide our work in advancing truth and reconciliation 2) Provide opportunities that facilitate networking and career exploration for Indigenous peoples and organizations 3) Continuously improve staff learning and understanding of Indigenous topics.

Our Progress

Business Resources:

An advisory board of 36 community leaders from the Indigenous community provides strategic oversight and guidance to our efforts to advance reconciliation. They also inform our Truth and Reconciliation information and programming that we make available internally to Chamber staff and externally to Chamber members and the community at large.

The Truth and Reconciliation Roadmap that was created in June 2019 provides organizations and individuals with concrete ways that they can work to progress reconciliation professionally and personally. The Roadmap continues to be a resource that serves our business community. Since its launch, the Roadmap has been visited 2377 times.

Co-Chair of the Truth and Reconciliation Advisory Council, Noah Wilson, and Manager of Diversity and Inclusion, Sanjana Vijayann presented the Truth and Reconciliation Roadmap to two organizations looking to deepen their understanding of Truth and Reconciliation Commission's Call to Action #92 and resources that were available to guide their work.

Events and Programming:

Through the course of the year, we hosted 4 events that brought conversations about Truth and Reconciliation forward and engaged both Indigenous and non-Indigenous people. The events were as follows:

1. Reconciliation In Action: Understanding Call to Action 92 (August 2021)

The Winnipeg Chamber partnered with Red River College Polytechnic and the Indigenous Chamber of Commerce to present this event to 185 attendees virtually to kick-off one month of complimentary access to the 4 Seasons of Reconciliation education e-modular training.

Our panel of Carla Kematch, Manager, Truth and Reconciliation and Community Engagement, RRC, Jessica Dumas, Co-Chair of Truth and Reconciliation Advisory Council, Winnipeg Chamber of Commerce, Jamie Dumont, Chair of Indigenous Chamber of Commerce, Whelan Sutherland, Chief Executive Officer, Peguis First Nation, Andree Cazabon, 4 Season of Reconciliation and moderated by Noah Wilson, Business Development Manager – Indigenous Young Entrepreneurs, Futurpreneur and Co-Chair of Truth and Reconciliation Advisory Council, Winnipeg Chamber of Commerce joined together to discuss the program and the responsibility of businesses in truth and reconciliation.

2. 4 Seasons Post-Training Discussion (September 2021)

Following the launch of the free month of 4 Seasons Training, Carla Kematch, Manager, Truth and Reconciliation, and Community Engagement, RRC, and Elder Una Swan, Elder in Resident, RRC, hosted two post-training discussions for individuals who had begun the training to come together, debrief their learnings, discuss next steps and ask questions in a safe, supportive environment. Over 25 individuals attended each session.

3. Indigenous Youth Networking Forum (March 2022)

Our free virtual Indigenous Youth Networking Forum brought together local business mentors with Indigenous post-secondary students to discuss career journeys, and receive life advice, and guidance on how to seek meaningful employment.

Hosted in partnership with RRC Polytech's Indigenous Education and HP Change, attendees heard from an Indigenous business panel discussion and then joined smaller break-out sessions depending on the student's interest and business leader's specialization.

The Winnipeg Chamber of Commerce also launched its newest program - Commitment to Opportunity, Diversity and Equity (CODE). Through CODE, the Winnipeg Chamber of Commerce brings together organizational leaders and community members with community-led conversations and public events to create an inclusive business landscape and encourage public participation to remove barriers to ensure equal opportunities for all. With CODE, we work to provide the business community with resources, learning opportunities, and relevant connections they need to understand how systemic barriers may exist within their workplace and what they can do to create

inclusive and equitable organizations. As we pursue the movement to equity and the rebalancing of opportunity and outcomes, CODE and our DEI efforts center on women, Indigenous peoples, racialized persons, persons living with disabilities, and the 2SLGBTQ+ community.

Marketing and Communications:

Through CODE and The Chamber's commitment to truth and reconciliation, we highlighted a diverse range of Indigenous topics and stories on our blogs, newsletters and communications. With 5 Indigenous-specific communications, we celebrated and recognized the work of Indigenous businesses and leaders in our community. In November 2021, we circulated our CODE e-Newsletter which was written by Kyra De La Ronde, Diversity and Inclusion Intern at The Winnipeg Chamber of Commerce. In this newsletter, Kyra shared insights on creating a more inclusive workplace for Indigenous Peoples.

In an effort to ensure that we are honoring the Indigenous peoples on whose land we live, gather, and work, The Chamber website now includes a land acknowledgment. Chamber staff has also included a land acknowledgment to their signatures after taking part in a training session on the importance and significance of a land acknowledgment.

Continuous Learning:

Internally, The Chamber has implemented a staff learning development policy where staff review a webinar a month on topics related to diversity, equity and inclusion. Since the implementation of this learning plan, the staff has learned from 5 webinars. One of these webinars covered the topic of land acknowledgments and their significance.

Through our partnership with Red River College Polytechnic and 4 Seasons of Reconciliation, The Chamber offered one month of complimentary access to the 4 Seasons of Reconciliation education e-modular training. During the month, 197 people took this training.

In partnership with APTN, and in honor of National Indigenous Peoples Day, Manitoba 150 made 50 virtual Blanket Exercises available across the province. The 50 exercises were offered through The Winnipeg Chamber of Commerce, the Manitoba Chambers of Commerce, and Conseil Jeunesse Provincial. The Winnipeg Chamber of Commerce facilitated the organizing of 20 of these exercises for various organizations and groups. All 20 exercises were completed with a total of 389 attendees.

In February 2022, we created a new position and hired a Diversity and Inclusion Coordinator whose portfolio is to help support the program needs of the Diversity,

Equity, and Inclusion (DEI) team at The Winnipeg Chamber of Commerce. The DEI Coordinator plays an integral role in building a more diverse, inclusive and equitable culture at The Chamber and in Winnipeg's business community.

For our year ahead, The Chamber will continue to work to create and foster new and existing relationships with Indigenous peoples and businesses, review our internal policies and practices, and implement changes as needed in pursuit of reconciliation, inclusion, and equity.

World Trade Centre Winnipeg

Call to Action: 92

Our Goal

The World Trade Centre Winnipeg is committed to the principles of the Winnipeg Indigenous Accord and to the ongoing process of reconciliation in Winnipeg, based on the establishment and maintenance of mutually respectful partnership and guided by the Truth and Reconciliation Commission (TRC) Call to Action #92: Business and Reconciliation. Our organizational goals are to:

1. Educate staff on the treaties, the TRC, and the Calls to Action to guide our interactions with the business community and to support Indigenous clients.
2. Provide training and business advisory services to the Indigenous business community to support small business and entrepreneurship. This includes partnering with Indigenous business organizations, building relationships with communities, assisting Indigenous-owned businesses, and developing seminars to encourage Indigenous business start-ups.
3. Promote reconciliation to the business community at large by offering seminars and resources on the topic of Business and Reconciliation and supporting initiatives such as the Winnipeg Indigenous Accord and the TRC92: Employer Consortium

Our Progress

The World Trade Centre Winnipeg (WTC Winnipeg) focused on the following:

1) Educating staff on the topics of treaties and reconciliation.

- All new staff to the organization watch the training webinar as part of their onboarding process: How can your business take part in truth and reconciliation?
- Three staff members on the programming team participated in a virtual Kairos Blanket Exercise.
- Four staff members on the client services team participated in 4 Seasons of Reconciliation Education and received a certification of completion.

2) Provide training and business advisory services to the Indigenous business community to support small business and entrepreneurship.

- We continued to work on developing business relationships between Manitoba and Nunavut, which involves facilitating partnerships with Inuit-owned businesses. We organized an event with 74 participants on November 25th, 2021, called “Looking North and Talking Trade,” which featured a cultural teaching from an Inuit elder.

3) Helping to educate the non-Indigenous business community on the topic of business and reconciliation.

- We have webinar resources available on our YouTube channel that can be access via the WTC Winnipeg website.
- Panel discussion about the Truth and Reconciliation Roadmap: https://youtu.be/bHdtgLykj7Q
- Webinar: How Can Your Business Take Part in Truth and Reconciliation? https://www.youtube.com/watch?v=6tT3H5mbx5M
- Training video on the topic of Business and Reconciliation: wtcwinnipeg.com/en/business-and-reconciliation
- We participate in two business-focused initiatives to promote reconciliation: the TRC92 Employer Consortium initiative led by the Winnipeg Poverty Reduction Council and the United Way, and the Reconciliation Roadmap being developed by the Winnipeg Chamber of Commerce.

MEMBERS OF COUNCIL and DEPARTMENTS, CITY OF WINNIPEG

Councillor Brian Mayes

- Putting $8,000 towards the $16,000 cost of a new Indigenous outdoor classroom at Ecole Varennes.

- Opened the public art project ($10,000 from ward funds, plus $10,000 from take pride Winnipeg) in the pedestrian tunnel connecting the St Vital library and St Vital YMCA, the new art work focusing on Indigenous history in the area (very good photos of this new art project).

- Voted in support of Mayor Bowman's motion to remove the name "Bishop Grandin" from the street name.

- Made $5,000 grant (community incentive grant) to the Ka Ni Kanichihk building project.

Councillor Devi Sharma

As a signatory of Winnipeg's Indigenous Accord, I continue embracing my part in advancing the TRC Calls to Action and MMIWG Calls for Justice by listening and engaging with the Indigenous community and promoting anti-racism. Throughout the year, my office is always looking for opportunities to promote engagement between groups.

As Speaker of Winnipeg City Council, I continue to commence all City Council meetings and community events I host with a land acknowledgment to recognize the harms of colonization and our need for reconciliation. I will continue to support reconciliation efforts at the City of Winnipeg, as well as in schools and organizations in the Old Kildonan ward.

On September 9, 2021, I attended the 4th Annual Signing Ceremony for Winnipeg's Indigenous Accord at City Hall. Accord partners and I were pleased to witness and welcome new signatories and partners to Winnipeg's Indigenous Accord.

I participated in the ceremonial flag raising at City Hall, which now permanently displays the flags of the Dakota First Nations, the Treaty One First Nations, and the Métis Nation. That same month, on the National Day for Truth and Reconciliation, I participated in the POW WOW and Grand Entry at St. John's Park. With many groups in attendance, I facilitated a connection between Khalsa Aid (a South Asian philanthropic group) and the POW WOW organizers for the event so Khalsa Aid could engage with the ceremonies and activities that day as well.

I've cultivated connections between Khalsa Aid and community organizations like the Bear Clan, Main Street Project and Indigenous elders.

This past year, I also supported the Bridge to Nowhere cycling fundraiser organized by Kerry LeBlanc and the Brothers of the Fork to contribute to several critical community organizations.
All money raised through the event was donated to Resource Assistance for Youth (RaY), Willow Place, and Red Road Lodge — Winnipeg organizations that provide a variety of support to homeless youth, people involved with family violence, and individuals struggling with addictions, substance abuse, and mental health issues.

In 2021, I played a part in the International Mother Language Plaza project with Councillor Janice Lukes. This monument recognizes the loss of mother tongues, including Indigenous languages, and focuses on preserving these, in alignment with multiple TRC Calls to Action. I also contributed a grant to Ka Ni Kanichihk for their new building expansion– a place to come together to heal, learn, and build hope together as a community.

Councillor Santos, Councillor Eadie and myself funded a project called the Pandemic Survival Faithful Favorites Cookbook to raise money for The Welcome Home, a non-profit house located in Point Douglas that helps residents in the area and focuses on Indigenous youth and adults.

To continue understanding concerns of the Indigenous community, I meet on a regular basis with an Indigenous elder and former chief.

In the Spring of 2022, we will be completing a mural project at Collicutt School in the Seven Oaks School Division. The mural, which is painted by an Indigenous artist and the students, is about the Seven Sacred Teachings and will be accompanied with learning opportunities about the teachings and reconciliation for the students and parents.

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

Councillor John Orlikow

This past year, I have continued to build on my previous work on a variety of projects within my ward and beyond with steps made to move reconciliation forward.

I'm honoured to have served my second year as a member of the Mayor's Indigenous Advisory Council, and my office and I have participated in and advocated for the following:

Call to Action 82: Commemoration

- I have supported and am working in collaboration with the Assiniboia Residential School Legacy Group and their organization to have the Assiniboia Residential School Commemorative Monument & Gathering Place for the Academy Road Indian Residential School installed at the corner of Academy Road and the St. James Bridge. I look forward to its upcoming completion, which will see an important educational opportunity for both the community and those visiting.
- In October 2022, I moved a motion, seconded by Mayor Bowman and passed by Council, to *"engage with Indigenous governments and stakeholders on how best to reflect Indigenous history and culture through the permanent addition of a symbolic item or items displayed in Council Chamber to honour the land on which the City of Winnipeg is situated."*
- I also voted for and participated in the flag raising ceremony at City Hall for the installation of the flags of Treaty One First Nations, Dakota Nations, and the Métis Nation.

Commemoration/Acknowledgement

Through the Welcoming Winnipeg: Reconciling our History Policy, I have passed motions for the renaming of two parks in my ward, and approved grants for the creation of the signage.

Rooster Town Park

- Rooster Town Park will mark the location of the Métis settlement pushed out of what is now the Grant Park area in the 1950s. The signage builds on the past and ongoing activity to recognize and acknowledge the original settlement and the history of the location.

- I have met with Rooster Town residents to listen to their stories and experiences.
- I've also provided a grant for a reunion of the Métis families of Rooster Town.

Theodore Niizhota Fontaine Park

- The renaming of this park honours an Indigenous leader who dedicated his life to promoting understanding, empathy, awareness, and reconciliation regarding Canada's legacy of Indian Residential Schools.

Councillor Matt Allard

In a previous reporting period, I had read Bob Joseph's "21 Things You May Not Know About the Indian Act", one of the 21 actions to take towards reconciliation was a recommendation to consume Indigenous media. I had resolved last year to consume media created by Indigenous people. This year I read Jesse Thistle's "From the Ashes" and listened to and became a fan of music by William Prince.

Councillor Sherri Rollins

Goal

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

Events & Activities responding to Calls to Justice

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

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

Welcoming Winnipeg Initiatives in Fort Rouge-East Fort Garry

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

More identifiable work on MMIWG Calls for Justice #2; #19 contract for hire workers, #21, #23, #24 i.e., # of new practices, policies, and services or processes for the purpose & necessity of creating cultural safety.

Progress

CONTINUE LIAISING WITH THE MB MMIWG2S IMPLEMENTATION WORKING GROUP - Attended various meetings and calls with working group members, keeping apprised of community work and organization and priorities; working with Indigenous Relations Division to support City priorities and work and consider departmental priorities, timelines for public service ad working more intensively on developing the commitments and timelines from the reports; Continue to meet with MMIWG Masters in Development Class & UofW course; Also notable in 21/22

- Vehicle for Hire MMIWG2S amendments
- Supporting Women when Council support consideration of erasing code of conduct important to women and 2sLGBTQQIA identifying people
- Attending MMIWG2S events
- Attending ceremony and recognition events
- Funded MMIWG booklets (approx $2000)
- Funded Kanikanichihk Capital Plan ($30,000)
- Funded Ceremony Food for Pow Wow

REPEALING BODY RUB PARLOUR ELEMENTS OF THE DOING BUSINESS IN WINNIPEG BYLAW - Working with Diane Redsky, Sex Workers Action Coalition SWWAC, Joy Smith, and Councillor Scott Gillingham, worked to repeal the elements of body rub parlour including licensing to better protect those who sell their own sexual services. There were mixed reviews on the meaningfulness on the engagement following a motion that ensured the city of Winnipeg talked first to those most impacted.

NATURAL AREAS OF PROTECTION & BIODIVERSITY AMMENDMENTS TO OUR WINNIPEG - Budget 2022 contains $700,000 to advance policy and plans to protect and enhance forests, green spaces and riverbanks corridors including a ban on development (other than intended uses like play parks) on city owned land that is designated as major open space or park land. This includes a consultation portion.

DIGNITY WASHROOM PROJECT & LANDSCAPING PLACES TO GO STRATEGY - The first new public washroom has neared completion and a partnership for operations is at the cusp of completion for this reporting period.

HOUSING & HARM REDUCTION PROJECTS, AFFORDABLE HOUSING NOW PROGRAM - In partnership with MMF, Government of Canada (CMHC) Rapid Housing Initiative and Community Based Organizations worked together to draw down federal funds for housing with meaningful projects for women and girls and 2slgbtqqia older

people. Budget 2022 contains a framework for an identifiable housing unit, programming, and new staff. Also notable:

- Funded Trans ID Clinic a partnership with Rainbow Resource Centre and Pro Bono Students Canada ($2000)
- Wrote several harm reduction motions including two on decriminalization one of which proposes the city of Winnipeg adopts " Indigenous Harm Reduction + Reducing the Harms of Colonialism " framework.

Call to Action 43 – United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)

Lead department: Indigenous Relations Division

Our Goal

Formulate a recommendation and framework for the potential implementation of the United Nations Declaration on the Rights of Indigenous People to guide and inform future policies, processes, and practices of the City of Winnipeg. At this time, a project start date has not been identified.

Our Progress

- Due to competing priorities this past year, the Indigenous Relations review of the baseline report to identify success and gaps has been put on hold. Once finalized, a communications strategy will be developed to share with stakeholders within the civic system in addressing UNDRIP, as it relates to municipal jurisdiction.

- 2021 marked the sixth year of the Indigenous Medicine Gardens at City Hall. Led by a Knowledge Keeper, 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 with 10 employees participating. Medicines harvested were dried and available for use for smudging and tobacco offerings.

SECTION I – PARTNER RESULTS BY SECTOR

Call to Action 47 – Doctrine of Discovery

Lead departments: Legal Services, Indigenous Relations Division

Our Goal

Commence with a report of research findings including federal and provincial legislation that may impact modification of City of Winnipeg policies and bylaws, and identifies requirements to make any modifications. At this time, a project start date not been identified.

Our Progress

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

Call to Action 57 – Public Service Training

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

Our Goal

Continue to deliver W'daeb Awaewe and Chi Ki Ken Da Mun and begin to develop an additional half-day session for Public Service employees, topic(s) to be determined upon further review of Call to Action 57 and Missing and Murdered Indigenous Women, Girls, and Two-Spirited Peoples (MMIWG2S+) Calls for Justice.

Our Progress

IRD pivoted through the pandemic to W'daeb Awaewe and Chi Ki Ken Da Mun virtually and, began delivering a new session Wahkotowin virtually. Wahkotowin means kinships in the Cree language and is a full-day course that provides awareness of Indigenous related topics to builds skills to support te city's work and learn from one and another as nations sharing the land together. This session levels up from W'daeb Awaewe and Chi Ki Ken Da Mun, aimed at taking a deeper dive into developing culture competency for city employees.

In this reporting period there were a total of:

- 6 W'daeb Awaewe sessions were held with 125 employees participating;

- 2 Chi Ki Ken Da Mun sessions were held with 38 employees participating;
- 3 Wahkotowin sessions with 78 employees participating.

June is National Indigenous Peoples Month, where historically IRD would acknowledge the day by hosting a lunch hour celebration for employees at City Hall; due to COVID-19, IRD coordinated a calendar of on-line learning events and teachings including:

- Métis Nation: History and Culture. This 3-hour course provided 91 employees an opportunity to increase their knowledge and understanding of the Red River Métis. Participants were introduced to historical, cultural, and contemporary issues faced by the Métis Nation, and delivered in partnership with the Manitoba Métis Federation.

- A documentary screening and Q&A of Mary Two-Axe Earley: I am Indian Again, with 74 employees in attendance; and

- Summer Solstice, with Elder Carolyn Moar, Indigenous – 2021 Summer Solstice, 65 employees who attended the virtual workshop.

September 30, 2021 marked the first National Day for Truth and Reconciliation. The day honours the lost children and Survivors of residential schools, their families and communities. To assist city employees in their understanding of this day 59 employees attended a 2-hour session delivered by the National Centre of Truth and Reconciliation.

Other Cultural Committee workshops and activities organized by Indigenous Relations and led by community Elders, Cultural Providers, and Knowledge Keepers. Most of these opportunities were moved to a virtual format, and those that were in-person were outdoors and the number of participants was limited to maintain physical distancing requirements and included:

- Indigenous- Medicine Picking, (8 employees in attendance)
- Indigenous- 2022 Spring Equinox Teachings (20 employees in attendance)

IRD also coordinated Anti-racism events in partnership with Community Services Department including:

- The Building Bridges – Welcoming Our Neighbors Event. The goal was to gather Indigenous and Newcomer youth (ages 18 – 30) to experience Indigenous teachings, entertainment, and opportunity for conversation to bridge relations

between Indigenous and Newcomer communities in the spirit of reconciliation, and new relations. Over 100 guests attended and enjoyed a meal and Traditional entertainment of Métis jigging, that taught the crowd the history and energy of the Métis art of jigging, a moving First Nation Tradition of Powwow dancing, some stories behind it and the experience from all generations who their movement and beauty, and a moving Inuit throat singing by a mother/daughter duo.

For 2022 IRD identified areas of focus through a PATH Session that will continue to focus on working with departments to attend mandatory training W'daeb Awaewe sessions.

Call to Action 75 – Cemeteries

Lead departments: Planning, Property and Development, Cemeteries Branch; and Indigenous Relations Division.

Our Goal:

Research and communicate with other municipalities regarding what they are doing related to the Call to Action to assist in informing our action plan going forward and continue to digitize burial records for easier access.

Our Progress:

A request was made of the Western Canada Cemetery Association to canvas their more than 100 members – which includes municipal, private and religious cemeteries – to provide information on any steps that they have taken related to the Call to Action.

St. Vital and Transcona Cemetery records have been fully digitized and work is still ongoing with Brookside. While significant progress was made in 2021, over 100,000 burials have taken place at Brookside since the first in 1878 and it will take a significant amount of time to complete Brookside records.

On June 16, 2021, the Executive Policy Committee unanimously passed a Motion directing the Winnipeg Public Service to continue its work on this Call to Action:

- In September 2021, the City joined with Federal and Provincial Governments, First Nations, Métis and Inuit governments and organizations, the National Centre for Truth and Reconciliation, Elders, and Knowledge Keepers to

support Indigenous-led searches for burial sites of children who attended residential schools. Representatives from the Regional Indian Residential Schools Resolution Health Support Program, which include Wa-Say Healing Centre, Anish Corporation, Cree Nation Tribal Council and Keewatin Tribal Council, are also participating at the invitation of the Indigenous member organizations and governments.

- In March 2022, the group was formally announced as the *First Nations, Inuit, and Red River Métis Council*, and co-chaired by the Southern Chiefs' Organization and Manitoba Indigenous Reconciliation and Northern Relations. The Council identified 5 overarching principles to guide its work:
    - the search for the missing children must be Indigenous-led and with support from municipal, provincial and federal governments;
    - families and survivors must be at the heart of all search efforts;
    - health supports are essential to the wellness and healing of families, survivors, communities and all of those who are engaged in this work;
    - the remains of the children who died while attending residential schools and their burial locations be protected at all times; and
    - commemorations are essential for healing, truth telling, and education.
- In addition, the Council shared the following priorities regarding efforts to find and commemorate the missing children, including:
    - that searches are high quality and inclusive of families of missing children and survivors;
    - that trauma informed, culturally appropriate healing and mental wellness supports are widely accessible and available, particularly for survivors and families;
    - the recognition that efforts respect the cultural protocols, traditions and laws distinctive to each nation; and
    - that locations where children are buried are protected and accessible to families wanting to pay their respects.
- A ceremony is forthcoming to find a proper name for the Council that will guide its path forward.

Call to Action 77 – Archival Records

Lead department: City Clerk's Department, Archives and Records Control Division

Our Goal

Building on work completed to date, the City Archives will continue to identify and to enhance access to records that support truth-telling and the reconciliation process. We will work collaboratively with Indigenous groups and individuals to improve both awareness and stewardship of First Nations, Métis, and Inuit records in the collections.

Our Progress

The City of Winnipeg Archives and Records Control Branch holds records that lend themselves to the exploration of Indigenous histories, and of civic policies, programs and decisions that Indigenous peoples in Winnipeg have engaged in over the years.

- As part of our ongoing response to Call to Action 77, staff identified and prepared an additional transfer of material to the National Centre for Truth and Reconciliation. The transfer consists of 25 digital copies of records and includes aerial views of the Assiniboia Residential School;
- The Archives Strategy public engagement 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. The engagement activities included an Indigenous-focused workshop, consultation with the MMF, and communication with other Indigenous groups. Meetings highlighted the importance of ongoing relationship building with stakeholders and rightsholders;
- *Archives Strategy and Indigenous Worldviews* presentation delivered by Indigenous Relations Division Manager to assist Branch staff in understanding responses and perspectives from First Nations, Métis and Inuit participants prior to completion of report to Council with recommendations for future of the archives facility and program;
- The City Archivist/Records Manager will be reporting to Executive Policy Committee on the steps being taken to ensure the City of Winnipeg Archives is fulfilling its obligations to truth and reconciliation (expected: April 2022);
- Staff attended several learning opportunities, such as presentations on the *First Nations Principles of OCAP and First Nations Data Sovereignty* and *Locating Patient Graves Related to TB Deaths in the Twentieth Century*;
- Staff contacted and communicated with several Indigenous groups and individuals about records related to their communities in the collection. Offers to send copies of records and assist in other ways were made.
- In consultation with Indigenous Relations Division, staff added and updated historical events on City websites and wrote social media posts to raise visibility of Indigenous contributions to Winnipeg's history.

- Staff provided research support for the Welcoming Winnipeg: Reconciling our History Policy;
- Ongoing work to improve description of Greater Winnipeg Water District photographs, which include records of Shoal Lake 40 First Nation;
- Regular smudging of talking stick as well as additional consultation on culturally appropriate care of this and similar items were also completed this year.

Call to Action 79.3 – Commemoration

Lead departments: Planning, Property and Development (PPD)-Urban Planning Heritage; PPD-Real Estate and Land Development Division; Indigenous Relations Division

Our Goal

To support the Assiniboia Residential School Legacy Group (ARSLG) in carrying out the process of designating land at the Assiniboia Residential School to honour and commemorate former students who are Survivors and Thrivers and wanting to preserve this important history and legacy for their families.

Our Progress

In harmony with the Principles of Reconciliation authored by the Truth and Reconciliation Commission of Canada and consistent with Winnipeg's Indigenous Accord, and in direct alignment to TRC Call to Action 79.3, the PPD-Real Estate and Land Development Division managed the process and transaction to transfer the land from the federal government to the City of Winnipeg for the purpose of designating the land for the Assiniboia Residential School commemorative marker project. Under the direction and guidance of the Legacy Group, the commemorative project is currently in the final stages of design, including an interpretative panel installation supported by PPD-Heritage. A ground-breaking ceremony is expected in 2022.

In September 21, Indigenous Relations provided support to members of the Assiniboia Residential School Legacy Group and former students to arrange a Pipe Ceremony and smudging of the grounds at the site of the former Assiniboia Residential School and Wellington Park, with additional support provided by Public Works, Parks and Open Space.

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

Lead department: Indigenous Relations (IRD)

Our Goals

IRD has the honour and privilege of participating in meetings and discussions with the MMIWG2S+ Advisory Council and Implementation Teams in aims to development of a framework and Manitoba-holistic plan in moving forward in implementing the 231 Calls for Justice and responding to the National Action Plans; (Missing and Murdered Indigenous Women, Girls and 2SLGBTQQIA+ National Action Plan; Urban Path to Reclaiming Power and Place; Regardless of Residency 2SLGBTQQIA+ Sub-Working Groups MMIWG2 SLGBTQQIA+ National Action Plan; and the National Inuit Action Plan).

The MMIWG2S+ Advisory Council and Implementation Team of Manitoba is a whole of Manitoba approach, guided by a volunteer advisory committee of Indigenous women, survivors, families and 2-spirited people, who provide guidance to the team. This volunteer advisory identified several areas that the Manitoba MMWIG2S+ can address, but not limited to areas such as Safe Housing, Guaranteed Basic Income, and awareness and education around the Calls to Justice, and other initiatives as identified by the community consultations and advisory committee. The creation of the Volunteer Governing body is directly linked to Call to Justice, 1.3, and specific calls with respect to Safe Housing are 4.1 and 4.6: Guaranteed Basic Income 4.5.

For this reporting period and 2022, in the spirit of the National Acton Plan and Nothing About Us, Without Us, IRD and members from the MMIWG2S+ Manitoba Implementation Team collaborated and agreed upon the following PATH Goals for the City of Winnipeg:

1. Safe transportation
    - Community informed changes to Vehicles for Hire by-law
2. Coordinate a City of Winnipeg working group
3. Prepare a civic implementation plan
4. Developed Training & Awareness Campaign
5. Identifying Accessible spaces for MMIWG2S+ (openness, cultural, ceremony)

Our Progress

Safe transportation / Community informed changes to Vehicles for Hire by-law (Calls for Justice 4.8, 8.1 and 17.9)

Transportation has been identified as a great area of concern locally and is identified in the 231 Calls for Justice and National Action Plan, and further to the MMIWG2S+ Manitoba Advisory Committee and Implementation Team, over two dozen delegations attended the Standing Policy Committee on Infrastructure Renewal and Public Works on April 6th, 2022 to speak to their support for code of conduct and experiences that related MMIWG2S+. IRD has commenced implementing this work by reviewing and seeking to enhance training for taxi drivers and bus operators, and drafting recommendations to increase safety Indigenous women, girls and 2SLGBTQQIA+ people in transportation in Winnipeg.

In late 2021, IRD began working with the Vehicles for Hire department to commence planning for change in the Vehicles for Hire By-law. Some actions which have included; reviewing training for Vehicle for Hire By-law, to recommend Indigenous awareness and presenters with lived-experience.

Additionally, IRD has become a member of the Transit Advisory Committee, whose function is to review industry practices, assess and determine trends and recommend strategies to improve safety on the Winnipeg Transit system. IRD has attended two meetings to date that has included a presentation on MMIWG2S+ as it relates to safety on transit.

Coordinate a City of Winnipeg MMIWG2S+ Working Group (Calls for Justice 1.1, 1.2, 4.3, 15.2, 15.3, 15.4)

IRD has been working with several departments to identify Calls for Justice and actions to take regarding the National Action Plan. The working group exists with various departments and mandates to effectively move forward on implementing the Calls for Justice. Representatives include:

- Winnipeg Fire Paramedic Service
- Winnipeg Police Services
- Winnipeg Transit
- Community Services
- Winnipeg Public Libraries
- Assessment and Taxation
- Equity and Diversity

- Vehicles for Hire
- UN Safe Cities

Additionally, sub working groups were created for Safe Transportation, Safe Spaces and Training and Awareness have been created to create further impact on Calls for Justice.

To date there a collective survey has been completed resulting in a draft Terms of Reference. Meetings to date have included 4 guests from the MMIWG2S+ Advisory Committee and 3 working group meeting (Feb/March/April) where working group members heard history National Inquiry and experiences of MMIWG2S+ Advocacy.

Prepare a civic implementation plan (Calls for Justice 1.1, 11.1)

Indigenous Relations has been working with the MMIWG2S+ Implementation team in aligning goals with existing City of Winnipeg programs and policies to draft a civic action plan and respond to the Calls for Justice.

In December 2021, IRD coordinated the attendance of City department participation MMIWG2S+ Implementation Plan Consultations (included staff from Community Services, Winnipeg Public Library, Transit, WFPS, and WPS).

Creating a civic action plan also includes aligning work with other levels of government. IRD has been coordinating meetings with the Province of Manitoba and Government of Canada, seeking to align resources and efforts. During this reporting period there were 3 meetings held that included discussions around Safe Houses and UNDRIP.

Next steps will be to work with departments to commit to Calls for Justice and develop a framework for receiving ongoing input from MMIWG2S+.

Developed Training & Awareness Campaign (Calls for Justice 15.2, 15.3, 15.4, 17.8)

The MMIWGS+ Implementation Team identified the development of a public awareness campaign is an area of focus for the within the next 5 years. Following the lead of MMIWG2S+ matriarchal voices, IRD facilitated communications to raise awareness of violence against Indigenous women, girls and 2SLGBTQQIA+.

For the October 4th Provincial Day of Awareness for MMIWG2S+, IRD worked closely with Winnipeg Public Libraries to honour the day with a sacred fire and display Red Dress at city hall All 20 Winnipeg Public Libraries hung 73 red dresses for 30 or more days, all dresses were donated by City employees. Before the days of awareness, the

red dresses were blessed in ceremony by Indigenous Relations. The delivery and preparation for the days to raise awareness included and were followed by the below:

- 300 Red Dress pins were purchased from West Central Women's Resource Centre, for staff who donated dresses, and library staff to wear, to further raise awareness, several resources were developed and shared to inform the public and City employees
- IRD shared the October 5 Lunch and Learn with MMIWG2S+ Co-Chairs panel discussion; Winnipeg Public Library employees attended to further their knowledge.
- WPL staff participated in two Sharing Circles on Dec 8th and April 6/22 to share experiences from red dresses displays, 8 library staff participated, included Elder and Community Services support staff for added support.
- From November 17, 2021 until January 14th, 2022, in partnership with WPL, IRD coordinated the Waniskahtan - Legacy of Hope Foundation Exhibit that highlights MMIWG2S+ pandemic and experiences, created by family members and survivors.
- On November 24th, IRD presented on the Calls for Justice, in partnership with the Women at Work Committee to launch the United Nations – 16 Days of Activism Campaign, that included a presentation from survivor and MMIWG2S+ MB Coalition Co-Chair, Renee Kastrukoff.

November 13th, 2021 was the 50th Anniversary death of Helen Betty Osborne. The Implementation team began to partner on Commemoration Activities that occurred in the Pas, MB. The City commemorated the day with a sacred fire at city hall, and the voice of Helen Bettys family being heard and seen. IRD communicated the voice of Helen Betty's niece and sent communications about Helen Betty Osborne and her tragic beating and death in November 1971 in The Pas, Manitoba. Helen Betty Osborne is the first officially recognized MMIWG in Manitoba and her name now sits at the top of a very long list.

Other instances where IRD engaged in education related to MMIWG2S+ programs and supports, and awareness included:

- On November 22nd, 2021, the IRD MMIWG2S+ lead, attended presentation from MMIW Alberta working group -lessons learned Calls for Justice in Alberta

- IRD MMIWG2S+ lead participated in the Manitoba Association of Women's Shelters "Centering Rights for Women - from the Margins" presentation & discussions on December 10th, 2021,
- Feb 14th, 2022– Wiping Away the Tears, Ka Ni Kanichihk – City of Winnipeg Recreation Services provided 260 recreation passes to Medicine Bear families and the WPL provided over 60 books and activities.

May 5th is the National Day of Awareness for MMIWG2S+. IRD will again host a scared fire and hang red dresses at city hall to honour the day. WPL will hang red dresses in libraries to honour the day. This will include communications from the city to encourage citizens to honour the day, and read the final report, and become an ally to end violence against Indigenous, women girls and 2SLGBTQQIA+.

Identifying Accessible spaces for MMIWG2S+ (openness, cultural, ceremony) (Calls for Justice 2.3, 17.20, 18.8)

First Nations, Inuit, and Métis families demand to raise their children with the same safety, security, and human rights that non-Indigenous families, full respect for the Indigenous and human rights of First Nations, Inuit, and Métis families that includes safety and security in all spaces and ability to reclaim spaces as sacred spaces to gather and practice cultural traditions, from smudging to ceremonies.

Rainbow Butterfly - through the MMIWG2S+ Advisory Council, the IRD was approached by Angela Lavallee to find a permanent home for Rainbow Butterfly, the red dress warming hut who was enjoyed on the Nestaweya River Trail (previously the Red River Mutual 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 to:

- Honour and remember the MMIWG2S+
- Educate and remind the public that Indigenous women are more than just numbers that their minds, bodies and spirits are sacred; and that Indigenous women are water carriers
- Bring greater awareness to the local initiatives that support the families of the MMIWG2S; Drag the Red, Families First Foundation, No Stone Unturned, Bear Clan Patrol, Mama Bear Patrol, and Indigenous-led organizations
- Beautiful collaboration with an Indigenous architect team Rachelle Lemieux, Ryan Gorie
- Increase the social inclusion through art

- Honouring the Words from Leslie Spillett
- Leads people to the 231 calls for justice ***QR Code is built right in Rainbow Butterfly

In partnership with Parks and Open Spaces, the City has found Rainbow Butterfly a temporary home at Kildonan Park, while working with voices of Rainbow Butterfly to develop a permanent space, per their wishes.

Next Steps:

Additionally, Indigenous Relations continues to provide advice and guidance that decolonizes processes and works toward redressing harm against Indigenous women, girls and 2SLGTBQQIA+.

Indigenous Relations will continue to co-develop and collaborate actions taken with the MMIWG2S+ Advisory Committee, Implementation Team and MMIWG2S+ voices, continuing to commit to ending the genocide by addressing the four pathways, through the principles of change as explored within Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls, and the National Action Plans.

Winnipeg Fire Paramedic Service

Call to Action: 57

Our Goal

Our goal continues to be to develop a greater understanding of the terrible legacy of residential schools and the ramifications of the cultural genocide that resulted. This relates to Call to Action #57, and to Principle #10 of the Winnipeg Indigenous Accord.

Our Progress

Members of our service have all begun this journey by attending the City of Winnipeg's two-day Chi Ki Ken Da Mun education course which began in the spring of 2017. Since that time, all new employees entering the service participate in the two-day Chi Ki Ken Da Mun education course during their recruit class orientations. The entire senior leadership of the Winnipeg Fire Paramedic Service; including front-line supervisors, have also completed anti-racism and anti-oppression and cultural competency training sessions in 2021. Unions and management are working to incorporate equity, diversity and inclusion commitments into collective agreements. WFPS is taking part in a City

initiative to explore and report on issues of Equity, Diversity and Inclusion across all departments; this includes the first class of diverse candidates who are working their way through the Diversity & Equity Firefighter Training (DEFT) program which was established in 2021.

Winnipeg Police Service

Call to Action: 57

Our Goal

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

Our Progress

The Winnipeg Police Service (WPS) continues its commitment to reconciliation. Officers from the Chief and Executive down to the newest police recruits, Cadets and civilian staff are committed to engaging the community in trust and relationship building in all their daily work.

The WPS has an Indigenous Partnership Section (previously Aboriginal and Diversity Policing Section), that started in 2000 with an Aboriginal Liaison officer. This section works with Winnipeg's Indigenous citizens, to provide information on public safety issues and help create partnerships which encourage social development. It also assists with recruitment and initiatives for hiring and promoting a more diverse workforce. It is also responsible for assisting in the training of WPS members (civilian and staff) regarding Indigenous issues. The curriculum is based on TRC, MMIWG and UNDRIP recommendations. The training includes presentations from people with lived experience. The training is done in conjunction with elders and other knowledge keepers as well as grassroots and political Indigenous organizations to ensure information presented is culturally appropriate.

As a rule, training provided by the WPS Training Academy is reviewed for content by our Curriculum Designer prior to presentation to the selected audience. All of the Training Academy led material has been reviewed since the MMIWG Inquiry without issues of note. I am unaware of any policy revisions, however we have begun to add Trauma Informed training to various sections of courses we instruct. Our Training Academy staff have been actively pursuing a stand-alone Trauma Informed Course that

suits front line members as well as investigators and we are closing in on selecting a program to be provided to the membership.

On May 19, 2019, the Winnipeg Police was presented with an Eagle Staff at the Manito Ahbee Festival's Pow Wow. An Eagle Staff is a symbol of an Indigenous nation's identity and principles. Each Eagle Staff is one-of-a-kind to the people who created it, to the people to whom it is given, and to the time and place where it was made. It is a sacred symbol that is held in high esteem and used for ceremonial purposes. Chief Danny Smyth was honoured and humbled to accept the Eagle Staff from Regional Chief Kevin Hart who was accompanied by Manitoba Keewatinowi Okimakanak (MKO) Grand Chief Garrison Settee and Long Plain First Nations Chief Dennis Meeches. On October 11, 2019, the Eagle Staff was introduced into the graduation ceremonies for our recruit classes and continued as part of the graduation ceremonies in 2021/22.

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

In the past full year our training has been impacted by COIVD but generally the training we do provide or offer our members around cultural awareness, bias policing, and Indigenous relations include Bias Awareness WP0410 and Racially Biased Policing WP0449 (which replaced our Fair and Impartial course). A total of 1225 officers took this training in 2021. Starting in 2022 this training is supplemented with a mandatory program on Culture Awareness and Humility through the Canadian Police Knowledge Network.

As well, the following courses are offered at the City of Winnipeg as voluntary training. A total of 195 police members took the opportunity to partake in these courses in 2021:

i. Diversity and Inclusion CE0817
ii. Indigenous - History of Women's Rights
iii. Indigenous - Chi Ki Ken Da Mun CE1196
iv. Indigenous - Spring Equinox Teachings CE1136
v. Indigenous - Sweat Lodge CE0513
vi. Indigenous - Wahkotowin CE1195
vii. Indigenous - W'daeb Awaewe CE1176/CE0895
viii. Indigenous - Orange Shirt Day CE1083
ix. Indigenous - National Centre Truth & Reconciliation CE1184
x. Beyond Bias CE1122

xi. Cultural Competence CE1125

The WPS has worked towards attracting more Indigenous applicants, including: conducting an in-depth analysis of applicant trends by race and gender in order to identify and address potential barriers to employment, and increase collaboration between the Recruiting Unit and the Community Support Division to attract prospective applicants. In 2021 the WPS implemented an Indigenous Mentorship program to facilitate recruitment and mentoring strategies to help racialized applicants through the recruiting process. In February 2022 there were 16 Indigenous applicants who had been offered mentorship for the application process.

In January 2022, 42 new police recruits began their policing career. Twenty-one percent (21%) of the recruits identified as Indigenous, which exceeded the objectives of the 2015-2019 Winnipeg Police Strategic Plan that 20% of all new recruits be Indigenous. The Chief of Police reports publicly on demographics through his quarterly reports to the Winnipeg Police Board.

Winnipeg Transit

Call to Action: 57, 92

Our Goal

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

Our Progress

The COVID-19 global pandemic has continued to have a profound impact on programming of all varieties in 2021 and beyond.

As a direct response to the importance of placing education in the hands of our employees, Winnipeg Transit has partnered with the City's Indigenous Relations Division and Community Elder, Brian McLeod, to bring that education in-house with the creation of an online Indigenous Awareness training program recorded by Elder McLeod. Two internal, Indigenous staff, who work as Professional Bus Operations

Trainers will lead this training in 2022 once our ability to return employees to the classroom occurs based on our current ability to deliver our important front-line service to our citizens.

With the ability to employ trained internal resources designed to enable greater access by our Bus Operators and other staff to this programming, we expect to enjoy greater success in 2022 and beyond, as this approach will enable the delivery of training with greater flexibility than is currently available.

Efforts to resume the partnership with the Main Street Project in promoting educational awareness opportunities to our staff represents a continue as that organization reviews its mandates, goals, and objective. Meaningful effort in a broader campaign of awareness and understanding enabling enhanced customer service to the Indigenous community will also be undertaken, which will also focus on Indigenous outreach as part of our ongoing recruitment activities.

Actively participating on committee-level teams in broad support of Indigenous-focused programming will continue to help promote a culture supportive of advancement, opportunity, and achievement for our current and future staff representing the Indigenous community.

Winnipeg Association of Public Service Officers (WAPSO) - IFPTE Local 162

Our Goals

1) Establish a scholarship in the amount of $500 to support an Indigenous student enrolled in an accredited Labour Studies program.
2) Encourage other Unions to join WAPSO-IFPTE Local 162 as a signatory to the Winnipeg Indigenous Accord
3) Develop and undertake a communications and awareness campaign to our members to build awareness of the Winnipeg Indigenous Accord, TRC Calls to Action, and the MMIWG Calls for Justice.
4) Develop a Social Procurement Policy to be presented to the Board of Directors no later than June 2022.
5) Encourage the City of Winnipeg to follow up on its actions/policies that have an Indigenous lens as part of our overall advocacy efforts on behalf of our members.
6) Explore opportunities with IFPTE to increase awareness and training in relation to the TRC Calls to Action and the MMIWG Calls for Justice.

Our Progress

The Winnipeg Association of Public Service Officers became a signatory to the Indigenous Accord in September 2021 following a presentation to our board by the Indigenous Relations Division at our June 2021 board meeting and committed to establishing participant goals during the remaining months of 2021.

In July 2021, our board was joined by Elder Carolynn Moar who provided a blessing and smudge prior to a lengthy board discussion regarding Reconciliation and WAPSO participation in the Indigenous Accord.

We dedicated time during subsequent board meetings throughout the summer and fall of 2021 to discuss the ways in which our organization could meaningfully participate in the Accord. In December of 2021, the WAPSO board passed motions committing to six Indigenous Accord goals.

Through the informative and challenging presentations provided by staff within the Indigenous Relations Division and the resulting discussion and reflection within our board, WAPSO is pleased to have become a signatory and to have confirmed our ongoing support of the Indigenous Accord.

SECTION I – PARTNER RESULTS BY SECTOR

COMMUNITY ORGANIZATIONS

1JustCity

Call to Action: 13, 17, 31, 37, 43, 44, 48, 49, 59, 60, 62

Our Goal

1JustCity operates with four pillars of justice which guide the work of the organization:

1. Loving the Under-loved
2. Working Towards Reconciliation
3. Growing Individuals' Capacity
4. Building Inclusive Communities

Using these pillars as our guide, we are affirming that we are committed to these Calls to Action, notably:

- We wish to publicly engage ourselves in the work of adopting the United Nations Declaration on the Rights of Indigenous Peoples as a framework for reconciliation within our organization.
- We wish to continue to offer culturally appropriate opportunities, ceremonies, and events hosted by Indigenous leaders with focus on building a safe and open environment where Indigenous community members can practice their right to spirituality.
- We wish to continue to advocate for Indigenous peoples by offering support on an individual level for navigating systems including but not limited to: housing, rehabilitation, social services, food security, ceremonial supplies, etc. And on a systemic level we want to utilize our voice in the community to condemn systemic oppression, promote Indigenous rights, and advocate for social change.

Our Progress

Some qualitative indicators we can determine through the success and reporting progress that pertain to our success in hiring on more Indigenous Leadership roles within our three community outreach sites. Within the last year we have been able to take on a total of two (youth) Indigenous summer students on contract as well as two permanent part - time staff members. Their roles are Indigenous Cultural Safety Leaders within our space and are able to provide support at more than 1 location in their overall schedules.

We have seen a great increase in engagement with these staff and their successful relationship building within our center during drop in programming. One of the core areas we are particularly proud of is the increase in vaccine uptake amongst the vulnerable (houseless) populous. Our staff are particularly talented in education and mentoring these individuals to get identification and vaccine passports on file at each of our sites.

Our outdoor support continues to provide holistic world view support through our ISHKODE fire series. We continue to connect our Indigenous relatives who are living outdoors through the (fire) in teachings up to 2 days a week.

Men's wellness is a group that is grounded within the medicine wheel teachings that continues to provide positive male role modeling and mentorship. Meeting once a week indefinitely.

Along with song, drumming, crafting and reconnecting individuals through monthly programming that is inclusive to Indigenous languages, values and beliefs, 1Justcity continues to commit to supporting the resurgence and healing of our Indigenous Population within Winnipeg Manitoba's core neighborhoods.

Big Brothers Big Sisters of Winnipeg

Call to Action: 1iii, 61iv, 66, 92

Our Goal

Legacy - Child Welfare | Article 1 - III

Ensuring that social workers and others who conduct child-welfare investigations are properly educated and trained about the history and impacts of residential schools.

Big Brothers Big Sisters of Winnipeg 2022-2023 Goals:

Goal: Big Brothers Big Sisters of Winnipeg in an effort to create greater understanding and enhance communications between Indigenous and non-Indigenous peoples, commits to have all our Case Workers and Senior Leadership participate in Indigenous Cultural Awareness training included in their onboarding process. We further commit to hosting a professional development workshop annually addressing issue of reconciliation, cultural understanding and story telling with Indigenous perspectives.

Rationale: By providing Indigenous cultural and sensibility training to Big Brothers Big Sisters of Winnipeg Case Workers and Senior Leadership, our team will have a better

understanding of the struggles Indigenous communities face and how we can best act as a partner in reconciliation.

Business and Reconciliation | Article 92 – I, II, & III

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

i. Commit to meaningful consultation, building respectful relationships, and obtaining the free, prior, and informed consent of Indigenous peoples before proceeding with economic development projects.
ii. Ensure that Aboriginal peoples have equitable access to jobs, training, and education opportunities in the corporate sector, and that Aboriginal communities gain long-term sustainable benefits from economic development projects.
iii. Provide education for management and staff on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal–Crown relations. This will require skills based training in intercultural competency, conflict resolution, human rights, and anti-racism.

Big Brothers Big Sisters of Winnipeg 2022-2023 Goals:

Goal: Big Brothers Big Sisters of Winnipeg, with decolonization top of mind, and in an effort to create greater understanding and enhance communications between Indigenous and non-Indigenous peoples, commits to providing trauma-informed training and some new National Indigenous cultural guidelines when training all BBBS volunteers.

Rationale: By providing Indigenous cultural & sensibility, trauma-informed and training to Big Brothers Big Sisters of Winnipeg volunteer mentors, they will have a better understanding of the struggles Indigenous communities face and how they can best act as a partner in reconciliation.

Our Progress

We are proud the Big Brothers Big Sisters (BBBS) of Winnipeg, in collaboration with BBBS Canada and partner agencies across the country have began developing a national trauma-informed training and a new National Indigenous cultural guide that can

help prepare both BBBS staff and BBBS volunteers for meaningful engagement and service delivery across rural, remote and Indigenous communities. This has been a year long process of gathering information and testimonials, consultations, data analysis, and internal self reflection. A final action a plan and report will be completed by September 2022. This will be a significant shift in our training process and will embed cultural understanding and principals of reconciliation within our volunteer and staff training practices.

Big Brothers Big Sisters of Winnipeg in the spring of 2022 has undergone a strategic planning process, in which we have prioritized including Indigenous voices in the development of our strategic plan. We've done this by consulting with Indigenous youth and volunteers within our programming, and by reaching out to the Indigenous organizations included within Winnipeg's United Mentoring Network.

In fall of 2021 we updated our Land and Water Acknowledgment. We saw this as an opportunity to take a step further than a simple acknowledgment of land; we now acknowledge the water we drink and the historical adversities faced by Indigenous peoples. Furthermore, we make a commitment to Indigenous communities to act as a partner in reconciliation, to respect treaties between Indigenous and colonizing people, and to celebrate Indigenous culture and heritage.

"Big Brothers Big Sisters of Winnipeg operates on Treaty No. 1 Territory, the traditional lands of the Anishinaabe, Cree, Oji-Cree, Dakota, and Dene peoples; as well as the homeland of the Red River Métis Nation. We further acknowledge the water of which we drink comes from Shoal Lake 40 First Nation.

We respect the Treaties formed on these territories, and acknowledge that We Are All Treaty People. We recognize the long-term effects of colonization and the harmful legacy of the residential schools endured by Indigenous peoples. We commit to making space for Indigenous voices, to celebrate Indigenous culture, and to honour Indigenous heritage. We are Bigger together and we will work in partnership with Indigenous communities toward justice, equity, and reconciliation."

Building Urban Industries for Local Development (BUILD) Inc.

Call to Action: 92

Our Goal

BUILD Inc.’s self-identified goal is to facilitate training and employment opportunities for Indigenous people by partnering with non-Indigenous businesses to hire our trainees.

Through healthy partnerships between Indigenous governed social enterprise (i.e. BUILD) and non-Indigenous businesses, we are addressing Call to Action 92, specifically for training and employment, increasing access to the labour market.

Our Progress

- BUILD pays for all staff to participate in sweat lodge ceremonies on a regular basis, providing transport, food, and elder support.
- Leadership at BUILD's Board of Directors is 86% Indigenous.
- Smudging station and medicine is set up in the BUILD workspace.

End Homelessness Winnipeg

Call to Action: 92

Our Goal

Amending by-laws and procedures to become an Indigenous organization;

Working with the Assembly of Manitoba Chiefs to finalize a strategy for ending First Nations homelessness;

Training for staff and management on intercultural competency and anti-racism.

Our Progress

End Homelessness Winnipeg is an Indigenous organization with a majority Indigenous staff and board of directors. The organization's core values include UNDRIP and the Truth and Reconciliation Commission Calls to Action. The organization at all levels has a commitment to reconciliation with Indigenous peoples.

End Homelessness Winnipeg has developed an employment strategy to hire Indigenous staff as part of its operational plan: a 5-Year Plan launched in October 2019 that integrates Indigenous strategies and approaches. More recently, the organization adopted an Indigenous procurement protocol to prioritize acquiring any needed goods or services from Indigenous businesses and firms.

Among many other collaborations and partnerships with Indigenous organizations and leaders this past year, End Homelessness Winnipeg facilitated a COVID-19 Response that included opening a testing site at Thunderbird House Circle of Life and Urban Indigenous vaccination sites; launched Kíkininaw Óma – A Strategy to Support Unsheltered Winnipeggers 1-Year Later follow-up report; hosted two virtual community

events featuring Indigenous speakers with lived experience; partnered with Indigenous organizations on two, Indigenous-led housing initiatives that will provide innovative, culturally-informed supports for people exiting unsheltered homelessness (Astum Api Niikinaahk) and for women and families fleeing violence; and supported the launch of Velma's House, an Indigenous-led safe space for women experiencing violence, exploitation or homelessness; Shawenim Abinoojii's Memengoo project for youth in and aging out of CFS care; and N'Dinawemak, an Indigenous-led warming centre at 190 Disraeli Freeway. The organization is currently facilitating a process to implement a Coordinated Access system from an Indigenous perspective: this system will be in place starting in the Spring of 2022.

The Forks Renewal Corporation

Call to Action: 79, 92

Call for Justice: 15.2

Our Goal

TRC 92.3 and MMIWG 15.2 All new management staff to complete Indigenous History Course from The University of Alberta

TRC 92.2 Hire a full-time permanent Indigenous Relations Manager

TRC 79.1 Create a permanent, high-profile, all-season educational space

TRC 79.1 Add an additional 5 signs with Indigenous language translations to The Loop

TRC 92 Develop Indigenous Engagement and Innovation metrics

Our Progress

With Support from the Winnipeg Foundation, FRC has completed 3 Indigenous led projects located on The Forks site. The Gathering Space, The 8th and Final Fire and Tanisi keke totamak …. Ka cis teneme toyak

The Gathering Space - Located at Niizhoziibean, formerly known as the South Point. Built by Indigenous leaders, The Gathering Space is a special, welcoming place for small ceremonies, concerts and celebrations, or as a beautiful place to visit and rest.

The 8th and Final Fire by Jamie Isaac - The piece interprets an Anishinaabe prophecy foretelling past and present experiences and posits futurisms on Turtle Island. It is located on the river side of Oodena, near the MMIWG monument.

Tanisi keke totamak …. Ka cis teneme toyak by KC Adams - The installation examines reconciliation by highlighting the opportunity for harmony between Indigenous and settler communities. The significant anniversary and the opening of the installation is a reminder of why Indigenous ancestors signed the Treaties and to reflect on the past 150 years, in order to work together to move forward.

The Loop - Translated 4 interpretive signs along The Loop walking trail to Cree and Ojibwa.

Canada Day - Virtual Canada Day video heavily featured Indigenous and Métis talent.

TRC Workshop - Management, supervisory staff attended workshop presented by Niigaan Sinclair on the TRC.

Nestawaya River Trail - Officially renamed the River Trail to Nestawaya River Trail, in honour of the Indigenous people that have been meeting at The Forks for thousands of years.

Green Action Centre Inc.

Call to Action: 10, 16, 43, 44, 46, 86, 92

Our Goal

Green Action Centre is committed to the principles of Winnipeg's Indigenous Accord and to the ongoing process of reconciliation through establishing and maintaining mutually respectful relationships with First Nations and Indigenous peoples. As an organization whose mandate is to promote green and better living by sharing practical solutions and advocating for change, we further recognize our role to collaborate with First Nations and Métis communities to protect the environment, their traditional lands, and build healthy, sustainable communities. We will advance our commitment with trust-building, accountability and with the investment of resources, and we will continue to actively participate in dialogue and learning in our workplace as an essential part of the reconciliation process.

Our focus relates to Calls to Action (CTA) #92 (Business & Reconciliation). There are additional CTA intended for Canadian governments and others, which we will encourage and support in our own way, including Calls to Action #10, #16, #43, #44, #66 and #86, focused on Education, Language and Culture, adopting and implementing UNDRIP, Youth Programs, and Media and Reconciliation.

- Continue to invest in awareness and education for Green Action Centre board, management and staff, focused on cultural competency training that includes the history of Indigenous peoples and the history and legacy of residential schools, Treaties and Indigenous rights, Indigenous-Crown relations, and the contributions of Indigenous peoples to Canadian society.
- Implement inclusive hiring practices that will diversify our workplace and provide Indigenous peoples with equitable access to jobs and education opportunities with Green Action Centre.
- Increase and deepen existing BIPOC partnerships and allies through meaningful consultation, building respectful relationships, and obtaining consent before proceeding with projects involving their community.
- Create space for Indigenous and non-Indigenous peoples in Manitoba to connect about reconciliation and climate and to consider traditional Indigenous ways, the Circle, and the relationships to ourselves, each other and the land.
- Prepare public resources and programming that are culturally appropriate such as including Indigenous teachings and principles as determined through meaningful collaboration with Manitoba First Nations and Indigenous peoples.
- We will begin to translate our educational materials into Indigenous languages appropriate to Manitoba First Nations as we are able, seeking funding to do so where possible.
- Become more familiar with UN Declaration on the Rights of Indigenous Peoples (UNDRIP) and concepts around Indigenous sovereignty and take steps towards having our work with First Nation communities and other programming in line with these principles, with a particular focus on UNDRIP articles 25 and 29 i & ii.
- Use our platforms and network to amplify stories and actions from or related to Indigenous communities, Indigenous educators and other Indigenous peoples, particularly as they relate to distinct spiritual relationships with traditionally owned or otherwise occupied and used lands and waters, sustainable living and resource conservation, and upholding responsibilities to future generations in this regard.

Our Progress

Summary of Green Action Centre's Indigenous Accord goals and progress since becoming a partner and signatory to the Accord in June 2021

Continue to invest in awareness and education for Green Action Centre board, management and staff, focused on cultural competency training that includes the history of Indigenous peoples and the history and legacy of residential schools, Treaties and Indigenous rights, Indigenous-Crown relations, and the contributions of Indigenous peoples to Canadian society.

Update April 2022 - Our staff continued to have biweekly diversity discussions focused on Indigenous history, culture, issues and colonialism. We spent significant time discussing the TRC's 94 calls to action and Canada's progress to date, using CBC's Beyond 94 website. We also closed our office on the National Day for Truth and Reconciliation September 30 and our staff joined the walk to St Johns Park together.

Implement inclusive hiring practices that will diversify our workplace and provide Indigenous peoples with equitable access to jobs and education opportunities with Green Action Centre.

Update April 2022 - We added a Diversity and Inclusion section to all job postings and to our Board of Directors recruitment process. We hired one additional Indigenous staff member in 2021.

Increase and deepen existing BIPOC partnerships and allies through meaningful consultation, building respectful relationships, and obtaining consent before proceeding with projects involving their community.

Update April 2022 - We partnered with the Centre for Indigenous Environmental Resources (CIER) for the Road to Resilience project as part of a Manitoba's Climate Action Team. We also continued supporting waste minimization efforts of First Nations communities and were honoured to support a growing number of Indigenous communities, such as Peguis First Nation, Fisher River Cree Nation, Buffalo Point First Nation, and Pine Creek First Nation to name a few, with waste reduction and diversion.

Create space for Indigenous and non-Indigenous peoples in Manitoba to connect about reconciliation and climate and to consider traditional Indigenous ways, the Circle, and the relationships to ourselves, each other and the land.

Update April 2022 - Organized and led the 2022 Recognizing Indigenous Sustainable Education (RISE) 6-part webinar series Feb & Mar 2022, featuring a variety of Indigenous leaders and their sustainable education projects, initiatives, and activities that are happening in First Nation communities around Manitoba and in Winnipeg. Topics included: Canada’s First Ecosystem Restoration Camp: Camp Kitigay, Community Garden Projects, Wipazoka Wapka: Food Security through Traditional Teachings, Garbage Pets: In Your Way & Here to Stay. Hands-on Mixed Media Upcycling Workshop, Climate Change, Indigenous Knowledge, and Adaptation within the Prairies, Traditional Food Preservation & Dehydration. Also created a First Nations Waste Minimization project Facebook account which currently has 674 followers.

Prepare public resources and programming that are culturally appropriate such as including Indigenous teachings and principles as determined through meaningful collaboration with Manitoba First Nations and Indigenous peoples.

Update April 2022 - We developed a page dedicated to First Nations Waste Minimization on our website, which shares First Nation community highlights and culturally appropriate resources to help protect the land, air and water. We also developed the "Protecting Mother Earth for the Next 7 Generations" activity book for elementary school children, with fun games and colouring pages focused on waste reduction in First Nation communities. An advisory committee including an Elder and teachers helped guide its creation.

We will begin to translate our educational materials into Indigenous languages appropriate to Manitoba First Nations as we are able, seeking funding to do so where possible.

Update April 2022 - Bilingual signage related to waste was created for three First Nation communities to post at the landfill with signs printed in Cree and Ojibway and with translations provided by language keepers from these communities. Radio ads were also produced and aired on NCI Radio to promote landfill staff as land and water protectors, with the ads including Ojibwe, Oji-Cree, Cree and English versions.

Become more familiar with UN Declaration on the Rights of Indigenous Peoples (UNDRIP) and concepts around Indigenous sovereignty and take steps towards having our work with First Nation communities and other programming in line with these principles, with a particular focus on UNDRIP articles 25 and 29 i & ii.

Use our platforms and network to amply stories and actions from or related to Indigenous communities, Indigenous educators and other Indigenous peoples, particularly as they relate to distinct spiritual relationships with traditionally owned or otherwise occupied and used lands and waters, sustainable living and resource conservation, and upholding responsibilities to future generations in this regard.

Update April 2022 - Our September e-newsletter featured a variety of highlights on Manitoba First Nations working to divert waste. As noted earlier, we've also used Green Action Centre's website and created a First Nations Waste Minimization project Facebook page to amplify Indigenous stories and actions.

Immigrant and Refugee Community Organization of Manitoba (IRCOM)

Call to Action: 93, 94

Our Goal

IRCOM's goal and one of our four strategic priorities as an organization, is to nurture strong Indigenous-newcomer relations. IRCOM works closely with newcomers to Canada and believes that through education, face-to-face dialogue and cultural sharing, we will strengthen our communities and build a more inclusive Winnipeg for all. Our goals support the TRC Calls to Action numbers 93 and 94 which focus on newcomer education and awareness of treaties and an accurate and positive representation of Indigenous peoples.

Our Progress

IRCOM is dedicated to providing staff and newcomers the opportunity to increase knowledge of Indigenous culture, history and worldview. Throughout the pandemic, we remained committed towards enhancing relationships and fostering understanding between newcomers to Canada and Indigenous peoples, moving us further along the journey of truth and reconciliation. Working towards these objectives, we offered the following:

Staff Workshops

7 Sacred Teachings: In recognition of National Indigenous Peoples Day. Each morning during the week of June21st we shared the Creation Story and one of the 7 Sacred Laws short videos written by Anishinaabe Elder, Dr. David Courchene, directed by Indigenous filmmaker, Erica Daniels of Peguis First Nation, and created by Manitoba's Peg City Pictures Inc. The Seven Sacred Laws is a colourful and imaginative animated web series that follows a young boy on a vision quest, where he learns valuable lessons from seven sacred animals.

Red Dress Day, May 2nd. To raise awareness and understanding of this ongoing issue IRCOM invited Jolene Wilson, WCWRC's Restoring The Balance Coordinator, to present at our May 2nd staff meeting. Jolene actively works to raise awareness of MMIWG2S and delivered a moving presentation on the meaning and importance of Red Dress Day to MMIWG2S and how to be allies.

Traditional Indigenous Games: IRCOM's staff retreat hosted an all day workshop/training "Playing With a Great Heart". Blair Robillard led our staff through a variety of traditional and contemporary Indigenous games and activities played on Turtle

Island. Blair's workshop encompassed Indigenous philosophies and teachings and shared with the hope of restoring the original intent of play.

1st National Day for Truth and Reconciliation. On Sept 29th all staff attended a workshop to raise awareness of the very tragic legacy of residential schools, and explore ideas/suggestions on how to support the thousands of Survivors. The workshop included the film https://circlesforreconciliation.ca/the-seventh-fire and discussions on how we personally, and as an organization, can move forward in support of Truth and Reconciliation. IRCOM has recognized September 30th as a statutory holiday in honor of National Day for Truth and Reconciliation.

Traditional Storytelling: Acclaimed Traditional Oral Story Teller Jamie Oliviero joined our childcare and NLI team by Zoom on January 12th. Jamie shared some Traditional Indigenous stories, along with a few of his own.

Introduction to Treaties: IRCOM's administration team attended an in-house workshop arranged thru the Treaties Relations Commission of Manitoba's Speakers Bureau. Dr. Karine Duhamel facilitated a moving and informative discussion on Historic and Contemporary Issues Surrounding the Treaties. Many of our administration team are newcomers and requested this topic as a starting point for future learning and understanding.

Tobacco Ties Lunch and Learn; Why and When to Offer Tobacco: Offering tobacco in the form of a tobacco tie is a custom that is shared by many Indigenous peoples. Tobacco is offered for many reasons and in many different contexts. During the lunch and learn staff learned about tobacco as a sacred medicine, how to make tobacco ties, how to offer tobacco, and sharing sacred offerings.

Community/Partnerships

Common Ground Concerts: The sākihiwē festival collaborated with the Immigrant and Refugee Community Organization of Manitoba (IRCOM) and the Winnipeg Folk Festival to celebrate the ties that bind Indigenous and newcomer families together with two concerts, entitled Common Ground. Pop luminary Prado and Joe Curtis took the stage for the first concert on August 11 and R&B singer Sebastian Gaskin was joined by Dana Waldie on August 25. Both free concerts were live in IRCOM's 215 Isabel courtyard. Artists shared their history with the audience, providing wonderful insights and threads of connection. It was great to have such diversity and a privilege to be able to share their artistry with our community.

Food Security: Cooking Host - In partnership Central Neighbourhoods IRCOM delivered a new virtual cooking program for IRCOM and community families. Cooking Hosts

recorded recording 6 cooking programs with 4 being translated to Arabic and Somali and available to watch on YouTube. Participating families received meal kits delivered and then accessed the program at home. Virtual Cooking Program: IRCOM collaborated again for the winter of 2022 with Dufferin School, providing 4 live Virtual Cooking Programs where Indigenous and newcomer families cooked together virtually and shared traditional recipes from a variety of Nations and cultures. Families enjoyed the opportunity to create understanding and friendship, excitedly share information and asked questions. The families appreciated sharing this experience with each other, offered support and were eager to share their progress.

100 Soccer Balls: Central Neighbourhoods and IRCOM hosted the annual 100 Soccer Balls at Central Park on Saturday July 10th, 2021. Keeping within COVID 19 requirements, the event included soccer skills and drills. We provided over 100 donated soccer balls, sunglasses and t-shirts to all participants.

Youth 4 Truth: 18 IRCOM newcomer refugee youth participated in this year's Youth 4 Truth and Reconciliation project virtually with Ma Mawi Wi Chi Itata Centre Inc. The Y4TR Project ran from August 18th to December 22nd weekly on Wednesdays. Topics included; what does Reconciliation mean? CFS, Residential School Survivors, Indigenous Teachings and way of life, Sharing Circles and the Medicine Wheel.

Virtual Music Program: IRCOM offered 12 virtual music sessions to Newcomer, Indigenous and community children. The program included provided hand percussion instruments to participating families. Session were led by musician Lindsay White. This program provided our youth the opportunity to share and collaborate with each other.

Summer/Winter Celebration: IRCOM hosted a virtual summer and winter celebration for all tenants at both sites. Each celebration opened with a Traditional Prayer, Teaching and Drumming Song led by IRCOM's Knowledge Keeper, John Houle. Our summer celebration also included an activity to acknowledge the 215 unmarked graves found this summer and families were led in an family craft creating orange hearts to put in their windows to show support to our community.

Circles for Reconciliation: IRCOM was proud to support Circles for Reconciliation by having our Common Ground Program as the Aboriginal Facilitator for one of the summer circles. The aim of Circles For Reconciliation is to establish trusting, meaningful relationships between Indigenous and non-Indigenous peoples as part of the 94 Calls to Action from the Truth and Reconciliation Commission. The means to achieve this is the creation of small gatherings of an equal number of Indigenous and non-Indigenous people in discussion circles. Each group of ten participants, led by two trained facilitators meets weekly or biweekly for ten gatherings 75 minutes in length.

These ten meetings allow for the beginnings of respectful relationships, which the TRC stresses is the basis of reconciliation. The participants sit in a circle, providing greater opportunities for consensus and being respectful of traditional Indigenous values and customs.

Métis Jigging: On June 10th, our Child Care Program welcomed Shirley, from the Louis Riel Institute, to our virtual family fun event. Shirley introduced us to fiddle music, led us in some jigging steps and showed us how to play spoons.

Building Bridges, Welcoming Our Neighbours: NLI students, Childcare and staff attended the Building Bridges Event at Sargent Tommy Prince Place on December 14th. The event included Traditional Medicine smudge, Teachings (spiritual teachings), Pow Wow & round dance demonstrations led by Ray Co-Co Stevenson and entertainment by Inuit Throat Singer Nikki Komaksiutiksak and the Norman Chief Memorial Dancers. This event was engaging and interactive. For many participants it was the first time experiencing traditional Indigenous culture and appreciated the opportunity to see traditional costumes, the dancing, and food.

International Women's Day: Newcomer, Indigenous women in Winnipeg find power in self-defence. The Winnipeg Safe City Initiative, North End Women's Centre, IRCOM and Ma Ma Wi Chi Itata Centre gathered about 30 women at Sergeant Tommy Prince Place to learn practical skills, situational awareness and how to defend themselves.

Creating Positive Partnerships Event: On March 22nd over 150 staff from Mosaic Newcomer Family Resource Network and IRCOM attended our very 1st collaborated event with Manitoba Museum and the Turtle Island Project and Mosaic. Staff participated in Sharing Circles hosted in iconic spots throughout the galleries of Manitoba’s premiere historical museum. Knowledge Keeper, Clayton Sandy, talks about the roots of this event: “I've come to know how important Relationships and Truth are in building a trusting friendship. Until we sit down in front of each other and talk, not much changes. Getting to know my new friends from the newcomer community has been such an eye opener for me too. To understand their history and journey, makes me feel like I'm listening to my Indigenous brothers and sisters in Canada.” The afternoon also included eight specially designed tours further exposing staff to Indigenous worldviews, histories and contributions, as well as stories of migration to Manitoba. The afternoon was definitely positive, staff shared they felt valued, loved the amazing setting, the shared meal, and most of all, the learning and sharing opportunities. It was a real gift to us all.

SECTION I – PARTNER RESULTS BY SECTOR

Immigrant Centre

Call to Action: 93

Our Goal

The Immigrant Centre Manitoba Inc.'s annual goal is related to #93 of the Calls to Action. We are committed to providing culturally appropriate training on Indigenous history and cultural for all Immigrant Centre staff members. Our staff members provide orientations for newcomers and we will ensure over the next year that our staff has the appropriate training to orient newcomers about Indigenous history and culture.

Our Progress

Immigrant Centre invited Elders from the Indigenous community and offered 2 days of training to all Immigrant Centre staff about the Indigenous culture, history and next steps.

The Immigrant Centre participated on September 30th by offering an information session to around 30 newcomers about the Residential school and its effect. This is in partnership with Mount Carmel Clinic.

Immigrant Centre is in the process of including an orientation session about the Indigenous culture to newcomers in the upcoming months.

We use land acknowledgement in our meetings and is having our staff have their turn to do it.

Inspire Community Outreach

Call to Action: 57

Our Goal

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

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

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

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

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

Our Progress

A staff member that identifies as Manitoba Métis created and presented two trainings on “Supporting Indigenous Families”. One of the trainings was presented for all the staff and Inspire Community Outreach, and the next was presented to a local external Service Provider. The training included: land acknowledgement, first-hand experience as a Métis, the history and legacy of residential schools, Treaties and Rights, Indigenous Law, Aboriginal-Crown relations, and best-practices through experience and research on supporting Indigenous clients.

Legal Help Centre of Winnipeg Inc.

Call to Action: 27, 92

Call for Justice: 15

Our Goal

Legal Help Centre of Winnipeg Inc. is honoured to sign Winnipeg’s Indigenous Accord and be involved in the dialogue and action related to truth and reconciliation. As an organization we are committed to the principles of intercultural understanding, empathy and mutual respect.

We commit to learning the true history of Canada and Indigenous People, acknowledging the land we live and work on and its value, and celebrating diversity.

We will encourage, endorse and/or provide ongoing education for Board, staff, volunteers and students on Indigenous history, cultural competency, unconscious bias, and anti-racism.

We undertake to create a welcoming atmosphere for our Indigenous community by reviewing our policies, programs, and activities. In doing so, our goal will be to

strengthen our collaborative approach and the services we provide, by seeking consultation with and feedback from the Indigenous community.

Critical examination and reflection on the diversity of our students, staff, Board and committees is required and steps must be made to increase representation by Indigenous peoples and perspectives in order to inform our work.

Our Progress

Since signing the Accord in June of 2021, Legal Help Centre has been making efforts to participate in educational opportunities for staff and the students placed with us.

The staff and students have participated in various training and awareness activities including:

- Kairos Blanket exercise (Chamber of Commerce)
- Access to Justice - Indigenous Perspectives (Law Society of Manitoba)
- Your Path - Journey through Indigenous Canada
- CIAJ - Indigenous People and the Law Conference
- Truth, Justice and Reconciliation - where do lawyers fit in? (MB Bar Association)

In addition, the externship students participate in reflective discussions lead by the University's seminar instructor, including conversations about Intercultural Practice and Unconscious Bias in the Legal Profession with conversations about Indigenous peoples and perspectives in relation to law and access to justice.

The LHC closed the office on September 30, 2021 to observe National Truth and Reconciliation Day.

As part of its programming and outreach efforts, in February 2022 LHC reached out to Indigenous led and Indigenous serving community organizations to attempt relationship building. Either to re-introduce ourselves or to make an initial connection so that we can each share information about the services we provide, identify common goals, determine gaps in service and to find ways to collaborate to improve support for the community or access to justice.

Marymound Inc.

Call to Action: 22, 48

Our Goal

Reconciled Healing Model

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

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

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

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

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

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

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

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

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

Our Progress

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

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

We held a two day gathering with the Feather Carriers to provide ceremony, teaching and visioning with our staff working group to launch the work to support a reconciled healing model. https://www.feathercarriers.com

Further actions:

- Cultural team will now provide Cultural case notes after each home visits to begin sharing with Clinical staff for discussion for the joint treatment planning in the future.
- At monthly clinical team meetings, Two-eyed Seeing is a standing agenda item. Clinicians volunteer to present information or a resource that expands team

understanding of Indigenous knowledge, healing, Worldview and so on, as well as how these intersect with Western modalities and Worldview.
- Clinician's group and cultural services department are having joint meetings to envision how the planning, communication and implementation of healing plans will flow.
- A draft of the clinical framework, including both Western and Indigenous healing practices, was created. This will be vetted through the joint clinical and cultural services group and then presented to the Indigenous Advisory Circle for feedback.

Final stages to launch a program, funded through a social impact bond, in partnership with the Department of Justice and the Social Innovation Office of Government. This Indigenous youth justice program will approach as the core healing modality Indigenous healing practices and activities, staff and the evaluator will be Indigenous.

Note # 48 of the Calls to Action has been central to respectfully designing this program.

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

Marymound hosted a 2-day conference, the theme was: Resilience & Resurgence: Why Reconciled Healing Spaces are Essential to Healing. Each speaker wove different perspectives into their presentations and it was an exceptional learning experience and received very positive feedback. The speakers were Dr. Patricia McGuire (Decolonizing spaces and the Resurgence of Indigenous Knowledge in Reconciliatory Canada), Dr. Jeffrey Ansloos (The Medicine of Peace: Indigenous Youth Decolonizing Healing), Dr. Cynthia Wesley-Esquimaux (Awakening the Trickster: An Invitation to Healing the Legacy Effect) and two of our former youth mentors Ivana Yellowback and Raven Hart ("Teaching Lodge" - Providing a Decolonial, Educational Safety Net for Indigenous Families, Women and Youth).

An Indigenous Advisory Council (IAC) terms of reference were completed, invitations to members went out and the first meeting occurred March 14th. IAC will meet quarterly.

A pilot was launched to embed into our 24/7 programs staff positions that are enhanced to also serve as cultural mentors who provide on-site support of Indigenous healing practices directly into the program’s daily activities in addition to our Elder and core Cultural team. To date there have been two positions filled with the intent of having an internal position in all of our Managed Care programs by the end of 2022/2023 fiscal year.

Department of Justice and the Social Innovation Office of Government a youth justice diversion program whose outcome is cultural reclamation for the youth. Staffing and evaluation will be 100% Indigenous. Note # 48 of the Calls to Action has been central to respectfully designing this program.

Human Resources is working collaboratively to develop a system to capture staff diversity.

Developed and delivered a 2-day Indigenous Knowledge Training starting in October. This training was offered 3 times this past year.

Momenta Inc.

Call to Action: 1, 8, 10, 11, 13, 14, 18, 19, 24, 33, 38 43, 44, 62, 63, 64, 65, 66, 68, 79, 83, 87, 88, 89, 92, 93

Our Goal

Our new goal is to facilitate an in-person Ojibway language course for all Momenta staff and youth workers in Brokenhead Ojibway Nation, which addresses the need to revitalize and preserve Indigenous languages under the leadership of Indigenous communities (Call to Action 14). This goal is in line with ongoing efforts within our organization to create inclusive spaces that honour Indigenous traditions of land-based pedagogy.

Our Progress

Through our ongoing partnerships with Indigenous Nations, organizations and knowledge keepers, and our emphasis on Indigenous contributions from within our team, we have continued our commitment to developing culturally inclusive frameworks to guide our programs.

This past year, Momenta facilitated a multi-generational storytelling project with youth from Brokenhead Ojibway Nation. Participants interviewed twelve Elders from their community and worked together to create a video documenting the experience. Through our Community Trails Project, our staff built on this momentum by conducting six interviews with Elders and Knowledge Keepers for the purpose of relating to future generations their traditional connections to land, place names, ecology and medicines. These teachings were documented in Ojibway and English through the creation of trail markers and signs, a guidebook, and web-based interactive story maps.

We coordinate with Métis CFCS, Jordan's Principle, Brokenhead Ojibway Nation, Southeast Child and Family Services, and Eagles Nest Aboriginal Youth Resource & Recreation Centre to deliver cycling, hiking, canoeing and foresthood programs to youth residing in Winnipeg, Bloodvein First Nation, and Brokenhead Ojibway Nation, and youth (ages 15-30) transitioning from reserves to residence in Winnipeg. We also partner with the Non-Insured Health Benefits Program to provide counselling to Indigenous folks, and most recently we joined the Urban Shaman Gallery and Winnipeg Trails Association to deliver two Speech Trails as part of the Speech Act Project.

For our foresthood programs delivered on Treaty 1 Territory, we have amended our land acknowledgement to include a tobacco offering, with the goal of bridging Indigenous and settler experiences of coming to land and fostering respect and reciprocity while engaging on Indigenous land. We have established two new processes which inform our program planning, delivery and evaluation to increase safety and inclusion for Indigenous people. Our "Cycles for Consideration" template is modelled after the quadrants of a traditional medicine wheel and meant to enrich program objectives related to wellness, learning, resilience, life stages, seasons, and elements. Our program debrief and reporting process now documents any language shared during programs, which has contributed to a working glossary of terms in Cree, Ojibwe, and Dene.

To highlight Indigenous perspectives and contributions within our staff team and for our community on Treaty 1, this year our summer staff training week included a workshop on implementing Momenta's Adventure for Good Guidelines, a resource we created last year to bridge "Leave No Trace" camping principles with the Seven Grandfather Teachings. We also delivered ten Traditional Trail rides which make use of significant sites throughout Winnipeg to share Indigenous history, language and place-making.

Currently, 12.5% of our leadership team and 50% of our youth workers are Indigenous, with ties to Waywayseecappo First Nation, Norway house Cree Nation and Swampy Cree First Nations.

Mosaic Newcomer Family Resource Network

Call to Action: 93

Our Goal

Mosaic Newcomer Family Resource Network is a rights-based organization dedicated to helping newcomer parents and children settle in Winnipeg. We acknowledge our

responsibility to call to action #93 from the Truth and Reconciliation Commission to provide information to new settlers to Canada that is responsible and that helps to develop and maintain mutually respectful relationships between newcomers and Indigenous people. Further, we acknowledge a desire to respond to the calls for justice for Missing and Murdered Indigenous Women and Girls. Mosaic is committed to do our part to help to create a more equitable society in which everyone is welcome and respected. We are proud to be a part of this accord and to contribute in a meaningful way, and we are committed to uphold the principles of the accord.

Our Progress

Mosaic hosted a Turtle Island Project experiential learning exercise for our staff and board in collaboration with Knox United Church. The TIP collective lead by Knowledge Keeper, Clayton Sandy, facilitated the exercise.

Mosaic, IRCOM, and the Manitoba Museum collaborated on a half day, all staff learning event at the MB Museum. The event included sharing circles lead by facilitators who were Indigenous and non-Indigenous and focused on anti-racism themes and working together across cultures. The combined staff of both settlement organizations totals close to 200 people. Mosaic and IRCOM worked with Knowledge Keeper, Clayton Sandy, to organize the event.

Mosaic is partnering with Sharon Sandy to lead beading and crafting workshops in our Family Resource Centre located in Knox United Church.

Employee is attending virtual teachings with Elder Mae Louise Campbell since January 2022. "Elder Mae is such an excellent speaker and all her teachings are coming from her heart and soul. I am learning a lot about the Indigenous culture - how our spirit is very well connected with the things around us (water that we drink, air that we breathe, et). She also talked about the 7 Grandfathers Teachings and the animals associated with it."

Mosaic has identified reconciliation as a priority focus area in our strategic plan.

Employee is attending Circles of Reconciliation

- Every Circle needs five Indigenous and five non-Indigenous participants. Relationships are built by equal voices.
- Each group of ten participants, led by two trained facilitators, meets weekly or biweekly for ten gatherings 90 minutes in length.

- These ten meetings allow for the beginnings of respectful relationships, which the Truth and Reconciliation Commission (TRC) stresses is the basis of reconciliation.
- The participants sit in a circle, providing greater opportunities for sharing and being respectful of traditional Indigenous values and customs.
- Themes for each Circle continue to be developed and, where necessary, are being adapted to different Indigenous customs and practices across Canada.

Mosaic's Home Instruction for Parents of Preschool Youngsters, HIPPY, program:

6 HIPPY storybooks featuring Indigenous authors shared with 37 HIPPY families. The storybooks focus on the strong relationship with mother earth, nature, art, Indigenous tradition, teaching, and culture.

The following titles were shared:

- Niwicihaw - I Help (written in Cree and English)
- Ancient Thunder (focus on art)
- Sometimes I feel like a fox (Self-reflection and connecting with the animal world)
- Lessons from Mother Earth (taking care of nature and through generational teaching)
- Shi-shi-etko (residential schools)
- Very First Last Time: it is a very beautiful book about an Inuit little girl who lives on Ungava Bay in northern Canada, and she learns how to walk on the bottom of the sea for the first time, she collects mussels when the tide is out.
- Mosaic language teachers incorporated the KICHI-ASOTAMATOWIN: LAND & TREATIES EAL CURRICULUM created by MANSO and IPW.

North End Community Renewal Corporation

Call to Action: 10, 30, 37

Our Goal

The North End Community Renewal Corporation (NECRC) is committed to active participation and engagement in the process of reconciliation and in doing what we can to acknowledge and address the MMIWG Calls for Justice along with the Truth and Reconciliation Calls to Action.

Our Progress

Coordinate a meeting(s) of education/ training service providers from the NE, with the goal of meeting the TRC call to action, specifically Recommendation 10 ii: “improving education attainment levels and success rates”

Recommendation 10 vii:

“Respecting and honouring Treaty relationships”

Strengthen partnership with EIA referring agencies to maintain flow of referrals for Path

Partner with training resource organizations, that support TRC, such as ComIT that will increase education levels within tech industry

Networking with other employment agencies/employers to share information with the goal as stated in the TRC recommendation 92ii “Ensuring that Aboriginal peoples have equitable access to jobs, training and education opportunities in the corporate sector, and that Aboriginal communities gain long-term sustainable benefits from economic development opportunities”

Following the TRC calls to Action #30 & #37

Working with Citizens’ Bridge 140+ community referral partners.

Working directly with MB Justice correctional facilities:

- Headingly CC
- Women’s CC
- Brandon CC
- Milner Ridge CC
- Agassiz Youth CC
- WPG Remand Ctr

Direct working relationship with:

- CSC Parole
- CSC Indigenous Reintegration
- MB Probation
- MB Probation Responsible Reintegration Unit
- MB Probation Youth Responsible Reintegration Unit
- CSC healing lodges

Rotary Club of Winnipeg

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

Our Goal

The mission of Rotary's Honouring Indigenous Peoples (HIP) Committee is to promote awareness of Indigenous knowledge systems, language, culture, history and inherent rights in Canada; to build and engage in meaningful and equitable relationships with Indigenous Peoples; and to invest time and resources in support of Indigenous education initiatives that will assist with social, economic, cultural, political, civil, physical, mental and spiritual way of being of Indigenous Peoples.

Our Progress

Working with Share the Magic, the Rotary Club of Winnipeg's Honouring Indigenous Peoples (HIP) committee shipped 9000 books to Manto Sipi, Lac Brochet and Wasagamack by winter road through the Northwest Company. These shipments were for community book give-aways so that families can have reading materials of their own at home. In the case of Wasagamack, they had just opened their new school and were short of books for their library, and so, in response, we sent an additional shipment for that purpose.

In February 2022, members of the HIP committee organized a book drive for the community of Red Sucker Lake. Other organizations besides the Winnipeg Rotary Club HIP committee included the Indigo Kenaston Book Store, True North Aid, CanU Canada and Lacoste Garden Centre. The book drive was publicized by the Rotary Club of Winnipeg and Indigo Books, including via a registry where people could purchase Indigenous authored books and donate them, which Indigo Books then matched. The books were then brought to a sorting room at the University of Manitoba, where, with the help of CanU staff and youth along with several health care professional colleagues who work in Northern communities, the books were sorted and packed. The books were then delivered to Lacoste Garden Centre, who packaged the boxes onto a skid and held them until they were picked up and delivered to Red Sucker Lake by True North Aid. This was an amazing collaborative activity, involving many organizations and volunteers that resulted in approximately 1100 books delivered to Red Sucker Lake.

Through a partner in Ontario, we acquired 200 Chromebooks and worked with the Boys and Girls Clubs of Winnipeg to have these distributed to families in inner-city Winnipeg so that the children and youth could participate in virtual learning during the pandemic.

In addition, we purchased 3 units of the Remote Area Community Hotspot for Education and Learning for the communities for Tadoule Lake, Shamattawa and Pukatawagan. We also obtained the necessary laptops and computers and sent them to the communities. We have also purchased units for Manto Sipi (God's River) and Red Sucker Lake. We have acquired and sent laptops to these communities as well as Lac Brochet.

We completed an emergency winter clothing drive and purchased needed clothing which was shipped by air to Wasagamack in mid-December.

We have connected with Manto Sipi (God's River) and responded to one of their requests for magazines and dictionaries. Through donations from our club members and the general public, we collected a significant number of these. As well, in order to include Indigenous content, we approached Weetamah and SKY magazine who were both very obliging and provided us with copies of their publications to include in the shipment.

In 2021-22, we continued our club's annual support to Frontier College's Summer Literacy Camps for remote First Nations Communities.

On September 30th, 2022, the Rotary Club of Winnipeg's Honouring Indigenous Peoples Committee hosted an Orange Shirt Day special virtual event on Truth and Reconciliation with guest speaker, Mr. Brad Regehr, Immediate Past President of the Canadian Bar Association. The event was attended by 26 persons from across Manitoba.

Salvation Army - Prairie District Headquarters

Call to Action: 48.i

Our Goal

1. Educational Focus: Plan a weekend educational experience for congregation members focused on reconciliation.
2. Social Justice Focus: The Indigenous Ministries Consultant help develop resources on pertinent topics (ie: Orange Shirt Day, National Indigenous Peoples Day) to be available for congregational ministry.
3. Community Development: Encourage the ongoing development with local Indigenous communities or organizations.

Our Progress

Last year, The Salvation Army Prairie Division developed a position for an Indigenous Ministries consultant. This role works with the regional office and with ministry unit leaders to offer training and help guide the organization in the TRC Calls to Actions.

Salvation Army churches and centres have:

1. Attended educational opportunities focusing on the TRC and the history of Residential Schools
2. Hosting learning opportunities for employees and congregational members including book clubs, movie discussions, learning circles and beadwork sessions.
3. Recognized various Indigenous dates for employees and congregation members (National Day for Truth and Reconciliation (stat holiday), Orange Shirt Day learning opportunities, events during National Indigenous History Month)

Sara Riel Inc.

Call to Action: 22

Our Goal

Sara Riel will provide training opportunities for staff, participants, and communities in anti-oppressive practices, mental health, and addiction/substance use education.

Sara Riel will further study gap analysis through focus groups to learn where more can be done in providing mental health supports to the LGBQT2+, Indigenous and Newcomer populations.

Sara Riel is committed to updating policies that reflect an anti-colonial perspective.

Sara Riel will develop a Smudge room in collaboration with Indigenous Elders and Knowledge Keepers.

Sara Riel will work on Goal 22: We call upon those who can effect change within the Canadian health-care system to recognize the value of Aboriginal healing practices and use them in the treatment of Aboriginal patients in collaboration with Aboriginal healers and Elders where requested by Aboriginal patients.

Our Progress

Sara Riel took part in education and training this past year. The focus is on increasing cultural safety. Some of these trainings included:

- First Nations University Module Training- Truth and Reconciliation Sept 2021 University of Aboriginal Studies
- San ‘Yas Indigenous Training on Truth and Reconciliation BC
- Unconscious Bias Dr. Rehman AbdulRehman partnered with Aulneau Resource Centre
- Working Among Racial Differences on a Colonized Land through United Way Winnipeg
- SERC – Training on Gender Pronouns
- Rainbow Resource Centre – Training on Gender Diversity
- Seven Spiritual Teachings – Brandon Cultural Awareness Frank Tacan

In addition, Mitch Bourbonniere provided monthly consultation to Sara Riel in working with Indigenous people.

Sara Riel partnered with the University of Winnipeg and asked a research student to study the gaps in providing mental health supports to youth transitioning out of care. The study had a focus on Indigenous youth and a needs gap analysis for Sara Riel to provide authentic supports.

Sara Riel participated in the Indigenous Advisory Council with Reseau Compassion Network to provide insight and knowledge to better serve Indigenous populations.

Sara Riel has participated in End Homelessness to provide support that is respectful of the Indigenous community.

During PRIDE week, Sara Riel created a virtual PRIDE parade in consultation with PRIDE Manitoba.

The Sara Riel Diversity committee created Goals, a policy and Terms of Reference that will be a positive force within Sara Riel in promoting community connections and anti-oppressive practices, and to recognize the effects of discriminatory practices throughout the organization and within the community of Winnipeg.

Sara Riel adopted the Youville anti-racist/decolonizing roadmap as a means to minimizing power hierarchies, by assisting to build the power of those who hold a marginalized identity and/or reducing the unfair power of those of privileged status.

SEED Winnipeg

Call to Action: 92

Our Goal

To work in partnership with Indigenous community members and organizations to reduce the ongoing impact of colonization by taking action on the recommendations of the Truth and Reconciliation Commission.

Our Progress

In 2017 SEED's Board of Directors passed a resolution committing to the implementation of the TRC's Call to Action #92 on business and reconciliation. In so doing, SEED has committed to adopting the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) as a reconciliation framework and to apply its principles, norms, and standards to internal policies and core operational activities involving Indigenous peoples. This includes: committing to meaningful consultation; building respectful relationships; supporting the right of Indigenous peoples to free, prior, and informed consent; ensuring equitable access to jobs, training, and education opportunities; and providing education for management and staff on the history of Indigenous peoples.

The first goal in SEED's Strategic Plan is to work in partnership with Indigenous community members and organizations to reduce the ongoing impact of colonization by taking action on the recommendations of the Truth and Reconciliation Commission Report.

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

Indigenous Programs Advisory Committee- Group comprised of Indigenous staff, board members and external organizations focused on Indigenous worldviews and traditional approaches to financial empowerment and healthy relationship building within organizations and communities.

Truth and Reconciliation Committee- Internal group of Indigenous and non-Indigenous staff with the intent to guide SEED’s internal policy work through Call to Action #92.

TRC Social Media & Communications Sub-Committee (NEW)- continually educate on current Indigenous Issues affecting our communities through truth telling of holidays and celebratory events.

Money Stories Program Team- Internal group comprised primarily of Indigenous staff responsible for building partnerships with Indigenous-led organizations and First Nation communities, liaising with Elders and Knowledge Keepers and engaging in Money Stories program development and delivery.

SEED continues to prioritize actively working towards reconciliation throughout all aspects of the organization including program delivery, staffing, partnerships, and community engagement.

The Money Stories program plays an important role in advancing SEED's commitment to Truth and Reconciliation. Money Stories is an inter-generational financial literacy program delivered in partnership with Indigenous-led organizations and grounded in an Indigenous worldview. The National Centre for Collaboration in Indigenous Education (NCCIE) recognized Money Stories at SEED as a best practice in Indigenous youth education. In the past year, this work has continued to grow in scope and scale.

In 2021, SEED began developing a program to improve financial wellness by revitalizing and retaining Indigenous first languages. Through a partnership with Indigenous Languages of Manitoba (ILM) and the Manitoba Indigenous Cultural Education Centre (MICEC), we were able to translate the Money Stories program materials into 3 Indigenous first languages: Cree, Ojibwe and Oji-Cree. Through SEED's Train the Trainer program, 10 Indigenous first language speakers were recruited and trained as facilitators to deliver the Money Stories program in first language both online and in-person to communities across Manitoba.

The launch of the first language Money Stories program has been genuinely inspiring and moving as the facilitators expressed their excitement and sense of pride in the goals for the program. Every facilitator is either a direct descendent or a survivor of the residential school system and the group were filled with overwhelming joy from the encouragement to speak their languages.

Another piece of the Money Stories program is the Junior Facilitator program. Indigenous youth who are graduates of Money Stories are hired each year as Junior Facilitators. Junior Facilitators are provided with training, mentorship and support to work alongside SEED's Money Stories team in delivering financial literacy workshops to other youth-serving community organizations. The program includes a strong emphasis on job readiness skills, leadership, advocacy, cultural teachings, and community economic development. Each year some of the Junior Facilitators are provided with year-round paid internships which include Money Stories program delivery and administrative office work. There are currently five former Junior Facilitators on staff at SEED.

In addition to facilitation, Junior Facilitators attend workshops regarding truth & reconciliation, Indigenous ceremonies, youth advocacy, and job skills training. Teachings included were: Full Moon Ceremonies, ribbon skirt and shirt teachings, Two-Spirit identities, treaty relations, medicine picking teachings, naming ceremonies, and sharing circles. SEED staff had the opportunity to join traditional teaching sessions and ceremonies facilitated by Elders and SEED's Indigenous program developer. Two Junior Facilitators received their spirit names, colours, and clans through their work with the Elders.

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

As an organization that serves low-income community members, SEED recognizes that trauma can be a part of daily and intergenerational life experiences. A workplace trauma-informed library of resources and staff training is available to support effective program delivery for community members experiencing trauma. The wellness room continues to be a place for staff to use to smudge, reflect or meditate. It is an inclusive space that is open to individuals from all faiths and cultural traditions.

Staff identified that alternatives to calling the police was an area of importance for staff training. All staff attended two sessions on this topic which used a decolonizing lens and addressed systemic racism, particularly for Indigenous peoples.

The pandemic continued to highlight the need to address the systemic barriers that disproportionately affect Indigenous peoples. Many government offices remained closed and continued to offer services primarily by phone or online channels. To best serve the communities that we work with, SEED maintained strict health and safety measures to keep staff and participants safe while remaining open for essential services. While classes continued to be taught online, in office appointments were available for immediate needs such as tax filing, benefits navigation and access to identification.

The majority of participants accessing SEED's most immediate and basic services are of Indigenous descent. SEED staff and staff from partner organizations have been actively involved in policy advocacy to make ensure that these services remain accessible throughout the pandemic. SEED and supporting organizations have written letters and spoken with ministers on issues such as: birth certificate wait times, paid sick time for all workers in Manitoba, reopening the Manitoba Health office for in person services, providing input on the provincial homelessness strategy, and a number of other priorities identified by frontline staff.

The Recognition Counts program is a program for newcomers at SEED. Recognizing the importance of fostering a culture of reconciliation amongst settlers and Indigenous

Peoples, a part of the curriculum was updated to include information explaining the significance of land acknowledgments and resources to learn about newcomers' responsibility in learning about colonialism and how it continues to impact Indigenous Peoples.

SEED continues to arrange for an Indigenous Elder to be available on monthly basis for Indigenous staff and Junior Facilitators for one-to-one counselling sessions in-person and virtually. Staff expressed that these regular meetings have helped to build confidence and self-awareness, work through past experiences, improve their personal environment and establish healthy boundaries, facilitate healing, and provide gentle guidance through difficult times. The connection to culturally safe supports has had a huge impact for staff.

In May 2021, the 215 unmarked graves were uncovered at the Tk'emlúps te Secwépemc First Nation. SEED's regular monthly staff meeting was used as a time to gather and reflect. A moment of silence was held and an elder was available to support staff one-to-one. SEED's Personnel Policy was amended to include the National Day for Truth and Reconciliation as a paid holiday for all staff after consulting with members fo the TRC Committee. Staff were encouraged to use this day to attend community events and SEED purchased orange shirts from Teecka's Boutique for all staff. Indigenous staff were also offered a smudge kit or a medicine pendant.

To commemorate National Day for Truth and Reconciliation, SEED's Truth and Reconciliation Committee planned a tree planting ceremony to honour the survivors of residential schools and the lives of the children who never made it home. In Anishinaabe culture the planting of a tree symbolizes new life and is also used to recognize a person's crossing into the spirit world. A letting go ceremony and a ceremony to honour new life were performed by an elder. SEED staff and board members listened as three family members of SEED staff shared their experiences with the residential school system. A feast was held afterwards on the front lawn and a message explaining the tree's significance was placed on the tree.

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 the 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.

At SEED's Annual Report to the Community the Manitoba Indigenous Cultural Education Centre (MICEC) and Rylee Nepinak were recipients of the Community Builder Awards for their contributions to the community. Rylee is the co-founder of Anishiative and completed a cross country bike trip to raise funds for the youth of Tataskweyak Cree Nation during a state of emergency due to youth suicides. MICEC have played a critical role in supporting the delivery and development of Indigenous focused programming at SEED. Throughout the pandemic they were able to grow their online presence to continue teaching Indigenous culture and languages to younger generations.

SEED remains actively involved in the work of the Police Accountability Coalition. A key driver of this work is the impact of systemic racism in policing on Indigenous, black and communities of colour TSEED continued to co-ordinate monthly anti-racism letter writing sessions in partnership with the Immigration Matters in Canada Coalition. These sessions that are open to the public. These letter writing sessions include educational activities, guest speakers, letter writing and circulating petitions. The organizers ensure that every session includes a focus on Indigenous advocacy. The largest turnout to date was at the June 2021 letter writing after the revelations about the unmarked graves of the 215 children, 48 people were in attendance and a SEED staff member was the guest speaker for the session. Additional topics covered include: protecting the rights of Indigenous children, meaningful action on reconciliation, work with Indigenous people to protect old growth forests in BC, addressing the deaths of individuals held in custody, and racial profiling in Winnipeg stores.

Siloam Mission

Call to Action: 48

Our Goal

Siloam Mission is still committed to the Truth and Reconciliation Commission's Call to Action #48, as well as the commitments made in 2021, which include:

- Developing a formal statement on Reconciliation
- Creating an Indigenous Advisory Committee
- Establishing a Knowledge Keeper's Circle
- Committing to diversification in our board governance
- Introducing mandatory cultural competency and Indigenous cultural training for all staff
- Establishing an accountability process to monitor and ensure progress is made on Siloam's Reconciliation commitments.

Our Progress

While our journey of learning, listening and growing continues, Siloam Mission continues to welcome the advice and guidance we receive and we take it to heart. We are encouraged by the many Elders and other community partners who have reached out to walk with us on our path. Our goal is to enact Reconciliation through mutual respect, relationships and historically-informed education while collaborating with others to reduce homelessness and its hardships.

Siloam hired a Director of Indigenous Relations who will work with the Board of Directors and Executive Team in guiding our next steps toward fulfilling all of the recommendations in the Laborero Report. The Director of Indigenous Relations has begun working with the CEO and Director of Human Resources on identifying policy revisions to identify and remove cultural barriers for Indigenous staff as well as develop cultural competency and learning opportunities for Board, Staff, Volunteers and community.

Siloam has developed a Terms of Reference for a much needed Indigenous Advisory Circle who will help guide the development and Implementation of a Reconciliation Strategy at Siloam. Similarly, Siloam has begun meeting with Indigenous employees as the Reconciliation Strategy develops and planning is underway for broader engagement with Knowledge Keepers, Indigenous leaders, and community members to ensure the planning and implementation of actions identified in the plan are fully committed to UNDRIP'S self-determination principles.

We completed an environmental analysis that has identified gaps in services and partnerships and our CEO and Board has begun working on building relationships with sector leaders and partners.

To coincide with the first National Day for Truth and Reconciliation, Siloam held an All-Staff Every Child Matters Day that including purchasing orange shirts from an Indigenous organization, and hosting special guests, speakers and holding a feast.

We have opened the Arlene Wilson Recovery Centre which houses The Nest Program and provides transitional housing for people exiting addictions recovery programs. The majority of participants are Indigenous, so staff are working with Indigenous Knowledge Keepers to bring in teachings and programs that support healing and reconnection to Indigenous culture.

The ExitUp! Program is for Indigenous youth, ages 18 to 25 years-old, who have had experience with or are exiting care from Child & Family Services. The program provides holistic and client-driven supports and recovery-based housing at the Madison.

Programming supports recovery from trauma, challenging barriers engaging in healthy coping strategies through education and training, life skill development, traditional and spiritual connectivity and mentoring.

In the drop-in facility at Siloam Mission the staff liaise and are committed to working with Indigenous organizations. This allows staff to offer connections to a broader range of community supports and choice for Indigenous community members. The drop-in staff have created informal and formal relationships with Elders, Knowledge Keepers, and Indigenous organizations to provide guidance on program and service elements. We ensure those who wish have access to cultural reclamation, healing from trauma, the tools necessary for self-determination, and anything else they may need or want related to their wellbeing. Included in this are activities such as; Sharing Circles, Sweat Lodge Ceremony, creating space for Smudging, and referring to Indigenous led organizations.

Siloam Mission continues to strengthen and to commit its focus on providing programs and services to transition and empower. Part of providing recovery-oriented care is ensuring those utilizing services at Siloam Mission have services and programs available to them that will help them on their journey to wellbeing, and we engage in a multitude of varied Indigenous cultural program and service elements to accomplish this.

Siloam has identified a number of spaces for ventilation upgrades to make Indigenous practice, like smudging, more available. Included in this plan is a new Indigenous Cultural space. Siloam has begun working with an Indigenous design company, Woven Collective, and will be engaging Indigenous Knowledge Keepers and community members on how the space can meet the holistic needs of the Indigenous community, as well as allow for Siloam to offer culturally appropriate space for ceremony, sharing circles and Indigenous teachings year-round.

Social Planning Council of Winnipeg and Immigration Partnership Winnipeg

Our Goal

Building Pathways to Reconciliation

As an organization with a 99 year history of working to better the lives of Winnipeggers through community led development, 2 of our 6 guiding principles speak directly to the Indigenous Accord:

- Community based principle: respecting the proverb, ‘That which you do for me, without me, you do to me’, SPCW works within community to support and develop initiatives and solutions.
- In Solidarity principle: respecting and supporting the 94 Calls to Action of the Truth and Reconciliation Commission, SPCW aligns itself with actions, ideas, and movements that seek to redress the harm already caused by colonization and prevent any further systemic oppression or injustices to Indigenous Peoples.

Our Progress

In 2017, the Social Planning Council of Winnipeg (SPCW) adopted a set of guiding principle that includes:

In Solidarity: Respecting and supporting the 94 “Calls to Action” of the Truth and Reconciliation Commission, SPCW aligns itself with actions, ideas, and movements that seek to redress the harm already caused by colonization and prevent any further systemic oppression or injustices to Indigenous Peoples.

As host to Immigration Partnership Winnipeg (IPW), we have continued to support building better relationships between Indigenous and newcomer communities through the development of the Indigenous Orientation Toolkit. August 2022 will see a feast to celebrate the work done, namely 7 different teaching themes under the guidance of the Indigenous Consultation Circle. These themes are: Kihci–Asotamâtowin/Land and Treaties, Bimikawesiwan/ Assimilative Policies, Iyowadwakiya/Worldviews and Spirituality, Gonezǫ Agót’é Gogha/Resilience and Resurgence, Ilagiit/Families, Otipemisiwak/Métis Nation, Traditional Title TBD/Connection to Land. Each will have short key learning video to accompany them. Additionally, in partnership with the Manitoba Association of Newcomer Serving Organizations (MANSO), each theme is being adapted to be included in all levels of Manitoba's English as an Additional Language curriculum. These will be complete by March 2023. It will also be available to anyone interested through a digital learning system currently under development. Additional funding for this work, that beyond Immigration, Refugees and Citizenship Canada support for IPW, was provided by Canadian Heritage, the Treaty Relations Commission of Manitoba, the Winnipeg Foundation and KAIROS Canada. This work has been ongoing over the last two years and like all work has been hampered by the pandemic. However, an approach was established that this work must be Indigenous led with the time devoted to engage, review and adjust the learning material according to community (newcomer and Indigenous) feedback under the direction of the Indigenous Consultation Circle. In this way, both our process and our 'deliverables' will meet our own guiding principle and the spirit of the United Nations Declaration on the Rights of Indigenous Peoples, the Truth and Reconciliation Commission's Calls to

Action and the Murdered and Missing Indigenous Women and Girls Inquiry's Calls for Justice.

The TRC Calls to Action specifically mention the need to reform our current Justice system to reduce the over-representation of Indigenous Peoples in Canada's jails and prisons. Here in Manitoba, 75% of the people we incarcerate are Indigenous. That percentage climbs to 80% for the youth incarcerated population and to 90% of women we incarcerate. SPCW, as the backbone support organization to the Restorative Justice Association of Manitoba (RJAM), successfully applied on RJAM's behalf to the Canadian Heritage's Anti-Racism funding stream in 2019. The project was designed to build community understanding and support for restorative justice. RJAM's objective is for restorative justice to become the default justice system in Manitoba given that it is both more humane and effective given its emphasis on addressing the root causes of crime and repairing the harm done by it. SPCW is part of the project lead/oversight RJAM team. Again, the pandemic did hinder the project however the work did continue on the research aspect of the project and stakeholder outreach. The research will be presented in June 2022 with accompanying videos, created by Just TV, will be released over the late summer and fall. Another project pandemic 'pivot', in order to remain true to the project's main goal of building understanding and support for restorative justice, RJAM agreed to host the annual National Restorative Justice Symposium in November 2022. We are purposely planning sessions both in person and virtual to include not just practitioners but the general public as well.

As just a third example of our commitment to the Accord and Truth and Reconciliation, SPCW is a founding member of the Police Accountability Coalition (PAC). We helped develop PAC's policy brief which is the foundation of the coalition's work. We were also key in recruiting the over 100 signatories to the coalition. Signatories are made up of Indigenous, Black, People of Colour and ally organizations. Our goals are systemic reform focusing on civilian led oversight and accountability bodies and the legislation that governs them. The long and tragic history of the broken relationship between Indigenous and other communities of colour and the police must be addressed and rectified. While much of the foundational work occurred in 2020/21, SPCW continues its backbone organizational support to the coalition as this work, through policy reform, will not be accomplished quickly. Much of PAC's 2021/22 work has been on further community engagement, developing recommendations to reform the Independent Investigations Unit and representing the coalition's concerns through the media and presentations to Mayor and Council on such issues as body-worn cameras and the WPS' response to the trucker convoy.

The Winnipeg Foundation

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

Our Goal

We recognize this time in our national history calls on each one of us respond to and support healing and reconciliation. The Winnipeg Foundation (TWF) is honoured to sign on as an official partner to the City of Winnipeg's Indigenous Accord demonstrating our organizational commitment to Truth and Reconciliation. Our vision is of a Winnipeg where community life flourishes for all and we will continue to support the equitable place of Indigenous voices and culture within our community.

The Winnipeg Foundation will re-commit to re-reading the TRC Calls to Action and the MMIWG Calls for Justice and will examine our organizations archives to discover our own Truth.

Our Progress

The Winnipeg Foundation recognizes the integral role truth and reconciliation plays in our collective journey forward. As we work to help ensure an equitable future for all, it is paramount we educate ourselves about our history and make space for all voices. Supporting public artworks is one way The Foundation is working to realize its vision of 'a Winnipeg where community flourishes for all.'

Niizhoziibean (phonetic pronunciation: Nee-zho-zhi-been). This project will renovate lands running through what was formerly known as South Pont at The Forks. It includes walkways and permanent interpretative signs recognizing the Indigenous history of the area. It is part of the 2.5 km pedestrian loop connecting The Forks, Esplanade Riel, the Saint Boniface Belvedere and behind St. Boniface Hospital.

Niimaamaa (phonetic pronunciation: nee-maa-maa) is a sculpture by Val Vint, KC Adams and Jaimie Isaac. It is located at Niizhoziibean at The Forks. Niimaamaa is a word recognized by Cree, Ojibwe, and Métis speakers as My mother. Niimaamaa is a stylized sculpture of a pregnant woman that represents motherhood, Mother Earth and new beginnings. The 30-foot form is made of steel, copper and metal. The Foundation recently made an additional grant to support the installation of benches in this space.

Chi-kishkayhitamihk si te li neu Biizon (Education is the New Bison) by artist Val Vint opened in June 2020. It is a 12-foot bison constructed out of steel replicas of books. It recognizes the importance education, truth and reconciliation play in our cultural conversation.

The Gathering Place, located at Niizhoziibean, will provide a quiet place to meet, away from the bustle of The Forks. It features an Indigenous lodge that honours a long-standing tradition of raising temporary shelters for ceremonies that remain public and accessible between communal events. The lodge will be rebuilt every year as an event open to all.

Tanisi keke totamak …. Ka cis teneme toyak (phonetic pronunciation: tan-i-si ke-ke to-ta-mak ka cis teen-ne-me tō- yak), is a sculpture by KC Adams. It means What can we do, to respect each other and it examines reconciliation by highlighting the opportunity for harmony between Indigenous and settler communities. It is located at the Peace Meeting Site, close to the Canadian Museum for Human Rights. The 11-foot-tall installation is fabricated out of steel and concrete, with internally lighted flames.

The Eighth and Final Fire by Jaimie Isaac recognizes the Anishinaabe prophecy that foretells the coming of settlers to Turtle Island. According to Elders, the prophecy warned of a time when humanity will come to a crossroads. Having respect and the will to make significant change for all peoples, plants and beings co-habituating, the seventh fire will lignite the eighth and final fire; the eternal fire of peace, love and survival. The installation is located across the MMIWG monument, close to the Oodena Celebration Circle.

Wolseley Family Place

Call to Action: 1, 5, 12, 23, 57, 80

Call for Justice: 7.1, 7.2, 7.3, 7.4, 7.6, 7.8, 12.2, 12.3, 15.2, 15.8

Our Goal

In the coming year, we have identified the following goals:

1) Strengthening cultural safety in our Early Childhood Education program, such as staff professional development to build cultural competency and incorporating Indigenous worldviews into teaching about child development. (TRC 12, MMIWG 15.2)
2) Inviting Indigenous facilitators to lead or co-facilitate our programs, including the Knowledge Keepers that we have established relationships with. (TRC 5, MMIWG 7.1,7.2,7.3,7.4)
3) Building reciprocal relationships with Indigenous organizations and staff in other organizations responsible for Indigenous programming, to collaborate, share

resources, provide mutual referrals, and learn from their work. (TRC 5, MMIWG 7.1,7.2,7.3,7.4)
4) Building on the momentum started this past year holding a meaningful event for Truth and Reconciliation Day. (TRC 80, MMIWG 15.2)
5) Disseminate evaluation data from our Wolseley Family Place WrapAround program as a means to advocate for a different approach to child welfare in Manitoba. (TRC 1, MMIWG 12.2, 12.3, 15.8)
6) Continue to provide opportunities for staff professional development and learning the Truth in order promote Reconciliation. (TRC 57, MMIWG 7.6, 15.2)
7) Continue to provide opportunities for Indigenous people to take leadership roles at our centre including as staff, volunteers, committee, and Board members. (MMIWG 7.8)

Our Progress

This year, our team at Wolseley Family Place worked towards our Indigenous Accord Goals in several areas.

Early in the year, we focused on learning more about Jordan's Principle and how we can support the families we work with to access it. We did this through research and a presentation at a staff meeting.

We also focused on the MMIWG Report's Calls for Justice with a presentation and discussion at a staff meeting.

We worked to build relationships with three Indigenous Knowledge Keepers who have assisted us in a number of ways:

- Leading staff and families in outdoor activities learning about Indigenous plants, foods and medicines
- Leading Full Moon ceremonies for staff and volunteers
- Leading a Sharing Circle for caregivers with CFS involvement
- Guiding staff in areas such as policy, protocol, territorial acknowledgment

We've made an effort to incorporate more Indigenous cultural content into our programming and resourcing for families. This has included smudging and incorporating material on the Medicine Wheel and Seven Sacred Laws into parenting classes. Our staff did research and created a list of Indigenous counselors covered by FNIB accepting clients to provide culturally appropriate resources to our participants. Several Indigenous teachings and celebrations of Indigenous cultures were shared on our Facebook page, such as "The Seven Sacred Laws," a short animated film series written by Elder, Dr. David Courchene and Cree Director Erica Marie Daniels.

Our staff have participated in several professional development activities to strengthen their cultural competence and knowledge, such as training on matriarchal lineage, Jordan's Principle, the Medicine Wheel, Supporting Two Spirit and Indigiqueer individuals, Indigenous Harm Reduction Principles, Rebuilding the Child Welfare System, Teaching of the Wolf, and Elders' teachings.

On September 30th, Truth and Reconciliation Day, we hosted a day for family learning about truth and reconciliation. We purchased children's books by Indigenous authors, and read them in our Playroom throughout the day and gave each child a book to take home. Our staff baked bannock to distribute. We wore orange shirts. We assembled packages of traditional medicines to distribute to families.

Our Wolseley Family Place WrapAround program works with families involved with, or at risk of involvement with child welfare systems, the majority of whom are Indigenous, and through this program we contribute to reducing the number of Indigenous children in foster care.

Women Healing for Change

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

Our Goal

We continue working towards these TRC Calls to Action Child Welfare.

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

5. “develop culturally appropriate parenting programs for Aboriginal families “We need funding for an Elder and Indigenous Family Support worker.

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

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

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

In 2021 we met some new TRC goals:

4 of the 6 staff hired at the Little Stars PLAYhouse 681 Selkirk Ave. are Indigenous. The board of WHFC is 70% Indigenous.

We still need funding for an Elder and an Indigenous Support Worker.

Our Progress

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

The LITTLE STARS PLAYhouse Family Centre 681 Selkirk Ave near McGregor opened October 19, 2021 thanks to over 40 PLUS Indigenous and Non-Indigenous VOLUNTEERS Working Together.

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

LITTLE STARS PLAYhouse Family Centre is a grassroots initiative that has grown out of the weekly and year round North End Stay and Play (NESP) for babies to 5 and their caregivers. NESP has been running for over 12 years. We have listened closely and carefully to our North End families. Families are predominantly Indigenous living in the most impoverished neighbourhoods of North End Winnipeg. Families have told us that they want to hold onto their children and attend NESP with them. When the parent is working or going to school, auntie, Kookum, cousin, neighbour, adult sibling, uncle, Nana, etc. brings the child.

By Summer 2021, a new, custom-built LITTLE STARS PLAYhouse Family Centre was built and opened on October 19, 2021. It has become part of the education explosion on Selkirk Ave. We have been dubbed the "Baby/Kid College" and the children are our LITTLE STARS. Our LITTLE STARS and their caregivers are LEARNING TOGETHER THROUGH PLAY. Play is SO important to healthy child development, that it has been recognized by the United Nations as the right of every child. Through PLAY our children and their caregivers learn: to solve problems, to be creative, to have a healthy and organized attachment and to be with others in healthy relationships. Play strengthens family bonds and in doing so, teaches children to become nurturing parents themselves. But play is something often taken for granted. Not every child has the opportunity to explore play in a safe and stimulating environment. Not every child has

parents/caregivers who can take the time or provide the resources that are available in more affluent homes and neighbourhoods.

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

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

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

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

Facebook LITTLE STARS PLAYhouse Winnipeg https://www.facebook.com/LittleStarsPLAYhouse/ and LIKE us or call co-chairs: Gerrie 204-330-3060 or Judith 204-775-9765

WHY the Little Stars PLAYHouse is so needed?

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

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

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

The LITTLE STARS PLAYhouse is about PREVENTION.

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

SECTION I – PARTNER RESULTS BY SECTOR

EDUCATION – POST-SECONDARY INSTITUTIONS

Booth University College

Call to Action: 62, 63

Our Goal

Booth University College (Booth UC) recognizes our ongoing opportunity and responsibility to participate in the reconciliation process both in reducing educational gaps for Indigenous Groups, and in ensuring our academic programs and institutional supports foster understanding, empathy and mutual respect. Accordingly, Booth UC became a Partner in the City of Winnipeg's Indigenous Accord in June 2017.

We achieved our Year 1 Goal to establish an Indigenous Advisory Council (IAC) and develop a cohesive multi-year plan that is enhancing Booth UC's response to the Truth and Reconciliation Commission Calls to Action, guided by the vision, commitments, and principles of Winnipeg's Indigenous Accord.

We implemented our Year 2 and Year 3 Goals and made significant progress implementing the priorities established for 2018/19 and 2019/20, respectively. Significantly, "Journeying to Reconciliation" will be embedded as one of the key priorities in the next institutional strategic plan.

Booth UC's Year 4 Goal is to continue implementing the institutional plan and to maintain the Indigenous Advisory Council (IAC) to guide and monitor the implementation process.

Our Progress

Booth University College (Booth UC) recognizes our opportunity and responsibility to participate in the reconciliation process both in reducing educational gaps for Indigenous Groups, and in ensuring our academic programs and institutional supports foster understanding, empathy and mutual respect. Accordingly, Booth UC became a signatory Partner in the City of Winnipeg's Indigenous Accord in June 2017.

Booth UC's goal for 2021/22 has been to continue building upon the work begun in earlier years to enhance awareness, understanding, respect and appreciation for Indigenous history and culture within our Booth UC community. We also desire to work in partnership with the wider community beyond our campus to acknowledge and address historical wrongs, to serve with humility, and to seek reconciliation.

Our actions in 2021/22 reaffirmed our commitment to:

- honour and respect the true Indigenous histories of our community, including the terrible impacts of residential schools (Action #62)
- build inter-cultural understanding and mutual respect (Action #63)
- appreciate the wisdom and teaching of Indigenous elders (Action #64)
- conduct academic research and teaching in ways that respect and involve Indigenous ways of knowing (Action #65)

Accordingly, in September 2021 we took further steps towards this goal by initiating a new awareness campaign to mark the National Day for Truth and Reconciliation. As a campus community, we came together to learn from Indigenous knowledge keepers and to collectively process the grief of historical wrongs done to Indigenous people in Canada.

In March 2022 our community held its fourth annual Indigenous Perspectives Week (IPW) through which students, staff and faculty engaged with Indigenous teachers, films, art, language and culture to grow our appreciation and understanding for Indigenous contributions to our society. The theme of our spring awareness campaign focused on the United Nations Rights of Indigenous Peoples. In addition to posted resources links, virtual events held during IPW included: (i) Film viewing and discussion of "Rumble: Indians Who Rocked the World"; (ii) Keynote presentation from Asst Prof Jennifer Meixner who spoke about "Decolonizing Criminal Justice: Roles of Indigenous Innovation in Manitoba"; (iii) Toolkit Talk, also by Prof Meixner on the topic "Our Home on Native Land: Healing Though Story"; (iv) Guest lecture by Dr. Owen Toews, geographer and author of Stolen City: Racial Capitalism and the Making of Winnipeg; (v) Beading Tutorial: Captain Crystal Porter, Associate Territorial Indigenous Ministries Consultant.

The Salvation Army College for Officer Training has also actively promoted awareness, education and appreciation for Indigenous people's history and culture. Staff and cadets participated in the Sept 30th Pow Wow in Winnipeg, held an anti-racism educational workshop, and studied the child welfare system during a field seminar reading of "In Search of April Raintree."

Booth University College took steps to embed education on Indigenous history and culture into our academic programs. We revised a Special Topics course that had been created on Indigenous history to an online format, making it more accessible for our students. We are also in the process of approving that course as a permanent course, with its own course number. We hired a new Assistant Professor of Social Work who is Métis and will be starting July 2022.

SECTION I – PARTNER RESULTS BY SECTOR

As a downtown post-secondary institution with a strong commitment to social justice and 'Education for a Better World' Booth UC honours and values its responsibility in the reconciliation process. Our action and intent is to continue this journey in partnership with our Indigenous faculty, staff, students, and community partners.

Education Canada Group - Robertson College

Call to Action: 57

Our Goal

Robertson College will build a learning environment that embodies and instills Indigenous values, knowledge, worldviews, histories, and realities.

We are committed to holding ourselves accountable in continuous learning and reflecting on the truth. Demonstrating impactful actions in reconciliation in our community, and in partnership with Indigenous Knowledge Keepers and Elders.

We will draw upon the knowledge of Indigenous Peoples to ensure our learners and employees have access to appropriate spiritual healing.

We are well underway in getting this work done and are excited to see this through.

Our Progress

The activities we undertook for year one were around learning of and from and engaging with First Nations peoples. We have created a great partnership with the Bear Clan and have prioritized raising their voice, using our platform for generating funds and donations as well as volunteers to make an impact on the ground.

Additionally, we have invited Indigenous speakers to various company wide events, to continue learning of the impacts of generational oppression and Residential Schools.

International College of Manitoba

Call to Action: 62, 63, 92, 93

Call for Justice: 11.1, 15

Our Goal

- Provide learning opportunities for instructors on how to approach reconciliation through their teaching practice, as well as integrate Indigenous knowledge and teaching methods into classrooms.
- Increase community members' intercultural competencies and capacity for intercultural understanding, empathy, and mutual respect through education sessions, cultural exchanges, field trips, volunteering, etc., as well as attendance, participation, and engagement at community events.
- Launch academic programming for students that incorporates information on missing and murdered Indigenous women, girls, and 2SLGBTQQIA people; residential schools; Treaties; and Indigenous peoples' historical and contemporary contributions to Canada.

Our Progress

Over the past year, ICM has progressed in many of the areas of our Year 1 goals.

ICM developed a land acknowledgement with supporting resources to educate its newcomer international student population, as well as college staff and faculty on our privilege to live and learn on Treaty-1 land and our responsibility to learn of past harms, to acknowledge present issues, and to commit to reconciliation for the future through thoughtful and intentional action. This has been launched on our website at https://www.icmanitoba.ca/land-acknowledgement. An associated supporting reflection guide for students is being developed, to be offered to all first-term students in the future.

The ICM staff meeting professional development (PD) working group established terms of reference that outline PD sessions every term focused on Indigenous culture, education, and perspectives, as well as topics focused on equity, diversity, and inclusion including intercultural competency, conflict resolution, human rights, and anti-racism. Several external speakers, including Manitoba Association of Rights and Liberties and the National Centre for Truth & Reconciliation have delivered PDs this past year.

As part of our Weeks of Welcome activities at the start of the academic year, ICM participated in Orange Shirt Day, as well as the "Bridging the Gap - An Open Conversation on Indigenous Culture" event, hosted by four student speakers to present various facets of Indigenous culture and life to international student communities in Manitoba. These topics included Indigenous birthing and healing traditions, language, land based education, and life up North and moving to the city. This initiative was developed by student leaders registered in the President's Student Leadership Program.

ICM is actively working with the UM's Centre for the Advancement of Teaching & Learning to provide learning opportunities for instructors on how to integrate Indigenous knowledge and teaching methods into classrooms. These sessions are expected to take place in Summer 2022.

Manitoba Institute of Trades and Technology

Call to Action: 57, 62, 63

Our Goal

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

Our Progress

MITT developed a new five-year strategic plan that encapsulates our collective and shared values with respect to equity, diversity, and inclusion. Our valued relationships with Indigenous partners and advisors inform our policies, practices, and initiatives for our students and employees.

Over the past year, MITT continued creating and fostering new and existing partnerships. We developed two formal MOUs, one with the Manitoba Construction Sector Council and one with Neeginan College of Applied Technology/ Centre for Aboriginal Human Resources Development Inc. (CAHRD). The MOUs form a strategic partnership to advance the labour market outcomes for Indigenous Manitobans. Each organization has strengths to contribute, which complement each other and can contribute resources/expertise and networks in response to strategic initiatives and opportunities.

MITT proudly celebrated National Day for Truth and Reconciliation on September 30th. In recognition of the day, we hosted several virtual events, including a statement of condemnation and sympathy by our President and CEO in light of the discovery of unmarked graves on the sites of former Indian Residential Schools across Canada. Our Indigenous Student Advisor hosted a Conversation Café that included videos and stories from leaders in communities across Canada. And, all staff and students acknowledged Orange T-shirt day with a sea of orange sprinkled throughout our many campuses.

All MITT staff and faculty were encouraged to complete the 4 Seasons of Reconciliation training. This online program promotes a renewed relationship between Indigenous Peoples and Canadians through transformative learning about Truth and Reconciliation. Traditional Territory and Land Acknowledgments were also added to all staff and faculty email signatures.

As a commitment to MITT's journey to Reconciliation, we hired a new manager of Indigenous Initiatives and Community Development. This role supports Indigenous students, staff, and the community and plays a crucial role in informing our promise for transformational change. We also hired our first Indigenous Vice President, Academic, from Peguis First Nation. Welcoming Indigenous leaders to senior positions at MITT ensures greater depth and breadth of experience and perspective, resulting in an organizational and learning culture where all people see themselves.

Lastly, MITT continues to enhance its approaches to curriculum and pedagogy through the development of Indigenous focused curriculum in our programs. We do so by threading Residential School and Indigenous history, Indigenous knowledge, intellectual traditions, models, and approaches throughout the curriculum. We have incorporated Truth and Reconciliation lessons into our virtual Orientation for new students and adapted the Manitoba Association of Newcomer Serving Organizations (MANSO) Indigenous Orientation Toolkit for our ESL classrooms.

Red River College Polytechnic

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

Our Goal

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

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

Red River College Polytechnic, Manitoba's largest polytechnic institute has renewed the responsibility to implement actions to address Truth and Reconciliation Commission of Canada's Calls to Action within the staff and student experience. In October, RRC Polytech launched a new 5-year strategic plan consisting of three commitments. Commitment 2 states: Commit to Truth and Reconciliation. Pursue equity, diversity and inclusion in everything we do.

This renewed commitment demonstrates the significant role on how RRC Polytech will deepen Indigenous relationships and collaborations among Indigenous economic development corporations, businesses, universities and college researchers and research Agencies.

Our Progress

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.

In addition, several internal committees were developed to provide insight and recommendations for the development stages of these plans. One such committee formed was the Internal Indigenous committee comprised of Indigenous staff that provided much insight into the needs of Indigenous learners.

Many RRC Schools and departments continue to work towards embedding Indigenous knowledge, worldviews and case studies into curriculum. To support faculty and staff, workshops and resources are being implemented to educate on Canada's history, current issues, and Indigenizing curriculum – so all students, Indigenous and non-Indigenous, deepen their understanding of TRC, Canada's history, and Indigenous peoples. An example, instructors and staff from Applied Commerce and Management Education (ACME) programs embarked on a two-year process to Indigenize their courses. This department demonstrated, as a role model on "how to", and has set a standard for other aspiring RRC Polytech schools.

In continuing to find ways to support Indigenous learners, especially those impacted by the legacy of the Canadian Residential School System, the third Mínwastánikéwin Truth and Reconciliation Award recipient was selected via essay submission. The word Mínwastánikéwin is Cree and means 'to set it right.' As well an Indigenous Nursing Endowment fund has been established. This Bill and Shirley Indigenous bursary will support Indigenous students attending the Pathways to Nursing program and related to

Nursing programs at RRC Polytech. The fund's goal is to ensure that Indigenous students who want to devote their careers to nursing have all the support needed to graduate and gain their desired employment.

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

This year an Equity, Diversity and Inclusion (EDI) action plan for across the College in all departments has been initiated to establish goals for Commitment 2 of the strategic plan. In it are strategies to increase Indigenous representation and inclusion.

A new category for Truth and Reconciliation has been developed for RRC Polytech BRAVO Awards. These awards are the highest level of recognition for employees who put RRC Polytech core values and leadership into action. This first year, 6 nominations were submitted.

Removing Systemic Barriers

RRC Polytech has embarked on a Policy Renewal Project. Policies are being reviewed through an Indigenous lens and as a result new language will be incorporated to further enhance the removal of systemic barriers. Examples of this process are the incorporation of Intellectual Property Rights for Elder content, Indigenous culture, teachings and ceremony as well as the development of a Social Procurement Policy.

New Building Manitou a bi Bii dazigae

Red River College Polytech announced the new Anishinaabemowin (Ojibwe) name of its recently opened building at the Exchange District Campus. Manitou a bi Bii dazigae translates to “Where Creator sits / Brings light” — officially opened its doors to the public in the fall. This name was provided by RRC Polytech Elders in Residence guided by ceremony and prayer.

Stunning Indigenous artwork by two prominent Manitoba Indigenous artists have their artwork embedded in the building. The floor of the Roundhouse Auditorium has design work representing our past, present and future by Anishinaabe/Nêhiyaw/British artist KC Adams, Morning Star.

Anishinabee artist Jackie Traverse created a painting that will span approximately 1,000 square-feet across the inside and outside of the building’s fourth floor ceiling and will be visible from blocks away. Traverse is a multi-disciplined Anishinaabe artist who works predominantly with paint on canvas. The piece is inspired by The Forks — where the

Red and Assiniboine Rivers meet. It will incorporate the 13 moons, Grandfathers, people, bear paws, and the Oodena Celebration Circle.

Knowledge Keepers Council

Red River College Polytechnic is proud to welcome its first Knowledge Keepers Council. The Council will provide consultation and engagement towards advancing truth and reconciliation and embedding Indigenous perspectives across RRC Polytech. The new Council will also advise senior leadership on strategic initiatives vital for long term reconciliation efforts.

New Indigenous Strategy, Research and Business Development Department

The overlap between business development, applied research and Indigenous growth is what differentiates Manitoba on a global scale. Our future economic prosperity and the growth of our labour market in Manitoba is inextricably linked to the success of our Indigenous communities and the province. VP, Jamie Wilson has been hired to lead this department and RRC Polytech to put everything we do through an Indigenous lens to identify new opportunities for partnership and growth.

Befitting the College's status as Manitoba's polytechnic, applied research will continue to play a key role in academic programs, providing high quality work-integrated learning opportunities for students, including the integration of capstone projects into curricula.

4 Seasons of Reconciliation e-modular Training

4 Seasons of Reconciliation is a e –modular training program offered through RRC's Polytechnic LEARN website as part of the College's commitment to embed Truth and Reconciliation education for all RRC Polytech staff, now mandatory training. This year content for students has been developed and RRC Polytech offers the training for Manitoba's corporate sector through distribution agreements.

Manitoba's corporate sector is essential to learn and commit to reconciliation by engaging in meaningful consultation and relationship-building with Indigenous peoples, providing equitable access to jobs and training, and teaching managers the history of Indigenous peoples and the legacy of residential schools. This training will prepare RRC Polytech students a safe and supportive environment as they transition into the workforce.

Honouring Lost Lives

The remains of 215 children were discovered in a mass grave on the grounds of the Kamloops Indian Residential School at Tk'emlúps te Secwépemc First Nation in British

Columbia. The dark truths of Canada's Residential School system, a history that is not so distant and continues to impact Indigenous peoples, causing generational trauma across our country.

In an act of remembrance to honour the lives lost, Red River College lowered the flags at all campuses for nine days. In addition, with the guidance of Elders in Residence, a sacred fire was lit for four days and nights in which staff, students and their family could come and learn about ceremony and Residential Schools. Many male staff came out to support and learned the teaching on how to be a fire keeper for the 4 day ceremony.

This year was exciting with many new initiatives representing the deepening of RRC Polytech's reconciliation path. Staff and students are making courageous efforts as they learn and implement exciting opportunities to create and deepen partnerships between RRC Polytech, the business community and the Indigenous community. These opportunities will make a major impact as the College embeds Truth and Reconciliation and pursues equity, diversity, and inclusion in everything it does.

Université de Saint-Boniface

Call to Action: 63

Our Goal

Une force de changement – Plan stratégique 2021-2026

L'Université de Saint-Boniface (USB), a adopté son plus récent plan stratégique en juin 2021. Dans le cadre de ce plan quinquennal, l'établissement a formalisé son engagement à « cheminer vers la réconciliation ».

Notre plan strategique 2021-2026: Axe 4:

Enrichissement expérientiel et identitaire : Nous cultivons un environnement accueillant, sain et propice à l`épanouissement et la réconciliation, tout en célébrant la pluralité de la francophonie.

Orientation: Cheminer vers la réconciliation

Résultats stratégiques / Cibles:

"Cible ultime: Les parties prenantes estiment qu'en 2026, l'Université a progressé dans son cheminement vers la réconciliation.

Point de départ: année 2021-2022

SECTION I – PARTNER RESULTS BY SECTOR

Données 1 : Résultats sondage étudiant

Données 2 : État des lieux avec la communauté de pratique

Rapport annuel préparé par D. Radi

Stratégies:

Démontrer un engagement proactif envers la réconciliation

Activités / tactiques:

Mise en place d'un Cercle communautaire consultatif

Mieux connaître les enjeux de la population étudiante

Appuyer le développement d'une communauté de pratique avec les membres du corps professoral

Séances d'écoute avec la communauté et réseautage (ex. Blueprint)

Lien strategique avec Axe 1 - contenu des cours et programmes

Our Progress

Cette année, l'Université de Saint-Boniface (USB) a mis en place des initiatives afin de répondre à l'objectif « cheminer vers la réconciliation » de l'axe 4 de son nouveau plan stratégique quinquennal 2021-2026. Les activités et initiatives organisées au cours de l'année 2021-2022 sont en quelque sorte un point de départ pour l'établissement et visaient autant la population étudiante, le corps professoral que les membres de la communauté au sens plus large. Dans un premier temps la rectrice et la conseillère principale en matière de réconciliation et d'éducation autochtone ont fait des séances d'écoute avec divers membres et groupes de la communauté autochtone.

L'USB a ajouté un nouveau rôle de conseillère principale en matière de réconciliation et d'éducation autochtone qui a été confié à Debra Radi. Cette dernière a le mandat de collaborer avec les unités d'enseignement et les services de l'Université pour faire progresser la réconciliation. Son rôle sera essentiellement de mettre en place, avec les parties prenantes, les espaces d'apprentissage, d'écoute et de partage pour accompagner notre réflexion collective et nos actions relativement aux questions autochtones et à la réconciliation, et appuyer l'élaboration de la feuille de route pour réaliser l'objectif « cheminer vers la réconciliation ».

Les étudiants des équipes sportives, les Rouges, ont tenu une vente de t-shirts orange dans le cadre de la Journée nationale de la vérité et de la réconciliation. Le logo des

Rouges, apposé sur les t-shirts orange, a été modifié par un graphiste métis pour lui donner un aspect perlé. Ainsi, les athlètes en soccer, basketball et volleyball ont revêtu la couleur orange lors des activités d'échauffement avant chaque match d'octobre et de début novembre 2021.

L'USB, à titre de partenaire, a participé à la table-ronde provinciale du 17 mars 2022 intitulée Indigenous Post-Secondary Student Roundtable Discussion, organisée par Manitoba Collaborative Indigenous Education Blueprint et Manitoba Industry-Academia Partnership. Cette table ronde vise à découvrir comment les institutions postsecondaires du Manitoba peuvent mieux répondre aux besoins des étudiants d'ascendance autochtone. Afin de poursuivre la réflexion après l'événement et de mieux saisir les enjeux au sein de notre établissement, l'USB a cordonné un sondage auprès de tous les membres de sa population étudiante s'identifiant comme Autochtones. L'analyse des résultats est à compléter.

Le corps professoral de l'USB s'est engagé notamment en répondant à l'appel suite au lancement d'une communauté de pratique en matière d'éducation autochtone. Ce cercle de partage est un espace de dialogue pour nourrir la réflexion quant à l'intégration des perspectives ou approches autochtones pour tous les apprenants. Il permettra aux membres du corps professoral de développer leurs compétences à l'égard de l'éducation autochtone et de la réconciliation, toujours dans le contexte historique, territorial et communautaire unique qu'est le nôtre, c'est-à-dire un établissement de la minorité francophone qui a pris racine dans la colonie de la Rivière-Rouge et qui accueille des étudiants autochtones, surtout des étudiants métis, depuis ses humbles débuts.

La conseillère principale en matière de réconciliation et d'éducation autochtone de l'USB s'est jointe au University of Manitoba (UM) Indigenous Identity Consultation Working Group (IICWG) qui a été mis en place en décembre 2021 par Catherine Cook, vice-rectrice aux affaires autochtones de l'Université du Manitoba avec le mandat de conseiller l'université sur le processus pour répondre au besoin de soutenir la communauté autochtone dans l'autodéclaration de l'identité autochtone (Premières Nations, Métis et Inuit).

Du côté communautaire, l'USB a adopté la Journée nationale de la vérité et de la réconciliation comme jour férié. USB a illuminé, le soir du 30 septembre, la façade de son entrée principale ainsi que sa coupole de lumières orange afin de rendre hommage aux enfants autochtones morts dans les pensionnats, aux survivants des pensionnats et à leurs familles.

Suite à un appel public, l'USB a créé un cercle autochtone communautaire consultatif pour la conseiller, et par le fait même appuyer l'Université dans sa réflexion afin d'informer la démarche institutionnelle et de cibler les actions à poser en ce qui a trait à l'éducation autochtone et la réconciliation. Le cercle a débuté ses travaux en mars 2022.

University of Manitoba

Call to Action: 24, 28, 57, 63, 92

Our Goal

The University of Manitoba (UM) recognizes our responsibility to make concrete changes and to mobilize on the Truth and Reconciliation Commission of Canada's 94 Calls to Action. We acknowledge that the Calls to Action are interconnected, and we are committed to a comprehensive approach to advancing reconciliation.

UM has multiple efforts and projects underway that seek to respond to the Calls to Action. As an institution we are committed to educating ourselves on the historical context of colonization, and the laws and policies that have and continue to contribute to our contemporary reality.

In 2019, the University conducted a review to enhance the mandate for Indigenous Senior Leadership and support for Indigenous engagement and achievement at UM. The resulting report made recommendations covering 29 actionable items.

As we revisit our Winnipeg Indigenous Accord responsibilities, in addition to building on our past goals and successes, we commit to acknowledge and dismantle the systems that contribute to inequity. We commit to create safe learning and work environments for Indigenous peoples. Through working together and helping each other we will achieve this shared vision.

Five primary goals for 2020-2022 include:

1. The creation and implementation of an education and training plan in response to Call to Action 57: all employees must be educated 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 include faculty-specific training to build on general campus training.

2. The creation and implementation of an anti-Indigenous racism component in support of the UM's overall anti-racism strategy.
3. Pursue the option of the establishment of a joint Board of Governors/Senate Standing Committee on Indigenous initiatives and achievement.
4. The creation of a framework for Indigenous community-faculty partnerships for research and development.
5. The establishment of an Indigenous Advisory Council to oversee the implementation of the recommendations from the 2019 Indigenous Senior Leadership review.

Our Progress

The diverse community that makes up the University of Manitoba is committed to advancing reconciliation through curriculum, initiatives, research and partnerships. Underway is a university-wide effort to create a culturally safe work and learning environment for Indigenous students, staff, faculty and guests; advance reconciliation; fight anti-Indigenous racism; and foster relationships with First Nations, Métis and Inuit communities.
To address the need for organizational and structural change, six projects that cross all of the major UM portfolios are in progress, ensuring a shared responsibility to build on the decades of work started by Indigenous leaders and communities. Each project is led in partnership by Indigenous and non-Indigenous leads. An Indigenous Advisory Council was established to oversee the work.

Some highlights of these projects that advance our goals for the Winnipeg Indigenous Accord include:

- The recent election of five Indigenous Senators to UM's Senate, which will allow for continued enhanced Indigenous representation on some Senate committees.
- Two new leadership positions established: Christine Cyr was appointed to the role of Associate Vice-President (Indigenous) Students, Community and Cultural Integration, and Dr. Cary Miller was appointed to the role of Associate Vice-President (Indigenous) - Scholarship, Research and Curriculum.
- A number of Indigenous administrative leads and Elders-in-Residence have been hired within faculties, and a process has been recommended to establish these positions in all faculties/cluster of faculties.
- A process for training (Call to Action #57) for all faculty, staff, and students is in development.
- Recommendations to create an anti-Indigenous racism strategy have been developed.
- An Indigenous Rights Officer position has been developed.

- Recommendations for Research Ethics Processes for those engaging with Indigenous Communities have been developed.

Additional updates on the project work, can be found on our website.

Some highlights of other work from the past year that advances our reconciliation efforts include:

- The commemoration of the 150th anniversaries of Treaty 1 and Treaty 2 in the summer of 2021. On July 30, the Treaty No. 1 flag was raised at Fort Garry campus and will remain a permanent fixture.
- A Respectful Repatriation Policy working group has been established to ensure the respectful return and care for Indigenous ancestors.
- An Indian Residential School ground research UM group is supporting Sandy Bay First Nation's efforts to locate unmarked burials.
- In partnership with the Seven Oaks School Division's Wayfinders program a dual-credit Law Makers program was established to create a pathway for Indigenous high school students to Robson Hall Faculty of Law.
- A new partnership with the Mastercard Foundation's EleV program, which gifted $16.1-million of program funding, will advance four main goals:
    - To increase access to co-designed post-secondary education in the places Indigenous students call home;
    - To increase Indigenous student success through supporting post-secondary collaboration, including through the Blueprint initiative;
    - To increase Indigenous student success through enhancing and innovating supports for transition to post-secondary education; and
    - To improve Indigenous graduate outcomes through building pathways and supports to employment and entrepreneurship.
- The first report from the Canadian Reconciliation Barometer, which measures progress toward Reconciliation, was released in February, 2021. The report was developed by a team of Indigenous and non-Indigenous researchers who polled 3,225 Indigenous and non-Indigenous people on 13 indicators of Reconciliation, with several statements for each indicator.
- A total of $781,005 was awarded through the UM's Indigenous Initiatives Fund (IIF) to support 21 new projects between 2021-2022. Projects include everything from the creation of a comic book version of the essential history of residential schools, to a Learning Hub Pilot community partnership with Interlake Reserves Tribal Council, to the care for and honouring of Ancestors, belongings and other Indigenous materials through the repatriation work that is ongoing.

- A previously funded IIF Project saw the creation of a Pathway to Reconciliation Video and Workshop. This has been delivered approximately 200 times to 3,000 UM community members.
- The establishment of an Indigenous Identity Engagement Group that is proposing a process for identifying Indigenous identify fraud.

The UM is honoured to host the National Centre for Truth and Reconciliation on the Fort Garry Campus and to support the work of the NCTR. Some highlights from the NCTR include:

Survivors Flag

- NCTR engaged more than 30 Survivors across Canada on a flag design in honour of Survivors and the children who never returned home. NCTR, Survivors and a Métis artist collaborated on the design. The Survivors' Flag was raised on Parliament Hill on September 29.

Truth and Reconciliation Week – Programming all week (September 27 – October 1, 2021)

- A three-hour national broadcast was produced for National Day for Truth and Reconciliation, airing on CBC, APTN, CBC Gem, APTN lumi, CBC Radio 1, ICE Tele, ICI Tou TV and the next day Hollywood suites and Super Channel.
- A supporting publication educational guide was created and translated into French, English and Inuktitut. 150,000 printed copies were distributed to teachers and students across the country, all in response to teacher requests. There were 109 orders for the Inuktitut edition.
- Fifty Survivors, Knowledge Keepers, Elders and Commissioners voices were shared with more than 1,000,000 students, viewers and public online.
- Six Survivor vignettes produced in partnership with APTN garnered more than 1,000,000 views on the NCTR's social media and included the voices of Survivors that the NCTR works with like Phyllis Webstad, Dr. Barney Williams and Edna Elias.
- The NCTR team gave more than 60 interviews conducted by the NCTR team from a Google blog to national media.
- More than 400 people attended an event at the Winnipeg Art Gallery to hear from special guests Elder Betty Ross, Marlene Gallagher, and Sean Carleton.
- The Imagine a Canada arts and leadership youth initiative launched for students in K-G12 and CEGEP.

2SLGBTQQIA+ Engagement (November 9, 2021) - NCTR

The purpose of this engagement was to meet with members of the 2SLGBTQQIA+ Survivors and inter-generational Survivors as the experiences and perspectives of the 2SLGBTQQIA+ community have not been adequately reflected in the work of the NCTR and TRC. Ten members from the 2SLGBTQQIA+ community joined the conversation.

- Increasing the role of 22SLGBTQQIA+ Survivors, Inter-Generational Survivors, Elders and Knowledge Keepers in the governance and operations of the NCTR, including prioritizing recruitment of 2SLGBTQQIA+ Survivors and/ or Inter-Generational Survivors to fill upcoming vacancies on the Survivors Circle;
- Expanding collaboration between NCTR and 2SLGBTQQIA+ organizations on public events, such as the NCTR's Decolonized Lens screening, or a series of public forums or other events;
- Creating new educational content on the experiences of 2SLGBTQQIA+ Survivors and Inter-generational Survivors;
- Reviewing current NCTR educational materials from the perspective of 2SLGBTQQIA+ inclusive language; and
- Adopting Operating Procedures to make the NCTR a more inclusive and culturally safe space for 2SLGBTQQIA+ Survivors, Inter-Generational Survivors and community members.

Education Unit

- Between September 16 and November 16, 2021, the NCTR education unit engaged in over 130 presentations, workshops, tours, and events with over 9,900 people.
- The Centre launched the teacher resource database which has over 500 resources on residential schools and closely related topics.
- Imagine a Canada program received 138 submissions to the program with 87 in K-G5 and 43 from G6-12. There were 10 projects selected from K-G5 and 15 projects selected from G6-12 for honouring and participation in a leadership event in March and a national ceremony set for June 2022.

Research Unit

- Professor Brenda Gunn, was hired as the NCTR's Academic and Research Director.
- The NCTR proudly announced their partnership with Social Sciences and Humanities Research Council (SSHRC) on a national research program to advance understanding of reconciliation on February 1, 2022. The new

partnership further responds to the TRC of Canada's Call to Action 65, and supports calls to actions 71 to 76. The collaboration will foster research on reconciliation and residential schools, done by and with Indigenous communities.

- A Virtual International Academic Forum on Indigenous Peoples and the Right to Self-Determination, in support of the UN Expert Mechanism on the Rights of Indigenous Peoples was co-hosted by Celeste McKay and Brenda Gunn. The Forum featured current and former members of the UN Expert Mechanism on the Rights of Indigenous Peoples, and the UN Permanent Forum on Indigenous Issues as well as current and former UN Special Rapporteurs on the Rights of Indigenous Peoples.
- PEG Residential Schools Joint Initiative (PEG RSJI) is a partnership agreement between the NCTR and Social Sciences and Humanities Research Council (SSHRC) that support Indigenous communities in their decision-making processes, research and actions regarding residential school sites in Canada. SSHRC is investing up to $1 million in the June 2022 PEG competition to support residential school-related projects. Grants are valued at a maximum amount of $50,000 per project for a duration of one year.
- Small Research Grants Fund: seven successful applicants will receive $7,000 each for their research projects: University College of the North, Vancouver Island University, Queen's University, Thompson Rivers University, University of Lethbridge, University of Calgary, and Carleton University. These projects align with the NCTR's identified focus areas for research and aim to contribute to the work begun by the TRC.

Archives

- NCTR Archives received 296 Survivor Inquiries in 2019/20 (compared to 91 Survivor Inquiries in 2018/19).
- A Memorandum of Agreement (MOA) with the Six Nations of the Grand River to investigate Unmarked Gravesites was finalized.
- Data repositories, "Our Relations," for Indigenous communities who have committed to using the repository and are set up for use now include: Sto'lo First Nation; Penelakut First Nation; Six Nations of the Grand River; the Tk'emlúps te Secwépemc; Keeseekoose First Nation; and the Sechelt First Nation.
- First transfer of records to the NFB for preservation formatting and received a test sample of records.
- Received first transfer of Narratives from CIRNA.
- MOA with the Royal BC Museum to digitize and transfer all records of St. Ann's, and other OMI Lacombe records as well as the records of the Deschatelêts Archives.

- Finalized agreement and sign off with Services Ontario and the Ontario Attorney General to share vital stats records. An official ceremony, and transfer of records was held March 21 with IST, NCTR Spiritual Guides, Ontario Chiefs, and Ontario Attorney General.
- On January 20, 2022, Canada and the NCTR signed a Memorandum of Agreement. Canada will share Residential School documents with NCTR.
- An MOA was signed with Oblates for acquiring Oblate OMI records concerning the history and legacy of residential schools.
- Formally acquired Vital Statistics from Service Ontario in a ceremony guided by Ontario Chiefs and the Spiritual Guides of the NCTR.
- Completed Provincial Archives of Alberta MOA for acquiring records.

Missing Children (Phase 2)

- The Canadian government, through Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC), pledged to provide $3 million to the NCTR for the second phase of the Missing Children Project. The funding will support three new positions at the NCTR for this project, as well as a contract research team to help review the archival holdings and identify more of the children who never returned home from residential school.

Canada Foundation for Innovation Grant

- Canada Foundation for Innovation grant valued at $6,007,864 will support key initiatives that help the NCTR to continue to decolonize data, make it more accessible to Survivors and the public and use the archives as an agent for social change.

Community Dialogue on Missing Children and Unmarked Burials

- Through community dialogues and a virtual learning gathering on Missing Children and Unmarked Burials, this project aims to:
    - Provide interactive dialogues with Indigenous communities that will increase knowledge and understanding on searching and identifying Missing Children and Unmarked Burials so families and communities may learn of what became of the children who perished or went missing while attending residential schools
    - Contribute to informed public dialogue on residential schools and the losses of children in attendance
    - Contribute to inter-community supports and learning, as well as the development of resource and information tools for communities

Na-mi-quai-ni-mak

- NCTR received a $250,000 donation from BMO in support of the Na-mi-quai-ni-mak ('I remember them') Centre Community Support Fund. As a national and Indigenous-led fund, the Na-mi-quai-ni-mak Fund is the only one of its kind in Canada that provides grants to Indigenous communities for memorial and healing activities such as community ceremonies and feasts, commemorative markers such as gardens and plaques, and maintenance of burial sites – this is in accordance with Call to Action 79. Survivors make up the Regional Advisory Circle and determine which projects will receive funds. In the 2021-2022 fiscal year 52 applicants were supported.

Digital Witness Blanket Project

- The Digital Witness Blanket is the result of a collaborative effort between Carey Newman, the Canadian Museum for Human Rights (CMHR), Media One, Camosun College, and Animikii. It is a virtual extension of the Witness Blanket and works to expand public access to the Stories of Survivors. It serves as a healing tool for Survivors, their families, and their communities, and offers a pathway to further pursue reconciliation.
- Since September, the NCTR Survivors Circle has been giving their guidance and advice to the Canadian Museum for Human Rights.

National Monument Steering Committee Call for Survivors

- In response to Truth and Reconciliation Commission Call to Action #81 the Department of Canadian Heritage is undertaking a project, guided by Survivors, to create the residential schools National Monument. The monument will honour Survivors and all the children who were lost to their families and communities and will be in a highly visible site in the City of Ottawa.
- This Survivor-led committee will provide guidance and oversight on the monument project through its 5-year process.

Helen Betty Osborne Memorial Scholarship

- In partnership with the Indigenous Chamber of Commerce (ICC) and The Winnipeg Foundation, the Helen Betty Osborne Memorial Awards for Indigenous students were re-established in honour of the 50th anniversary of Helen Betty Osborne's tragic death. Thirty, $2,500 awards in the amount of $75,000.00 were disbursed from the Helen Betty Osborne Memorial Fund to Indigenous students. The scholarships recognize Indigenous students who are making a difference in eliminating the barriers of racism, sexism, violence, and indifference in society.

University of Winnipeg

Call to Action: 11, 16, 63

Our Goal

University of Winnipeg is contributing to the fulfillment of the Calls to Action through the content of courses across all disciplines and faculties, through sport, through curatorial practices, through governance, student recruitment and retention and through training and education for other institutions as well. The University of Winnipeg recognizes that we are located on Treaty One land, in the heart of the Métis homeland.

The future of Manitoba and our success as a province depends on the education system's ability to reach out to Indigenous people, nurture their talents and learn from and incorporate their traditional knowledge. Indigenization is about brining Indigenous people, perspectives, cultures and traditions into every aspect of the academy. For this reason, The University of Winnipeg is continuously seeking to advance reconciliation, incorporate Indigenous knowledge into our institution and implement the Calls to Action identified by the Truth and Reconciliation Commission.

The University of Winnipeg is guided by both the Calls to Action specifically, as well as an overarching commitment towards reconciliation and Indigenization. We use a holistic approach in working towards these goals. The Truth and Reconciliation Commission's Call to Action 63.iii in particular guides us as an institution; we strive towards increasing intercultural understanding, empathy and mutual respect. Throughout our courses and across our departments, this Call to Action is our aim. This includes continuing education and our programs for professional development and training such as Indigenous Insights. With this holistic approach in mind, we have adopted several future goals that relate to specific Calls to Action, including:

- Call to Action 16: The University has already achieved a great deal in regards to Call to Action 16, which calls upon post-secondary institutions to create programs in Aboriginal languages. We will further our commitment to this call to action by strengthening our pre-existing language programs, as well as pursuing new opportunities to expand the number of programs and courses offered at the University.
- Call to Action 11: While this Call to Action is directed specifically at the federal government, we believe that as an institution we can play an important role in supporting Indigenous students who are pursuing a post-secondary education.

To this end, The University of Winnipeg provides Indigenous students with a wide range of supports. University of Winnipeg's Opportunity Fund assists students from

traditionally underrepresented populations, such as inner-city and Indigenous students, access post-secondary education. Since 2007, over $2.7 million in bursaries has been awarded to over 2,600 students. Additionally, Indigenous students at The University of Winnipeg have access to a range of academic, social and cultural supports that helps them achieve academic success and facilitates their engagement with graduate school opportunities, meaningful employment and leadership roles.

To do our part to meet the 11th Call to Action, The University of Winnipeg will continue to provide a wide range of supports to Indigenous students. The University will also review funding structures to ensure that Indigenous students have the tools and supports they need to attend university.

Our Progress

Activities you implemented for the purpose of achieving significant inclusion and involvement of First Nations, Métis, Inuit and 2SLGBTQQIA people in the development, planning, and/or implementation of your activities.

20. # of collaborations with First Nations, Métis, Inuit, and 2SLGBTQQIA people, Elders, Knowledge Keepers, and Cultural Providers to develop and/or implement curriculum, strategies, protocols, processes, projects, or programs.

1. The Indigenous Academic Lead in partnership with Indigenous Languages of Manitoba piloted the Teaching Indigenous Languages Program in May of 2021. The goal of this program was to train Indigenous language speakers to teach Indigenous languages to adult learners, including postsecondary and community classrooms. It is the first Indigenous Languages teacher training program in Manitoba. Eight students participated from Marius, Norway House, Fairford, Gillam, Duck Bay, Grand Rapids, and Winnipeg.
2. Indigenous Engagement worked with Elders to develop protocols for ancestral remains that have been housed at UWinnipeg. Historically, they were brought to the university for forensic study. A ceremony and feast was held as part of the process.
3. UWinnipeg and the MMF partnered to offer The Dr. Annette Trimbee Indigenous Excellence Scholarships, which recognize outstanding continuing undergraduate students who identify as Red River Métis, First Nations or Inuit.
4. In partnership with the Winnipeg Aboriginal Sport Achievement Centre's Adventure Kids Camp, Wii Chiiwaakanak's team delivered coding lessons to 680 youth at 6 school sites.

22. # of partnerships with or between First Nations, Métis, and Inuit, groups or governments that resulted in the creation of agreements, policies, legislation, processes, or programs.

1. UWinnipeg and Peguis First Nation agreed to support a collaboration that would develop an interpretive centre.

23. # of amended or new, practices or policies adopted by my organization that recognize Indigenous rights, respond to the priorities of First Nations, Métis, and Inuit, and increase access and inclusion of First Nations, Métis, and Inuit, including the rights, priorities, and inclusion of Indigenous women, girls, and 2SLGBTQQIA people.

1. UWinnipeg has approved a policy to review all policies through the lens of Indigenization and the university's commitment to reconciliation.
2. Development has begun on a new institutional Gender Equity Policy that would strengthen supports for Two-Spirit students, faculty, and staff.
3. UWinnipeg has started investigating how to implement a process for assessing the development of students' understanding of Indigenous realities.
4. Discussions are underway to develop program evaluation models for UWinnipeg's Opportunity Fund and the Indigenous Course Requirement.

24. # of services or processes established for the purpose and necessity of creating cultural-safety through inclusion of First Nations, Métis, and Inuit languages, laws and protocols, governance, spirituality, or religion.

1. UWinnipeg features an "Indigenizing Research Data Management Series," which consists of an online toolkit and 6 webinars. It was developed with the Manitoba Network Environment for Indigenous Research.
2. UWinnipeg has engaged in a research partnership with the MMF and multiple faculty-led research projects in fields, such as health, history, education, justice, and science.
3. Efforts are underway to Indigenize the UWinnipeg library and other campus spaces.

26. # of activities / 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 communities.

1. The Weweni Speakers Series hosted an in person/online webinar “Decolonizing Contracts – Transforming Relationships through Art and Indigenous Perspective” on November 29, 2021. Lecturer Carey Newman talked about his

work on a monumental artwork of national significance that has been named the Witness Blanket. There were over 40 participants.

2. The University of Winnipeg has continued its partnership with Indigenous Languages of Manitoba, Native Communications Inc. Radio (NCI), University of Manitoba and Mazinaate Publishing on Aakoziiwigamig: An Ojibwe Radio Drama. The remaining episodes will begin airing in March 2022.
3. Wii Chiiwaakanak hosted 56 children over two 2-week Indigenous STEAM Camps.

4-5. The Powwow Club and Sacred Seven programs at Wii Chiiwaakanak were held from October to December 2021.

6. The Beginner Learning Anishinaabemowin program hosted 120 learners.
7. Wii Chiiwaakanak developed a collection of 12 videos in Anishinaabemowin, which are available online. The videos demonstrate how to make crafts and regalia.
8. Wii Chiiwaakanak held a series of regalia workshops in 2021 with 40 participants attending.
9. Sunshine House and Wii Chiiwaakanak sponsored a feast on behalf of Indigenous Engagement for National Indigenous People's Day.
10. On National Indigenous People's Day, Wii Chii hosted Indigenous Star Stories as an online public event.

The following indicators of progress are related to the types of activities you implemented for the purpose of increasing the number of First Nations, Métis, and Inuit language speakers and contributing to the sustainability of First Nations, Métis, and Inuit languages.

42. # of students, staff, children in care, or members participating in First Nations, Métis, or Inuit language classes.

1. 192 learners participated in Indigenous language courses.

43. # of First Nations, Métis, or Inuit language courses or programs created or enhanced.

1. UWinnipeg’s new Thematic Major in Indigenous Languages launched in September 2021. The goal of this program is to give students proficiency in an Indigenous language and skills to assist with language revitalization efforts.

SECTION I – PARTNER RESULTS BY SECTOR

EDUCATION – SCHOOLS AND ASSOCIATIONS

Dakota Collegiate Institute

Call to Action: 63

Our Goal

Dakota Collegiate will continue to focus on Call to Action 63iii (building capacity for intercultural understanding, empathy and mutual respect) in our classrooms, leadership and school community.

Our Progress

Our school community of 1123 students acknowledged Orange Shirt Day and Truth and Reconciliation Week, which included a week of student announcements that focused on the history of residential schools as well as remembering and honouring the children in unmarked graves. Classrooms reflected about the atrocities that occurred at residential schools with words and drawings using the Project of Heart teaching resource and their work was displayed in the school foyer. For Project of Heart each student designed a square tile based on their reflection of Orange Shirt Day and the damage done by residential schools. Orange shirts have been distributed to our incoming grade 9 students for several years. All students are encouraged to wear their orange shirts on this day. This year's shirt was the second set of shirts that were designed by a Dakota Collegiate student. The current number of enrolled grade 9s is 289.

The Red Dress project was started in 2010 by Métis artist Jaime Black, and since then has been recreated by groups throughout North America. On October 4th, DCI community observed the Day of Action for MMIWG by installing a Red Dress project in the school lobby. Classes toured the lobby to engage with the powerful artwork, and then extended their learning into the classroom. The installation at Dakota was designed as a gallery walk, with each red dress hanging having information about some of the Indigenous women and two-spirited who have gone missing or been murdered. This helped to bring identities to the statistics that were talked about during the announcements and in the installation. Students were able to walk through the gallery at their own pace and reflect on what was presented. Information was also delivered through posters as well as QR codes that were linked to resources that were compiled by teachers. These posters could be found all around the school. We also offered a space to smudge/cleanse if students needed a space to unpack or debrief in a quieter setting.

Teachers in the school collaborated with Victoria MacIntosh to create a quilt to commemorate Missing and Murdered Women, Girls and two-spirit people. Students designed a quilt square with a focus on “what makes you feel safe” and “what makes you feel strong”. The quilt will be the focus of learning on May 5, which is the National Day of Awareness and Action for Missing and Murdered Indigenous Women, Girls and Gender diverse people.

Indigenous Veterans Day was observed during our Remembrance Day ceremony.

Five students from Dakota Collegiate were recognized and nominated by the Mino Giizhiigaad staff committee for the Manitoba Indigenous Youth Achievement Awards. One of our students in grade 12 was chosen as the recipient for the Cultural Male category and accepted the award in February.

Winter Solstice was celebrated this year with a pipe ceremony, teachings about ceremony, a drum song, two students jingle and grass dancing, two students playing guitar and singing, a feast and giveaway. This event was attended by 60 students and eight staff members.

Spring Equinox was celebrated with some storytelling and land-based education centered around animals and land with Ms. Ewanchuk that involved 38 students.

Frontier College

Call to Action: 62, 63, 64, 66

Our Goal

Frontier College-MB Office, in response to Calls to Action #62, 63, 64, and 66, will work with partners in multiple community organizations in the North End area. Frontier College will work with partners to best fit the literacy needs of Indigenous and non-Indigenous learners. We will listen to the learners and follow their strengths to support their learning around residential schools and Indigenous history. This will be done through the Truth and Reconciliation summer literacy camp in July and throughout the year in our other partnerships. Frontier College will continue to increase the number of high quality Indigenous content books that are read and available to our First Nation community partners in the summer literacy camps that we facilitate together. The summer literacy camps lessen summer learning loss and support children and youth in the upcoming school year. Frontier College will also increase the number of Indigenous content books that our Interns will use in the urban programming. We will do this

through the purchasing of books for our office library and using them to develop literacy activities related to the Indigenous content books.

Our Progress

In response to Calls to Actions #62, 63, 64, and 66, Frontier College created age-appropriate informative curriculum for our Summer Literacy Camps, Reading Tents, and Truth & Reconciliation program in Winnipeg. Our organization has set-up an EDI committee and recognizes The National Day for Truth and Reconciliation.

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 learnt 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.

In our year-round programs for elementary school-aged students we included Indigenous culture and Truth & Reconciliation through the reading of books like; "Sometimes I Feel Like a Fox", an introduction to the Anishinaabe tradition of totem animals; The book series "I Am Like a Tree", showing how through conversations we can learn new ways to be respectful, kind and empathetic; and "Phyllis's Orange Shirt", a book written by Phyllis Webstad talking about her experience at residential school.

We partnered with Niiwin Minisiwiwag, an off-campus program located in the North-End of Winnipeg. It is a collaboration with CEDA, Ma Mawai, Ndinawe and Winnipeg School Division to re-engage Indigenous youth between the ages of 16-21 in high school. Through our T&R Facilitator Intern, Frontier College has been providing students in the program with the opportunity to improve their literacy skills in a learning environment dedicated to Indigenous culture and Truth & Reconciliation since October 2021.

The Frontier College T&R Facilitator Intern also developed and facilitated curriculum for École Leila North Community School Grade 7/8 multiage classroom that includes; Introduction of Indigenous terms/ sharing circle on Truth & Reconciliation; an overview of the Indian Act and the introduction of residential schools; Exploring Indigenous culture, language, powwow, and ceremonies; Discussions on intergenerational trauma and the 60’s Scoop; In depth look at the TRC Calls to Action; Discussion and activities around relevant current affairs topics including MMIWG2S and Protest (Water is Life).

Frontier College was able to increase their Indigenous Resource library with 50 new Indigenous content books that our interns will use in the urban programming. We continue to develop literacy activities related to the Indigenous content in those books, as well as providing some as free books the learners can take home.

Glenlawn Collegiate Institute

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

Our Goal

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

1. We will be re-establishing our Indigenous student group with a focus on belonging, learning, sharing, and building relationships.
2. We will continue to enhance enrollment and interest in our Grade 10 First Nations, Métis, Inuit Studies course.
3. Teachers and students will create a space in our library for Indigenous resources that reflects Indigenous peoples and worldviews.
4. We will be offering another set of Indigenous themed/authored novels for this year's book-read for staff.
5. We will be continuing to create a professional development action plan to ensure that all staff are supported in their learning journey.
6. We will be creating a resource package for new staff so that they can effectively integrate Indigenous philosophical and content area pieces into their teaching.
7. We will look at ways to provide all Grade 9 and 10 students with an experiential activity related to Indigenous perspectives that ensures staff and student safety given the pandemic situation.
8. We will reflect on the challenges of this year and begin planning ways to meet staff and student needs in the upcoming year.
9. We will continue to develop our school plan around the Circle of Courage philosophy.

Our Progress

As signatories to Winnipeg's Indigenous Accord, Glenlawn Collegiate Institute continues to take very seriously its commitments to reconciliation. The TRC recommendations for public education have provided us with a clear path towards change, and a mandate to do our part in helping to create a reconciled future for all Canadians. As educators, we

understand and acknowledge the role of education in our historical relationship with the Indigenous peoples of Canada. As such, we believe in the power of our educational institution as a place of reconciliation and positive relationships moving forward.

It has been important for us, as a large school, to continue our work in our Winnipeg's Indigenous Accord Working Committee. Our committee was created to ensure entire school involvement, accountability and a platform to creating change as we move towards our goals and our pledge.

In our goal setting, we continue to take a three-pronged approach. We feel it is necessary, in congruence with TRC recommendations 79, 62, and 63, that we address change not only for our building, but for our staff, and most importantly for our students. Since becoming signatories, our school's committee has met quarterly to plan and assess the progress of our commitments and to look ahead to possible future goals.

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

Although our groups have been able to meet this year we are still not up to full capacity. This has impacted our ability to hold our annual Glenlawn Community Feast and to hold school-wide events such as Orange Shirt Day and MMIWG Awareness Day. It has posed challenges for being able to meet as a whole staff or in professional learning groups and has taken from us valuable time that would normally be dedicated to ensuring Indigenous perspectives implementation across various subjects and grade levels. As such, we continue to plan for next year and feel it is important to return to these practices in the best way we can in the upcoming year.

Gonzaga Middle School

Call to Action: 45, 62, 63, 64

Our Goal

Gonzaga Middle School has developed four goals as participants in the Winnipeg Indigenous Accord and as part of our larger commitment to Reconciliation:

- Infusing Indigenous perspectives across all curricula, teaching the Manitoba Treaty Relations curriculum and the history and legacy of residential schools at all grade levels;

- Utilizing NCTR recommended books in “read aloud” programs in classrooms and novel studies;
- Ensuring students can articulate treaty acknowledgement;
- Encouraging an inclusive spiritual culture which allows all in the school community to respect their own spiritual tradition and to learn about other spiritual traditions including Indigenous traditions.

Our Progress

Gonzaga Middle School has actively infused Indigenous perspectives across all curricula and engaged students and teachers in learning about reconciliation and the history and legacy of residential schools. All classrooms are rich with Indigenous, First Nation and Inuit literature, art and music. Daily all-school assemblies routinely include Indigenous perspectives including and beyond the Seven Teachings. All staff and students smudge regularly on Wednesday mornings and more frequently upon student request. This year, during the early part of the fall we were able to engage all students and staff in the blanket exercise and then a group of students and staff were able to lead the blanket exercise for staff at another local school (Immaculate Heart of Mary School). This year, the Manitoba Treaty Relations kit was actively used in the Grades 6 and 8 social studies classroom and UNDRIP was discussed as part of Grade 7 Social Studies. Staff and students were able to participate in a fundraiser in support of the Downie-Wenjack Foundation that supports education about residential schools and GMS renewed its status as a Downie-Wenjack Legacy school. Students also did research projects related to learning about historical and current Indigenous leaders. A large group of students also participated in virtual Anishinaabemowin (Ojibwe) language classes shared by the Manitoba Indigenous Cultural Education Centre. Another group of students regularly participated in fireside chats with Indigenous elders originating from the University of Manitoba. With pandemic restrictions mostly continuing, it was more difficult to engage in land-based education programming. In a normal year, students learn about birch bark biting, the history of the land that is Manitou Abhee while at Tim Horton's Camp Whiteshell for example. Students would also normally participate in ceremonies, learning about tobacco ties, spirit meals, and traditional medicines.

Gonzaga Middle School (GMS) has also engaged or partnered with Indigenous groups or organizations that support Indigenous peoples. This year students and staff were able to a participate in a Cub Walk with the Mama Bear Clan. Students also participated in ribbon skirt workshops and hand drumming sessions. Students and staff also participated in Mama Bear Clan and Point Douglas Residents Association led community clean up and riverbank tree planting activities. Due to the pandemic, some of the activities we would normally engage in such as participating in WASAC

sponsored events were again not possible this year. Nevertheless, Gonzaga Middle School still found ways of supporting Mama Bear Clan and the North Point Douglas Women's Centre. Normally, students would learn about and participate in traditional jigging thanks to the Norman Chief Dancers and we would bring in elders Clarence and Barbara Nepinak for firsthand teachings and lessons on hand drumming. These and other planned activities were unfortunately canceled again due to the pandemic restrictions. We look forward to the end of the pandemic when GMS can resume regular volunteering at NPDWC and Mama Bear Clan events, hosting events that may include pipe ceremonies, hoop dancing, and staff attending Indigenous knowledge teachings in-person and then sharing knowledge with other staff to continue building a respectful and inclusive school culture.

Manitoba Teachers' Society

Call to Action: 57, 62

Our Goal

In response to the Truth and Reconciliation Commission's Call to Action #57 and #62 the Society work with education partners in Manitoba to provide professional learning opportunities for educators on the history, treaties and laws that impact Indigenous Peoples in Canada as well as training on intercultural competency, conflict resolution, human rights and anti-racism. Professional Learning will focus on:

- Creating an understanding of corrective history and the impact of colonization on Indigenous peoples.
- Supporting increased advocacy related to changes in policy, practices and curriculum to ensure the full inclusion of Indigenous educators, students, families and communities in Manitoba schools.
- Providing tools to support educators in teaching about human rights, anti-racist education and equity practices.

Our Progress

The Manitoba Teachers' Society (The MTS) represents 16,000 teachers across the province. Our organization does not work directly with students but does provide professional learning to teachers and has worked to address the TRC Calls to Action at an organizational level. As a result, we continue to promote Indigenous history, peoples and issues within its membership and the educational community at large for more than a decade. The list of activities for 2021-2022 include:

- Workshops focused on Indigenous education at our FAB 5 new teachers conference including a keynote by Kevin Chief.
- Four meetings with our Indigenous Voice in Action Standing Committee (IVASC) continues to monitor and assess trends and developments in the area of Indigenous education, including preservation of Indigenous languages, culture, history, perspective and customary law as well as to make recommendations to the Provincial Executive related to such issues.
- One resolution forwarded by IVASC for consideration at our Annual General Meeting in May calls for the Society to establish an Elders Council.
- The work of IVASC and The Manitoba Teachers' Society is supported through our Indigenous Chairs who are responsible to bring resources as well as new knowledge and information to our Locals across Manitoba.
- Diverse team focused reconciliation training for all staff and elected leadership was held virtually. This year the training included visits to the Inuit Art Centre at the Winnipeg Art Gallery, presentations on traditional approaches to wellness and cultural experiences.
- Two provincial seminars with Indigenous Chairs were held. The first seminar focused on the Treaty Acknowledgment and bridging words to action. The second seminar focused on Anti-oppressive education and included a session on personalizing treaty acknowledgments.
- Support is provided to the Council of Indigenous Educations of Manitoba to host an annual conference on Manitoba Professional Development Day.
- Workshops were delivered both virtually and in person focused on Indigenous education, anti-racism and Indigenous approaches to wellness to teachers across Manitoba.
- An education budget submission was prepared for government that specifically related to TRC Calls to Action. Specifically, calls to action related to curriculum, increasing the number of Indigenous peoples in leadership positions within education, the development of anti-racist, anti-oppressive and decolonial policies to enhance equity and address systemic barriers that impact the school experience and achievement of Indigenous peoples, and professional development.
- The Manitoba Teachers' Society has also begun work to re-examine our treaty acknowledgment to better align the intentions and purposes of the acknowledgment with action. To that end, Indigenous Chairs reviewed the current acknowledgment using an anti-oppressive lens, the consultation services of Dr. Alex Wilson were employed, a national scan was completed and an ad hoc committee of the Provincial Executive was struck.

- An Ad Hoc committee of members was struck to examine barriers experienced by 2STLGBQIA+ members at local and organization level. A report will be presented at our Annual General Meeting.

Success Skills Centre

Call to Action: 93, 94

Our Goal

We will continue to provide the Elder facilitated awareness session incorporated in our pre-employment program for Newcomer professionals and skilled workers and expand education sessions for staff. Our goal is to increase the amount of time we are allotting to our present Indigenous Awareness Program with our immigrant clients.

Our Progress

Our activities support the TRC Calls to Action numbers 93 and 94 which focus on newcomer education and awareness of treaties and an accurate and positive representation of Indigenous peoples.

Since the beginning of the 1990s, Success Skills Centre has included and continues to deliver Indigenous awareness programming in its monthly employment preparation Hands-On Practicum (HOP), for immigrant professionals and skilled workers, with elders delivering such. Elder Dr. Albert McLeod has been with us for many years to deliver the monthly sessions for program participants, answer questions and respond to staff facilitators. In earlier days, Elder Mary Richard delivered the sessions.

The goal of our Indigenous awareness sessions has always been to debunk myths and attitudes about Indigenous peoples that newcomers encounter on their arrival to Canada, and to create understanding of the history, treaties, culture and accurate representation of Indigenous peoples. The intent too is to develop newcomers' insight of the importance of inclusion in the community and workplace of all the varying races and ethnicities with whom they will interact in living in Canada.

During the past two years of COVID, our programs and services have been delivered on-line. Monthly two-week HOP webinars and our quarterly board meetings start with the Land Acknowledgment. As well, in our pre-arrival mentoring program delivery twice a month, our staff facilitator starts with the Land Acknowledgment.

In our 2021-2022 Career Launch for Immigrant Professional Youth, a Service Canada project, we also had four Indigenous youth participants. The CLIPY project provided 12 weeks' paid employment in related occupations that the youth had, with employment at the end.

On boards and committees, e.g., Manitoba Association of Newcomer Serving Organizations (MANSO), Immigrant Partnership Winnipeg's Employment Sector Table, Rotary's Honouring Indigenous Peoples (HIP), and the Provincial Council of Women of Manitoba, our Centre's CEO continues to promote Indigenous awareness programming for meaningful and equitable relationships with Indigenous Peoples.

Success Skills Centre is committed to the Accord.

SECTION I – PARTNER RESULTS BY SECTOR

EDUCATION – SCHOOL DIVISIONS

Louis Riel School Division

Call to Action: 63

Our Goal

The Louis Riel School Division (LRSD) is committed to student success, families and community.

Our goal is to provide education to all students that promotes Indigenous history, language, culture and knowledge systems to actively encourage intercultural understanding, empathy and mutual respect.

The division continues to build teacher capacity with continued professional development and implementation of kindergarten to Grade 12 (K-12) curricula and learning resources in support of the Truth and Reconciliation Commission of Canada (TRC) Calls to Action #63. This is implemented in conjunction with the vision, commitments and principles of Winnipeg's Indigenous Accord.

The division's goal was to further develop K-12 curricula, resources and supports to further promote our understanding of Indigenous peoples and cultures. This would include historical and contemporary contexts, the history and legacy of residential schools, our historical and contemporary relationships to Treaties and Indigenous languages. This work will continue to be a collaborative effort with divisional Grandmothers and Grandfathers, our community council, the Indigenous Education team, school communities and teams of teachers from across the division.

Our Progress

Decolonizing Education
The Indigenous Education Team, Louis Riel School Division
The division is guided by a Council of Grandmothers and Grandfathers comprised of many nations representing the teachings of these lands.
The team is comprised of four Ojibway Language Instructors, one Ojibway Language Teacher, five Indigenous Education Support Teachers, two cultural enrichment specialists and a Vice Principal of Indigenous Education.

Lines of Inquiry-Guiding Colonial Professional Learning:

- Terra Nullius – dehumanization of Indigenous Peoples

- Peace and Friendship Treaties
- Royal Proclamation
- BNA Act and Numbered Treaties
- North-West Mounted police – Pass system
- Indian Act
- Residential schools
- Sixties scoop and Millennium Scoop
- Indigenous rights and resistance
- Over-incarceration of Indigenous peoples
- MMIWG
- Modern day treaties
- On-going denial of human rights
- Jordan's Principal
- UNDRIP

Traditional Knowledge, Cultural Practices, Beliefs, Oral Tradition and Values-The Ojibway Language Exposure Program:

1. The Moons
2. Our Relatives
3. The Land
4. The Anishinaabe
5. Medicines, Trees, Plants and Food
6. Directions
7. Ceremonies and songs

Professional Development:

- Precolonial and postcolonial history
- Supporting school leaders, teachers, and students to understand, create meaningful Land and treaty acknowledgments
- The effects of colonialism to school leaders, teachers, and students
    - Circle and The Box
    - Blanket exercise
- Indigenous Vocabulary
- Protocols and Ceremonies
- Indigenous perspectives on divisional systems and structures to combat systemic racism
- Teachings from recognized knowledge keepers to students and staff – Tea and Teachings

- Creating a learning continuum – K-12
- One-on-one learning and collaborative planning opportunities to teachers so they can broaden teaching perspectives.
- Supporting teachers in integrating Indigenous literature in the classrooms
- Created of a digital resources library in SharePoint
- Integrating a child centered approach to learning in their classrooms
- Helping school communities integrate Indigenous education in their school plans
- Helping teachers weave Indigenous knowledge, ways of being and perspectives in subject matter, teaching methods and class management.
- Science and History Curricula a focus
- Modeling Indigenous ways of teaching (relationship building, talking circle etc.)
- Creating spaces for Indigenous voices: students/ community / elders-knowledge/
- Integrate Indigenous languages in the classroom
- Offering cultural experiences to Indigenous staff
- Supporting teachers in integrating local Indigenous history – learning out of the classroom
- Exposing teachers to Indigenous artists and artisans – Beading workshops/ceinture fleches workshops
- Exposing teachers to Indigenous films, literature, and music – Indigenous music festival/Indigenous Film Festival
- Modeling project-based learning/ land-based education
- Support teachers in moving towards holistic assessment practices

Supporting Students:

- Manito Ahbee Aki – Anishinaabe Minecraft World – 2nd most downloaded Minecraft world https://youtu.be/Q3r_48XAF_Y
- Exposing teachers and students to local Indigenous history – learning out of the classroom
- National Film Board – Our Voices, Our Stories – An interactive and immersive digital platform addressing Indigenous histories and the colonial history of Canada
- Giving space and supporting for anti-colonial activism – Indigenous Youth Leadership
- Teaching students Indigenous languages
- Developing a grade 9-12 cultural and language course
- Create opportunities to provide ongoing support and mentorship to recently graduated Indigenous youth
- Connecting Indigenous students with Indigenous knowledge keepers

- Gather important data to change pedagogy and school environments to better serve our Indigenous student population
- Give voice to Indigenous students to help change colonial educational practices in a classroom or school environment
- Providing immersive cultural experiences
- Exposing students to Indigenous artists and artisans
- Exposing students to Indigenous films, literature, and music
- Creating safe spaces for Indigenous students to be true to their cultures, languages, and values

Pembina Trails School Division

Call to Action: 57, 63

Our Goal

As guided by the vision, commitments and principles of the Winnipeg Indigenous Accord, as partner, The Pembina Trails School Division is committed to:

1. Increase inter-cultural competence of all staff. (TRC Call to Action #57)
2. Promote Indigenous Educational Themes in curriculum including: Contributions and History of Indigenous Peoples, Decolonization, Human Rights, Treaties, Truth and Reconciliation and United Nations Declaration on the Rights of Indigenous Peoples. (TRC Call to Action #63)
3. Close the achievement gaps between Indigenous and non-Indigenous students.

Our Progress

Pembina Trails, in the 2021-2022 school year, has continued to significantly expand its divisional and school-based Indigenous Education Plan. This plan recognizes the importance of the role of: School and Division Leaders, Indigenous Elders and Knowledge Keepers, Indigenous Student Success Teachers, Teacher Champions, and Indigenous Cultural Support EAs who in turn support professional development, programming, teachings, Indigenous celebrations and commemorations, MIYAA and the What's in a Name? divisional inquiry project.

This year, Pembina Trails School Division has continued to move forward through:

1) hosting the MIYAA (Manitoba Indigenous Youth Achievement Awards).
2) engaging with Elders and Knowledge Keepers to support school and divisional learning.

3) support of the Indigenous Student Success Teachers (programming, cultural teachings, individual student and class support, literacy and numeracy objectives, and especially with Treaty Training, Treating Training, Now What? and Culturally Safe Classrooms).
4) development of outdoor Indigenous spaces at Oak Park and Shaftesbury classrooms, as well as Indigenous gardens at various schools.
5) procurement of resources and development of library collections.
6) teachings from Indigenous artists in our classrooms.
7) further development of the role of Teacher Champions in all of our schools.
8) participating in the provincial pilot project on Elders and Knowledge Keepers.
9) divisional inquiry project, What's in a Name? and the renaming of Ryerson School to Prairie Sunrise School.
10) gathering examples of Indigenous education infusion from all schools K to 12 using a padlet to capture and organize and share with school leaders at Council meetings through story.
11) Indigenous Education Portal full of resources to support classroom teachers.
12) Pembina Trails Indigenous Education Visioning Document that outlines the work we are doing.
13) Mapping the evidence from the padlet to the visioning document to determine next steps for learning, development and focus.

River East Transcona School Division

Call to Action: 7, 45.iii

Call for Justice: 11.1

Our Goal

As part of River East Transcona School Division's commitment to Winnipeg's Indigenous Accord, we are providing the following self-identified goals:

- In relation to Call to Action #7, RETSD is committed to improving educational outcomes for Aboriginal students and closing the achievement gap between Aboriginal and non-Aboriginal students.
- In relation to Call to Action #45 (iii), RETSD is committed to fostering a safe and welcoming learning environment for all that is built on the Treaty principles of mutual recognition, respect and shared responsibility for relationships today and into the future. We believe that these goals closely align with our current and planned work for the whole of the school division as well as the area of Aboriginal

education, the Calls to Action and the Commitments reflected in the City of Winnipeg Indigenous Accord.

- Call for Justice #11.1, We call upon all elementary, secondary, and post-secondary institutions and education authorities to educate and provide awareness to the public about missing and murdered Indigenous women, girls, and 2SLGBTQQIA people, and about the issues and root causes of violence they experience. All curriculum development and programming should be done in partnership with Indigenous Peoples, especially Indigenous women, girls, and 2SLGBTQQIA people. Such education and awareness must include historical and current truths about the genocide against Indigenous Peoples through state laws, policies, and colonial practices. It should include, but not be limited to, teaching Indigenous history, law, and practices from Indigenous perspectives and the use of Their Voices Will Guide Us with children and youth.

Our Progress

The River East Transcona School Division continues to be committed to nurturing the spiritual, emotional, physical, and academic needs of Indigenous students and closing the achievement gap between Indigenous and non-Indigenous students. We are committed to fostering a safe and inclusive learning environment that is built on the Treaty principles of mutual recognition, respect, and shared responsibility for relationships today and into the future. (Calls to Action #7 and #45 iii)

In order to support this commitment, we continue with the following to support students, staff and community members as we continue of the Path of Reconciliation;

- IPAC Giant Floor MAP and "Walk with Us "experiential earning opportunities for staff and students.
- We Matter Program used within all middle and senior years schools
- Divisional Book study on “White Fragility” by Robin DiAngelo
- Student and staff learning about the Indigenous Traditional Ways of Knowing, the effects of Colonization, Treaties, The Indian Act, Residential Schools, and Reconciliation through staff PD and classroom supports in order to facilitate and support age appropriate conversations about Residential Schools, Treaties, and Indigenous Peoples contributions to Canada as per TRC Calls to Action.
- Drumming and Smudge Leadership as a way to strengthen positive relationships with peers and educators
- Land Based learning in order to strengthen community and traditional values and create a sense of belonging.

- Object literacy/personal story medicine bundles as a means to strengthen students' and staff sense of cultural pride and identity
- Books and Bannock to support literacy, numeracy, and FNMI languages.

In order to honor and respect Indigenous languages, RETSD has changed its Land Acknowledgment Statement to include Indigenous names. We also acknowledged the harms done and the importance of working collaboratively with Indigenous Communities. The Inclusion Specialist for Indigenous Education sent out a support document to all schools to assist teachers in using the LAS as a learning opportunity to promote FNMI history and the purpose of Reconciliation.

The Senior Years FNMI Divisional Student Voice Group continues to guide the division as to the supports and needs of FNMI students within Senior Years Schools. Based on last year's suggestions, each of our senior years schools have created Indigenous Learning Spaces within the school in collaborations with FNMI student groups. As well, Administrators are participating in monthly information sessions on Cultural Sensitivity as per Student Voice suggestion. We also invited various organizations to present to FNMI students on Post-Secondary options which included: access to funding, Indigenous Liaison contact info, options such as the trades, colleges, universities, as well as cultural supports. This was a 2 day virtual session to which all FNMI students were invited.

"Their Voices" has been established in which Self-Identified Indigenous young women participate in a 3 year community based participatory action research projects that will make recommendations to the school division on what needs to change in order for young Indigenous Women to feel safe and successful in school. The participants are involved in Pride and Identity Workshops along with mentoring from female community leaders and Elders. Participants are trained in computer software programming and photography through the University of Winnipeg and will be involved with data collection and thematic analysis to prepare for this final recommendation.

Seven Oaks School Division

Call to Action: 1.ii

Call for Justice: 11.1

Our Goal

Call to Action 1.ii: Seven Oaks School Division is concerned with the high number of Indigenous children in the child welfare system. We continue to ensure strong

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

Call for Justice 11.1: We endeavor to review the curriculum Their Voices Will Guide Us as a way to begin spreading awareness about missing and murdered Indigenous women, girls and 2SLGBTQQIA people and to get to know the root causes of violence they experience. We will begin a dialogue around this guide and how educators can engage in these topics in an age appropriate and supportive way in classrooms.

Our Progress

We have renewed our commitment to Truth and Reconciliation this year. Our k-8 Pow Wow Clubs continue to operate in healthy numbers and are taking place in person this year. A number of pow wow instructors in the community are leading clubs to participate in our Annual Divisional Graduation Pow Wow coming up in late May. We continue to offer experiences for students to engage in jigging and Indigenous drumming.

Teachers, staff and students continue to seek guidance and wisdom from our 2 divisional Elders, Mary Courchene and Dan Thomas. We continue to embrace the use of virtual visits and pre-recorded messages and teachings to support the increasing requests for direction from the Elders. Schools are also building on their relationships with knowledge keepers in their community circles as well.

At our administrator meetings, we are continuing our walk with Dr. Marie Battiste, a Mi'kmaw scholar who has experience developing programming for all levels of education. We continue to inquire about decolonizing education and what that means in our spaces that exist in a colonial system. We had Pam Palmater speak to our entire staff for our Divisional Day. She called us to action with her statement "if it feels good, it probably isn't reconciliation." This has provoked us to take up the challenge to review various reports and publications including, the TRC Final Report (including the Calls to Action), RCAP Report, UNDRIP, and Wahbung Our Tomorrows to help us better understand the work that still needs to be done.

Indigenous youth entering high school, continue to have opportunities to participate in activities that allow them to build strong identity and be firmly rooted in community. The Cultural Credit course allows youth to work towards credit attainment for participating in

programming directly related to empowering Indigenous youth here on Turtle Island. The Community Support Connector directly supports our Indigenous Youth Mentorship Program that is based on Mino Pimatisiwin (Living the Good Life) which is an extended school day program that is open to all Indigenous high school students. In partnership with CAHRD, youth have the opportunity to work towards summer employment through this program. We have also continued work with Kevin Chief as our Mentor in Residence this year.

We continue to be committed to language revitalization through the operation of the K-5 Ojibwe Bilingual Program. Language preservation and revitalization efforts continue to grow as we expand Ojibwe language programming at Edmund Partridge Middle School and work to develop language resources for students and families. We are launching an Ojibwe dictionary this spring and are in the process of creating an Ojibwe language app.

Our engagement with Child and Family Services agencies continues through committee work as we endeavor to better support our children who are in the child welfare system, a disproportionate amount of which are Indigenous. From our work, we have also identified a need for Indigenous children in care to be in homes that are culturally appropriate. To address this need, our team is developing a toolkit for foster families and Indigenous youth in care. Dakota Ojibwe Child and Family Services is a partner in creating opportunities like these for foster families of Indigenous youth to learn about Indigenous cultures, issues impacting Indigenous youth and how to access culturally relevant supports.

Ozhaawashkwaa Animikii-Bineski Aki Onji Kinimaagae Inun, which means Blue Thunderbird Land Based Teachings Learning Centre (a.k.a. the Aki Centre), continues to provide teachers and students with outdoor land based, hands on learning opportunities through Indigenous ways of being and knowing. The space hosts Indigenous land based teachings and ceremonies through our 25 foot tipi, Sweat lodge, Medicine Wheel garden and Outdoor Circle classroom. We have also acquired an additional 18ft tipi that can be used for tipi teachings at various sites throughout the division. The students from the Ojibwe Bilingual Program and Cultural Credit students are frequent visitors to this space where they have engaged in land-based teachings such as goose harvesting, snaring, and medicine harvesting.

St. James Assiniboia School Division

Call to Action: 63

Our Goal

Two new divisional leadership positions have been added to the Indigenous Team for 2022-2023. An Administrator position, as well as, a Coordinator for Indigenous Learning K-12. These leaders will help guide the division and schools in creating a set of goals and a vision for learning moving forward. Two Educational Assistants that help connect students to culture have been added to the team and have added more support for schools to engage in connecting to outside resources and Métis dancing programs.

Moving forward there will be a vision created with all schools while creating curriculum around Indigenous ways of knowing and learning. This means incorporating our communities and the land that is our home, places where all members, especially the children, should be welcomed. The environment should be one that emanates a feeling of belonging: belonging to a culture, belonging to teachings, belonging with each other. Belonging is ceremony. We have a responsibility to foster the gifts that each community member brings, through empowerment and sustainability for the land, water, and the members themselves.

Our goal continues to be improving the quality of education for Indigenous students and families through instructional leadership, teamwork, and relationship building for the development of learning opportunities. By answering the Calls to Action, we will support our students' graduation rates while meeting the needs of our diverse Indigenous communities. To do this we need to embrace Indigenous worldviews and cultural teachings that promote identity, pride, and community.

Our Progress

#31 or Answer to Call TRC 62:

Early Years: A number of schools participated in learning about smudging and adding it into their school agendas. A number of teachers learned how to conduct a smudge and think through the teachings to have a smudge daily with students who want to participate. Treaties were taught throughout all schools and land acknowledgements were created for the morning announcements. Land acknowledgements were taught alongside Treaty and schools made their own acknowledgements created by staff and students. Classrooms created their own acknowledgements and eventually all students made connections to the land by creating a personal land acknowledgement.

30

Land-based learning took place in several schools out in places where Indigenous and Métis people used the land for various reasons. Dances and songs were done to activate the land where the bison used to cross the Assiniboine River which is now supporting a letter writing campaign for future work at the site. At other schools, water was the focus and Elders have been brought into the school to support classroom learning from an Indigenous perspective. Walks to connect with Sturgeon Creek helps students shape their understanding of water and resources, connect with nature, and make a deep personal relationship with the water that helps us with our wellness.

#32 and #34

Professional development on Treaties, Residential Schools, Land Acknowledgements, and Smudging has occurred with several schools throughout the division. Professional development always includes how Treaties, Residential Schools, Land Based-Learning and practices incorporate LGBTQQIA2S and MMIWG naturally fit into the conversations and learning around histories, culture, and ceremonies.

Answer to Call TRC 63:

#35

Middle Years: Schools participated in Talking Circles with the seven natural ways of healing and seven teachings as part of naming ourselves with pronouns on how we refer to ourselves. How do we heal after the COVID-19 pandemic and coming together after participating in on-line learning. Remembering how to be together, take turns, and having the opportunity to share and respect one another's voices.

#31

Senior Years: Schools participated in Talking Circles to explore feelings and gather together again after the restrictions brought on by COVID-19. Mental Health and Social Emotional Learning were at the forefront. The theme continues to be wellness and taking care of ourselves and we used this teaching to protect ourselves and share our voices. Medicine pouches were created after teachings about the medicines and two of the seven teachings were shared as part of this self-care inquiry.

SECTION I – PARTNER RESULTS BY SECTOR

Winnipeg School Division

Call to Action: 14.i

Our Goal

The Winnipeg School Division continues to support and address the requests of the community for Indigenous language instruction. In order to preserve the Ojibwe and Cree language and culture, Children of the Earth High School and Niji Mahkwa School were established 25 years ago. Recently, the Cree and Ojibwe Bilingual Programming was established at Isaac Brock School to continue supporting this need and also aligns with the Truth and Reconciliation Commission of Canada: Calls to Action #14.1. Cree and Ojibwe language support is provided for classroom teachers along with evening Cree and Ojibwe language classes for students, staff and the community.

Cohort II started in Feb 2022 with 23 enthusiastic students. These students will be supported along side Cohort I and II.

Our Progress

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.

Cohort I students have completed the Fall and Winter terms of 2020-2201 and the Fall term 2021-2022 at the University of Winnipeg. Cohort II has completed their Education Assistant Diploma Program (EADP) and the Fall term 2021-2022 at the University of Winnipeg.

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

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

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

After reviewing the needs of the students and success of the program, the Social Work support position will continue. The program intends to hire a community connector to help the students with needs outside of school. This position will help reduce more barriers blocking the path to success.

Cohort III began February 2022 with the EADP courses and 23 more students started their journey to become teachers in the Winnipeg School Division.

The Indigenous Academic Learning Series focused on school administration, school leadership teams, division support staff, clinicians, and senior administration creating a path to success for Indigenous students and families in their schools and school division. Niigaan Sinclair facilitated 4 professional development days geared to action with all 79 schools and support teams. The destination is for schools to create their own Road to Reconciliation Plan.

The Indigenous Graduation Coach Program provides support for all 13 high schools. Seven Grad Coaches main goal is to increase Indigenous student success. Building relationships with students, staff, and families are key to the success of the students.

Two times a month (18 throughout the year), the Indigenous Book Study allows staff the opportunity to pick and choose what books they would like to study with their peers. The Indigenous Team facilitates the conversations and the questions and inquiries comes form the group. The focus is always on improving teacher practice and infusing Indigenous perspectives into the classroom.

SECTION I – PARTNER RESULTS BY SECTOR

FAITH AND RELIGION

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

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

Our Goal

At the meeting of our Fall 2016 Diocesan Synod (legislative convention of lay and clergy delegates) we passed the following resolution: Resolved that: in concert with Call to Action #60 of the Truth and Reconciliation Report, leaders of the Diocese, in collaboration with Indigenous spiritual leaders, Survivors, schools of theology, seminaries and other religious training centres; advocate for, help develop and teach curriculum for all postulants and all clergy and staff on the need to respect Indigenous spirituality in its own right. This includes the history and legacy of residential schools and the roles of the church parties in that system, the history and legacy of religious conflict in Indigenous families and communities and the responsibility that churches have to mitigate such conflicts and prevent spiritual violence.

Our Progress

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. During the Counselling session, an Elder stays nearby and holds the session in prayer. The purpose of this clear partnership is to create a safe and culturally grounded healing ministry. The primary work of the counsellor is the following:

1. To provide counselling as requested, and do counselling intake with all petitioners. She also recruits and coordinates other counsellors, elders and healers to participate in this ministry as needed.
2. Consult with elders and leaders and provide resources for planning healing circles and other counselling and healing initiatives and help facilitate circles as requested.

3. Coordinate meetings as necessary related to the healing ministry.
4. Support the Urban Indigenous Ministry Developer and others in this healing ministry through prayer and in other ways as requested.

MUSIC FOR LIFE is another UIM ministry. It is an initiative of Winnipeg Monthly Meeting, Epiphany Indigenous Anglican Church and Kairos NE Ontario & Manitoba region.

The purpose of the project is to enhance the safety and well-being of Indigenous children and youth, especially in remote under-served communities in Manitoba, Saskatchewan and northwest Ontario. Specifically, it is understood as a suicide, gang involvement and substance abuse prevention strategy that promote resilience among at-risk youth. Employment of local Indigenous musicians as instructors in the project also contributes to our Treaty commitment to support Indigenous livelihoods, and is thus a small step towards laying the foundations for reconciliation. The goals of Music for Life are;

- To support 1 or 2 week summer music camps for up to 20 children and youth between the ages of 10 to 16;
- To support weekly after-school music programs for the same age range;
- To support the acquisition by both learners and instructors of the four components of resilience identified in the Aboriginal ‘Circle of Courage’ model of resilience, namely Belonging, Mastery, Independence and Generosity: o a sense of “belonging” to their music group o a sense of mastery/competency by learning to play a musical instrument or to be an effective teacher o a sense of responsibility - for caring for their instrument, for attending the lessons, for being respectful (eg. no bullying or teasing) o generosity in teaching, sharing talents, listening to and supporting others, and performing in concerts for family and community members;
- To support the development of community capacity to plan and operate music-based projects, drawing on their own skills, talents, resources and music traditions and to assist partner organizations in planning and providing training for instructors as requested

The Diocese of Rupert's Land is focusing on partnerships with Sacred Circle and Rule of Life of the Indigenous Anglican Church.

First Unitarian Universalist Church of Winnipeg

Call to Action: 48, 49, 59

Our Goal

Building Pathways to Reconciliation

Our Progress

Our social justice committee engaged with an Elder through the Treaty Relations Commission of Manitoba and over 50 members of the church community connected for discussion about the impact of residential schools, and his perspectives on healing, truth, and reconciliation.

We had two Share the Plate Partners, where we contributed funds collected during the church service to the Urban Shaman Contemporary Aboriginal Art Gallery on their Speech Act Project, which supports Indigenous langeage revilatisation, and Wahbung Abinoonjiag, a collaboration of local services for women and children dealing with family violence, and leading educational programs incorporating traditional teachings. Another Share the Plate Partner, Sunshine house, is a harm reduction drop-in and resource centre with a large portion of Indigenous participants.

We established a lad acknowledgement working group to deepen our community understanding and expression of land acknowledgements, and this now appears on our website since Jan 2022, in addition to being read at the start of every Sunday service for the past 6+ years.

Two workshop sessions were held to discuss antiracism work and how that applies to our congregation, in light of national policy proposal and change with the 8th principle, an antiracism principle, being accepted by the Canadian Unitarian Council this year. One of our church members was a part of the dismantling racism study group over 2.5 years leading up to this policy change and informing the dialogue through national consultation, and approximately 15 congregants attended the workshop sessions. 3 delegates were sent to the special general meeting where the national policy was passed in Nov 2021.

Community involvement includes the church continues to send members and intermittently gather supplies such as winter clothing, for the Bear Clan Patrol, and runs a location for Winnipeg Harvest Food Back, both which serve large Indigenous populations.

2 members have completed Circles of Reconciliation Certificates.

Mennonite Central Committee Manitoba

Call to Action: 48, 59, 61, 93

Call for Justice: 15.3

Our Goal

- In line with Call to Action 48.iii, we plan to continue to engage in ongoing public dialogue and actions to support the United Nations Declaration on the Rights of Indigenous Peoples.
- In line with Call to Action 59, we plan to continue to create ongoing education strategies for constituency church congregations about our church's role in colonization, the history and legacy of residential schools, and why apologies to former residential school students, their families, and communities were necessary.
- In line with Call to Action 61, we plan to provide funding towards various Indigenous community-controlled healing, reconciliation, culture-revitalization and economic livelihood opportunity projects.
- In line with Call to Action 93, we plan to continue to create educational opportunities for Newcomers to Canada and work with other organizations towards revising the information available for newcomers to Canada.
- (New) In line with MMIWG Call for Justice 15.3, ten (approx. 1/3) of MCC employees will commit to developing knowledge by reading the Final Report of the National Inquiry into Missing and Murdered Indigenous Women, Girls, and 2SLGBTQQIA people.

Our Progress

The Indigenous Neighbours program of Mennonite Central Committee Manitoba continues ongoing education efforts for affiliated churches in our constituency, in line with TRC CTA 59. During this last year, six formal presentations were offered in churches virtually on Treaties & Indigenous-Settler engagement, as well as two Kairos Blanket Exercise workshops, and a podcast about IRS gravesites related to Kapabamayak Achaak Healing Forest.

There were at least eight ongoing partnerships/collaborations initiated or developed further during this time period with groups that included Indigenous peoples, Elders or Knowledge Keepers. One of these included organizing a 150th Anniversary of Treaties 1&2 Commemoration event and a webinar as part of the fifth annual "We Are all Treaty People Celebration." The commemoration (at Kapabamayak Achaak Healing Forest) brought together community and faith leaders for a recommitment ceremony and

included leadership, teachings and ceremony by Indigenous Elders from the Treaty Relations Commission. The webinar featured Indigenous & non-Indigenous singers, dancers and teachings on the meaning and intent of Treaties.

In line with CTA 48iii, through partnership with Interchurch Council on Hydropower, MCC undertook several advocacy activities alongside hydro-impacted communities around Indigenous Rights in connection to license renewal for the Churchill River Diversion.

Also, in line with CTA 59, MCC formally signed on to Cooperation Canada's Anti-Racist Framework this year, and continues to implement regular internal conversations for staff on the realities of white supremacy and the history of colonization.

In line with CTA 61, MCC contributed to two learning and remembering events connected to the National Day for Truth and Reconciliation with two service-providing organizations, and supported another focused on family healing.

River East Church

Call to Action: 59, 61

Our Goal

Goal 1: We will continue to have educational opportunities each year to focus on educating ourselves with knowledgeable speakers to teach us about the church's role in colonization, the history of residential schools and why apologies to former residential school students, their families and communities were necessary.

Goal 2: We will continue to become aware of and inform our church attenders about public opportunities to learn more about the TRC and about the Residential School System and the influence of these on Indigenous peoples.

Goal 3: We will continue to acknowledge that we are on Treaty One Land, the traditional territory of the Anishinaabe, Cree, Oji-Cree and Dakota peoples, and the homeland of the Métis Nation.

Goal 4: related to action #61: The updated goal is to add the audio of Indigenous people reading these two translated books to the free online versions. (Fundraising for this is partially completed.) The book, "It Starts with a Breath-a book about Mindful Breathing" which was translated into Anishinaabe and Swampy Cree in 2021, and is available free on line. This was paid for by a City of Winnipeg Wellness grant.

Our Progress

Goal 1: We will have two educational opportunities in a year to focus on educating ourselves with knowledgeable speakers to teach us about the church's role in colonization, the history of residential schools and why apologies to former residential school students, their families and communities were necessary. #59

- On Oct. 03/21, by zoom, during adult Sunday School, Melanie Kampen who did her PhD on Mennonite involvement in residential schools, did a very detailed and informative session referencing archival information and data. She recommended the video: "We Were Children," which tells the story (with some re-enactment) of two survivors of Residential Schools. There is a trigger warning for this movie.
- Paul Doerksen spoke at Cross Training on Oct. 10/21 with a summary of the sessions he attended virtually at this year's NAITTS Conference (formerly the North American Institute for Indigenous Theological Studies). There were sessions related to the Residential School System that he summarized.
- During March and April, 2022- our Worship series is on the Seven Sacred Teaching of Humility. Norman Meade, Métis Elder in Residence at the U of M will be doing a teaching with us on this topic in April, 2022.
- As a TRC Committee we researched the history of the Christmas carol - The Huron Carol and recommended that it be removed from our church's music repertoire. This was completed in November 2021.
- We used the First Nations version of the Lord's Prayer, prayed by Terry Wildman on video, using the following link: https://worship.calvin.edu/resources/resource-library/terry-m-wildman-on-first-nations-version-new-testament
- From January to April, 2022, on our church's Facebook page, we are daily reading from Randy Woodley's book: Becoming Rooted-One Hundred Days of Reconnecting with Sacred Earth, finishing on April 22, Earth Day.

Goal 2: We will become aware of and inform our church attenders about public opportunities to learn more about the TRC and about the Residential School System and the influence of these on Indigenous peoples.

- Circles for Reconciliation Program- two members are co-facilitators, one has co-facilitated two virtual Circles with people from across Canada. We continue to inform about how to participate in this program.
- In response to the announcement about the discovery of the remains of children who attended the Kamloops Indian Residential School, On July 14 and 15, we

put up 250 orange ribbons and two orange t-shirts on the trees and bushes around our church property.

- In support of the Keepers of the Fire at the Sacred Fire at the Legislative Grounds (there since mid June 2022) we have provided food, tobacco, firewood, and fresh sandwiches and soup, on 4 different dates between December 2021 and Feb. 2022, and this will continue. We have sat at the fire and talked with the fire keepers and others at the fire, to learn from them and hear their stories.
- We informed our church members about Orange Shirt day, which coincides with the National Day for Truth and Reconciliation, Sept. 30, 2021. We encouraged people to participate in planned activities and to wear an orange shirt for church on Sunday, Sept. 26th and Sunday, Oct. 03rd.-informed our church members about the ongoing course: from the University of Alberta- a free online course called Indigenous Canada; this is a 12-lesson Massive Open Online Course (MOOC) from the Faculty of Native Studies that explores Indigenous histories and contemporary issues in Canada. see www.coursera.org/learn/Indigenous-canada
- We added ten books on Indigenous topics to our church library.

Goal 3: We will acknowledge that we are on Treaty One Land, the traditional territory of the Anishinaabe, Cree, Oji-Cree and Dakota peoples, and the homeland of the Métis Nation. Our land acknowledgement, or versions of it are included in most of our church services and will continue with this. We have commissioned Jessica Canard, an Indigenous artist to create an artwork piece to depict this. Completion date is later in 2022.

Goal 4: To have the book, “It Starts with a Breath-a book about Mindful Breathing” translated into Ojibwe and Cree. To offer these two translated books as a free on-line and free hard copy resource to improve mental and emotional health of children, youth and families. We received a City of Winnipeg Wellness Grant for $1500 to pay for the translation of the book into Anishinaabe and into Swampy Cree, this was done by two Indigenous teachers. This also paid for the books to be entered online and be made available for free.

Youth for Christ Winnipeg

Call to Action: 59

Our Goal

As part of our mission to "see the hope and potential in every young person", the ongoing self-identified goal of Youth for Christ Winnipeg as a partner of the Winnipeg

Indigenous Accord is to continue to ensure that all our staff and volunteers participate in appropriate educational experiences to learn about the history of colonization, the history and legacy of residential schools, and why apologies to former residential school students, their families, and communities were necessary (TRC Commitment #59).

Our goals for the upcoming year are to provide ongoing learning opportunities for staff, participate in Circles for Reconciliation groups in and around Winnipeg, and to continue to collaborate with Indigenous organizations that are already at work in our neighborhood.

Our Progress

This last year, we continued to be led by an accountability group of staff which was advised by an Indigenous elder. An Indigenous elder spoke to our staff team about their experiences, and the reality of intergenerational trauma. Staff have participated regularly in a series of workshops offered by YFC Canada to educate staff on the history and effects of colonization and residential schools, and what we can do to work towards reconciliation. We were limited by COVID restrictions and a high demand for circles in achieving our goals to participate in Circles for Reconciliation in the last year, but plan to participate this coming year with other organizations in our community. We purchased a variety of books by Indigenous authors and scholars from a variety of perspectives and added them to our library, so that staff can educate themselves more easily. Our staff are meeting regularly via Zoom to learn from and network with Indigenous elders and scholars who are leaders in contextualized ministry, so we can approach ministry in a culturally sensitive and respectful way.

YFC Winnipeg chose to honor the first national day for Truth and Reconciliation by closing our facility and encouraging staff to participate and learn through local events and resources that were available. Many staff attended a pow-wow to learn more about Indigenous culture and history on Sept 30.

All of these efforts are helping to build a greater understanding of how to take a posture of humility, and listen well to the experiences of others. We believe it is important to ensure that every person from every background continues to be treated with kindness, decency and respect as YFC continues to work to meet the needs of young people in Winnipeg.

SECTION I – PARTNER RESULTS BY SECTOR

HEALTH AND ASSOCIATIONS

Association of Regulated Nurses of Manitoba

Call to Action: 18, 19, 20, 21, 22, 23, 24

Our Goal

Together with key stakeholders such as the Aboriginal Nurses Manitoba Inc., the Association of Regulated Nurses of Manitoba's overall goal is to improve health care experiences and health outcomes of Indigenous peoples. The Association is committed to increase our members' knowledge and skills related to cultural competency and sensitivity by providing professional development opportunities and workshops related to Calls to Action 18-24, set out by the Truth and Reconciliation Commission of Canada.

Our Progress

This year we offered two professional development sessions related to the health needs of Indigenous peoples and recognition of the value of Indigenous healing practices and the important of Indigenous nurses and nursing students.

With the challenges of the pandemic we haven't been able to accomplish as much as we'd like in this area, but we continue to work towards establishing an Indigenous nurses and nursing student group to guide our work and promote the contributions that Indigenous nurses and nursing students make to the healthcare system.

We continue to seek out Indigenous nurses to participate in the Association's committees including advocacy and professional development.

We are looking at re-writing our Indigenous land acknowledgement to ensure it is meaningful, not a rote statement.

Enabling Access Inc.

Call to Action: 23, 24, 92

Our Goal

Due to the pandemic some of our goals were pushed back, so we are carrying them forward to re-engage in them this year.

SECTION I – PARTNER RESULTS BY SECTOR

Goal 1: Staff Training & Recruitment

Goal Statement

We will provide an inclusive and diverse work environment, which includes arming our staff with awareness and knowledge by implementing cultural awareness, anti-racism and sensitivity training. This will include educating them about the history of Indigenous peoples, as well as the impacts of residential schools.

Related Truth and Reconciliation Commission of Canada Call(s) to Action:

#23 – "We call upon all levels of government to:

i. Increase the number of Aboriginal professionals working in the health-care field.
ii. Ensure the retention of Aboriginal health-care providers in Aboriginal communities.
iii. Provide cultural competency training for all health-care professionals"

#24 – "We call upon medical and nursing schools in Canada to require all students to take a course dealing with aboriginal health issues, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, and Indigenous teachings and practices. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism."

#92 ii. - "Ensure that Aboriginal peoples have equitable access to jobs, training, and education opportunities in the corporate sector, and that Aboriginal communities gain long-term sustainable benefits from economic development projects"

#92 iii. – "Provide education for management and staff on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations. This will require skills based training in intercultural competency, conflict resolution, human rights, and anti-racism.

Action Items

1. Notify all staff of commitment, goal statements, planned training, and relevant procedures/expectations.
2. Implement Manitoba Indigenous Cultural Safety Training (MICST) as core training for all employees within the first six months of work and provide same for 50% of existing employees by the end of Year 2.

3. Develop and include Indigenous recruitment strategies and diversity/inclusion statement(s) in HR policy manual.

Goal 2: Partnership with Indigenous Communities

Goal Statement

We will work to identify Indigenous organizations and communities throughout Manitoba to learn about their healthcare priorities, identify gaps in public healthcare (specific to occupational therapy) and build relationships to support future partnerships.

Related TRC Call(s) to Action

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

Action Items

1. Identify Indigenous organizations and communities in Manitoba as well as regional health authorities and government agencies serving Indigenous communities.
2. Identify OT-related issues (accessibility and disability) that might be unique to or overrepresented in Indigenous communities and populations.

Our Progress

With 2021 being our first year as a partner of the Accord, we were able to share our commitment & goal statements with our staff members. We provided all staff members with copies of the CAOT Position Statement: Occupational therapy and Indigenous peoples, TRC Calls to Action, UN Declaration on the Rights of Indigenous Peoples, and MMIWG Calls to Justice documents and provided paid time to review these important documents.

We were able to provide Manitoba Indigenous Cultural Safety Training (MICST) to a portion of our staff, and our Administrative team participated in the First Nations University of Canada 4 Season of Reconciliation training.

We developed a land acknowledgment statement, which is included on our website and is said before each presentation we conduct.

We have developed a working document which houses information on Indigenous organizations and communities in Manitoba, and have worked with the Prairie Mountain

Health region to provide Occupational Therapy services to clients in First Nations communities.

Life's Journey Inc.

Call to Action: 33, 57, 92

Call for Justice: 7.1, 7.2, 7.6, 7.8, 15.2, 15.7, 18.11

Our Goal

Life's Journey Inc. will continue its commitment to the following goals and Calls to Action:

- Life's Journey Inc. supports Indigenous peoples' cultural revitalization and integrating Indigenous knowledge systems, oral histories, laws, protocols and connections to the land into the reconciliation process are essential.
- Life's Journey Inc. respectfully seeks to amend harm caused from the impacts of historical events, intergenerational trauma and prevent any further systemic oppression, discrimination or inequalities to Indigenous peoples. Address and Prevent Fetal Alcohol Spectrum Disorder #33 Life's Journey Inc. primary mandate is to provide voluntary, individualized and lifelong services that are clinically informed and culturally relevant. Supports focus on wellness and empowerment and are delivered to increase the quality of life of persons living with Fetal Alcohol Spectrum Disorder (FASD) and other neuro-developmental and Cooccurring disorders.
- Participants and staff have accessible and appropriate cultural services to provide traditional healing and wellness activities, reducing and addressing experiences of trauma and disconnection. Professional Development and Training for Public Servants # 57 Life's Journey Inc. self-identified goal for Calls to Action # 57 is to educate and train Life's Journey staff, board of directors, government and community collaterals in cultural knowledge, teachings, healing practices and the impact of Indigenous historical events.
- Partnerships and collaborations occur between the agency and community agencies to increase the strength and knowledge of our communities surrounding common areas of focus Business and Reconciliation #92, ii, iii

  92 ii - Ensure that Aboriginal peoples have equitable access to jobs, training and education opportunities in the corporate sector and that Aboriginal communities gain long-term sustainable benefits from economic development projects.

Life's Journey Inc. is committed to increasing the representation of Aboriginal people ensuring that services offered are delivered by people who are representative of the Aboriginal community. Life's Journey Inc Aboriginal Workforce strategy was developed by Diane Carriere in 2015.

- Ongoing investment by the agency to a representative workforce and trainings on traditional knowledge for existing staff to provide culturally responsive supports.

92 iii - Life's Journey Inc. respects and supports the 94 "Calls to Action" of the Truth and Reconciliation Commission of Canada and the United Nations Declaration on the Rights of Indigenous Peoples.

- Cultural considerations are integrated throughout the agency, including support plans, events and activities, mediation services, wellness supports for both participants and staff, training and orientation programs and the physical work and programming.

Lifes Journey: MMIW&G - 2SLGBTQQIA People - Calls to Justice

Calls for Health and Wellness Service Providers:

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

7.2 We call upon all governments and health service providers to ensure that health and wellness services for Indigenous Peoples include supports for healing from all forms of unresolved trauma, including intergenerational, multigenerational, and complex trauma. Health and wellness programs addressing trauma should be Indigenous-led, or in partnership with Indigenous communities, and should not be limited in time or approaches.

7.6 We call upon institutions and health service providers to ensure that all persons involved in the provision of health services to Indigenous Peoples receive ongoing training, education, and awareness in areas including, but not limited to: the history of colonialism in the oppression and genocide of Inuit, Métis, and First Nations Peoples; anti-bias and anti-racism; local language and culture; local health and healing practices.

7.8 We call upon all governments and health service providers to create effective and well-funded opportunities, and to provide socio-economic incentives, to encourage Indigenous people to work within the health and wellness field and within their communities. This includes taking positive action to recruit, hire, train, and retain long-term staff and local Indigenous community members for health and wellness services offered in all Indigenous communities.

Lifes Journey Calls for Justice for All Canadians

15.2 Decolonize by learning the true history of Canada and Indigenous history in your local area. Learn about and celebrate Indigenous Peoples' history, cultures, pride, and diversity, acknowledging the land you live on and its importance to local Indigenous communities, both historically and today.

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

18.11 We call upon all governments, service providers, industry, and institutions to accommodate non-binary gender identities in program and service design, and offer gender-neutral washrooms and change rooms in facilities.

Our Progress

At Life's Journey, we are invested in a community where our participants are able to seek balance, realize their goals and be their true selves. Our wide range of service are individualized to support each person as they find hope in their path forward. Our agency supports focus and inspires on the agency's values: Hope, Well-Being, Relationships, Dignity and Respect. We aim to support the pursuit of balance between spiritual, physical, intellectual, and emotional wellbeing by individuals with neuro-diversities, including Fetal Alcohol Spectrum Disorder, along with their families and communities. We, as an agency, strive for the participants to feel that they have a purpose and meaningful life by honoring their Indigenous identity and receive cultural care as an absolute right.

One of the many services offered at Life's Journey, is the Indigenous Spiritual Care Services (ISCS). The ISCS team collaborates with other Life's Journey programs, services, and community agencies to provide Indigenous cultural care services that are sensitive to the cycle of historic and ongoing trauma for Indigenous people; Indigenous

healing methods, cultural reconnection and teachings are fostered in a non-judgmental, culturally safe, and empowering approach.

Life's Journey, ISCS staff continues to foster IDENTITY, CONNECTION, BELONGINGNESS AND EMPOWERMENT through virtual and in-person gathering opportunities for participants, staff, community, and governing leaderships.

SPIRITUAL – IDENTITY – CULTURAL CEREMONIES. (HOPE)

Grief and Loss ceremonies were conducted and held on Teams together with the Critical Incident Stress Management Committee members, offering staff a culturally safe space to debrief and process critical incidents. The ISCS conducted Chiiby (Grief and Loss) ceremonies for participant's who experienced relation losses.

The agency participants and staff celebrated Solstice and Equinox ceremonies throughout the year with each ceremony beginning with a pipe ceremony, water blessing, feast food offering and sacred fire. The ceremonies each were held on the land while participants and staff virtually viewed an online presentation diverse Indigenous teaching and knowledge practice specific to each Solstice and Equinox celebration. The ISCS team facilitated traditional art activities, including the anticipated Solstice and Equinox bingo and traditional drumming.

A naming ceremony was conducted for the Elie facility, and is now known as "Grandmothers Place," located in Elie, MB.

EMOTIONS – CONNECTION – CULTURAL ACTIVITIES. (WELLBEING)

The ISCS team continued to reach out to participants for Indigenous focused counselling using the Medicine Philosophy approach, providing teachings, sharing knowledge, and facilitating medicine drops for participants of our Life's Journey family as well as facilitating weekly programming: sharing, wellness, drumming circles virtually as well as in person when weather and COVID permitted. Additionally, in collaboration with the Residential Activity Case Worker, the ISCS team held monthly Indigenous virtual teachings and art activities starting with the 7 Sacred Grandfather teachings: Buffalo, Eagle, Turtle, Beaver, Sabe, Wolf, and Bear. During the summer months we participated in medicine picking, teachings and harvested sage and red willow.

Life's Journey participants have an opportunity to be employed as spiritual helpers. The roles and responsibilities include maintaining spiritual grounds year-round, assisting the ISCS as fire keepers, being involved with ensuring we have picked only what we need for the year such as traditional medicines and grandfathers.

On June 1, 2021, the agency released a compassionate letter to participants and staff acknowledging the painful news about the discoveries of the undocumented burials of 215 children at Kamloops Residential School. At the beginning of July 2021, the agency knew it was vital to our participants and staff to hold a ceremonial event to honour the lost lives of the 215 children found in unmarked graves at the Kamloops Residential School. On July 15, 2021, participants and staff attended the "Honouring the Children" event which began with a pipe ceremony, water blessing and feast food offering into the sacred fire. We had 75 attendees come to the Higgins office throughout the day. Attendees were able to tie an orange ribbon on the agency fence, offer an orange tobacco tie to the sacred fire and enjoy a feast. There was sage to smudge available and outdoor traditional drumming. There was opportunity for those affected by the discovery to access counselling on-site. Additionally, we facilitated honoring the children's events in Steinbach and Brandon, MB.

The agency acknowledged the "Remembering the MMIWG & 2SLGBTQQIA people on Oct 4th ", we invited all agency staff to read "Reclaiming Power and Place" Calls to Justice, Health, and Wellness Service Providers: 7.1, 7.2, 7.6, 7.8 and For All Canadians: 15.2, 15.7, 18.11., as well as Bill 221 passed on 2017 recognizing Oct 4th The MMIWG AWARENESS DAY ACT. The ISCS team created an event for participants to honour the day where participants were able to create a red dress to hang in their windows to bring Awareness around the many family members who are missing.

Our Agency acknowledged National Indigenous Peoples Day, National Indigenous Veterans Day, Louis Riel Day, and had an opportunity to visit a Métis owned bison ranch in early December. Participants and staff were able to gather around the sacred fire, offer tobacco, share stories, and sing traditional songs. The participants and staff watch in awe roughly 200 bison roam the land. Participants and staff received teachings from the Bison Keepers, teachings relating to how the bison have a positive impact on the environment, and the nutritional benefits of organic Bison meat.

PHYSICAL – BELONGING – COMMUNITY INVOLVEMENT (RELATIONSHIPS)

On June 10th the ISCS program grandmother participated in the Department of Families, Manitoba FASD Strategy Elders Sharing Circle to provide feedback on Manitoba initiatives for people impacted by FASD (people with FASD, their caregivers, and people who use substances during pregnancy). The Sharing Circle attendees provided an Indigenous perspective on how to promote dignity for people impacted by FASD.

The ISCS staff are involved with the Winnipeg FASD Coalition Committee, Manitoba FASD Coalition - Board of Directors and Looking After Each Other Committee. This year the Looking After Each Other Committee held a virtual gathering on November 17th, chaired, and facilitated by the ISCS grandmother in collaboration with two Indigenous community members, (Grandmother/Knowledge Keeper), all collectively shared Indigenous knowledge and approaches on “How to Talk to Children, Youth and Adults about the Impacts of Indian Residential Schools Unmarked Burial Site Discoveries, 75 individuals attended this virtual event. Additionally on March 18th, the Director of ISCS presented the “Dignity and Sprit of Truth and Reconciliation” to the membership of Manitoba FASD Coalition Information Series, 61 individuals attended the workshop.

The ISCS team is also active with the Red River Polytech, Child Youth Care Advisory Committee that meets twice a year.

The agency initiated an Indigenous Advisory Committee that consists of thirteen members. The first Indigenous Advisory Committee meeting was held January 2022.

On March 19, the Agency released Invites to staff to attend the virtual Anti-Racism Speaker Series hosted by the City of Winnipeg, March 21 – 24, 2022 which marks March 21st of every year the United Nations’ International Day for the Elimination of Racial Discrimination.

INTELLECTUAL – EMPOWERMENT – CULTURAL TEACHINGS. (DIGNITY & RESPECT)

The Reclaiming Spirit – Seeking Balance “Four Cardinal Directions” culturally appropriate reconciliation training and teachings was presented to Residential program staff April – July 2021.

In honour of National Truth and Reconciliation Day, the agency formally marked September 30th as a day to remember the children who attended the Indian Residential Schools, and it’s impacts on their family members. Additionally, the agency marked September 27th – October 1st, 2022, a week of learning and refection. On September 29th Life’s Journey Truth and Reconciliation Committee organized an Orange Shirt Day event, a day to honour the children with events held in Winnipeg and Brandon, MB. The ISCS team conducted a pipe ceremony, water blessing, feast dish offering into the sacred fire and traditional drumming. Throughout the day, attendees were able to smudge, offer tobacco into the sacred fire, feast, decorate their own orange shirt, and wear it home. The committee shared Phyllis Webstad's story of her orange shirt with near 100 people who joined us to honour this day. The ISCS staff shared stories about how the Residential Schools impacted their family and community. At the end of the day

on September 29th, the Director of Indigenous Spiritual Care Services presented virtually our progress 2020 – 2021 City of Winnipeg, Indigenous Accord, and Elders Strategic Planning Sharing Circle Report.

In closing, the ISCS team gives thanks to all Life Journey staff, and Board of Directors as we move forward with healing and reconciliation to bring balance into the participants lives. Together with safe supports, spiritual counselling, cultural activates and ceremonies attended on the land or virtually, participants have chosen their own path of healing in dignity of their Indigenous identity.

Lung Association, Manitoba Inc. (formerly Sanatorium Board of Manitoba)

Call to Action: 19, 20

Our Goal

The Calls to Actions for our organization will be formed primarily around health, as stated in Calls to Action 19 and 20, in addition to addressing and incorporating the primary principles of reconciliation and relationship building.

Our Progress

We have continued and expanded participation in the Manitoba Indigenous TB Photo project, including open access to corporate archival materials for inclusion in the project. We have offered to continue the partnership as related to the development of a permanent exhibit that would be readily accessible to the public.

We have designated a large portion of new funding for new and/or early career Indigenous researchers and clinicians with a focus on tuberculosis (TB).

We have designated funds for Indigenous created TB awareness resources for youth.

We are developing a traditional tobacco component in our youth smoking and vaping prevention school program "Lungs are for Life". The program is also being formatted for use by community groups such as sports teams.

Further, we continue to provide resources to Indigenous stakeholders and health organizations, and collaborate on new programs in partnership with relevant agencies. Our new goal is to develop a booklet that gives elders from various communities a voice. "Elders reflections about how tobacco & vaping has affected their Indigenous communities". This booklet will have the elder's words in both English and their

communities' language, with a goal to voicing every Indigenous language that is present in Manitoba.

As mentioned earlier, we created a lesson for the Lungs are for Life program on sacred tobacco, which was peer reviewed by an Indigenous lead from northern Manitoba as well as an Indigenous lead from the Manitoba school system. The lesson will be on the website as of late March 2021, which can be downloaded for free.

Thein person collaborative Indigenous programming was put on hold as the northern Indigenous communities were closed for most programming to ensure pandemic-related public health mandates were met. We also found that it was not feasible to collaborate on line due to a lot of communities struggle with reliable internet, best practice is to go into the communities and work with their community members in person, which was not being executed during 2021 due to COVID-19.

On a positive note, we were able to connect with some very interested individuals, about putting together an Indigenous lead knowledge building group to discuss commercial tobacco, sacred tobacco, and vaping within their communities.

With regards to our organization leadership, we continue to seek out Board members with an Indigenous background.

Manitoba College of Social Workers

Call to Action: 1.iii, 1.iv, 22, 57

Call for Justice: 15.3

Our Goal

Goals identified include:

i. Promote knowledge within the social work profession related to Indigenous Peoples, including their history, culture and spirituality.
ii. Continue to promote active participation of Indigenous representatives in the work of the College and on the Board/committees of the College.
iii. Engage in formal and informal reconciliation efforts, including the continued partnership with the Winnipeg Indigenous Accord
iv. Establish its 2022 – 2027 Strategic Plan with an Indigenous and anti-racist lens that furthers the principles of inclusivity, diversity and equity and includes:

- strategies and actions to continue forward on path to reconciliation in accordance with the recommendations of the Truth and Reconciliation Commission of Canada: Calls to Action
- strategies and actions to establish meaningful Anti-Racism Action Plan

Complete a comprehensive review of Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls to identify specific goals to advance progress on the MMIWG2S+ Calls for Justice.

Our Progress

The College continues to make progress on its Strategic Direction established in November 2017 to *advance the reconciliation efforts of the social work profession.*

Goals identified include:

i. Promote knowledge within the social work profession related to Indigenous Peoples, including their history, culture and spirituality.
ii. Continue to promote active participation of Indigenous representatives in the work of the College and on the Board/committees of the College.
iii. Engage in formal and informal reconciliation efforts, including the continued partnership with the Winnipeg Indigenous Accord
iv. The Manitoba College of Social Workers is preparing to establish its 2022 – 2027 Strategic Plan with an Indigenous and anti-racist lens that furthers the principles of inclusivity, diversity and equity and includes:
    a. strategies and actions to continue forward on path to reconciliation in accordance with the recommendations of the Truth and Reconciliation Commission of Canada: Calls to Action
    b. strategies and actions to establish meaningful Anti-Racism Action Plan

Promote knowledge within the social work profession related to Indigenous Peoples, including their history, culture and spirituality.

The Social Work Profession Regulation requires all Practicing members to engage in learning specific to the history, culture and spirituality of Indigenous Peoples; Canada's relationship with Indigenous Peoples; and reconciliation, mutually respectful relationships and cultural safety. The College supports this requirement by providing and/or promoting relevant learning opportunities for social workers.

As of March 2022, the College had 2762 members, many of whom are public/civil servants and are employed in various sectors including health care services and child

welfare. Throughout the year, all members were provided the opportunity to participate in the following educational events/initiatives delivered by the College since April 2021:

- June 2021 – MCSW partnered with the Indigenous Helpers Society to deliver a webinar, Every Child Matters: Transforming Grief and Sorrow into Determination and Action, Knowledge Keeper Don Robinson, Dr. Michael Yellow Bird, Dawn MacDonald (532 registrants)
- September 2021 - MCSW Launched Reconciliation Resources webpage
- October 2021 – MCSW hosted member workshop delivered by Cindy Blackstock, Systemic Racism and Reconciliation (216 registrants)
- March 10, 2022 – MCSW sponsored a national webinar Truth and Reconciliation delivered by Sandi Boucher, an internationally recognized speaker and member of Seine River First Nation (315 registrants).

The College participated with/supported its federation partner, the Canadian Association of Social Workers (CASW) with the following national initiatives since April 2021:

- May 26, 2021 – Wanted: Moral Courage in Social Work, Dr. Cindy Blackstock (849 registrants)
- October 21, 2021 – Defunding the Police: Implications for Social Work, Centre for Indigegogy, Giselle Dias & Jessica Hutchison (797 registrants)
- September 2021 national webinar – Decolonizing Social Work Practice, Education and Research, Centre for Indigegogy, Giselle Diaz & Jessica Hutchison (1046 registrants)
- November 2021 national webinar – Abolition and Transformative Justice: Re-Imagining Social Work, Centre for Indigegogy, Giselle Dias & Jessica Hutchison (748 registrants)
- January 2022 national webinar – Circles for Reconciliation, Grace Schedler & Raymond Currie (606 registrants)

The College has also delivered and/or sponsored webinars specifically focused on learning related to diversity and anti-racism:

- July 2021 national webinar – Afrocentric Social Work book launch, Association of Black Social Workers (254 registrants)
- September 2021 – MCSW partnered with the Rainbow Resource Centre to deliver webinar, 2SLGBTQ+ Awareness, Inclusion, and Affirmation, Bre Giesbrecht (118 registrants)
- March 17, 2022 national webinar – Gender-Based Violence Counselling: Tools and Approaches That Empower, Dana Warren (663 registrants)

- March 29, 2022 national webinar – Celebrating Pioneers of African Descent in Social Work: Passing the Torch, Association of Black Social Workers (185 registrants)

In an effort to develop a more structured Indigenous learning education plan specific to the profession of social work, MCSW approached the Canadian Association of Social Workers in 2021 regarding the possibility of a national social work learning series. Discussions are currently taking place with Indigenous academic programs regarding this initiative.

Continue to promote active participation of Indigenous representatives in the work of the College and on the Board/committees of the College.

Indigenous Social Workers are important members of the Board of Directors and the College's committees with 13% representation on the Board and Indigenous representation on the Complaints, Inquiry and Continuing Competence Committees, as well as the Strategic Planning Working Group, which also includes participation of an elder and an Indigenous grandmother. The current overall membership of Indigenous Social Workers registered with the College (via voluntary declaration) is 714 or 27% as of April 2022. The College continues in its efforts to increase diversity and engagement with Indigenous members and partners:

- Executive Director meets regularly with Indigenous elder to guide and inform planning and decision-making

- Specific outreach to Indigenous representatives, organizations and partners for membership on the Board and Committees

- Board of Directors considering ways to increase College engagement with Indigenous communities and organizations as part of Strategic Plan

Engage in formal and informal reconciliation and advocacy efforts, including the continued partnership with the Winnipeg Indigenous Accord

- MCSW Executive Director/Registrar is a member of the national Code of Ethics and Scope of Practice Committee with the Canadian Association of Social Workers. This committee includes Indigenous members and is working with Indigenous consultants for the purpose of revising the Code of Ethics with an

Indigenous lens. The Truth and Reconciliation Commission Calls to Action will inform revisions to the Code.

- MCSW Executive Director/Registrar is a member of the national Anti-Racism Working Group of the Canadian Council of Social Work Regulators to examine the role of professional regulators in supporting anti-racist social work practice

- Ongoing partnership with Circles for Reconciliation, which brings to together Indigenous and non-Indigenous People to bridge understanding

- Participation in Orange Shirt Day Events

- Participation in National Indigenous Peoples Day Events

- June 2021 – Every Child Matters - MCSW issued formal statement and apology for profession's role in supporting residential schools and engaging in child welfare practices that have resulted in ongoing separation and trauma https://mcsw.ca/wp-content/uploads/2021/06/Every-Child-Matters-FINAL.pdf

- September 2021- MCSW honoured National Day for Truth and Reconciliation https://mcsw.ca/wp-content/uploads/2021/09/National-Day-for-Truth-and-Reconciliation-FINAL.pdf

- January 2022 – MCSW issued open letter calling on the provincial and federal governments to support the Indigenous governing bodies in implementing The Act respecting First Nations, Inuit and Métis children, youth and families https://mcsw.ca/wp-content/uploads/2022/01/Open-Letter-Fair-and-Equitable-CFS-funding-FINAL.pdf

- March 2022 – MCSW and CASW recognized Clemene Hornbrook, Executive Director of Peguis Child & Family Services with the 2022 Distinguished Service Award for her instrumental role in leading the development and implementation of the first autonomous Indigenous child welfare legislation in Manitoba

Establish Strategic Plan with an Indigenous and anti-racist lens that furthers the principles of inclusivity, diversity and equity

In 2021 – 2022, the Manitoba College of Social Workers engaged in broad consultation to inform the establishment of its next strategic plan. Consultation included surveys, focus

groups and interviews, which included outreach to and participation of Indigenous representatives and groups.

- In April 2021 the Board of Directors issued Request for Proposals for a Strategic Planning Consultant/Facilitator with the following qualifications/experience:
    - Experience and knowledge related to the development of reconciliation and anti-racism action plans
    - Cultural awareness and knowledge specific to Indigenous Peoples of Manitoba
    - Knowledge of BIPOC issues within the Manitoba context
- In July 2021, the College established a contract with strategic planning consultant group comprised of 50% Indigenous representation, including an Indigenous Manitoba social worker
- In September 2021, the Board of Directors established the Strategic Planning Working Group, which is comprised of 50% Indigenous representation, including an Elder and an Indigenous grandmother

Amended Legislation, Practices, Processes and Policies

In 2021, the Social Work Profession Regulation was amended to include:

- gender-inclusive language

- an expansion of the description of required learning in the area of social work with Indigenous People and

- the formal acknowledgement of participation in traditional sharing circles, teachings and/or ceremonies as part of the Continuing Competence Program.

In December 2021, the Board of Directors established a Land Acknowledgement Working Group for the purpose of reviewing and developing a renewed land acknowledgement for the College

In March 2022, the Land Acknowledgement Working Group delivered a two-hour presentation to the Board of Directors highlighting the context, meaning and purpose of land acknowledgements

Participating in the Winnipeg Indigenous Accord supports the Manitoba College of Social Workers ongoing social justice efforts and affirms the College’s commitment to

reconciliation. The College is grateful for the opportunity to evaluate and quantify our reconciliation efforts.

Winnipeg Regional Health Authority

Call to Action: 18, 19, 20, 22, 23, 24

Our Goal

The WRHA Board and President and CEO are committed to providing high quality, culturally safe health care that is free of racism for Indigenous, Inuit and Métis people. Work on this priority will be done in partnership with Indigenous, Inuit and Métis organizations and communities and within the context of the provincial health system. Other related goals are to increase opportunities for Indigenous workforce and leadership in the organization.

The WRHA has specific objectives to enhance cultural safety training for a large and diverse workforce. One action is to work with stakeholders and community partners to enhance the education offered. Areas of focus will be on cultural competence for healthcare workers, treaties and the treaty relationship, MMIWG (2SLGBTQQIA), residential school legacy, intergenerational trauma, traditional healing, traditional health and wellness, FASD prevention, positive allyship, and social determinants of health.

Our Progress

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 5-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.

In addition to the services WRHA Indigenous Health program offers to patients and families across the system in Winnipeg, the program has made progress in a number of targeted areas in 2021. The program has worked with various service providers to

provide guidance on issues such as land acknowledgment, strategies for healing, reconciliation, and trauma. In 2021 Indigenous Health has provided access to ceremony, and teachings across the system with the purpose of "fostering a deeper understanding and appreciation of Indigenous culture, ceremony and connection to the land of all ‘our relations'."

SECTION I – PARTNER RESULTS BY SECTOR

INDIGENOUS KNOWLEDGE AND EXCELLENCE

APTN (Aboriginal Peoples Television Network)

Call to Action: 85

Our Goal

As the world's first national Indigenous broadcaster, APTN remains dedicated to providing unique content and programming that will help further its support of Call to Action 85. This includes but is not limited to, programming that is available in both French, English as well as an ever-increasing number of Indigenous languages and content that covers a wide range of genres such as movies, documentaries, talk shows, kids' shows and news programs. As the network continues to grow, we look forward to using our one-of-a-kind platform and expanding resources to share our stories with an even wider audience, connect both Indigenous and non-Indigenous peoples with the ties of community and pave a path towards reconciliation.

Our Progress

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.

Despite the ongoing slowdown of productions across the country, APTN commissioned 52 original productions nationally, including seven one-off productions and 29 series.

Further support was provided to its creators in the form of a toolkit with information on how to proceed with production within the context of their province. Three notable Indigenous-focused programs on APTN include our first-ever APTN lumi original, "Querencia," as well as "Unsettled" and "Gespe'gewa'gi: The Last Land." These programs are available for viewing on APTN and APTN lumi.

By partnering with NationTalk and Indigenous Health Today, APTN continues to deliver critical information to its audiences about the ongoing COVID-19 pandemic by streaming a series of weekly town hall sessions. Despite the challenges posed by the pandemic, the network's internship programs continued to hire Indigenous high school students and other suitable applicants, enabling them to get a head start in the broadcasting industry and hone their skills as young Indigenous employees. APTN employees were able to maintain their spiritual connections throughout the pandemic thanks to several ceremony sessions that were guided by a local Elder via Zoom. In addition, APTN's People & Culture department hosted a mandatory workshop for all employees in November 2021, titled "Respect, Civility and APTN's Workplace Culture."

Since its formation in April 2000, the APTN National News team has continually covered stories about Indigenous Peoples that are often misunderstood or under-reported by mainstream media. That work has continued throughout this past reporting period, where our team of journalists have addressed stereotypes, furthered the path of reconciliation and connected Indigenous and non-Indigenous Peoples across Turtle Island. These efforts include stories about topics such as: the ongoing discussions between the Truth and Reconciliation Commission and the Catholic Church, participating as a producer in the 2021 federal leaders' debate and reporting on the Governor General's visit to Germany.

Circles for Reconciliation

Call to Action: 10 iii, 10 vi, 14, 45, 46, 57, 62, 92

Call for Justice: 15.3

Our Goal

We are particularly involved in advancing TRC Calls to Action 10.iii, 10.vi, 14, 45, 46, 57, 62, and 92, as discussed below.

During this past reporting year, Circles for Reconciliation has reached a new level of maturity and stability. We doubled our number of ten-week Circles from the previous year, and our primary goal is to increase the number again this year. We are working

hard to respond to the increased number of registrations from people across Canada who wish to take part in a Circle (Calls to Action #45 and #46).

In 2021, we completed two research reports: the first was an analysis of the responses from the survey that we administered at the end of each participant's ten-week Circle, and the second analyzed responses from participants who gave us permission to contact them at least six months after they completed their ten-week Circle. In both cases, it was inspiring to read about respondents' very high level of satisfaction with their Circle experiences and their deep, ongoing commitment to reconciliation. We also learned what respondents felt could be improved; one of our goals this year will be to act on these suggestions by improving the quality of our educational Circle Themes, which currently sometimes use inaccessible academic language, as well as making the links between our Themes and the TRC's 94 Calls to Action more explicit. These developments reflect our commitment to Call to Action #10.iii.

We also expect to expand several of our programs and initiatives that we began this year: creating Circles that link First Nations with nearby communities; hosting Circles for parents of K-12 students in schools during the evenings (Call to Action #10.vi); offering our Circles in French; offering more Circles to crown corporations, government departments, and other public servants (Call to Action #57); translating more of our promotional materials into Indigenous languages (Call to Action #14); continuing to involve high school and post-secondary students in our Circles (Call to Action #62); completing our educational Themes on Inuit experiences of colonization and MMIWG2S, which are currently in progress (Call for Justice #15); and continuing to support the Indigenous entrepreneurs who we have hired as contractors and consultants, in addition to creating more Circles for the business community (Call to Action #92).

Our Progress

Circles for Reconciliation Inc. is a grassroots initiative, which began in Winnipeg following the publication of the Interim Report of the TRC and nine months of subsequent consultations with Indigenous leaders and organizations. It operates as an equal partnership between Indigenous and non-Indigenous people with the goal of creating and maintaining respectful relationships between both groups of peoples. We achieve this aim through the creation of Sharing Circles. Each Circle is composed of ten participants (five Indigenous and five non-Indigenous) and led by two trained facilitators (one Indigenous and one non-Indigenous). It takes time to heal the "broken trust" and establish "mutually respectful relationships," as defined by the TRC. For that reason, each of our Circles meets once a week for ten weeks. While reconciliation requires advancing equity in many dimensions of life, including housing, education, health,

water, and economic opportunities, if these critical initiatives are not based on mutual respect and trust, they will fail. As Perry Bellegarde said to business people, “Before you build anything, build a respectful relationship.”

Our partnership means that there is an equal representation of Indigenous and non-Indigenous people for our Board of Directors, Advisory Committee, Staff, and Circle participants and facilitators. This equal partnership is foundational in all of our daily activities, which depend on regular communication and collaboration; even the chair of our Board meetings rotates between Indigenous and non-Indigenous people.

At each Circle meeting, we begin by creating a safe and respectful environment for sharing. This involves a land acknowledgement; drumming, smudging, or another cultural ceremony; a reading of the Seven Sacred Teachings of the Anishinaabe; and a minute of silence. We then "honour the truth" by presenting an educational Theme related to the history of colonization of Indigenous people in Canada. We have 22 Themes on our website, of which 10 are used in a given ten-week Circle, while the others can be read by participants outside of the Circle. The reading of a Theme is followed by the longest part of each meeting: every participant sharing their thoughts and feelings, while engaging in reciprocal listening to learn about and respect one another. We conclude each Circle meeting with a collective reading of the vision of reconciliation drawn from the final report of the TRC.

We recruit participants by making presentations to groups both in person and online, in addition to using print, TV, and social media resources to spread information. Our participants’ word of mouth is also a significant recruiter. Our website (circlesforreconciliation.ca) is regularly updated and expanded to include new Themes, resources, and comments from participants.

We are increasing our consultation of Elders and Knowledge Keepers to improve our Circle activities and outreach to grassroots Indigenous communities. Our Indigenous Ambassador, Grace Schedler, conducted interviews with fifteen Indigenous people on the subject of reconciliation, and we will soon be publishing these reflections in a book.

The average age of our participants is decreasing from seniors to middle aged adults. We are also striving to engage Indigenous youth and their voices with promotion that connect to their experiences, such as videos from teenage Circle participants on our website.

When we began our project, most of our recruitment focused on individuals. Now, many organizations send us requests to host Circles for their employees and/or members. For the over 100 ten-week Circles that we’ve held, host groups have included First Nations; corporations; educational institutions; faith groups; museums; health, social, and

community or neighbourhood organizations; youth groups; and organizations supporting immigrants. Our recruitment is such that we have received registrations from 1528 individuals in more than 320 communities across Canada, stretching from Newfoundland to BC to all three Territories.

When the pandemic began in March of 2020, we had to suspend existing Circles and postpone close to 50 upcoming Circles; however, we knew that reconciliation is too important to be put on hold. We began Circles via Zoom and are now on the verge of starting our 40th Zoom Circle.

The discoveries of the locations of children's remains in unmarked graves across Canada led to large increases in our 2021 registration numbers. Our resulting expansion has stretched our human and financial resources beyond their limits, and we are aggressively seeking additional funding to respond to this enormous thirst for reconciliation.

Ka Ni Kanichihk

Call to Action: 92

Our Goal

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

Our Progress

Ka Ni Kanichihk continues its work in truth and reconciliation. We have developed and shared an Indigenous Land Acknowledgment Guide available to external groups and organizations assisting in this formal way of recognizing the Indigenous stewards of a specific territory, their ancestors, and communities.

We remain committed to developing a Manitoba specific Indigenous Allyship Toolkit that is designed to work within all sectors; education, health, justice, social service, business and the public and private sectors and are actively seeking funding resources for this again this year.

We are engaging with many non-Indigenous audiences to share our cultural work and programming activities in building community relationships and awareness ensuring Indigenous-led organizations like Ka Ni Kanichihk are in the forefront and actively voicing the importance of collaboration in finding effective solutions that ensure Indigenous peoples can participate fully in our community. The work we need to do towards reconciliation with Indigenous and Non-Indigenous Peoples is a long-term journey, specific to each individual, and is constantly evolving for our organization.

Returning to Spirit Residential School Reconciliation Inc.

Call to Action: 43, 46, 48, 66, 92, 93

Our Progress

In compiling the materials for this report, we hold in our hearts the remarkable contributors that comprise our Returning to Spirit (RTS) partners, participants and trainers who have who boldly and courageously stepped into our reconciliation process. You have touched us deeply, because you have shared your challenges, connections, emotions, and healing without reservation. We will do our best to fully reflect in this report your courage, honesty, respect, wisdom, humility, truth and love, while also acknowledging the trust gifted to us as we have journeyed in reconciliation - Miigwech, thank you, and merci.

COVID-19 – Primary to the RTS process is the circle group format. With the ongoing COVID-19 pandemic, RTS continued to face some obstacles in forming team meetings and holding our workshops during the provincial shut downs. The varying restrictions and recommendations meant that we had to consider the number of participants per workshop, the locations and implement additional safety protocols including temperature checks, rapid tests, etc. Although many provincial restrictions were lifted, the comfort level of participants attending in person workshops varied leading to some choosing to cancel or attend a future workshop. We also continued to direct some supply costs to cleaning the space during the workshop and adapting the process.

A partnership with Anokiiwin Training Institute was formed and RTS began delivering our 4-day "Roots of Reconciliation" workshop with students of the program. They hope to continue the collaboration as it has enhanced students experiences in handling challenges.

In response to the pandemic, our team has shifted our "Seeds of Reconciliation" workshop on-line. Much focus was given to delivering the work electronically with the

same level of integrity as our in-person experience. We have begun to deliver the workshop in person again with the restrictions lifting beginning to lift in 2022.

With funding support the Winnipeg Foundation and Canadian Women's Foundation, RTS continued with what was initially a pilot project to our now established "Moving Forward; Sexual Abuse workshops". Childhood sexual abuse within the Indigenous community has a direct link to impacts from Indian Residential Schools, and has been brought forward by our Residential School Workshops participants since 2001.

RTS received a large contribution from the Government of Canada Department of Heritage Canada as part of their anti-racism funding. The activities within the project have seen multiple workshops delivered culminating in our February "Advancing Reconciliation" face-to-face workshop (as reported earlier in the outcomes) here in Winnipeg. Winnipeg has become a epicenter for many of RTS reconciliation events and we foresee this continuing in the future. The City of Winnipeg Parks and Recreation Department generously provided space for these workshops at Sergeant Tommy Prince Place in-kind. To date, we held a non-Indigenous, a Indigenous "Roots of Reconciliation", "Seeds of Reconciliation" and a "Trainer Development" workshop. Thank you to Sharon Arsenault with the City of Winnipeg for her assistance in booking the space.

In June 2021 we moved into a new office space at 614 Des Meurons Street which includes space to deliver workshops.

RTS continued to be a part of the Anti-Racism in Sport campaign committee engaging in important dialogue and initiatives with other local organizations dedicated to creating better experiences and opportunities for BIPOC in Winnipeg. This included being a part of the first annual Indigenous Women and Girls Run hosted by Manitoba Aboriginal Sports and Recreation Council and Immigration Partnership Winnipeg.

Share the Gifts - Honour the Treaties

Call to Action: 46 ii, 46 iv, 48, 61

Call for Justice: 15.2, 15.4

Our Goal

Goal 1: related to Calls to Action 46 ii (repudiating the Doctrine of Discovery); 46 iv (renewal or establishment of Treaty relationships based on principles of mutual recognition, mutual respect, and shared responsibility for maintaining those

relationships into the future) and 48 (education and action to support the UN Declaration on the Rights of Indigenous Peoples) to continue and expand our education work developing presentations/workshops including integrating information received through our multi-faith consultation.

Goal 2: related to Call to Action 61— (…to establish permanent funding to Aboriginal people …) and respecting Principle #7 of the Winnipeg Indigenous Accord to continue to explore and understand the role of money in colonization and ways of decolonizing money in the process of establishing our reparations fund as advised to do at our most recent Elders' consultation.

Goal 3: related to Calls for Justice for All Canadians 15.2 (decolonize by learning true history...) and 15.4 (become a strong ally) to continue expanding own understandings and the information on our website concerning MMIWG including seeking blog posts by those involved in MMIWG advocacy and expanding understanding of and acting on structural reparations--advocacy on issues related to MMIWG.

Our Progress

We completed and launched our website: https://honourthetreaties.ca/. We offered a virtual pow wow as part of our annual general meeting on June 21. We revised and approved an updated brochure--attached. Our Education Working Group completed initial identification of potential workshops we can offer including on the UNDRIP, reparations and land return, and what it means to be a good Settler/Newcomer treaty partner. We undertook initial research on the meaning of money and its role in colonization. Our Education Working Group initiated initial planning for a Multi-faith consultation about what it means to be a good Treaty partner.

Treaty Relations Commission of Manitoba

Call to Action: 1, 10, 14, 18, 24, 27, 28, 42, 57, 62, 63, 93

The Treaty Relations Commission of Manitoba (TRCM) was created in part as a response to the recommendations of the Royal Commission on Aboriginal Peoples for the establishment of a Treaty Commission. The TRCM is a neutral organization that provides research, facilitation and research on the Treaties.

The findings of the Truth and Reconciliation Commission included a supplementary list of Calls to Action directed at governments, church groups, corporations, learning and legal institutions and individuals to "redress the legacy of residential schools and advance the process of Canadian reconciliation."

In April 2020, the Treaty Relations Commission of Manitoba signed onto the Winnipeg Indigenous Accord to share in the commitment to the Truth and Reconciliation Commission's Calls to Action.

Our Progress

Since June 2021, the TRCM received an increase in Speakers Bureau requests following the discovery of the 215 unmarked graves of children who attended the Kamloops residential school in BC and continue to be found across Canada through ground penetrating equipment. The focus of the requests from the general public is to become better informed of the history so that they can be better allies, individually and as part of their organizations.

The TRCM provides multiple platforms to assist all government bodies, corporations, small businesses, training institutions and individuals with questions concerning their role in reinvigorating the true Spirit and Intent of the Treaty relationship.

The following list includes specific Calls to Action and a brief description of what programs, supports or resources are offered by the TRCM which have a direct correlation to that Call to Action.

Although this report does not address the MMIWG Calls for Justice specifically, we do have a Speakers Bureau member who presents on MMIWG upon request. This year one presentation was made to the Civil Service Commission. The TRCM, as part of our commitment to the Indigenous Accord and MMIWG Calls for Justice, will meet with our Speakers Bureau members and Elders Council to discuss how we can do more to address the Calls for Justice in our public education and training sessions.

TRC 1.

We call upon the federal, provincial, territorial, and Aboriginal governments to commit to reducing the number of Aboriginal children in care by:

iii. Ensuring that social workers and others who conduct child-welfare investigations are properly educated and trained about the history and impacts of residential schools.

The TRCM provided workshops for social workers and pre-service social workers to to develop their understanding of Treaties and the Treaty relationship. Specific topics that were addressed include the spirit and intent of Treaties, the First Nations perspective of Treaties, the failure to honour the Treaties, and how to revitalize the relationship. These workshops included a broad range of speakers from the TRCM Speakers Bureau which are comprised of residential school survivors, scholars, knowledge keepers and elders.

vi. Ensuring that social workers and others who conduct child-welfare investigations are properly educated and trained about the potential for Aboriginal communities and families to provide more appropriate solutions to family healing.

This year, several Speakers Bureau members have been requested to deliver presentations on the effects of residential schools from a first-hand perspective, including two sessions with the University of Manitoba – Faculty of Social Work.

TRC 10.

We call on the federal government to draft new Aboriginal education legislation with the full participation and informed consent of Aboriginal peoples. The new legislation would include a commitment to sufficient funding and would incorporate the following principles:

iii. Developing culturally appropriate curricula.

TRCM developed K-12 resources and over the past 13 years, TRCM has provided Treaty education training to over 6,000 Manitoba educators, including classroom teachers, school leaders, speciality teachers, educational assistants, and community resources members and others.

vii. Respecting and honouring Treaty relationships.

This year the TRCM participated in the National Centre for Truth & Reconciliation's national student engagement event as part of the "Every Child Matters" campaign. The TRCM presented on Day One of the Five-day event on "Treaties". The gathering highlighted important themes surrounding the truths

of Indigenous Treaties, First Nation, Metis and Inuit land claims, and the residential school system. Over 50,000 participants registered or viewed the presentations during the week-long event.

TRC 14.

We call upon the federal government to enact an Aboriginal Languages Act that incorporates the following principles:

ii. Aboriginal language rights are reinforced by the Treaties.

There are several TRCM Speakers Bureau members who advocate for and speak to the relationship of First Nations language being the foundation of nations. Elder Harry Bone stated, "It is through our first languages that we understand our teachers who

have passed on their knowledge, teachings, stories and songs that tell us who we are as nations as a people and where we come from".

We also have Elder Florence Paynter, who is a former teacher and currently involved with the Manitoba Indigenous Cultural Education Centre to support First Nations language restoration.

The TRCM works to incorporate the First Nations languages in training and education resources. Through the guidance of the Elders Council, language revitalization continues to be a goal of the TRCM staff through training and development opportunities in support of these initiatives.

The TRCM also relies on using First Nation languages to deepen the understanding of the Treaties. Over the last year, we partnered with Anishinaabe linguist Roger Roulette in the creation of an Anishinaabe Treaty Glossary which will be featured on the TRCM website.

TRC 18.

We call upon the federal, provincial, territorial, and Aboriginal governments to acknowledge that the current state of Aboriginal health in Canada is a direct result of previous Canadian government policies, including residential schools, and to recognize and implement the health-care rights of Aboriginal people as identified in international law, constitutional law, and under the Treaties.

The Treaty Commissioner and Speakers Bureau members provide presentations to federal, provincial & municipal government departments on Treaties and the Treaty relationship, including the shared responsibilities of being a Treaty partner. It is the goal of the TRCM to educate policy makers on the true spirit and intent of the Treaties in order to improve all systems. Moreover, the restoration and protection of First Nations way of life, as promised under the Treaties, is vital to healthy individuals and communities.

Direct engagement and outreach to provincial and federal health organizations has been limited due to the Covid-19 pandemic.

TRC 24.

We call upon medical and nursing schools in Canada to require all students to take a course dealing with Aboriginal health issues, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, and Indigenous teachings and practices. This will require

skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.

The TRCM is continuing to work on developing an outreach strategy that will target, along with other organizations and educational bodies, nursing and medical students to provide Treaty education information to University level students, teachers, and administration.

TRC 27.

We call upon the Federation of Law Societies of Canada to ensure that lawyers receive appropriate cultural competency training, which includes the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal–Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.

In the previous year, the Law Society of Manitoba met with the TRCM to help them with the assessment of their current training modules as well as provide information and guidance on a restructure of their current education and upgrading system for lawyers. This year, Treaty Commissioner Ross has continued to provide presentations to law students, lawyers and Law Society members.

The TRCM also met with the Manitoba Department of Justice senior officials to provide a presentation on Indigenous Law from an Elders perspective, UNDRIP and how to create changes to current provincial systems. Discussion focused on the need to rethink how laws and policies are developed and implemented through an understanding of the spirit and intent of the Treaties and not strictly on the written text.

TRC 28.

We call upon law schools in Canada to require all law students to take a course in Aboriginal people and the law, which includes the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law,

and Aboriginal–Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti- racism.

Further to # 27, The TRCM has partnered with the Faculty of Law at McGill University on a pilot project for an Anishinaabe Field Course to teach Anishinaabe law on its own terms: with community, on the land, guided by respected Elders, and shaped by

Anishaabemowin, the Anishinabe language. The course will be held July 25-August 19, 2022.

TRC 42.

We call upon the federal, provincial, and territorial governments to commit to the recognition and implementation of Aboriginal justice systems in a manner consistent with the Treaty and Aboriginal rights of Aboriginal peoples, the Constitution Act, 1982, and the United Nations Declaration on the Rights of Indigenous Peoples, endorsed by Canada in November 2012.

Please also refer to #s 27 & 28

Treaty Commissioner Ross and several Speakers Bureau members have spoken to the Manitoba Justices and Supreme Court Justices on incorporating traditional Indigenous law into the current system. There is no set Education curriculum in place to train as of yet but this could be a future option.

TRC 57.

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

The TRCM has delivered 4 full-day workshops and several one-hour supplementary sessions as part of an agreement in 2020/21 and 2021/22 with the Manitoba Civil Service Commission (CSC). A total of 158 registered participants attended the full day sessions and 203 in the supplementary presentations this year. The TRCM will continue to work with the CSC to provide Treaty Education training.

Additional training and education sessions were held with various provincial government departments including Conservation, Agriculture and Justice which were separate from the training sessions held with the Civil Service Commission.

In 2021-22, the TRCM held a speaker’s series and half-day information session with Indigenous Services Canada to provide Treaty education information. The TRCM plans to use this as a model for any future requests from federal government departments. A total of 1,040+ were reached.

Commissioner Ross hosted a four-part series that offered the First Nation perspective on Treaties, understanding of Indigenous Law, UNDRIP, International Law and how the two parties can move forward. Session 1: “The Way Forward: The Original Spirit & Intent of Treaties” with Dr. Elder Harry Bone and Elder Florence Paynter; Session 2: “Kinship Across Worlds: Unpacking the Political Power of Family” with Professor Aaron Mills, McGill University; Session 3: “What does UNDRIP mean for the Treaty Relationship” with Professor Brenda Gunn, University of Manitoba; and Session 4: “Treaty in Eact Act: Living Differently Together”, with Professor Aaron Mills and Commissioner Ross.

It is by understanding the history following the making of the Treaties that were made to share the land and live peacefully together, but instead resulted in residential schools, assimilation policies and the loss of culture, ceremonies and languages, that we will be able to reconcile and move forward.

TRC 62.

We call upon the federal, provincial, and territorial governments, in consultation and collaboration with Survivors, Aboriginal peoples, and educators, to:

i. Make age-appropriate curriculum on residential schools, Treaties, and Aboriginal peoples’ historical and contemporary contributions to Canada a mandatory education requirement for Kindergarten to Grade Twelve students.

The TRCM has been training teachers to teach Treaties in the classroom with teacher aids and resource materials, in both English and French, for all grade levels since 2010. TRCM has provided training and resource kits to all provincially funded schools in Manitoba. TRCM continues to provide teacher training and is focusing on providing training to First Nations led, private and faith based schools.

As noted in Calls to Action #10, in September 2021, the TRCM participated in a national event by the NCTR and created a specific Learning Complement Guide for teachers and students to reinforce their learning about Treaties. The guide was aimed at learners from Grade 5-12.

TRC 63.

We call upon the Council of Ministers of Education, Canada to maintain an annual commitment to Aboriginal education issues, including:

i. Developing and implementing Kindergarten to Grade Twelve curriculum and learning resources on Aboriginal peoples in Canadian history, and the history and legacy of residential schools.

The TRCM education department has created a complete Kindergarten to grade 12 curriculum, including K-12 teacher guides and age appropriate resource materials.

TRCM continues to seek mandatory Treaty education in all grades in Manitoba, similar to Saskatchewan in 2007.

iii. Identifying teacher-training needs relating to the above.

The TRCM education department routinely evaluates the training provided to teachers and assesses recommendations and feedback from teachers who have been to sessions in order to ensure that teachers feel confident to provide Treaty information to their students.

This year, there were 415 participants who requested In School Support and additional sessions to support their Treaty Education training.

TRC 93.

We call upon the federal government, in collaboration with the national Aboriginal organizations, to revise the information kit for newcomers to Canada and its citizenship test to reflect a more inclusive history of the diverse Aboriginal peoples of Canada, including information about Treaties and the history of residential schools.

The TRCM has partnered with Immigration Partnership Winnipeg to develop an “Indigenous Orientation Tool Kit”. There are seven Train the Trainor Workshop Facilitator Guides, seven EAL Curriculum Modules and seven 2-3 minute videos in final stages of development. The guides are to assist facilitators working with Newcomers in learning about the history of Indigenous nations and their historical and contemporary contributions to the development of Canada.

The TRCM partnered with The Forks to open a Treaty Knowledge and Training Centre located at a highly visible, historically significant location at the Forks. The Treaty Knowledge Centre will be open to the general public and create a welcoming learning space that brings history to life and celebrates the Treaties through immersive displays and exhibits. The Treaty Knowledge Centre is slated to be open in July 2022.

It is difficult to track the number of participants in each of the activities implemented, however this past year our Speakers Bureau reported over 150 presentations were held to approximately 12,352 participants and our Treaty Knowledge Workshops had 1,937 participants in (April 1, 2021-March 31, 2022).

Our Treaty Education Training sessions reached 1,524 participants from September 2021-March 2022, which includes teachers, school administrators, support teachers from local controlled schools, provincial schools and private/institutional schools.

Next Steps:

To continue to be an active participant in the Calls to Action reconciliation initiatives through education and training on the understanding of the Treaties and the Treaty relationship.

The TRCM planned to target two new organizations or businesses each year to encourage participation in training and information sessions. The new organizations that the TRCM has worked with this past year includes:

- National Centre for Truth and Reconciliation – Every Child Matters Campaign in September 2021
- Faculty of Law-McGill University - a four-week Indigenous Law Field Course starting in July 2022. This is the first of its kind and we are honoured to pilot the project in Manitoba.
- The Forks - to establish the Treaty Knowledge Centre in a highly visible and historically significant location for First Nations, that will provide a location to educate and engage the public in a great capacity about the Treaties.
- The Mennonite Heritage Village – with the commemoration of the 150th year of the making of Treaty 1 and 2 in 2021, the MHV started a new initiative to learn about their shared history with Indigenous people of Canada. They have reached out to the TRCM to assist in facilitating learning initiatives around Treaties. We look forward to participating in their annual Pioneer Days in August 2022.

Tribal Councils Investment Group of Manitoba Ltd. (TCIG)

Call to Action: 92

Our Goal

As a business organization representing a financial investment made by the seven Tribal Councils of Manitoba, it is our goal to advance economic reconciliation by forming meaningful business partnerships with other businesses in Winnipeg. The Truth and Reconciliation Call to Action #92 ask that we all participate in good economic relationships with other businesses. As an Indigenous owned company operated with an Indigenous world view, we will assist all partners with their corporate policies, operations and employment and training inclusion, on the path to reconciliation.

Our Progress

The Tribal Councils Investment Group of Manitoba Limited was formed in 1990 with the vision “to contribute to the self-sufficiency and prosperity of First Nations and future generations,” and that vision is still alive and strong in 2022. In the day-to-day practices of the TCIG family of companies, inclusion and involvement of First Nations, Métis, Inuit, and 2SLGBTQQIA communities is always at the forefront, and is embedded in our vision “to contribute to the self-sufficiency and prosperity of First Nations and future generations.”

Employees of companies in the TCIG family have multiple educational and development opportunities available to them. In partnership with Express Scripts Canada/CIGNA and Hartford University, we offer a Virtual MBA Cohort Program, through which employees can attend university accredited programs to enhance and build on their career trajectories as it relates to the core business objectives. Through Internal Assignment Opportunities, we are able to invest in current employees’ future prospects and provide opportunities for career growth within the company. Further, we engage in on-going corporate training and coaching in business, best practices, career growth, and goal setting via formal performance management processes. To the end of extending opportunities to our surrounding community, we have established the Dave Traverse Scholarship Fund, in honour of the late Chief Dave Traverse. To honour Dave, the fund that TCIG has created will provide a $2,500.00 scholarship to both The University College of the North and Yellowquill University College.

The TCIG family of companies promotes best practices surrounding Diversity, Equity & Inclusion, by engaging in Indigenous cultural awareness and training, through annual awareness training delivered by Indigenous-lead trainers, and through regular communications to recognize significant events. With an end-goal of cultural awareness and inclusion, we maintain a social media presence LinkedIn and Facebook. We actively recognize the following dates and months, in part by sending relevant information and engaging stories to employees:

- Red Dress Day- May 5
- National Indigenous History Month-June
- National Indigenous Peoples Day-June 21
- National Day of the World's Indigenous Peoples-August 9
- National Day for Truth and Reconciliation (Orange Shirt Day)-Sept 30
- Indigenous Veterans Day - November 8
- Louis Riel Day - November 16

To support our employees who identify as members of various First Nations, Métis, Inuit, and 2SLGBTQQIA communities, we also engage in direct Human Resources reach out and wellness checks with employees. We have engaged in sensitivity and pronoun training to better support employees who identify with 2SLGBTQQIA communities. Through our Employee Assistance Program, we are also able to provide monthly wellness communications with resources and articles to support employees in their well-being, both at work and in their own lives.

The Spirit Health Care Group of Companies has expanded to be able to supply medical supplies and equipment, as well as prescriptions, to remote Indigenous communities and all First Nations, Métis, and Inuit peoples in Manitoba. In 2021, Spirit Healthcare Products expanded on their Spirt Meter sales, with plans to have inventory in British Columbia and Alberta this year. Included in the expansion is the release of a Multi-Use Spirit Blood Glucose Meter, which can be cleaned and used for multiple patients at Nursing Stations and Health Centres. Spirit Healthcare Products also grew their line of available products, and now can produce medical supplies, including sterile/non-sterile gauze bandages, sterile/non-sterile conforming bandages, under-pads, medical grade tapes, and sterile/non-sterile bandages. With the full acquisition of Spirit Rx Services in 2021, TCIG is also now providing an unparalleled experience in distance care to customers and patients in remote communities. Through the pharmacy, we are able to offer prescription medications, compliance packaging, medical supplies, equipment expertise and medical counselling to help First Nations, Métis, Inuit, and 2SLGBTQQIA patients in managing their health care needs.

Meanwhile, First Canadian Health is growing to foster new business relationships within Indigenous communities, and will be providing expertise regarding awareness of safe and respectful workplaces, specialized methodologies for partners and businesses committed to Diversity and Inclusion, and Indigenous business requirements. Through FCH, TCIG is able to offer Human Resources and payroll services to Indigenous-owned businesses, and companies in Indigenous communities. In effect, providing these services leads to the inclusion and involvement of Indigenous and 2SLGBTQQIA peoples and communities. In 2022, First Canadian Health is celebrating 24 years of Indigenous business success. FCH collaborates with their partner, Express Scripts Canada, in order to provide Human Resources and payroll services required to fulfill the adjudication cycle of NIHB Health Claims for Indigenous Peoples nation-wide. To that effect, FCH is committed to increasing the representation of First Nations, Métis, Inuit, and 2SLGBTQQIA, by having at least 33% employees who identify as First Nations, Métis, or Inuit. Currently, nearly 50% of FCH employees identify as Indigenous. With plans to have FCH handling all Human Resources and payroll services for the TCIG family of companies in the near future, we will be able to further maintain our

representation of First Nations, Métis, Inuit, and 2SLGBTQQIA peoples in the TCIG family.

The TCIG family of companies also participate in traditional territory and land acknowledgments. We acknowledge that our offices in Winnipeg are located on beautiful Treaty One territory, the traditional territory of the Anishinaabeg (Ojibwe), the Inninew (Cree), Oji-Cree, Dakota, Dene Peoples, and the birthplace and homeland of the Red River Métis.

First Canadian Health acknowledges that the land in which they conduct their business on is the traditional territory of many nations including the Mississaugas of the Credit, the Anishnabeg, the Chippewa, the Haudenosaunee and the Wendat peoples and is now home to many diverse First Nations, Inuit and Métis peoples from across Turtle Island. We also acknowledge that Toronto is covered by Treaty 13 with the Mississaugas of the Credit. FCH is grateful to have the opportunity to work on this land.

Winnipeg Boldness Project

Call to Action: 7, 12

Our Goal

Call to Action #7: We call upon the federal government to develop with Aboriginal groups a joint strategy to eliminate educational and employment gaps between Aboriginal and non-Aboriginal Canadians. Activity: Canada Learning Bond (CLB) Through the prototyping of a person-centred approach regarding the sign-up process of the Canada Learning Bond, the project determined several barriers to enrollment for the CLB such as obtainment of appropriate identification, financial illiteracy, distrust of financial institutions, as well as the absence of a college-bound identity for Indigenous kids. The Winnipeg Boldness Project continues to work directly with Child & Family Services (CFS) agencies to scale sign-up processes, develop a communications strategy for children in care to maximize the immediate potential impact of education savings and explore opportunities to leverage additional funds for investment in education savings.

Call to Action #12: We call upon the federal, provincial, territorial and Aboriginal governments to develop culturally appropriate early childhood education programs for Aboriginal families. Activity: Early Childhood Engagement The project has recently begun work on developing a prototype to determine culturally appropriate early

childhood education principles and, based on these principles, will develop a resource for organizations working with babies and young children.

Our Progress

12. We call upon the federal, provincial, territorial, and Aboriginal governments to develop culturally appropriate early childhood education programs for Aboriginal families.

Activity: Early Childhood Engagement

The project has recently begun work on developing a prototype to determine culturally appropriate early childhood education principles and based on these principles, will develop a resource for organizations working with babies and young children.

Progress:

The Winnipeg Boldness Project continues to work towards developing the Early Childhood Engagement prototype. Together with the Steering Committee and our Parent Guide Group, we have developed several prototype ideas that we will be getting more feedback on with families this Spring. In addition to the prototype ideas, we have also mapped the needs of families and the barriers experienced by families (as identified by families) when it comes to the prototype's guiding question: How can the community help children (0-6) start from a place of spiritual, social-emotional, physical, and mental wellbeing?

MEDIA

Winnipeg Free Press

Call to Action: 86

Our Goal

Building on the foundation laid in 2017 when the Winnipeg Free Press became the first major Canadian daily newspaper to make a treaty land acknowledgment, the newspaper commits to finding more opportunities for Indigenous voices to be heard via our pages and pixels.

As part of a commitment to mark the newspaper's 150th anniversary in 2022, our newsroom is taking steps to become more reflective of the community we serve. That commitment has involved hiring more Indigenous journalists and we will work to bring even more aboard.

Beyond that commitment to diversity and inclusion, our newsroom is responding to Call to Action 86 by ensuring ongoing discussions and education so our journalists have the understanding necessary to better cover a wide-range of Indigenous issues.

Our Progress

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.

In the past, Indigenous issues were often dumped onto a single reporter as a "beat." Now we realize every reporter must have the skills and knowledge to cover the Indigenous component of any beat, from business to sports.

Thus, columnist Melissa Martin chronicled the Sioux Valley Dakota Unity Riders, who trek on horseback to call attention to issues that impact Indigenous communities and beyond.

And faith reporter John Longhurst was well prepared to accompany Indigenous groups to Rome to report on their historic meetings with Pope Francis that culminated in his apology for the role of the Catholic Church in residential schools in Canada.

In addition, we have devoted resources to issues that are traditionally under covered and more difficult to report on. Investigative journalist Ryan Thorpe spent weeks looking into Stony Mountain Penitentiary in order to tell the story of the dangerous conditions that First Nations inmates face there.

We work to improve our organization as well, diversifying our staff and leadership to better reflect our community. However, it is the journalism that we emphasize as our contribution to Winnipeg's Indigenous Accord.

U Multicultural

Our Goal

1. In consultation with current Indigenous members and directors of the Board, Indigenous partners in Manitoba and Ontario, continue to develop Television and Radio programming, publications, and media campaigns for ethnocultural communities, aimed to build the bridge between Indigenous people and newcomers, immigrants and refugees. With the support of elders and knowledge keepers, continue to produce educational content focused on Indigenous languages, and the We Stand Together campaign presenting the voices of residential schools' survivors.
2. U Multicultural commit to commissioning Indigenous and non-Indigenous artists and musicians to undertake collaborative projects and for the U Multicultural to produce and present media content that contributes to the reconciliation process.
3. Formalize inclusion of Treaty No. 1 and Métis land acknowledgment in all of U Multicultural's public-facing speaking opportunities.

Our Progress

The U Multicultural's team formalized inclusion of Treaty No. 1 and Métis land acknowledgment in all of U Multicultural's public-facing speaking opportunities.

U Multicultural continue to develop the Television and Radio content, publications, projects and campaigns in consultation with current Indigenous members and members of the Board of Directors, and help to build the connections between ethnocultural communities and Indigenous people of Manitoba.

Indigenous communities, history and languages are features in U Multicultural's media projects such as "Indigenous Languages Series", "We Stand Together", "Ethno Fest 2021", "U Talk".

U Multicultural's Indigenous projects "Indigenous Languages Series" and "We Stand Together" produced in collaboration with Indigenous elders, knowledge keepers and residential school survivors has been selected as winners of the Canadian Ethnic Media Association's Journalistic Excellence Award 2021.

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

SECTION I – PARTNER RESULTS BY SECTOR

MUSEUMS AND GALLERIES

Canadian Museum for Human Rights

Call to Action: 68

Our Goal

Creating a safe and healthy work environment which includes:

- honouring and respecting our location on ancestral lands;
- taking an Indigenous centred approach to our work, including taking care to acknowledge our place and space through ceremony and broader understanding of Indigenous tradition and teaching.

Our Progress

In January 2021, the Museum introduced a new Elder-in-Residence program and welcomed Elder Robert Greene to guide the Museum and counsel its employees. As we seek guidance from Indigenous ways of knowing and being at the outset of our projects, Elder Greene's guidance has been integrated into much of the work we do. A "Reflection Space" has also been developed for employees who want to pray, meditate, smudge or reflect. Although inspired by Indigenous spiritual concepts, it is intended as a place for all.

Indigenous ceremony has also been embraced by the Museum. Led by our Elder-in-Residence, four ceremonies where held at the Museum in 2021-22 to mark the changing of the seasons and to welcome the MMIWG sacred bundle. Ceremony honours our relationship with the sacred drum Mi Shii Ka and the pipe gifted to the Museum in 2014. Where COVID-19 did not present a barrier, staff and community were invited to attend.

During the year, the Museum strived to better connect with the Two-Spirit community and reflect their stories and perspectives in the Museum and throughout our work. Steps were taken to establish a Two-Spirit Advisory Committee and ensure representation on the LGBT Purge Advisory Council established for an upcoming exhibition. Elder Albert McLeod was welcomed to present to our staff during a virtual webinar for "Education Fridays." Our Research and Curation staff also began collecting oral histories from the community.

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.

Manitoba Children's Museum

Call to Action: 63, 66

Our Goal

The Children's Museum is committed to providing a safe and inclusive space for all, as well as developing and maintaining valued community partnerships. To that end, we will strive to:

- Host and participate in one or more Circles for Reconciliation.
- Recruit an Indigenous artist to instruct one or more of our Free2Play Access Program STEAM Clubs.
- Add a traditional territory and land acknowledgment on our website.
- Observe National Day for Truth and Reconciliation on September 30, 2022 through public programming
- Translate key museum information into Ininimowin (Western/Plains Cree and Central/Swampy Cree), Anishinaabemowin (Ojibwe), Dakota, Dene, Anishinimowin (Ojibwe-Cree), Michif, and Inuktitut.

Our Progress

Due to the impacts of COVID-19, the Children's Museum was closed for approximately 5 months during this reporting period. This, along with the public health restrictions in place when we were open, regrettably impacted our ability to fully implement activities such as our curriculum-linked school programs, National Indigenous People's Day

public programming, as well as our after school STEAM Club. Activities are planned to fully resume during the next reporting period.

As original signatories of the Indigenous Accord we remain active and engaged City of Winnipeg Indigenous Accord Partners committed to truth and reconciliation. To this end, the Children's Museum observed National Day for Truth and Reconciliation on September 30, 2021 by closing to support staff and volunteers in their journey of education and reflection. We believe that education is key to learning about Indigenous history and residential school experiences. Staff and volunteers engaged in community events, reflected on their educational experiences, and promoted awareness by wearing an orange shirt on this important day. The Children's Museum team stands with Indigenous communities as they grieve, and we wish to honour Survivors and the children who never made it home.

The Anti-Racism Speaker Series hosted by the City of Winnipeg to spotlight equity, diversity, and inclusion experts who are doing important work to help address and educate on issues of racism in Winnipeg, and across Canada was inspiring. Children's Museum team members shared and reflected after these impactful sessions. The deeper understanding and clarity will provide an opportunity to re-evaluate existing attitudes and systems ensuring we address unintentional systemic racism/discrimination.

To help fulfill our strategic plan the Children's Museum is embarking on the first phase of a two-year languages campaign with the goals of having key museum information translated into multiple languages used within Manitoba. We will incorporate the following Manitoba Indigenous languages within this campaign: Ininimowin (Western/Plains Cree and Central/Swampy Cree), Anishinaabemowin (Ojibwe), Dakota, Dene, Anishinimowin (Ojibwe-Cree), Michif, and Inuktitut.

The Children's Museum exists to spark kids' creative learning and we do that most effectively with a diverse team of staff and volunteers. We strive to increase the representation of diverse groups in our team and encourage applications from all, especially those from under-represented groups. The Children's Museum is committed to fostering a working environment that supports diversity, equity, and inclusion.

Manitoba Lacrosse Hall of Fame and Museum

Call to Action: 87, 88

Our Goal

The objective of the Manitoba Lacrosse Hall of Fame and Museum is to remember and recognize those who have brought honour and distinction to Lacrosse in Manitoba as players, builders, player/builders and teams. The Hall of Fame and Museum is a registered non-profit organization at the Federal and Provincial level.

The Manitoba Lacrosse Hall of Fame and Museum is proud to participate in the City of Winnipeg Indigenous Accord.

We believe we hold a very special position in recognizing the sport of Lacrosse as both The Creator's Game and Canada's national summer sport.

Our Progress

We have self-identified the following Truth and Reconciliation Calls to Action: #87 and #88.

1. Become a signatory to the City of Winnipeg Indigenous Accord. COMPLETED
2. Create a permanent seat on the Manitoba Lacrosse Hall of Fame and Museum Board of Directors to be filled by a member representing our Indigenous communities. COMPLETED
3. Review all Manitoba Lacrosse Hall of Fame inductees to compile a list of Indigenous members. IN PROCESS
4. Forward this list of Indigenous inductees to Sport Manitoba for inclusion in their records. IN PROCESS
5. Identify a section on our website and in our museum that recognizes and tells the story of our Aboriginal athlete inductees. IN PROCESS
6. Ensure our website and museum provide public education on the important heritage and cultural history of Lacrosse as both a Medicine Game and The Creator's Game. IN PROCESS
7. To encourage and recognize long-term Aboriginal athlete development and growth in the sport of Lacrosse in conjunction with the Manitoba Lacrosse Association and their respective disciplines. IN PROCESS

Unfortunately, due to COVID 19 Restrictions there have been no events or activities held by the MHOFAM.

Internally, we continue our work on identifying Indigenous inductees for recognition in a special section of our website and museum. We are also working on creation of an introduction to lacrosse that explains and honours the Indigenous history, culture and tradition of the Creator's Game.

The Manitoba Museum

Call to Action: 63, 65, 66, 67, 68, 69, 92

Our Goal

Collaborate with Indigenous communities on research, collection, presentation, interpretation and representation of Indigenous peoples of Manitoba;

Collaborate with Indigenous communities to plan, develop, and evaluate various Museum activities such as exhibitions, publications, public programs, and cultural policies, as well as access to information and collections;

Develop hiring and HR policies that provide a supportive environment for Indigenous job candidates and employees;

Establish training programs to empower Indigenous staff members/trainees and interns to participate in the presentation of Indigenous stories;

Establish Manitoba Museum's training programs for wider audiences to gain a better and more accurate representation of historical and contemporary Indigenous perspectives and worldviews.

Support and promote Indigenous languages through the incorporation of these languages in our exhibitions, publications, and programs.

Update our "First Peoples in Manitoba" school program based on Bringing Our Stories Forward gallery renewal.

Continue to offer our popular workshop series on Indigenous arts and skills repatration.

Ensure contemporary Indigenous perspectives continue to be integrated into new galleries and exhibitions, while providing important historical contributions of Indigenous peoples.

As we consider the long-term renewal and assessment of our remaining older galleries, Arctic/Subarctic and Boreal Forest Galleries, continue working with the Museum's Indigenous Advisory Circle; and continue to build and establish relationships with Chief

and Councils and community leaders in numerous First Nations and Inuit communities located within regions to initiate discussions on the existing galleries; begin working with Cree, Dene, and Inuit communities to develop and incorporate Indigenous language exhibits and First Nations story lines for these galleries.

Develop collaborative research relationships with Indigenous academics and research groups working on repatriation, Indigenous learning methodologies, object based historical research and Indigenous language research.

Engage with contemporary Indigenous artists as research on ceramics continues.

Engage with communities in the Boreal Forest as lithic research on collections continues.

Consider means to hire and train Indigenous summer students to work on cataloging Indigenous collections.

Our Progress

The Manitoba Museum has worked in collaboration with Indigenous communities over several decades. In 2018, we established our Indigenous Advisory Circle to continue to cultivate strong working relationships between the Museum and Indigenous communities throughout Manitoba. The Circle helps to support and promote Indigenous inclusion in Museum activities and improve Indigenous representation in exhibitions and programs with a sincere desire to advance reconciliation, and address and build on the recommendations of the Truth & Reconciliation Commission Calls to Action.

The Indigenous Advisory Circle includes members with connections to the Treaty Relations Commission of Manitoba Elders Council, museums, universities, arts and culture institutions, science research, education, and language support. A purposeful intention is being made to include the languages and communities of the Métis, First Nations, Inuit, Dakota, Anishinaabe, Cree, Dene, urban, and reserve populations. The Circle has met twice this past year, once virtually due to COVID, and once in person, focussing on conversations around decolonization and repatriation.

Early this past year, we opened the Welcome Gallery and Prairies Gallery, the last phase of the Bringing Our Stories Forward Capital Renewal Project (fully reported on in last year's Mayor's Accord progress report). A key part of the Prairies Gallery is the Hall Family Tipi, and this year special attention was given to ensuring the appearance of the tipi to ensure that it was properly set. Kevin Brownlee, Curator of Archaeology assisted the Hall family in setting up the tipi, and together with Dr. Maureen Matthews, Curator of

Cultural Anthropology, helped organize a feast to honour the tipi, and the family. Following the ceremony, the tipi was made accessible to all visitors.

ARCHAEOLOGY PROJECTS AND ACTIVITIES

Kevin Brownlee, Curator of Archaeology as a member of the Canadian Archaeological Association Ethics Review Committee helped to update the early 2000s Principles of Ethical Conduct, which has now been produced for approval at the April 2022 AGM. This statement recognized that archaeology in Canada predominantly represents Indigenous peoples, who must be a part of any archaeological work that relates to their heritage. Foundational to this document is the importance of archaeological work being based upon reconciliation.

Kevin provided guidance to the Smithsonian Institute on the development of a travelling exhibit titled Knowing Nature: The Boreal Forest. While the focus of the exhibit is on natural history they wanted to ensure Indigenous perspectives were integrated throughout. The lead on the project Dr. Carol Bossert had read the museum publication Dibaajimindwaa Geteyaag: Ogiiyose, Noojigiigoo'iwe gaye Dibinawaag Nibiing Onji / Stories of the Old Ones: Hunter and Fisher from Sheltered Water by Kevin Brownlee, and was inspired to take a similar approach to the travelling exhibit.

Kevin was asked to provide guest lectures in two University classes: Material Culture, and the Future of Excavation (University of Manitoba) focussing on how to curate Indigenous archaeological collections and how to interpret artifacts from an Indigenous perspective; and Indigenous Medicine and Health (University of Manitoba) focussing on how to integrate the concept of Mino Bimaadiziwin into the archaeological interpretations of the past.

Members Appreciation Tour, March 6, 2022. Brownlee offered members a in depth tour on Indigenous trade and trade networks. This tour focused on exhibits from the highly successful BOSF Prairies Gallery.

CULTURAL ANTHROPOLOGY PROJECTS AND ACTIVITIES

Dr. Maureen Matthews, Curator of Cultural Anthropology continues the successful Indigenous Scholars in Residence Program that brings Indigenous graduate students to the Manitoba Museum and immerses them in the collections as an academic experience, using museum collections to answer academic questions. A student and a professor pair from any Manitoba university may make a joint application to work with the Museum. The professor commits to supervising the student and making sure they receive academic credit for the work they do at the Museum. The student commits to participating in a weekly seminar from January to May and to writing a paper or

completing a comparable project about their collection research for which they receive a course credit.

This successful program is now in its seventh year. We have had 14 students so far, of whom ten have graduated. This year we were a little late getting going because of a strike at the University of Manitoba but we have established our group and this time we have a strong science group. Aaron Kilmury is a Métis student studying vertebrate paleontology. He is a long time museum volunteer and has worked with our Curator of Geology/Paleontology, Dr. Graham Young for several years. Dr. Young has joined the group along with Aaron's supervisor, paleontologist, Dr. Kirstin Brink. The second student, Naomi Ratte from Peguis First Nation, is almost finished a Masters in Landscape Design. Along with her supervisor Dietmar Straub and a varied group of visitors, the group have settled in to a nuanced discussion about decolonizing science.

We continue to be committed to supporting and using Indigenous languages to tell Indigenous stories. We now have developed exhibits which include Anishinaabemowin, Ininímowin, Anishinimiwin, Nehiwyawewin and Inuktituit. With the planned renewal of the Arctic subarctic Gallery we will address the inclusion of the Denesułine language.

HBC MUSEUM COLLECTIONS PROJECTS AND ACTIVITIES

Dr. Amelia Fay, Curator of HBC Museum Collection, participated in the SSHRC-funded artistic research project GardenShip and State, bringing together Indigenous and non-Indigenous artists and writers to explore the intersection of environmental critique, decolonial theory, and artistic practice. This project led to an exhibition at Museum London (Ontario) that ran from October 2021-January 2022. Dr. Fay contributed an installation to the exhibition entitled Curating Colonialism, which explores the challenges of curating the HBC Museum Collection. She also collaborated with the other writers on the project to create an interactive guidebook, My GardenShip Journal, which can also be downloaded as a PDF from the website, and is currently working with the project team on the exhibition catalogue which will be published later this year.

In response to access to the collections during COVID-19, Dr. Fay provided virtual collections visits to students, researchers, and community members. Amelia also provided virtual 'behind-the-scenes' tours for the Northern tour groups that visited the museum this fall in preparation for their trip to Churchill. Finally, for the mukluk making workshop, Amelia brought artifacts down to Alloway Hall for the participants to see up-close. These slight changes helped ensure that the Indigenous artifacts from the HBC Museum Collection was still accessible, even during challenging circumstances.

Amelia continued to engage in professional development activities by attending virtual conferences and webinars that focussed on decolonizing museums, and helped initiate

the discussion with the museum's Indigenous Advisory Circle. This will now be a regular agenda item for the Indigenous Advisory Circle meetings moving forward.

In response to a repatriation request, Amelia conducted collections-based and archival research and this work is on-going.

For the Museum's 50th anniversary we hosted a virtual event Museum@50: Past, Present, and Future. Amelia participated in the pre-recorded discussion on the value of museum collections as well as in the live event with host Raif Richardson about some of the recent exhibitions at the Museum and some significant artifacts within the HBC Museum Collection. Any discussion on the value of the collections at the Museum, or highlights of the HBC Museum Collection, undoubtedly focuses on many of the incredible Indigenous-made artifacts that are housed and exhibited for future generations.

Amelia was asked to provide guest lectures for two university classes at U of W and U of M. One on material encounters that explored collections connected to missionary work in Manitoba, and the other on the colonial legacies of museum collections. Both classes had very engaged students with excellent questions, and they seem to have left the class with a greater understanding of the value and importance of museum collections for historical and anthropological explorations of colonial relationships.

BOTANY PUBLICATION: MANITOBA FLORA - INDIGENEOUS BOTANY CHAPTER

The Curator of Botany, Dr. Diana Bisecki Robson began working with Indigenous ethnobiologist Shaunna Morgan Siegers to explore ways to incorporate Indigenous perspectives on plants into the Museum's planned Manitoba Flora publication.

CONSERVATION PROJECT: CAREY NEWMAN'S WITNESS BLANKET

In summer 2021, the Manitoba Museum partnered with the Canadian Museum for Human Rights (CMHR) to manage, direct, perform, and oversee the conservation of the major art installation Witness Blanket by Carey Newman. Newman, whose traditional name is Hayalthkin'geme, is a multi-disciplinary Indigenous artist, master carver, filmmaker, author and public speaker.

The Witness Blanket stands as a national monument to recognize the atrocities of the Indian residential schools, honour the children, and symbolizes ongoing reconciliation. Inspired by a woven blanket, this large-scale art installation is made of more than 800 items reclaimed from residential schools, churches, government building, and traditional and cultural structures across Canada.

Following several years of touring across Canada, the Witness Blanket required conservation to stabilize it for display. The CMHR collaborated with staff from the Canadian Conservation Institute to better understand the care required, and enlisted the expertise of the Manitoba Museum conservation team of Cindy Colford, Manager of Collections and Conservation, and Carolyn Sirett, Conservator to lead this project. The Manitoba Museum Conservators worked with CMHR Conservation Technician Stephanie Chipilski and Indigenous Conservation Technician (Contract) Skylar Wall to record, photograph, and treat the Blanket. Treatments occurred within the CMHR gallery space, as well as on site at the Manitoba Museum's conservation laboratory.

Both museums agreed to work together to respect the stewardship agreement CMHR has with the artist, and to incorporate Indigenous cultural traditions and protocols for its care and preservation. For the Manitoba Museum, participation in this project was more than providing a service to undertake the conservation of the artwork, but rather to be part of the larger engagement and commitment to reconciliation that this project involved. Additionally, the commitment to share this unique preservation experience with Indigenous candidates to create training opportunities in the fields of collections management and conservation also aligned with the Manitoba Museum's long history of training and mentorship.

LEARNING AND ENGAGEMENT

The 2021-2022 year brought a continuation of our dynamic learning model that includes both virtual and in-person programming. Our Virtual Field Trips offer remote learning opportunities and include topics such as Indigenous agriculture, and the history of the fur trade. A new opportunity for French programming, 'ateliers interactifs', allowed us to develop new multi-part learning programs with a focus on the development of French speaking skills; topics for these programs include the history of Inuit communities, and the Indigenous roots of the city of Winnipeg. We continue to expand our offerings in the realm of professional development with programs that help lay a foundation for understanding the history of Indigenous peoples in Manitoba, in accordance with the Calls to Action put forward by the Truth & Reconciliation Commission of Canada. In addition to our Welcome to Treaty 1 program, we are now offering new Indigenous Focus Highlight Tours, and Indigenous Focus Curatorial Tours. These various learning programs are shaped by the involvement of Carol Beaulieu, the Museum's Indigenous Program Developer.

In September 2021, Curators and Program staff partnered with the Province to offer our first Orange Shirt Day program. For four days, over 3500 participants visited the Museum to take part in free special programming that included a pop-up exhibit and videos from the National Centre for Truth and Reconciliation (NCTR), a self-guided tour

through the Museum Galleries to discover many exhibits relevant to the history of Indian Residential Schools and the TRC Calls to Action, and a Manitoba Cares station where we encouraged visitors to share their thoughts and make a commitment to take action for Reconciliation by writing on a post-note and posting it for others to see.

Our popular Indigenous art workshop series returned this year, as we happily welcomed back participants to on-site activities. Mark Blieske hosted a birch bark basket-making workshop, and Gloria Beckman hosted a mukluk-making workshop. Workshops included a visit with the museum collections in order to learn about the history of the practice and get inspired.

The Nametwaawin: Land and Language project, funded by Canadian Heritage, has developed new education kits for Poplar River First Nation, Pauingassi First Nation, Little Grand Rapids First Nation, and Bloodvein First Nation, the four communities that are part of the Pimachiowin Aki World Heritage Site. We have published five bilingual Anishinaabemowin and English books; one on the history of the Pauingassi museum collection; a new colouring book featuring Anishinaabe teachings; a photobook of archival images from Little Grand Rapids; a new Anishibaabemowin teaching guide; and an updated and translated edition of the Poplar River Plant Guide. The kits also include beaded artifact replicas, Anishinaabemowin signage for the schools, 3D printed syllabics, and Anishinaabemowin keyboards.

Curators and Education staff provided an Indigenous tour of the museum gallery to participants of the Building Relationships event. The Museum partnered with MOSAIC Newcomer Family Resource Network, Immigrant and Refugee Community Organization of Manitoba (IRCOM), and Circles for Reconciliation. The event brought newcomers and Indigenous communities together to build connections and greater intercultural understandings, centred around a shared meal, craft tables highlighting arts and traditions, and a meaningful educational component.

Ogniwo Polish Museum

Building Pathways to Reconciliation

Our Goal

1. Schedule a Learning Circle, led by an Indigenous Knowledge Keeper and Expert and open to both our members and the larger Polish community in Winnipeg, to learn about and discuss the contributions and history of Indigenous Peoples, the impacts of Polish settlement on Indigenous peoples, the history and legacy of

residential schools, Treaties and the Treaty relationships, and Missing and Murdered Indigenous Women and Girls.

2. Identify opportunities for a future joint initiative (e.g., exhibit, workshop, lecture) between the Museum and First Nations, Métis, and/or Inuit community members and/or organizations, grounded in learning, respect, and an appreciation of our similarities and our diversities.

Our Progress

Ogniwo Polish Museum is a small, volunteer-run community museum in Winnipeg's North End. In the last year, the pandemic has had a significant impact on the Museum's open hours and activities, including its ability to pursue the Museum's Indigenous Accord goals. However, the members continue to express their commitment to a meaningful path of learning and examination of their role in colonization and reconciliation, followed by concrete actions.

In the past year, Ogniwo Polish Museum has incorporated a land acknowledgment and reconciliation work statement into our virtual monthly meetings, any formal events we host, and on our website. Our members have been reading, watching, learning, and discussing the role of the Polish community in colonization and its negative and harmful impacts. We have been examining our roles and responsibilities in the ongoing work of reconciliation. September 30, 2021 marked the first official National Day for Truth and Reconciliation. The Museum formally commemorated this occasion and prepared a list of resources for our members to learn from, with the themes: " Explore and Participate," "Watch and Listen," and "Donate." We encouraged our members to have discussions within their families and within our own cultural community.

A number of our members also signed their names to open letters circulating in the Polish community, calling our fellow community members and others of Polish descent to respond to the Calls to Action and the Calls to Justice, and calling on our Polish community leaders to strengthen their focus on Reconciliation initiatives in our community.

Transcona Historical Museum Inc. (Transcona Museum)

Call to Action: 62, 67, 68, 69, 70, 77, 78

Our Goal

The Transcona Museum is committed to building positive relationships and to exploring opportunities with Indigenous and non-Indigenous groups for the continued growth of the Museum through its programs, exhibitions, collections and archives. We could do this through inviting Indigenous and Non-Indigenous groups to the museum in consultation and friendship. As well as participate in Truth and Reconciliation activities both held at the museum and the community.

Our Progress

The Transcona Museum has continued to incorporate land acknowledgment at the beginning of all of our presentations, meeting and events, even when we do virtual programming. Staff attended a number of webinars on Indigenous issues and completed the University of Alberta Indigenous Canada on-line course. The exhibition panels stating our commitment to the Indigenous Accord, reconciliation as well as the acknowledgment of our Indigenous collection and the improper language and displays of the past and our commitment to learning and reconciliation have remained on display through other exhibition changes. We applied for a grant which if successful will allow us to research our Indigenous artifacts more thoroughly, improve our knowledge of those Indigenous artifacts and the Indigenous peoples they belonged to. All of this is preparing us for the possibility of repatriation in the future.

SECTION II – SHARED INDICATORS OF PROGRESS

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" published annually in June on the City's webpage (winnipeg.ca/indigenousaccord).

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.

SECTION II – SHARED INDICATORS OF PROGRESS

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; PA-Vehicles for Hire; HR-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.

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 who 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 the 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.

SECTION II – SHARED INDICATORS OF PROGRESS

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 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.

SECTION II – SHARED INDICATORS OF PROGRESS

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 5-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.

SECTION II – SHARED INDICATORS OF PROGRESS

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.