Winnipeg

Indigenous Relations
Relations avec les Autochtones

2021 Indigenous Relations Division Annual Report



April 2022

In this issue

About Us 3

Message from the Manager 4

Journey of Reconciliation 5

- Assiniboia Residential School Display
- Indigenous Flag Project 6
- Rooster Town 7

Welcoming Winnipeg 8

- Welcoming Winnipeg Policy
- 2021 Welcoming Winnipeg Requests
- Renaming Bishop Grandin Boulevard & Grandin Street 9

Winnipeg's Indigenous Accord 10

- Partner Recruitment
- 4th Annual Accord Partner Goals and Progress Report 11
- Annual Signing Ceremony
- All Partner Gathering

Oshki Annishinabe Nigaaniwak 12

- Community Partners
- Youth by Numbers 14
- Partner Highlight: *Ka Ni Kanichihk – Honouring Gifts Program* 15

Missing and Murdered Indigenous Women and Girls, and Two-Spirited Peoples (MMIWG2S+) 16

- 2021 MMIWG2S+ Highlights
- Red Dress Project & MMIWG2S+ Honouring and Awareness Day
- Waniskahtan 17
- Planning/Co-Development of Implementation for Calls for Justice

Poverty Reduction Strategy 18

- Background
- Poverty Reduction Strategy Cover Art, Graphic Design & Photography 19

Indigenous Awareness Training and Cultural Workshops 20

- Wahkotowin
- Anti-Racism Week
- National Indigenous History Month
- Treaty No. 1, 150th Anniversary 21
- September 30th – *National Day for Truth and Reconciliation & Orange Shirt Day*
- City of Winnipeg Employee Feedback 22

About Us

The City of Winnipeg strives to be a vibrant and healthy city which places its highest priority on quality of life for all its citizens. The City has supported Indigenous specific projects and initiatives since 2000. The Indigenous Relations Division (IRD) was created in 2013 to coordinate Indigenous specific programs and initiatives.

At the end of 2020, Indigenous Relations hired All My Relations/Anokiiwin Training Institute to facilitate the development of the Indigenous Relations Strategic Plan. From January to June 2021, All My Relations/Anokiiwin lead and managed the design, development and delivery of strategic planning sessions, and the preparation of a Division Strategic Plan. This process resulted in the development of the following Vision, Mission Statement and Values for the Division:

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

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

Our Values:

Trust – We build trust and credibility through respect, accountability, transparency, and transformation.

Respect – We grow and maintain respectful relationships rooted in honesty, empathy, kindness, generosity, and reciprocity.

Learning – We embrace ongoing learning to seek and share truth, understanding, knowledge, and experiences.

Courage – We are courageous in leading (influencing) meaningful change within the organization because it is the right thing to do.

Relationships – We form, build, and maintain relationships rooted in honesty, empathy, kindness, generosity, and reciprocity.



The City of Winnipeg's Indigenous Relations Division team

Message from the Manager

As we look back on 2021, we have to once again acknowledge the unprecedented circumstances that everyone, including the Indigenous Relations Division (IRD), have navigated throughout the course of the COVID-19 pandemic. Last year, we saw the return of in-person events in a limited capacity and in accordance with Public Health orders, as well as the continued adaptation and use of virtual platforms in day-to-day operations. I am pleased to report positive steps forward with many of the Division's projects and initiatives related to the City's Journey of Reconciliation.



Cecil Sveinson
Manager
Indigenous Relations Division

While we are undoubtedly proud of the progress made in 2021, we must also reflect on the grim realities uncovered at a number of former residential school sites across the country beginning in late May with the discovery of 215 children in unmarked graves on the former grounds of the Kamloops Indian Residential School. These tragic findings have outlined the need for a renewed focus on the implementation of the Truth and Reconciliation Commission's Calls to Action, which can be exemplified by the City of Winnipeg's prioritization to engage with stakeholders and other levels of government on the examination of the grounds at the former Assiniboia Residential School, as well as the direction from the City's Executive Policy Committee to examine the renaming of Bishop Grandin Boulevard and Grandin Street.

We also saw history made in 2021. One month after the 150th anniversary of the signing of Treaty No. 1, the flags representing Treaty One Nation, Dakota Nations, and the Métis Nation were permanently raised to fly alongside the Canadian, Province of Manitoba and City of Winnipeg's flags at City Hall. These flags are a symbol of the City's commitment to a reconciliation process guided by the knowledge and experience of Treaty One, Dakota and Métis Nations. In addition, IRD staff have worked tirelessly to connect with community on a number of initiatives including the development of a strategy and implementation plan in response to the 2021 Missing and Murdered Indigenous Women, Girls, and 2SLGBTQQIA+ People National Action Plan.

This important work remains on-going as we move into 2022 and beyond. Resilience is defined as "the capacity to recover quickly from difficulties; toughness," and despite our successes or challenges, it is important to remember that the path towards truth and reconciliation is long but rewarding as we work with community to foster healing and trust.

On behalf of the Indigenous Relations team – Ekosani, Miigwech, Marsi and Thank You.

Cecil Sveinson
Manager,
Indigenous Relations Division

Journey of Reconciliation

The City of Winnipeg's Journey of Reconciliation began in 2016 with initiatives such as the creation of Winnipeg's Indigenous Accord and the implementation of five Truth and Reconciliation Commission of Canada Calls to Action that relate to municipalities. This remains an ongoing effort and is done in collaboration with community partners and other City departments. Please read on to find out more about IRD's 2021 Journey of Reconciliation achievements, as well as the successes of our Oshki Annishinabe Nigaaniwak partners.



The Assiniboia Residential School Display at St. Mary's Academy

ASSINIBOIA RESIDENTIAL SCHOOL DISPLAY

The Assiniboia Residential School Display is a reconciliation project created in 2018 that provides an opportunity for City of Winnipeg employees and the public to learn about a local Residential School, with a goal of renewed perspectives and understandings that will strengthen relationships with Indigenous and non-Indigenous peoples.

There were 17 Indian Residential Schools in Manitoba which included one location in Winnipeg known as the Assiniboia Indian Residential School. The school operated from 1958 until June 1973 and the school still stands today and now functions as the Canadian Centre for Child Protection including Child Find Manitoba located at 615 Academy Road in River Heights.

In 2021, the display appeared in a number of Winnipeg high schools, providing over 600 students an opportunity for continued education, dialogue and reflection on the history and lasting impacts of the Residential School system.

JOURNEY OF RECONCILIATION
LES CHEMINS DE LA RÉCONCILIATION

INDIGENOUS FLAG PROJECT

On September 15, 2021, an outdoor ceremony was held at Winnipeg City Hall to permanently raise the flags of Treaty One Nation, Dakota Nations, and the Métis Nation. In an honour walk from The Forks, horse riders, Elders, children, community members, First Nations and Dakota leaders, and drummers arrived at City Hall to join leaders of the Métis Nation, Winnipeg's Mayor and Council and Chief Administrative Officer in this historical event and celebration.

The celebration included Elder Frank Beaulieu opening and closing the celebration with blessings and prayers; Métis leaders Vice-President Andrew Carrier and Regional Director JoAnne Remillard presenting Mayor Bowman with an honourary Métis Sash; First Nation and Dakota drummers honouring the raising of the flags with ceremonial Flag and Victory songs; and Chiefs, Grand Chiefs, and Regional Chiefs representing Treaty One Nations and Dakota Nations sharing messages on relationships, prosperous Nations, and their long-standing relationship with the land that we share.

For this event, a new flag was designed by Dakota Tipi artist Kyle Pache, to represent the five Dakota First Nations of Manitoba: Sioux Valley Dakota Nation; Canupawakpa Dakota First Nation; Dakota Plains Wahpeton Oyate First Nation; Dakota Tipi First Nation; and Birdtail Sioux Dakota Nation. The Treaty One Nation Flag represents seven Treaty One First Nations: Long Plain, Brokenhead Ojibway Nation, Peguis, Roseau River Anishinaabe, Sagkeeng, Sandy Bay Ojibway, and Swan Lake. The Métis Nation flag represents the Manitoba Métis with seven regional associations: Winnipeg, Southwest, Southeast, Interlake, The Pas, Northwest, and Thompson. The new flags at City Hall are important symbols representing the City's relationships with First Nations and Métis peoples and our ongoing commitment to the Journey of Reconciliation.







The three flags, representing Treaty One Nation, the Métis Nation and Dakota Nations (left to right) being raised at City Hall

JOURNEY OF RECONCILIATION
LES CHEMINS DE LA RÉCONCILIATION



Rooster Town family members tour the Bill and Helen Norrie Library to view the permanent education panels

ROOSTER TOWN

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

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

In March 2021, the Indigenous Relations launched a webpage to share and acknowledge this important history with residents and visitors. The Bill and Helen Norrie Library, located on the lands previously known as Rooster Town, opened on March 29, 2021. After consulting with families and descendants, the library incorporated features influenced by the history of Rooster Town as well as interpretive panels and books on the area.

On August 29, 2021, the Rooster Town Families Picnic was held on the grounds at Poseiden Bay. The Picnic was made possible through a partnership with the families of Rooster Town, Manitoba Métis Federation, Winnipeg Metis Association and City of Winnipeg Indigenous Relations. There were approximately 300 attendees at the event.

JOURNEY OF RECONCILIATION
LES CHEMINS DE LA RÉCONCILIATION

Welcoming Winnipeg

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

WELCOMING WINNIPEG POLICY

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

2021 WELCOMING WINNIPEG REQUESTS

In January and February 2021, a formal Welcoming Winnipeg request form was finalized and then unveiled to the public on February 12. From January 1 to November 1, 2021, the Committee of Community Members (CCM) met 10 times and considered two requests that pre-dated the request form and eight requests that were submitted through the new form:

- Renaming Royalwood Park
- Naming the baseball fields at Transcona Stadium to Henri Constant Field
- Renaming Shady Shores Park to Waterside Rotary Park
- Renaming Andrew Currie Park to Currie Blossom Park
- Creating a new historical marker – Lawson Ogg
- Renaming Papoose Park to “to be determined”
- Renaming Pan Am Pool Park to Rooster Town Park
- Creating a new historical Marker – Sergeant Tommy Prince
- Renaming Skatepark West to Matt Jonsson Memorial Skatepark
- Renaming Wellington Park to Theodore Niizhota Fontaine Park



The newly named Henri Constant Field at Transcona Stadium

As this is a new committee, these volunteer members are doing a remarkable job of balancing the intent of Welcoming Winnipeg while respectfully addressing requests that do not aim to resolve the absence of First Nations, Métis and Inuit perspectives, experiences and contributions in the city’s historical markers and place names.

Important enhancements put forward by the CCM includes the renaming of Skatepark West to Matt Jonsson Memorial Skatepark, and the CCM’s recommendation that Council approve the renaming, with the addition that a territorial and water acknowledgment accompanies the park signage. Both recommendations were approved by Council on November 25, 2021.

A further instance of this was how they considered a proposal to honour Lawson Ogg and the 1950 Red River Flood through a permanent two-panel installation. The initial proposal planned for a second phase of the project, exploring the history of the neighbourhood; it was there that they proposed exploring Indigenous connections to the neighbourhood. After much discussion between the applicant and the CCM, the CCM recommended supporting one panel acknowledging the contributions of Lawson Ogg with the second panel to provide a more comprehensive land acknowledgement. The intent of this recommendation was to take an approach that embeds Indigenous perspectives in both phases of the project to reinforce that Indigenous history is not something that has happened outside of, or apart from, the settler narrative of the history of this place. These recommendations were approved by Council on October 28, 2021.

To view complete Welcoming Winnipeg requests as well as their progress, please visit **winnipeg.ca/indigenous/welcomingwinnipeg**

RENAMING BISHOP GRANDIN BOULEVARD & GRANDIN STREET

In late May 2021, the Tk'emlúps te Secwépemc First Nation revealed that preliminary findings from a survey of the grounds at the former Kamloops Indian Residential School uncovered the remains of 215 children buried at the site. This announcement gained national and international attention, renewing calls from the community in Winnipeg to address how the City currently commemorates Bishop Vital-Justin Grandin with Bishop Grandin Boulevard. Over 13,400 signatures have been added to a change.org petition to rename Bishop Grandin Boulevard.

On June 16, 2021, the Executive Policy Committee directed the Indigenous Relations Division to engage in consultations with Indigenous people, including but not limited to residential school survivors, Elders, knowledge keepers, as well as Indigenous governments and community organizations to bring forward their proposal for re-naming Bishop Grandin Boulevard and Grandin Street to a name which honours Indigenous experience, culture and history and is in accordance with the Street Names By-law. In response, and with the guidance of the CCM, IRD created the Indigenous Naming Knowledge Circle to bring members of the Indigenous community together for this consultation process.

On September 8 and 9, 2021, IRD convened the Indigenous Knowledge Naming Circle, comprised of 12 Indigenous Elders, Residential School Survivors, Knowledge Keepers and youth to discuss and propose new names for Bishop Grandin Boulevard and Grandin Street. The importance of having the names in Indigenous languages was highlighted by an Elder who shared that “residential schools created boundaries that prevented the transmission of language and culture. We no longer have these boundaries. We have to start the education of the children about our language, and it is so important that they see something like this."

Further discussions are needed to finalize a proposal to rename these streets, and they are ongoing. It is anticipated that these recommendations will go before EPC and Council in early 2022.



Indigenous Knowledge Naming Circle member, Elder Frank Beaulieu, speaks on September 8, 2021

Winnipeg's Indigenous Accord

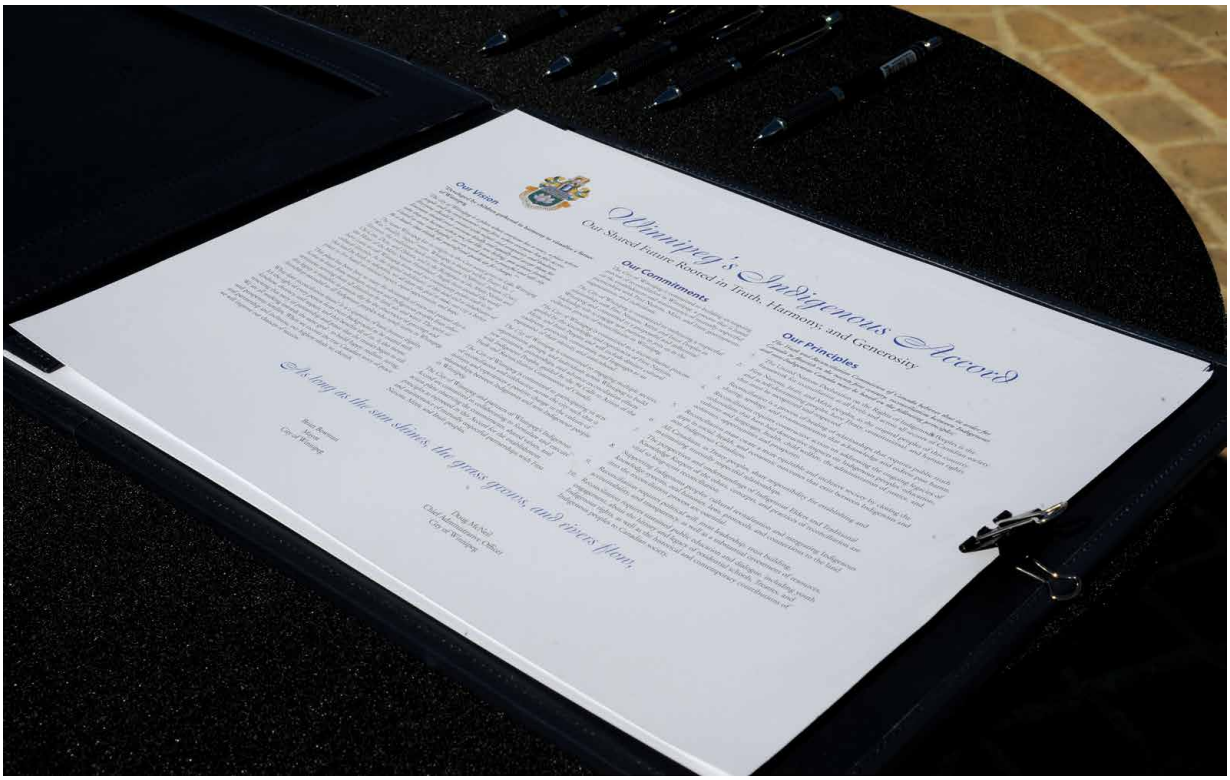
Unanimously adopted by Council in 2017, Winnipeg's Indigenous Accord sets out the City of Winnipeg's Vision, Commitments and Principles in building an ongoing process of reconciliation in Winnipeg. It is rooted in the creation and fostering of mutually respectful partnerships with Indigenous Peoples,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

The Accord is guided by the 94 Calls to Action of the Truth and Reconciliation Commission of Canada (TRC) and the 231 Calls for Justice of the National Inquiry into Missing and Murdered Indigenous Women, Girls and 2SLGBTQQIA people enabling Accord partners to establish appropriate actions and ongoing commitments to acts of reconciliation and sharing progress annually on these commitments. To date, 208 organizations and groups from multiple sectors have become partners to the Accord.

PARTNER RECRUITMENT

One of the City of Winnipeg's key actions in supporting reconciliation was creating the Accord, so that organizations and individuals can come together to learn and share their journeys of reconciliation. Collaboration with other organizations and groups, across sectors, and with Indigenous organizations, governments, and individuals is essential to the ongoing Journey of Reconciliation in Winnipeg to make our city a better place to live based on mutual respect, equal opportunity, and hope.

In 2021, we saw a total of 39 new Accord partners make a formal commitment to reconciliation through the Accord. The City accepts partner applications throughout the year. To view the Accord and submit your request to become a partner, please visit: **winnipeg.ca/indigenousaccord**

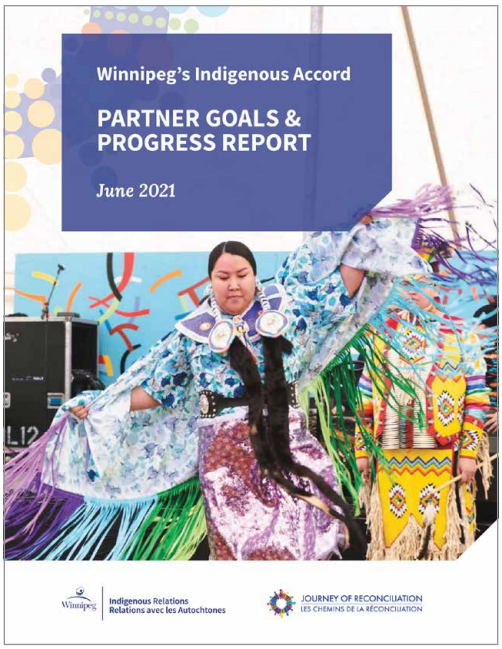


Winnipeg's Indigenous Accord

4TH ANNUAL ACCORD PARTNER GOALS AND PROGRESS REPORT

In Spring 2021, 109 Accord Partners including the City of Winnipeg completed and submitted annual reports identifying the progress made on their goals and commitments. Indigenous Relations compiled the reports together and into the annual Partner Goals and Progress Report published June 2021. Some highlights from the report include:

- 7,434 members and employees from 61 Accord partner organizations have participated and are continuing to participate in education and training in response to Calls to Action 57 and 92.
- 232 Indigenous people were newly hired by 49 Accord partner organizations this year.
- 74% of Accord partners have reported practicing traditional territories acknowledgments as part of daily announcements and at events, meetings and gatherings.
- 166 policies and practices amended or newly adopted by 57 partner organizations to recognize Indigenous rights, reflect Indigenous priorities, or improve Indigenous access and inclusion.









Ally Cox, the Ivan Flett Memorial Dancers and Don Amero (left to right) at the 2021 Annual Signing Ceremony

ANNUAL SIGNING CEREMONY

On September 9, 2021, 39 additional local organizations, businesses, groups, and individuals joined the City and the other 161 signatories in their commitment to the ongoing Journey of Reconciliation in Winnipeg by formally becoming partners of Winnipeg's Indigenous Accord at a signing ceremony held at City Hall. These newest signatories brought the total number of Accord partners to 200 at the time of the Singing Ceremony and demonstrates a strong community commitment to Winnipeg's Journey of Reconciliation.

"The recent discoveries of unmarked graves at multiple residential school sites across Canada has invoked a tremendous amount of pain and trauma," said Mayor Brian Bowman. "The Journey of Reconciliation we are all on requires acknowledgement of these devastating wrongs and continued support of the healing process for Indigenous communities. And so, it is heartening and encouraging to see nearly 40 new signatories formally join the City and our community partners by signing onto the Indigenous Accord. I want to thank each of those individuals and organizations that signed on today."

ALL PARTNER GATHERING

The gatherings are meant to be an opportunity for partners to come together to network, learn and share challenges and successes they are meeting in trying to realize their Accord goals. Unfortunately, due to the ongoing pandemic and public health restrictions in 2021 a partner gathering was not scheduled. The Indigenous Relations Division hopes to once again host an event in Fall/Winter 2022 and when it's safe to gather in person together.

Oshki Annishinabe Nigaaniwak

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

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

COMMUNITY PARTNERS

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

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

ASSEMBLY OF MANITOBA CHIEFS SECRETARIAT INC.

Eagle's Nest

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

BOYS & GIRLS CLUBS OF WINNIPEG INC.

Youth Recreation Activity Worker Program

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

BROADWAY NEIGHBORHOOD CENTRE INC.

Just TV

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

INDIGENOUS LEADERSHIP DEVELOPMENT INSTITUTE INC.

Introductory Carpentry Program

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

KA NI KANICHIHK INC.

Honouring Gifts

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

MA MAWI WI CHI ITATA CENTRE INC.

Future is Yours

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

NDINAWEMAAGANAG ENDAAWAAD INC.

Youth Resource Centre Recreation Program

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

RESOURCE ASSISTANCE FOR YOUTH INC.

Growing Opportunities

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

SPENCE NEIGHBORHOOD ASSOCIATION INC.

First Jobs 4 Youth (FJ4Y)

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

UNIVERSITY OF WINNIPEG

Inner-City Work Study Program

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

MANITOBA INSTITUTE OF TRADES AND TECHNOLOGY

YouthBuild

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

URBAN CIRCLE TRAINING CENTRE INC.

Apprenticeship Training and Employment Program

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

Youth by Numbers

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

61 | Indigenous youth found employment

83 | Youth continued their education

1,343 | Visits to drop-in programming



Partner Highlight: *Ka Ni Kanichihk – Honouring Gifts Program*

The Honouring Gifts program with Ka Ni Kanichihk is designed to educate and empower Indigenous mothers, age 18 to 30 and support them in unlocking their potential. Honouring Gifts is a 40-week full time training program that provides employability skills, cultural awareness, work experience (in the field of their choice), life skills, exposure to post-secondary options, and several certified trainings.

All Educational Programs are designed to create a safe environment that provides culturally authentic opportunities for the women to become connected to their history, themselves, their community and nation. Traditional knowledge is woven throughout the content; based on principles of belonging, generosity, independence, and mastery as described by Dr. Martin Brokenleg in the Circle of Courage. The focus is to build upon women's assets, resources, aptitudes, abilities, skills and knowledge. Women have an opportunity to develop interpersonal skills. The curriculum will include development of communication skills, conflict resolution, and developing a code of conduct which supports the learning environment.

Here is what a past participant has to say:



Christine
Honouring Gifts past program participant

"I remember stumbling on a post about the Honouring Gifts Program and thinking it was something that could help me gain some skills to add to my resume, while also having my kids close by. From the poster, I knew we would get all these trainings, certificates, the 9 essential skills training for the workplace and some cultural awareness – amazing – this sounds perfect I thought. Honouring Gifts is way more than that!

I learned a lot about myself and the world around me. Some of the teachings we received from all the different workshops, instructors and ceremony, got me thinking, questioning and understanding the life around me and how I was living. Everyone involved brought a new awareness to myself, I understood why my family was the way it was, I learned that I didn't want to be like that and to break the cycle. As a mom of 3 and having little to no support, Ka Ni Kanichihk and the Honouring Gifts instructors have always been encouraging and supportive and continue to be today. As a current Ka Ni Kanichihk employee, for the past 3 years, I love walking into the building, knowing it is a safe space and everyone here has your back. I'll forever be grateful to Ka Ni Kanichihk and the Honouring Gifts Program for offering this amazing program and believing in me. The poster said the program was designed to educate and empower women, that's how I felt and still feel to this day."

Missing and Murdered Indigenous Women and Girls, and Two-Spirited Peoples (MMIWG2S+)

The Indigenous Relations Division is co-developing a response and plan to the National Inquiry's 231 Calls for Justice and National Action Plan, that is being guided by community and the MMIWG2S+ Implementation Team and Working Group. As we move into early 2022, Indigenous Relations worked with the MMIWG2S+ Implementation Team to set goals that identified the following as priorities; Safe Transportation, Training & Awareness, Safe Spaces, Coordination of an internal working group and development of a civic implementation plan. Ongoing activities focus on aligning and reviewing Calls for Justice to new and existing programs and policies including: Poverty Reduction Strategy, Rapid Housing Initiative, Anti-Racism training, and data review.

2021 MMIWG2S+ HIGHLIGHTS

In May 2021, a garden at 510 Main (City Hall) was planted with the National Inquiry colours and it included signage to honour and bring awareness to the Calls for Justice in advance of the release of the launch of the National Action Plan on June 3, 2021. This initiative also included communications and support from an Elder to ensure the garden was planted in a good way (Call for Justice 1.8).

In June 2021, IRD hosted a screening and discussion of the documentary "Mary Two-Axe Earley: I am Indian Again." The powerful story of Mary Two-Axe Earley, who fought for more than two decades to challenge sex discrimination against First Nations women embedded in Canada's Indian Act and became a key figure in Canada's women's rights movement. Mohawk filmmaker Courtney Montour joined 74 City employees virtually to discuss her film and help participants gain additional context of the Indian Act that affected women of Status and continues to impact First Nations women today.



RED DRESS PROJECT & MMIWG2S+ HONOURING AND AWARENESS DAY

October 4th marks Missing and Murdered Indigenous Women and Girls and Two-Spirited People's Honouring and Awareness Day in Manitoba. In collaboration with Winnipeg Public Libraries, the Indigenous Relations launched the city's first Red Dress Project display and Sacred Fire at City Hall, setting off a month long display at all libraries. Efforts included:

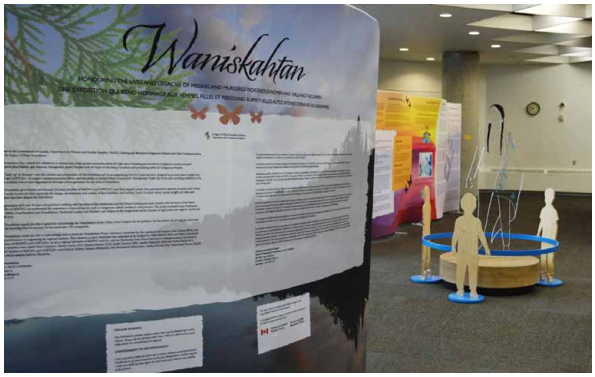
- The 73 red dresses that were hung at City Hall and Library locations were donated by City employees for this project; before they were hung for public display, a blessing was held on September 29, 2021 by Indigenous Relations staff.
- 300 Red Dress pins were purchased from a MMIWG2S+ Coalition member, West Central Women's Resource Centre, for staff who donated dresses, and for library staff to wear, with the goal of raising further awareness for the campaign.
- Several resources were developed and shared to inform the public and City employees about the importance of the day, links and references were provided to the National Action Plan and Final Report: Reclaiming Power and Place, to further promote understanding of why the dresses are hung and how to be an ally.
- Indigenous Relations assisted in the promotion of the October 5th Lunch and Learn with MMIWG2S+ Co-Chairs panel discussion; Winnipeg Public Library employees attended this session to further their knowledge.
- Winnipeg Public Library staff debriefed through Sharing Circles after dresses came down, many lessons were learned and this will be an ongoing effort, with community support.
- Indigenous Relations participated in weekly community planning meetings with the MMIWG2S+ Coalition Members for guidance on the Red Dress Project and to provide support to community events on October 4.



Red Dresses hung in the City Hall courtyard on October 4, 2021

WANISKAHTAN

From November 17, 2021 to January 15, 2022, in partnership with Winnipeg Public Libraries, Millennium Library hosted a travelling exhibit from the Legacy of Hope Foundation titled “Waniskahtan” (“Rise up!” in Swampy Cree). The exhibit aimed to educate and raise awareness on the high rates of violence affecting MMIWG (Murdered and Missing Indigenous Women and Girls) and 2SLGBTQQIA (two-spirit, lesbian, gay, bisexual, transgender, queer, questioning, intersex, asexual). The exhibit was composed of multiple information panels, incorporated video elements and had a feedback station with information flyers.



The Waniskahtan Exhibit at the Millennium Library

PLANNING/CO-DEVELOPMENT OF IMPLEMENTATION FOR CALLS FOR JUSTICE

December 15, 2021, IRD coordinated participation of various city departments to participate in consultation with the MMIWG2S+ Implementation Team. Indigenous Relations looks forward to continued collaboration as we move forward with the implementation of the Calls for Justice.

Poverty Reduction Strategy

On November 25, 2021, Council approved the City of Winnipeg's (City) first-ever Poverty Reduction Strategy (PRS), a comprehensive plan, co-created with the community, that includes a practical approach to reducing poverty, increasing equity, and incorporating a "Culture of Caring" in all City endeavours over the next decade.

The Strategy aims to be a catalyst for additional and increasing action and partnerships going forward to address underlying root causes and localized impacts of poverty in our city, which requires collaboration by all levels of governments, the community, and people with lived experience of poverty.

The first implementation plan for the PRS includes 80 specific actions across City departments — all of which can be undertaken within existing resources — that will begin in late 2021 and span the next 18 months. The Public Service will report back to Council in spring 2023 with a status update and the next implementation plan.

BACKGROUND

The Poverty Reduction Strategy is the foundation for the City's work in poverty reduction going forward by clarifying the City's role, identifying priority short and long-term actions, and setting out an implementation plan that includes review and renewal.

The concepts and principles that have been discussed throughout building the Strategy have ensured the process has a balanced and respectful relationship amongst Indigenous and Western approaches. One of the key guiding principles of the PRS is the use of the Beaver (Amik), which represents Wisdom in the Seven Sacred Teachings. Two key focus areas have been identified as areas in need of enhanced and focused support to impact the cycle of poverty: Indigenous Children, Youth and Families, and Affordable Housing. These two areas have been given the distinction of being *Life Poles* for the Strategy. The term *Life Pole* is derived from the teachings of the tipi, this pole is the final one to be raised and has the critical role of supporting the canvas and because of that, represents ultimate protection.



Graphic illustrations for the PRS were created by former IRD intern Cassy Regier

The Strategy has been conducted with the understanding that building trust through collaboration on a foundation of traditional Indigenous knowledge is what will guide us toward a meaningful strategy with achievable goals that can be met in a sustainable, balanced way.

It serves as the City's guide for priority actions across eight Goal areas: Implementation and Systems Change; Affordable Housing; Employment & Income; Community Well-being; Transportation Equity; Equity in City Services; Food Security; and Community Safety. The Strategy also identifies two areas for priority focus and action (termed Life Poles): Indigenous Children, Youth, and Families and Affordable Housing.

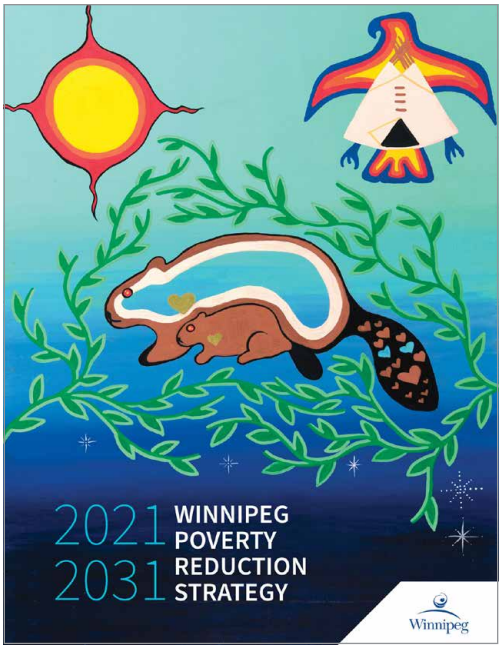
POVERTY REDUCTION STRATEGY COVER ART, GRAPHIC DESIGN & PHOTOGRAPHY

As a part of bringing the spirit of the Winnipeg Poverty Reduction Strategy to life, the inclusion of art, graphic design and photography all created by Indigenous youth was a key part of the project. With the Indigenous worldviews being balanced throughout the framework of the Strategy, and rooted in the Seven Sacred Teachings, specifically Wisdom, represented by Amik - the Beaver, commissioning Indigenous artists was a necessity. Nathaniel Magbanua captured photographs included throughout the report that connect to the content of the Strategy. Cassy Regier, a graphic designer, put together the Strategy framework and concepts into a cohesive collection of informative figures. The cover art of the Winnipeg Poverty Reduction Strategy Report (2021-2031) was created by Kiana Compton. The cover artist described that the cover art represents care, love, interconnectedness and the Anishinaabe teaching of taking care of everyone in the community.









“This piece represents care, love, interconnectedness, and coming together. The beaver represents a mother beaver and baby beaver to represent taking care of each other and loving each other. I included golden hearts on them to show that they have hearts of gold. A lot of folks who live in poverty often have very strong family connections and also take care of the people around them. There is lots of love to give. The Thunderbird wrapping its arms around the tipi represents the Thunderbird House in Winnipeg. A place where there is a lot of poverty but the community does its best at taking others in and sharing what they have. The Thunderbird is wrapping its arms around the tipi in a caring way. The light blue, dark blue, sun and stars show day and night. We're always in a cycle, the circle of life. The vines represent that we're all connected and also represent rivers which can also be connected to our lifelines. Also, the Red River and the Assiniboine. Everything in this piece comes down to show the Anishinaabe teaching of taking others in and sharing what we have. Taking care of everyone in the community."

Indigenous Awareness Training and Cultural Workshops

WAHKOHTOWIN

In 2021, Wahkohtowin, which means kinships in the Cree language, was offered to City employees to provide awareness of Indigenous related topics and builds skills to support our work and learn from one another as nations sharing the land together. In total, 60 participants took park in two separate course offerings. The course offered insights from academic and Indigenous perspectives on: stereotypes, discrimination, systemic barriers, cultural humility development, ally behavior and Indigenous worldview awareness. Topics were presented through a variety of mediums and interactive exercises. This course plays a role for our collective movement to self-empowerment and reconciliation.

ANTI-RACISM WEEK

Anti-Racism Week (held March 21 to 27, 2021) was organized by the City of Winnipeg in partnership with Immigration Partnership Winnipeg, Winnipeg Chamber of Commerce, Treaty Relations Commission of Manitoba, Elmwood Community Resource Centre, Manitoba Association for Rights and Liberties, Human Rights Hub, and Black History Manitoba. The theme of Anti-Racism Week was "What would Winnipeg look like without racism?" which helped shape events and conversations during the week.

In conjunction with Anti-Racism week, the Indigenous Relations Division hosted and provided support on a number of activities, including courses on Historical and Contemporary Significance of Treaties, Indigenous & Non-Indigenous Relations, as well as a Spring Equinox teaching.

To support the efforts and reinforce the learning for participants that took part in Anti-Racism Week in Spring of 2021, additional events took place in November and December. The Fall theme was "Deepening the Learning: From Awareness to Action".

A youth event held on November 18 was delivered in-person and virtually to both the Indigenous and Newcomer community. The event included Elder and Drum teachings and three community youth leaders sharing their story in hopes to bring a common understanding of cultures.

IRD assisted with the planning of an event held on December 10, Human Rights Day, at the Canadian Museum for Human Rights. This intercultural dialogue event brought different communities to come together over food, and engage in critical conversations on racism and human rights through facilitated table discussions, and panel presentations, on how we can continue our journey together to being 'A City without Racism and 'A Human Rights City'.

On December 14, in partnership with Community Services and IRD, the City of Winnipeg hosted a "Building Bridges – Welcoming our Neighbours" event. The event was intended to create relationships between Newcomer and Indigenous youth, and had over 100 participants from organizations such as Ma Mawi Wi Chi Itata Centre, Ka Nii Kanichihk, Urban Circle Training Centre, Immigrant Refugee Community Organizations of Manitoba, and Welcoming Place. There was Métis, First Nation and Inuit entertainment, and traditional medicine teachings shared on (80 medicine bags made by participants). Lunch, refreshments, transportation and childcare was provided to further make the event a success.

NATIONAL INDIGENOUS HISTORY MONTH

June marked National Indigenous History Month – a month to celebrate the history and diversity of First Nations, Métis and Inuit. It also marked a time to acknowledge and reflect as we progress on our Journey of Reconciliation. The Indigenous Relations Division was proud to offer a number of activities and training opportunities to over 200 City employees throughout the month that covered topics such as Métis History and Culture, Summer Solstice teachings and the story of Mary Two-Axe Earley, who fought for more than two decades to challenge sex discrimination against First Nations women embedded in Canada's Indian Act.

Held annually on June 21, National Indigenous Peoples Day is a day of celebration where we recognize and honour the achievements, histories, and languages of First Nations, Inuit, and Métis peoples in our city and across Canada. The City typically marks the day with a ceremony at City Hall for employees and members of the public featuring cultural performances, displays and activities but were unable to host any in-person events due to COVID restrictions.

TREATY NO. 1 150TH ANNIVERSARY

The 150th Anniversary of the signing of Treaty No. 1 passed on August 3, 2021, to celebrate this milestone Indigenous Relations prepared a commemorative video to share important knowledge about Treaty No. 1 and deeper insights into the Treaty's meaning and significance. Thank you to Elder Ruth Norton of Sagkeeng First Nation who graciously shared teachings about the Treaty.



SEPTEMBER 30TH – NATIONAL DAY FOR TRUTH AND RECONCILIATION & ORANGE SHIRT DAY

September 30, 2021 marked the first ever Day for Truth and Reconciliation, a day for pause, reflection and education as we honoured the voices of residential school survivors as well as the children who never made it home. To mark this day, all civic offices were closed, the flags at City Hall and all City buildings were lowered to half-mast, the Winnipeg sign at The Forks was illuminated in orange and every bus in Winnipeg Transit's fleet acknowledged the day with a message on their digital signs.

In addition, the Indigenous Relations Division partnered with the National Centre for Truth and Reconciliation (NCTR) to offer City employees an opportunity to enroll in a workshop to learn about the Indian Residential Schools Settlement Agreement (IRSSA), the TRC and its activities, as well as the NCTR and the work currently being done by the Centre. Time was also dedicated to learning about missing children, unmarked burials, and cemeteries. Finally, the presentation concluded with information and resources available through the NCTR and its archival holdings and will touch on how to support reconciliation work and what it means to be an ally. In total, 63 City employees participated in the half-day workshop.

As in previous years, all City employees were also encouraged to wear an orange shirt on September 29, as well as on September 30 for those working that day to show support for the national campaign to honour the children of residential schools, and the healing journey of residential school survivors and their families.



The IRD team participating in Orange Shirt Day

CITY OF WINNIPEG EMPLOYEE FEEDBACK

> I am very appreciative of the city offering courses related to reconciliation and accurate accounts of our colonial history.
>
> **City employee on the National Centre for Truth and Reconciliation (NCTR) workshop**

> This event has been a powerful and significant one for me. I take Mary's powerful story and example, and Courtney's brilliant and poignant documentary, with me on my journey in promoting human rights, particularly Indigenous rights.
>
> **City employee on the screening of Mary Two-Axe Earley: I Am Indian Again**

> I loved this course. I am so glad that I got into it from the waitlist. I would recommend it for literally everyone at the City.
>
> **City employee on the Métis History and Culture course**

> Excellent course and I would be interested in learning about the gardens at City Hall and the medicinal and religious purposes.
>
> **City employee on the Spring Equinox Teaching**

Prepared by



Indigenous Relations
Relations avec les Autochtones

510 Main Street, Winnipeg, Manitoba, Canada R3B 1B9 | winnipeg.ca