Winnipeg



# Indigenous Relations Division

# 2022 Annual Report

April 2023



# In this issue


About Us ..... 4

Message from the Manager ..... 5

Journey of Reconciliation ..... 6

- National Indigenous Peoples Day
- Indigenous Symbolic Items in Council Chambers ..... 7
- Indigenous Gardens at City Hall ..... 8

Welcoming Winnipeg ..... 9

- Welcoming Winnipeg: Reconciling our History Policy
- 2022 Welcoming Winnipeg Requests
- Rooster Town Park ..... 10
- Tikina'gaan Park
- Theodore Niizhotay Fontaine Park ..... 11

Winnipeg's Indigenous Accord ..... 12

- Annual Signing Ceremony
- All Partner Gathering ..... 13
- Annual Accord Partner Goals and Progress Report

Oshki Annishinabe Nigaaniwak ..... 14

- Next Step Award and Post-Secondary Scholarship
- CPR and First Aid Training the Trainer ..... 15
- Building Bridges
- Community Partners ..... 16

Missing and Murdered Indigenous Women and Girls, and Two-Spirited Peoples (MMIWG2S+) ..... 18

- Calls for Justice Implementation
- Safe Transportation Engagements
- Training and Awareness Campaign
- Safe Spaces ..... 19

Indigenous Awareness Training and Cultural Workshops ..... 20

- Chi Ki Ken Da Mun
- W'daeb Awaewe
- Wahkohtowin
- What We Heard ..... 21

# 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.

**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.

## 2022 REQUEST LOG SUMMARY

**180+**
**UNIQUE REQUESTS**

**20**
**CITY INITIATIVES / PROGRAMS** enhanced because of IRD contributions

**60**
**REQUESTS FOR LEADERSHIP** and experience from Indigenous perspectives

**132**
**INTERNAL REQUESTS**



The City of Winnipeg's Indigenous Relations Division team

# Message from the Manager



**Cecil Sveinson**
Manager
Indigenous Relations Division

Reflecting on the successes of 2022, I am encouraged by the positive strides made on the City's Journey of Reconciliation but recognize the challenges that remain ahead. As we continue through 2023, we can take pride in the work that is being done here at the City of Winnipeg, as well as in the community. Following the years of uncertainty that came with COVID-19, we were able to once again gather in-person and connect with community on a more consistent basis. Initiatives such as Winnipeg's Indigenous Accord, Oshki Annishinabe Nigaaniwak, the City of Winnipeg's Indigenous Youth Strategy, and the Welcoming Winnipeg: Reconciling our History Policy have given us the opportunity to re-connect with the people our Division serves, allowing our team to lay the groundwork for meaningful relationships built on trust and collaboration.

We are now seeing change in the city's landscape, in both a physical and symbolic sense. Last year, Inuit, Red River Métis, Treaty One, Cree, and Dakota Nation representatives gifted the City sacred and cultural items for permanent display in the Council Chamber. This builds on the momentum gained in 2021, when the flags of the Red River Métis, Treaty One and Dakota Nations were permanently raised at City Hall. We also see change stemming from the implementation of the Welcoming Winnipeg: Reconciling our History Policy, which seeks to ensure that the contributions, experiences, and perspectives of First Nations, Métis, and Inuit are reflected truthfully in our stories, historical markers, and place names. We hope to see this type of reclamation continue into 2023 with the proposed name changes to Bishop Grandin Boulevard, Bishop Grandin Trail and Grandin Street set to be released.

Despite these encouraging steps forward, we are still faced with the sobering realities surrounding Missing and Murdered Indigenous Women and Girls and Two-Spirited Peoples in our city. We will be focusing our efforts on co-developing a civic implementation plan with emphasis on the Calls for Justice and actions related to Safe Transportation, Training & Awareness, Safe Spaces, and the coordination of the City of Winnipeg MMIWG2S+ Working Group. Our unit will continue to work hand-in-hand with community and face these challenges head on, in the hope of creating a safer Winnipeg for all First Nations, Inuit and Métis residents.

The Indigenous Relations Division's vision is "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." In 2022, we viewed pathways to reach this vision through the lens of "Building Strengths", a focus which we've updated to "Walking Together" for 2023. This new focus emphasizes the continuing collaborative nature of the Division's work, echoing the Honourable Murray Sinclair's teaching: "the road we travel is equal in importance to the destination we seek. There are no shortcuts. When it comes to truth and reconciliation we are forced to go the distance."

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 2022 Journey of Reconciliation achievements.

## NATIONAL INDIGENOUS PEOPLES DAY

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. In 2022, the City marked the occasion with an in-person event at City Hall for employees featuring cultural performances, displays and activities for the first time since 2019.

Despite a rainy day, this year's event included bannock making over an open fire in the City Hall courtyard, tea making with natural medicine mixtures by Medicine Garden Society, as well as performances by the Norman Chief Memorial Dancers, drum songs by the Walking Wolf Singers and a pow wow troupe led by Ray "Coco" Stevenson.



Norman Chief Memorial Dancers perform in the City Hall courtyard




**– Click to play video –**




Youth pow wow troupe takes cover from the rain

JOURNEY OF RECONCILIATION
LES CHEMINS DE LA RÉCONCILIATION

## INDIGENOUS SYMBOLIC ITEMS IN COUNCIL CHAMBERS

On September 20, 2022 the City of Winnipeg held a Special Meeting of Council to receive Indigenous cultural symbols and sacred items from Treaty One Nations, Red River Métis, Inuit, Cree Nations of Northern Manitoba, and Dakota Nations in Manitoba for new and permanent display in the Winnipeg Council Chamber.

The day began with a Pipe Ceremony in the courtyard at City Hall, and for the first time Council merged its collective and individual duties to governing with the traditions and customs of First Nations, Métis, and Inuit. This included, inviting to the floor of the Council Chamber the big Drum and traditional songs, Inuit Drum dancing, prayers and stories expressed by Knowledge Keepers and Elders in Inuktitut, Michif, Dakota, and Anishinaabemowin languages, and Indigenous leaders sharing remarks with Council that were common about our kinship, our relations together, and unity.

The cultural symbols and sacred items presented to Council were acknowledged by the City as symbols of our shared truths, history, and commitment to healing and reconciliation. Treaty One Nations presented a bison hide and beaver pelt, a clay vessel rested on grandfather rocks moccasins, a Treaty One beaded medallion, a painted rock featuring the Treaty One flag, a birchbark canoe, a model of the future design plans of Naawi-Oodena and a backdrop featuring a sunrise and Treaty One logo. The Red River Métis presented a Red River Cart, Métis Sash, limited edition Métis silver coin, and Métis beadwork. Sioux Valley Dakota Nation on behalf of the five Dakota Nations of Manitoba presented a traditional Dakota land map and sacred Pipe Bag prepared by Elder Eugene Ross. The Inuit (Tunngasugit) presented a Sealskin and Qulliq oil lamp, and the Cree (Manitoba Keewatinowi Okimakanak) presented an Eagle Staff prepared by Elder David Blacksmith, Pimicikamak Cree Nation.



Mayor Brian Bowman receives items from Treaty One Nation to go on permanent display in Council Chambers



Inuk Elder, Martha Peet offers a blessing for the gifted items

JOURNEY OF RECONCILIATION
LES CHEMINS DE LA RÉCONCILIATION

## INDIGENOUS GARDENS AT CITY HALL

Created in 2016 to increase awareness of Indigenous knowledge and worldview, three Indigenous gardens were once again planted at City Hall in 2022.

The flower garden planted on the west side of City Hall honours the Medicine Wheel, which is used as a holistic teaching tool. It consists of four quadrants that relate to the cardinal directions: East, South, West, and North. Each direction is represented by specific teachings and emblems, such as four colours, four seasons, and the four stages of life. The circle symbolizes and resembles many cycles in the natural world and is a symbol of equity - all my relations.

The medicine garden was also planted to honour the Medicine Wheel, and to grow Sacred Medicines associated with directional teachings. There are four Sacred Medicines: tobacco, cedar, sage, and sweetgrass. These are traditional medicines that have physical qualities for medicinal purposes, and a spiritual aspect used in traditional healing and ceremonies. Care and attention are given when harvesting the plant to leave behind the its roots so that it can continue to grow year after year.

In 2022, an orange heart garden was also planted within the courtyard. This orange heart garden was planted in honour and memory of the survivors and family members of the residential school system, and in memorial for all the children who didn't make it home.

These gardens will be replanted annually at City Hall for Winnipeg residents to observe and enjoy.







JOURNEY OF RECONCILIATION
LES CHEMINS DE LA RÉCONCILIATION

# Welcoming Winnipeg

## WELCOMING WINNIPEG: RECONCILING OUR HISTORY POLICY

The Welcoming Winnipeg initiative is just one aspect of the reconciliation process the City of Winnipeg is committed to. This initiative works to ensure that the contributions, experiences, and perspectives of First Nations, Red River Métis, and Inuit are reflected truthfully in our city's stories, historical markers, and place names. On January 30, 2020, Council passed a motion to adopt the Welcoming Winnipeg: Reconciling our History Policy. The policy will proactively utilize a lens of balance, inclusion and Indigenous perspectives.

**"In the final stages of having two interpretive panels approved for installation, Kingston Crescent Residents Association was introduced to the Welcoming Winnipeg process. Although it was challenging in the early days, what initially appeared to be a 'hurdle' quickly became a positive journey of learning. While we grappled with the enormity of rethinking our narrative, we came to understand that this was what reconciliation could look like. The feedback from the Committee of Community Members proved valuable and thought provoking. We engaged the assistance of an Anishinaabe Knowledge Keeper and a Dakota Elder as we came together to work in good ways. Without this process, the story we were trying to tell would have been unbalanced. Welcoming Winnipeg encourages counterbalance so that our stories can be told with the added richness of Indigenous voices. Working within this new process has been a learning experience, and one that will shape the way that we think about future projects. As a group, we have grown so much. As individuals, we have each taken something special from the lessons learned. For me, this is an experience I will carry in my heart as I continue my own journey towards working in good ways."**

– Heather Bidzinski
Member, Kingston Crescent Residents Association

## 2022 WELCOMING WINNIPEG REQUESTS

Throughout the course of 2022, the following requests were received, either through the online Welcoming Winnipeg request form or through direction of the Executive Policy Committee (EPC):

- Naming Park at 100 Comanche Road to Tikina'gaan Park
- Adding to existing historical markers in Transcona – Dawson Trail
- Naming trail to Cousineau Family Trail
- Creating new historical marker in St. Boniface – Dawson Trail
- Creating new historical marker – Elm Park Bridge
- Naming Healing Forest at St. John's Park to Kapabamayak Achaak Healing Forest
- Creating new historical markers in Provencher Park
- Keeping or removing statue – Assiniboine Park Conservancy
- Creating new historical marker – Assiniboia Residential School
- Renaming Appletree-Bridgeland North Park to Emeka Nnadi Park
- Renaming Berkley Square Park to the Dawn McEwen Park
- Renaming Lindenwood Drive West Park to the Kaitlyn Lawes Park
- Renaming William Johnstone Park to the Louise Johnston Park

The City of Winnipeg's Welcoming Winnipeg Committee of Community Members (CCM) is responsible for reviewing requests and providing recommendations for consideration by the Executive Policy Committee (EPC) and then final decision by Council. In 2022, the CCM met 10 times to carry out their function and of the 13 requests listed above, 5 have been approved by EPC and City Council.

The Welcoming Winnipeg policy and process is still relatively new and unique in Canada. There is no roadmap or best practice to replicate; all forms, resources, protocols and processes have had to be developed from square one. There have been limited opportunities to enhance what is existing or build new as the daily administration of the process and the division's other significant responsibilities restrict staff capacity to do so. Despite these challenges, Indigenous Relations will continue to look for possible improvements to the policy and its administration. This important work will continue and we are encouraged by the positive changes across the city and its public spaces.

For more information on the Welcoming Winnipeg: Reconciling our History Policy, CCM, or to submit a request, please visit
**winnipeg.ca/indigenous/welcomingwinnipeg**

## ROOSTER TOWN PARK

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. Through the Journey of Reconciliation, Indigenous Relations launched a webpage to share and acknowledge this important history with residents and visitors, and helped organize the Rooster Town Families Picnic.

In 2022, through Welcoming Winnipeg, the park located at Pan Am Pool was renamed Rooster Town Park in commemoration of the Métis people who had once lived there. This event, held on August 23, 2022, showcased the unveiling an historical marker by the Indigenous Relations Division with the support of former residents of Rooster Town. An additional educational component to the renaming was added in the form of a new historical marker acknowledging the name “Pakan Town” (Michif/ Anishinaabe), which was the name the residents used to call the area.




Interpretive marker unveiled at the newly renamed Rooster Town Park

## TIKINA’GAAN PARK

A request to rename the park known as Papoose Park (located at 100 Comanche Road) was submitted through the Welcoming Winnipeg process and identified the term “papoose” as a dated and offensive. The term refers to an Indigenous baby or child and was at times used with a negative connotation. The CCM recommended that the park be renamed following consultation with the Elders of the Indigenous Knowledge Naming Circle. In 2022, after careful consideration, it was recommended that Papoose Park be renamed Tikina’gaan Park.

Tikina’gaan is the word for cradleboard in Anishinaabemowin (Ojibwe) and is very similar to the word in Ininimowin (Cree), tikinakan. This is how babies have been carried from time immemorial on this land. Although the design and materials may have been slightly different, this is a practice that has been used by many Indigenous Nations across Turtle Island (North America). The approval of this new park name was an opportunity for the City to honour an important ancestral Indigenous practice that continues to this day, and in one of the original languages of Treaty One, the ancestral land of the Anishinaabe, Ininew, Dakota, and the National Homeland of the Red River Métis.

On September 22, 2022, Council concurred in the recommendation of EPC and the CCM to support this renaming request with the addition that a territorial acknowledgment accompanies the park signage. The Council decision also directed the Public Service to develop an educational resource to sharewith the local community about the cultural significance of the tikina’gaan.

The Elders recommended that the renaming unveiling event wait until Spring 2023 due to the cultural significance of the tikina’gaan as it relates to new beginnings/ new life and the east direction; the teachings of the east indicate that spring would be most appropriate.




New park signage at Theodore Niizhotay Fontaine Park

## THEODORE NIIZHOTAY FONTAINE PARK

In 2022, Welcoming Winnipeg responded to a request put forward on behalf of the Assiniboia Residential School Legacy Group. The request was to rename Wellington Park located on the grounds of the former Assiniboia Residential School after Theodore Niizhotay Fontaine, an Assiniboia Residential School survivor and Indigenous community advocate and leader.

**"What a joyous day it was to see the park renamed Theodore Niizhotay Fontaine Park. As we shared this great news over the announcements this morning, I could hear cheers from the classes. I know that Theodore heard them as well."**

– Tytanya Fillion
Vice-Principal, R.H.G. Bonnycastle School

The name Niizhotay, meaning "two hearts" in Anishinaabe, was the name of Theodore Fontaine's grandfather and for him signified an excess of love and empathy, as well as a coming together of two people, communities, or nations in mutual respect and care. This name establishes the park as a site of reconciliation.

Indigenous Relations, guided and assisted by Morgan Fontaine and the Assiniboia Residential School Legacy Group, facilitated a day of celebration and ceremony to honour Theodore Fontaine and the unveiling of Theodore Niizohtay Fontaine Park on November 16, 2022.

**"Gichi miigwech to Welcoming Winnipeg and the Indigenous Relations Division, City of Winnipeg, for their dedicated work in public consultation to support renaming Wellington Park to Theodore Niizhotay Fontaine Park in honour of my late husband.**

**Renaming this site of the former Assiniboia Residential School, would recognize Theodore's tireless efforts to educate Canadians about Indian Residential Schools, presenting his Canadian national bestseller Broken Circle: The Dark Legacy of Indian Residential Schools, A Memoir, to more than 1600 audiences.**

**Renaming this park would respect the unfailing actions of Theodore and Survivors of the Assiniboia Residential School to ensure their presence on this land be recognized and commemorated through activities and events among Indigenous and non-Indigenous residents.**

**Welcoming Winnipeg conducted a thorough research and consultation process, leading to submission for a vote at City Council. On Theodore's behalf, I was invited to speak to the proposal at City Council, supported by the Indigenous Relations Division, and later involved through the announcement, unveiling signage, and the design and text of the interpretive panel.**

**I was privileged to support Welcoming Winnipeg and Indigenous Relations in this inclusive and respectful public process, recognizing an Indigenous Survivor, educator and community leader who lived on that land."**

– Morgan Fontaine (Niizhotay Owiiwan Morgan)

# Winnipeg's Indigenous Accord

Unanimously adopted by Council in 2017, Winnipeg's Indigenous Accord sets out the vision, commitments and principles in building an ongoing process of reconciliation in Winnipeg. 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 share their journey of reconciliation, engage in continuous learning to build greater understanding, and actively contribute to making our city a better place to live based on mutual respect, equal opportunity, and hope.




**– Click to play video –**

## ANNUAL SIGNING CEREMONY

The 5th annual signing ceremony for Winnipeg's Indigenous Accord was held on June 28, 2022 at Oodena Circle, The Forks, and annually we gather to welcome new Accord partners and for personal reflection and annual renewal of our collective commitment to relationships, partnerships, and reconciliation. This year's event was planned with emphasis on raising awareness of the MMIWG2S+ 231 Calls for Justice and with special remarks from representatives of the MMIWG2S+ Advisory Committee on what you can do. All guests were provided with Red Dress pins to wear during the event.

The morning began early with a Pipe Ceremony led by Grandfather Wanbdi Wakita as a way to bring together new Accord partners and City officials in a positive and strong way, and to honour our reconciliation commitments and agreements. Roger Greene and Whitehorse drum opened the signing ceremony with songs to guide the entry of Elders and Knowledge Keepers, Indigenous veterans, Flag and Eagle Staff Carriers, Indigenous leaders, new Accord partners, Mayor and Councillors, and City officials. Accord partners establish their commitments to reconciliation through setting goals and reporting progress annually involving the TRC Calls to Action and MMIWG2S+ Calls for Justice.

At this year's signing ceremony 30 organizations and groups signed on as the newest partners to Winnipeg's Indigenous Accord, bringing the total Accord partners to 236. To view the Accord and submit your request to become a partner, please visit **winnipeg.ca/indigenousaccord**





2022 Indigenous Accord Signing Ceremony at Oodena Celebration Circle (The Forks)

## ALL PARTNER GATHERING

Accord partners were invited to participate in the City's Anti-Racism Speaker Series that took place virtually, March 21-25, 2022, to build awareness and learn about ways to help address racism in Winnipeg. The City of Winnipeg hopes to return to in-person gatherings as originally incorporated into the Accord program to enable greater networking among partners and interactive learning together. Stay tuned!

## ANNUAL ACCORD PARTNER GOALS AND PROGRESS REPORT

This year, 125 Accord Partners submitted annual progress reports on their commitments to the TRC Calls to Action and MMIWG2S+ Calls for Justice and compiled into the 2022 Accord Partner Goals and Progress Report.




## HIGHLIGHTS FROM THE REPORT

**24,854**
**EMPLOYEES AND MEMBERS**

from 91 Accord partner organizations have participated and are continuing to participate in education and training in response to Calls to Action 1, 23, 24, 27, 28, 57, 59, 60, 86, and 92; and Calls for Justice 6.1, 7.6, 8.1, 15.2, 15.3, and 17.8;

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**59,405**
**STUDENTS**

from 6 school divisions participated in age-appropriate curriculum on residential schools, Treaties, and First Nations, Métis and Inuit history and contributions in response to Calls to Action 62 and 63;

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**12,100**
**STUDENTS**

from 6 school divisions were engaged in critical thinking, purposeful reflection, and dialogue around the perceptions and lived realities of First Nations, Métis, and Inuit women, girls, and 2SLGBTQQIA people in response to Call for Justice 11.1.

# 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**

## NEXT STEP AWARD AND POST-SECONDARY SCHOLARSHIP

The Next Step Award is a financial assistance program designed to assist Indigenous youth aged 15-30 in pursuing either educational or employment goals. Each summer, awards up to $1,000 are given to successful candidates distributed through Oshki Annishinabe Nigaaniwak funded community partners. Similarly, Oshki Annishinabe Nigaaniwak also funds a Post-Secondary Scholarship to assist Indigenous youth aged 15-30 with their post-secondary tuition expenses.

### IN 2022



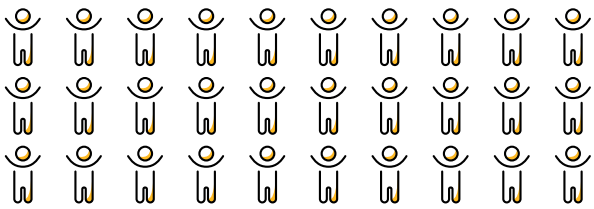
**$930,000+**

**DISTRIBUTED TO 12 COMMUNITY ORGANIZATIONS**



**32**

**AWARD OR SCHOLARSHIP WINNERS**



**$30,000+**

**DISPERSED TO INDIGENOUS YOUTH**
to further their education or employment goals

## CPR AND FIRST AID TRAINING THE TRAINER

To support our funded partners in building capacity, Oshki Annishinabe Nigaaniwak offered an in-house Training the Trainer for First Aid and CPR. This initiative was offered with the hope of addressing a shortage of Indigenous First Aid/CPR trainers and to support Indigenous youth in achieving their First Aid/CPR certificate. This four-day program offered to funded partners provided participants with the certification needed to teach CPR/First Aid, an adult CPR mannequin, an infant CPR mannequin and an AED trainer. Six Oshki Annishinabe Nigaaniwak partners provided a total of 10 participants for the four-day training. All 10 participants passed their in-class training and are going on to receive their certification




Participants from Training the Trainer, hosted in December 2022

## BUILDING BRIDGES

On October 19, 2022, the Indigenous Relations Division in partnership with the Community Services, Community Development Division hosted “Building Bridges”. This event provided an opportunity to bring newcomer and Indigenous youth together for a day of understanding and to share a land-based learning experience.

The youth helped construct the outdoor lodge structure and received Anishinaabe (Ojibway) and Ininew (Cree) teachings related to the sweatlodge ceremony, smudging and traditional medicines



A sweatlodge is a traditional purification ceremony practiced by the First Nations people of this territory

## 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.

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

2022 ended in more tragedy with the announcements and circumstances surrounding missing and murdered Indigenous women: Morgan Beatrice Harris, Marcedes Myran, Rebecca Contois and Buffalo Woman. These were distinguishable cases felt by First Nation, Métis and Inuit from all across Canada; taking action has never been more urgent.

**"I don't want to be next…"**
– Cambria Harris, daughter of Morgan Harris

We encourage everyone to take a moment in your day to think of these women, their families and the women and gender-diverse people who have come before them. Turn these reflections and actions into what has been recommended to all Canadians in the Final Inquiry's Calls for Justice 15.1 – 15.8.

## CALLS FOR JUSTICE IMPLEMENTATION

In the spirit of "Nothing About Us, Without Us", the Indigenous Relations Division and members of the MMIWG2S+ Manitoba Implementation Team agreed upon the following goals for 2022:

1. **Safe Transportation**
   a. Safe transportation
   b. Community informed changes to the City's Vehicles for Hire By-law
2. **Internal Implementation Group is established**
3. **Prepare a civic implementation plan**
4. **Develop a Training and Awareness Campaign**
5. **Identify accessible spaces for MMIWG2S+ (openness, cultural, ceremony)**

The Indigenous Relations Division also worked in partnership with the MMIWG2S+ Implementation Team and Advisory Committee to co-develop a civic implementation plan as a response to the 231 Calls for Justice and National Action Plan. We continue to focus our efforts on co-developing this civic implementation plan that will prioritize the Calls for Justice and actions related to Safe Transportation, Training & Awareness, Safe Spaces, and the coordination of the City of Winnipeg MMIWG2S+ Working Group.

## SAFE TRANSPORTATION ENGAGEMENTS

On August 24, 2022, over 44 Indigenous women and gender-diverse people attended a MMIWG2S+ focused engagement session that included trauma-supports in a culturally safe environment. Recommendations and feedback have informed next steps such as development of relevant training for taxi drivers led by Indigenous Relations, with advice and guidance from the MMIWG2S+ Advisory Committee. Recommendations for the Vehicle for Hire by-law and to Winnipeg Transit will be forthcoming.

As part of this process, brochures were created with Winnipeg Transit and Vehicles for Hire complaint processes and community supports, and will be shared widely. In addition to this work, Indigenous Relations continues to participate as a member of the Transit Advisory Committee.

## TRAINING AND AWARENESS CAMPAIGN

The Indigenous Relations Division continues to work with, and receive advice and guidance from MMIWG2S+ Advisory committee, families and survivors. This guidance helps to ensure City staff and Winnipeg residents are educated on the importance of days of awareness and how to be an ally. In 2022, days of awareness included:




**National Day of Awareness for Missing and Murdered Indigenous Women and Girls and Two-Spirited Peoples MMIWG2S+**




**Anniversary of the unveiling of the Final Inquiry and National Action Plan and systems report cards**




**Provincial Day of Awareness for MMIWG2S+**

On these days, we encourage City employees and all Winnipeggers to show support by wearing red or hanging a red dress in their window. We also encourage all to read the National Inquiry's Final Report: Reclaiming Power and Place. Find more information on the National Day of Awareness of Missing and Murdered Indigenous Women and Girls and Two-Spirited Peoples (MMIWG2S+) visit **winnipeg.ca/indigenous/mmiwg**

## SAFE SPACES

Kildonan Park lovingly welcomed Rainbow Butterfly as her new, temporary home in 2022. She continues to teach us powerful lessons whilst creating safe spaces for MMIWG2S+ advocates, families and First Nation, Red River Métis and Inuit relatives. Rainbow Butterfly has overseen several events of MMIWG2S+ families commemorating days of significance to honour love and lost ones, and days that honoured youth.

Rainbow Butterfly is a shelter created by an Indigenous architect and Indigenous designers. Inspired by red jingle dresses that have become symbols of commemoration for MMIWG2S+, Rainbow Butterfly represents the energy and spirit of a mother, grandmother, and daughter.

The inner space is intended as a place of reflection as well as education and is surrounded by panels inscribed with the 231 Calls for Justice. The structure was named in ceremony, her purpose to educate the public and to remind them that Indigenous women, girls and two-spirit people are sacred in both body and spirit. Temporarily housed in Kildonan Park, Rainbow Butterfly has found a permanent home at the Millennium Library and she will be moved there in the spring of 2023.

The Indigenous Relations Division will continue to strategize on creating safer spaces in all corners of the city for all First Nations, Red River Métis and Inuit Winnipeggers.



# Indigenous Awareness Training and Cultural Workshops

The Indigenous Relations Division offers a number of Indigenous Awareness Training and Cultural Workshop opportunities to City employees each year. These offerings are rooted in Truth and Reconciliation Call to Action #57, which calls upon all levels of government to provide education to public servants on the history of Indigenous Peoples. In 2022, workshop and training opportunities included:

- Traditional Equinox and Solstice teachings
- National Indigenous Veteran's Day workshop
- National Centre for Truth and Reconciliation workshop
- Métis history and culture workshop in partnership with the Manitoba Métis Federation
- Inuit history and culture workshop presented by Tunngasugit Inc.
- Sweat Lodge ceremony

## CHI KI KEN DA MUN

Chi Ki Ken Da Mun, which is Ojibwe for "So You Should Know", is a virtual course for leaders within the City who supervise other employees. Participants in this virtual course are provided with an introduction to Indigenous people, culture, history and worldview with a focus on the Residential School experience and the traditional role of Indigenous women.

## W'DAEB AWAEWE

This virtual course is required for all employees and provides them with an experiential approach to understanding Indigenous culture and promoting reconciliation and the spirit of inclusion. The teachings provide insight from an Indigenous perspective on culture, traditions and historical events in Winnipeg with a focus on the Residential School System and the impacts on Indigenous peoples.

## WAHKOHTOWIN

In 2022, 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. the course offers 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.

## WHAT WE HEARD...

> Looking forward to more training opportunities like this! We are all Treaty People.
>
> **City employee on the Treaties Lunch & Learn workshop**

> If somehow more people could be encouraged to take this training live and in-person, maybe people would have a better understanding of Indigenous history and issues.
>
> **City employee on W'daeb Awaewe (The Truth as We Know It)**

# Truth and Reconciliation Commission of Canada: **Call to Action #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 course was excellent, probably the best City offered training sessions I have attended. Excellent presenter, very clear and engaging. Please provide more opportunities throughout the year to take the course.
>
> **City employee on the National Centre for Truth and Reconciliation workshop**

> I learned so much more about the lives and realities that faced Indigenous veterans in the post-war era, and the reasons why there is a separate day for acknowledgement. This was an hour very well spent, and the presenter had an amazing handle on all of the realities and how best to explain them. I will take this course again and will recommend this to colleagues next year.
>
> **City employee on the National Indigenous Veteran's Day workshop**

Prepared by




**Indigenous Relations**
**Relations avec les Autochtones**

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