Minute No. 503
Report – Executive Policy Committee – June 12, 2023

Item No. 5 Winnipeg Indigenous Accord – Partner Goals and Progress Report

COUNCIL DECISION:

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

On June 12, 2023, the Executive Policy Committee concurred in the recommendation of the Winnipeg Public Service and submitted the following to Council:

1. That this report be received as information.

Report – Executive Policy Committee – June 12, 2023

DECISION MAKING HISTORY:

Moved by His Worship Mayor Gillingham,

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

Carried

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

On June 12, 2023, the Executive Policy Committee concurred in the recommendation of the Winnipeg Public Service and submitted the matter to Council.

ADMINISTRATIVE REPORT

Title: Winnipeg Indigenous Accord – Partner Goals and Progress Report

Critical Path: Executive Policy Committee – Council

AUTHORIZATION

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

EXECUTIVE SUMMARY

From June 2017 to June 2022, 225 organizations and groups have become partners to Winnipeg's Indigenous Accord, involving a commitment to identify goals and report on progress annually involving the Truth and Reconciliation (TRC) Calls to Action and the Missing and Murdered Indigenous Women and Girls and Two-Spirited (MMIWG2S+) Calls for Justice.

New Accord partners establish their commitments at an annual Accord signing ceremony such as those previously held in June 2017, June 2018, June 2019, September 2021, and June 2022. For the newest partners, an upcoming signing ceremony will be held later in 2023.

Since the last signing ceremony in June 2022, four groups have expressed interest in becoming Accord partners, and ten others have formally applied and committed to setting goals, implementing actions, and reporting progress annually. The newest partners are:

- Le Musee de Saint-Boniface Museum
- High Rise Leadership
- West Broadway Community Organization
- Community of Big Hearts
- Number Ten Architectural Group
- Klinic Community Health
- Westminster Housing Society
- Crisis Trauma Resource Institute
- Legacy Bowes
- CLAC Manitoba

This year, 116 reports were received from Winnipeg Indigenous Accord partners and compiled in this sixth annual report of progress with individual partner progress detailed in **Appendix A**, and aligned to the TRC Calls to Action and the MMIWG2S+ Calls for Justice. This includes nine reports from City departments involving TRC Calls to Action 43, 47, 57, 75, 77, and 79.3, six reports from Members of Council, and a progress update on the City's commitments to the

MMIWG2S+ Calls for Justice. Narrative and quantitative highlights are also provided further below in this report.

RECOMMENDATIONS

1. That this report be received as information.

REASON FOR THE REPORT

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

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

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

IMPLICATIONS OF THE RECOMMENDATIONS

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

HISTORY/DISCUSSION

One of the City of Winnipeg's key actions in supporting reconciliation was creating Winnipeg's Indigenous Accord in 2017, so that organizations can come together as Winnipeg continues to learn, achieve greater understanding, and find a role in the shared journey of reconciliation. This has become the Public Service's mission while it grows together as a City.

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

From June 2017 to June 2022, 225 organizations and groups have become partners to Winnipeg's Indigenous Accord involving a commitment to identify goals and report on progress annually involving the TRC Calls to Action and/or the MMIWG2S+ Calls for Justice. New

Accord partners establish their commitments at an annual Accord signing ceremony such as those previously held June 2017, June 2018, June 2019, September 2021, and June 2022. For the newest partners, an upcoming signing ceremony will be held later in 2023.

For this year's annual progress report, Indigenous Relations Division reached out to 214 Accord partners in February 2023 to submit their annual progress report by early April through the new online web portal for annual reporting:

- 116 reports were received from Accord partners and compiled in the sixth annual report of progress involving 89 of 94 TRC Calls to Action and 101 of 231 MMIWG2S+ Calls for Justice. This includes nine reports from City departments involving the TRC Calls to Action, six reports from Members of Council, and a progress update on the City's commitments to the MMIWG2S+ Calls for Justice.

The following narrative and quantitative highlights are summarized from the detailed Partner Goals and Progress Report (June 2023) attached as Appendix A.

Highlights of individual partner activities, this year

- School Divisions – through Indigenous education and curriculum, the **Louis Riel School Division (LRSD)** is utilizing teaching and learning bundles, carried meaningfully into their work with staff, students, and community – inspired by medicine bundles carried by some on the LRSD team. See what school divisions are accomplishing, beginning on page 136 of Appendix A.

- Business and Associations – in their sixth year as an Accord partner, **Canada Life** enabled 1,078 employees to complete unconscious bias training aiming for inclusion that impacts employees, customers, and Indigenous people. **IG Wealth Management** has established diversity and inclusion targets tied to compensation for the CEO and the CEO's direct reports. **KPMG LLP** established a new employer-paid benefit for Indigenous wellness that provides employees with greater access to Indigenous healers, traditional medicines, and ceremonial supplies. New partner **Number Ten Architectural Group** implemented the *Indigenous Practice Knowledge Community* to address the substantial history of Indigenous people and places, how Indigenous principles can aid in the approach to sustainability, and advancing culturally appropriate Indigenous design. See what the business sector is accomplishing, beginning on page 20 of Appendix A.

- **Gaawijijigemangit Agreement**: in response to the Calls to Action of the Truth and Reconciliation Commission, the **City of Winnipeg** has committed to supporting the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP). Collaborating and cooperating with Treaty One in the process required for the creation of an urban reserve at the site of Naawi-Oodena, supports and promotes UNDRIP Articles: 3, 5, 20(1), and 21(2). See what the City of Winnipeg is accomplishing, beginning on page 61 of Appendix A.

- Community Organizations – **Seed Winnipeg** worked in collaboration with 24 Indigenous-led organizations, 19 First Nations communities, and one Inuit community to provide access to financial empowerment and business development training and services.

Siloam Mission established an Indigenous Advisory Council that is guiding the development of Siloam's Indigenous recruitment and retention plan and revision to a number of key policies to recognize Indigenous practices and frameworks in Siloam's daily organization. See what community organizations are accomplishing, beginning on page 85 of Appendix A.

- Education, Post-Secondary – **University of Winnipeg** Indigenous Studies Faculty organized a conference on the Final Report of the MMIWG National Inquiry: *An Academic Response* to bring together scholars, activists, educators, community and family members of MMIWG2S+, direct student service providers, and students, to look at how universities can address the Calls for Justice. See what post-secondary educators are accomplishing, beginning on page 116 of Appendix A.

- Health and Associations – **Kidthink** Children's Mental Health Centre, as a new Accord partner, provided Indigenous awareness training to employees over this past year; implemented and communicated their Reconciliation Strategy and Plan for 2024; and developed partnerships to advance building a workforce representative of Winnipeg's diverse community. **The Lung Association** continues to support the Manitoba Indigenous TB History Project by providing unrestricted access to their corporate archives, and initiated reconciliation as an organizational function within their strategic plan. See what the health sector is accomplishing, beginning on page 160 of Appendix A.

- Museums and Galleries – New partner, **Royal Aviation Museum of Western Canada**, is increasing Indigenous voices and perspectives in the shared aviation history of travel, trade, and sharing. This includes unveiling a memorial at Linwood Street in Winnipeg marking the 50th anniversary of the flight bound for Bunibonibee Cree Nation that tragically crashed in St. James. On board were students: Margaret Robinson, Mary Rita Canada, Ethel Grieves, Rosalie Balfour, Wilkie Muskego, Iona Weenusk, and siblings Roy and Deborah Sinclair, along with pilot Scott Coughlin - all perished in the crash. At the time, Bunibonibee students had to travel outside of their community to attend school. While memorials currently exist at Long Plain First Nation and Portage La Prairie, this memorial marker will be the first to be placed at the crash site in Winnipeg. See what Museums and Galleries are accomplishing, beginning on page 191 of Appendix A.

- MMIWG2S+ Calls for Justice – Sixty-five Accord partners have included commitments to identify and implement actions involving 101 of the 231 MMIWG2S+ Calls for Justice, often involving the critical first-step of committing to read the Final Report of the National Inquiry into Missing and Murdered Indigenous Women, Girls, and Two-Spirited.

<u>Highlights of collective quantitative measures, this year</u>

- 23,145 employees and members have participated, and are continuing to participate in education and training in response to Calls to Action 1, 23, 24, 27, 28, 57, 59, 60, 92; and Calls for Justice 6.1, 7.6, 8.1, and 15.2.

- 57,400 students from six school divisions participated in age-appropriate curriculum on residential schools, Treaties, and First Nations, Métis and Inuit history and contributions in response to Calls to Action 62 and 63.

- 3,086 employees or members committed to developing knowledge and read the Final Report of the National Inquiry into Missing and Murdered Indigenous Women, Girls, and 2SLGBTQQIA people, including the report section on "Defining Genocide" in response to Call for Justice 15.3

- 1,975 healthcare professionals participated in cultural competency training to support and recognize the value of First Nations, Métis, and Inuit healing practices and applied in the treatment of First Nations, Métis, and Inuit patients in collaboration with First Nations, Métis, Inuit healers and Elders in response to Call to Action 22.

- 14,470 students from six school divisions were engaged in critical thinking, purposeful reflection, and dialogue around the perceptions and lived realities of First Nations, Métis, and Inuit women, girls, and 2SLGBTQQIA people in response to Call for Justice 11.1

- 809 activities were initiated to formally advocate for First Nations, Métis, Inuit, and 2SLGBTQQIA rights in response to Call for Justice 11.1

- 226 First Nations, Inuit, and/or Métis employees were newly hired by a number of Accord partner organizations this year in response to Calls to Action 7, 23, and 92.

- 317 partnerships were developed with or between First Nations, Métis, and Inuit, groups or governments that resulted in the creation of agreements, policies, legislation, processes, or programs in response to Calls to Action 4, 7, 18, 20, 92 and Calls for Justice 7.1, 7.2., and 16.41

- 3,994 activities or events were implemented 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 in response to Call to Action 48, 59, 83, 85 and Call for Justice 17.24.

- 730 students, children in care, and members participated in First Nations, Métis, or Inuit language classes in response to Calls to Action 10 and 14.

- 152 amended or new policies or practices were adopted that recognize Indigenous rights and the priorities of First Nations, Métis, and Inuit; including the rights, priorities, and inclusion of Indigenous women, girls, and 2SLGBTQQIA people in response to several Calls to Action and Calls for Justice

<u>Accord partner history of annual reporting</u>

In reviewing the history of Accord partner reporting, 30 Accord partners have not submitted an annual progress report in the last two years and another seven have not reported in any year since becoming a partner to the Accord. Given this evidence, it would be reasonable at this time to notify each of these organizations to inquire about their commitment and participation in Winnipeg's Indigenous Accord going forward.

Since becoming a partner, 91 Accord partners have consistently reported each and every year. A number of other partners have not reported each and every year and, in a smaller number of cases, identified as a result of partners not providing the City with updated contact information as new individuals are assigned to oversee their organization's Accord-related reporting activities, have not submitted reports at all.

Up until 2020, Accord partner gatherings were organized by the Indigenous Relations Division at least once annually to provide various types of learning and sharing experiences to support the collective nature and activities of Winnipeg's Indigenous Accord. This included topic speakers and panel discussions, Accord partner presentations, group dialogue, and a book exchange. Since then, the division's projects in 2021 and 2022 did not enable an opportunity to arrange and resource such a gathering. Going forward, a shift to a greater emphasis on the sustainability of Accord partners as a collective and supporting the continuum of learning and understanding to grow, should become the annual priority for resource planning and investment.

The following is a summary of annual Accord partner reporting since first established in 2018:

Year	Reports received	Reports requested	% not reporting
2023	116	214	45
2022	125	199	37
2021	109	186	41
2020	85	174	51
2019	94	144	34
2018	79	110	28

In principle, the annual reporting process has maintained flexibility to support Accord partner participation and their annual tracking and data collection of activities/actions and outcomes. An instance of failing to report progress in an annual period is not always equivalent to an absence or failure of action and progress on commitments to truth and reconciliation, as in some known cases. However, in other cases, without communication from Accord partners indicating reasons and remedy for the absence of annual reporting leads to speculation about their original commitment, and/or may indicate a change in view about the value of remaining a partner to Winnipeg's Indigenous Accord.

The role of Indigenous governments and Indigenous political representative organizations is undefined concerning the annual Accord reporting process. In comparison, their role in becoming and remaining partners to the Accord is more absolute – as witnesses, advocates, and participants in the quality of life changes and benefits they expect and imagine for their communities and their citizens residing in Winnipeg – and as it pertains to broader national, collective, and individual action on the TRC Calls to Action and MMIWG2S+ Calls for Justice.

Observing Accord partner reports this year, the financial and dedicated hours invested in education and experiences having First Nations, Métis, and Inuit content to increase intercultural competency, provide truth and understanding of Winnipeg's shared history, and translate the imperatives for human dignity and rights – involving tens of thousands of students and education providers in six school divisions in Winnipeg – perhaps having the greatest

promise for the youngest generations to strengthen the vision for leading positive and lasting change in Winnipeg’s communities.

FINANCIAL IMPACT

Financial Impact Statement Date: May 15, 2023

Project Name:

Winnipeg Indigenous Accord – Partner Goals and Progress Report

COMMENTS:

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

Lioubov Gavrilova-Crozier, May 15, 2023
Lioubov Gavrilova-Crozier, CPA, CA
Manager of Finance & Administration (Campus)
Corporate Finance Department

CONSULTATION

This Report has been prepared in consultation with:

- City Clerks-Archives
- Planning, Property and Development-Heritage
- Planning, Property and Development-Cemeteries
- Winnipeg Safe City Initiative
- Winnipeg Indigenous Accord partners, external

OURWINNIPEG POLICY ALIGNMENT

The information presented in this report aligns with OurWinnipeg 2045, and embody the following goals and policies:

Leadership and Good Governance
Policy 1.11 – Representative and Participatory Democracy
Create meaningful engagement opportunities with residents, stakeholders and rightsholders, who are interested in or impacted by a decision. Develop standards for engagement including notification, information-sharing, and a process for incorporating feedback into decision-making. ER, EP, HW, SE, CB

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

Policy 5.8 – Community Cohesion
Provide opportunities for creative, cultural, and artistic expression through municipal facility design, public place-making, and community-led initiatives to promote community relationship-building, identity and sense of belonging. HW, CB

Policy 5.9 – Heritage Conservation
Provide opportunities for heritage education, truth-telling, and reconciliation, through the commemoration, conservation, and stewardship of both tangible and intangible heritage resources, including Indigenous land-based practices and artifacts, public names, places, and art, museum artifacts, and archived information. LG, HW

WINNIPEG CLIMATE ACTION PLAN ALIGNMENT

The information presented in this report align with the Winnipeg Climate Action Plan, and embody the following key directions and actions:

Corporate Leadership
Key direction and actions:

- Cultivate a corporate culture that values climate action.
- Work with Indigenous communities, the provincial government, and the federal government to advance climate action

Empower community leaders & collaborate with stakeholders
Key direction and actions:

- Create conditions to enable community climate action
- Engage community leadership and associations on an ongoing basis to help shape the implementation of the climate action plan

WINNIPEG POVERTY REDUCTION STRATEGY ALIGNMENT

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

They embody the following Guiding Principles:

- We will Uphold Human Rights;
- We will Honour Relationships and Reconciliation with Indigenous Peoples;

SUBMITTED BY

Department: Office of the CAO
Division: Indigenous Relations
Prepared by: T. Cechvala
Date: May 23, 2023
File No: N/A

Attachments: Appendix A (Accord Partner Goals and Progress Report, 2023)