Agenda – Executive Policy Committee – June 18, 2024

REPORTS

Item No. 4 Winnipeg Indigenous Accord – Partner Goals and Progress Report

WINNIPEG PUBLIC SERVICE RECOMMENDATION:

1. That this report be received as information.

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 November 2023, 243 organizations and groups have become signatories and partners to the Winnipeg Indigenous Accord (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.

This year, 114 of 215 (53%) requested annual reports were received from Accord partners, and compiled in this seventh annual report of progress with individual partner reports published in the annual Partner Goals and Progress Report (Appendix A). This includes twelve reports from City departments and Members of Council related to TRC Calls to Action 43, 47, 57, 75, 77; and a progress update on the City's commitments to the MMIWG2S+ Calls for Justice.

<u>Accord partner reporting results this year</u>

- 53 of 114 partner reports identify goals involving the TRC Calls to Action
- 61 of 114 partner reports identify goals involving both the TRC Calls to Action and MMIWG2S+ Calls for Justice
- 99 of 114 (87%) partners submitting a narrative report of progress also provided quantitative data involving a number of the 43 common key performance indicators. This data is organized by sector and detailed in **Appendix A** and highlighted in this report below in the section entitled shared indicators of progress.
- Over 200 electronic communications and tasks to notify, collect, query, compile, track, and record details are part of this annual reporting process. The annual process has provided year-over-year flexibility deemed necessary to obtain at least 100+ progress reports for publishing in an annual Accord Partner Goals and Progress Report, since 2018.

<u>Activities towards accountability and impact</u>

On November 27, 2023, the City of Winnipeg held a significant gathering of Accord partners at the Canadian Museum for Human Rights aimed at fostering collaboration, understanding, and accountability between the City of Winnipeg, Accord partners, and First Nations, Inuit and Métis peoples. The event aimed to underscore the importance of acknowledging and combating anti-Indigenous racism while actively committing to change and driving measurable impact.

The event was planned in a collaboration between the Public Service (Indigenous Relations Division) and consultant Rebecca Chartrand CEO of Indigenous Strategy. Attending the event were Mayor Scott Gillingham, CAO Michael Jack, and over 250 Accord partner representatives to build greater depth of understanding and renewed commitment to the work of the Winnipeg Indigenous Accord. The event program is provided in **Appendix B** and event outcomes are detailed in the consultant's report provided in **Appendix C**.

RECOMMENDATIONS

1. That this report be received as information.

REASON FOR THE REPORT

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

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

At its April 28, 2022, meeting, Council directed the Public Service to work with stakeholders, including the MMIWG2S+ Implementation Team, Indigenous governments and territorial organizations, and Vehicles for hire service providers, towards engagement and safety solutions as they relate to implementing 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 to receiving this report as information.

HISTORY/DISCUSSION

Accord partners reports (2024):

<u>Accord partner reporting results this year</u>

- 114 of 215 (53 percent) requested annual reports were received from Accord partners.
- 53 of 114 partner reports are identifying goals involving the Truth and Reconciliation (TRC) Calls to Action.
- 61 of 114 partner reports are identifying goals involving both the TRC Calls to Action and Missing and Murdered Indigenous Women and Girls and Two-Spirited (MMIWG2S+) Calls for Justice.

- Over 200 electronic communications and tasks to notify, collect, query, compile, track, and record details were a part of this annual reporting process. The process has provided year-over-year flexibility for partner reporting submissions and necessary to obtain at least 100+ progress reports for publishing in the annual Accord Partner Goals and Progress Reports, since 2018.
- 99 of 114 (87 percent) partners provided data for a number of the 43 common key performance indicators to contribute quantitative data for the Shared Indicators of Progress section in Appendix A, and highlighted in the next section below.

New this year, the Partner Goals and Progress Report includes an opening message from Mayor Scott Gillingham, and letters from a collection of Indigenous signatories (Winnipeg Boldness Project; Dr. Marcia Anderson; Southern Chiefs' Organization; Tunngasugit; Ka Ni Kanichihk; and Tribal Councils Investment Group) sharing their vision, values, and priorities with all Accord partners and the City of Winnipeg. Highlights from their letters include:

- "We believe true reconciliation can only be achieved through genuine partnerships and shared decision-making that center Indigenous voices and perspectives. We call upon our Accord partners and the City to center Indigenous voices by involving us in meaningful collaboration in ongoing mutually beneficial ways and relationships, actively engage with us, seek our guidance, and incorporate our priorities into their goals, plans, procurement strategies and initiatives."
- "As a family, we enjoy traveling to connect with our Indigenous kin around the Pacific Region, and participating in ceremonies in a variety of places. Please understand how important this is to our learning, our cultural identities, and our wellbeing, and support us when we need time away from our school or workplaces to take part in these activities. We promise you that the connections, relationships and strengthened identity we experience through these activities are part of what adds value to our presence in your schools, organizations and work places."
- "Reconciliation initiatives must prioritize addressing systemic barriers perpetuating harmful policies, including the ongoing crisis of Missing and Murdered Indigenous Women, Girls, and Gender Diverse individuals, as well as the inequalities and disparities faced by urban Inuit populations in the City of Winnipeg. This entails advocating for equitable access to essential services, fostering cultural competency within institutions, and supporting initiatives that amplify Inuit voices and perspectives."
- "We all have a part to play in the health and wellbeing of Winnipeg. First Nations people have long felt the repercussions of our shared colonial history through residential schools and day schools, the Sixties Scoop and child welfare system, and the emergency of Missing and Murdered Indigenous Women, Girls, Two-Spirit and Gender Diverse People. By signing on to the Accord, you have committed to work in partnership to address these impacts, whether you represent governments, the business sector, labour, faith communities, social services, healthcare, philanthropy, the arts community, education, or beyond. It is our hope that you renew your commitment, because the time for change is now."
- "Now is the time for business leaders, partners and allies to take action on reconciliation and healing. There is an immediate and increasing need for additional training programs, more healing opportunities for youth and families, accessible and safe community gathering places which are centred around ceremony and Indigenous ways of being. With the support of allies and increased access to Indigenous-designed and -led programs and services, Indigenous people will succeed and be included in building a better community for all."

- "As an Indigenous owned company, it is so fulfilling to see organizations recognizing the importance of reconciliation. By joining Winnipeg's Indigenous Accord, you have demonstrated that you are aware of the impacts business can have on Indigenous livelihood and that you are willing to take action to make positive changes in the lives of Indigenous peoples."

Shared indicators of progress – highlights

We are measuring annual progress related to the activities implemented by Accord partners over this past year and related to their individual goals and commitments involving the TRC Calls to Action and MMIWG2S+ Calls for Justice.

A set of 43 common key performance indicators were established in 2018 to create a method for compiling and presenting quantitative data collected annually from Accord partners along with a narrative report of progress. These quantitative and narrative forms of progress provide a common template for featuring annual progress, but do not adequately feature the quality or depth of progress being made.

This year, 99 of 114 (87 percent) of Accord partners submitted quantitative data along with a narrative report of progress both featured separately in the Partner Goals and Progress Report in **Appendix A**, and highlighting the following quantitative data collected under 7 of 43 indicators:

- 27,165 employees are continuing to build knowledge and competency related to the history and legacy of residential schools, Treaties, UNDRIP, and present day experiences of First Nations, Métis, and Inuit peoples, most notably in the post-secondary, health, and business sectors in response to TRC Calls to Action 57 and 92.
- 3,098 employees are reading or have read the Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls, most notably in the education and health sectors, and more recently in the museums and galleries, and business sectors in response to MMIWG2S+ Call for Justice 15.3.
- Over 130 advisory committees with representation from First Nations, Métis, Inuit, and 2SLGBTQQIA peoples are established and continuing to inform planning and decision-making within organizations and systems in the majority of partner sectors.
- Over 4,000 students, employees, children in care, or members are participating in First Nations, Inuit, or Métis language classes, in response to TRC Calls to Action 10, 14; and supporting the National Inquiry's "principles for change" towards creating cultural safety that at minimum requires the inclusion of Indigenous languages, laws, protocols, governance, and spirituality.
- Over 180 amended or new, practices or policies have been adopted by Accord partners that recognize Indigenous rights, respond to the priorities of First Nations, Métis, and Inuit peoples, are increasing access and inclusion, including the rights, priorities, and inclusion of Indigenous women, girls, and 2SLGBTQQIA people.
- Over 8,000 First Nations, Métis, and Inuit people are accessing traditional healing practices and programs within the mainstream health care system; and through First Nations, Métis, or Inuit healing centres or lodges, in response to MMIWG2S+ Call for Justice 7.2; and TRC Call to Action 22.

- 12,400 students from five school divisions are 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

Activities toward accountability and impact

On November 27, 2023, the City of Winnipeg held a gathering of Accord partners at the Canadian Museum for Human Rights – Empowering Change Through Accountability and Impact – aimed at fostering collaboration, understanding, and accountability between the City of Winnipeg, Accord partners, and First Nations, Inuit and Métis peoples. The event aimed to underscore the importance of acknowledging and combating anti-Indigenous racism while actively committing to change and driving measurable impact.

The event was planned in a collaboration between the Public Service (Indigenous Relations Division) and Rebecca Chartrand Chief Executive Officer of Indigenous Strategy. Mayor Scott Gillingham, the Chief Administrative Officer, and over 250 Accord partner representatives attended to participate in building a greater depth of understanding and renewed commitment to the work of the Winnipeg Indigenous Accord. The event program (**Appendix B**) included opening ceremonies with Elder Mae Louise Campbell, Elder Robert Greene, Maxine Angoo, and Nikki Komaksiutiksak; a Territory welcoming by Chief Gordon Bluesky, a keynote presentation by Dr. Marcia Anderson, panel discussion with Sandra Delaronde, Anny Chen, Bradley West, and Charlene Hallett and moderated by Niigaan Sinclair. The afternoon included roundtable discussions between Accord partners, facilitated by 25 members of the Public Service with their participation supported by a number of Department Directors.

Event outcomes – themes and recommendations:

Indigenous Strategy has prepared a report of findings and recommendations (**Appendix C)** analyzed from the significant data and insights collected during the full-day event, and in summary includes 6 key themes encapsulating 50 strategic recommendations from over 200 actionable directives to inform the framework and programming of the Winnipeg Indigenous Accord and Accord partners' action plans.

As summarized from the report, these themes aim to inspire action and facilitate change. They are designed to heighten awareness of the Accord and its intended outcomes, inform future planning for the City of Winnipeg and Accord Signatories, policy development, and research across social, educational, and diverse organizational settings. They address critical issues such as systemic racism, promote leadership and self-determination, offering pathways for development and focus. Themes encapsulating strategic recommendations are:

- **Theme 1 -** Dismantling Barriers: a commitment to systemic change;
- **Theme 2 -** Honoring Autonomy: advancing Indigenous self-determination and leadership;
- **Theme 3 -** Accountability in Action: progressing the Accord reconciliation journey;
- **Theme 4 -** Embracing Indigenous leadership, knowledge, and methodologies;
- **Theme 5 -** Together We Thrive: co-creation and authenticity;
- **Theme 6 -** Cultivating Understandings and Fostering Educational Growth.

Theme 1 - Dismantling Barriers: a commitment to systemic change

No.	Recommendation	Details
1	Engage in Transformative Work	Encourage personal and organizational transformation to unlearn white supremacy and actively address racism.
2	Indigenous-Led Revitalization and Ally-Led Systemic Change	Support Indigenous-led efforts and non-Indigenous allies in dismantling systemic racism, inspired by the “Copper Pot” and “Cedar Basket” metaphors.
3	Address Power Imbalances	Work on sharing power equitably within workplaces to alter power imbalances that impede reconciliation.
4	Historical Awareness and Education	Enhance understanding of the historical context of Indigenous issues in Canada, including legislation impacts like the Indian Act.
5	Elevate Indigenous Voices in Leadership	Increase Indigenous representation in leadership and decision-making processes to ensure systemic change.
6	Inclusive Organizational Practices	Integrate Indigenous perspectives in organizational processes to ensure active participation and inclusion.
7	Cultivate Inclusive and Welcoming Environments	Develop environments where Indigenous individuals feel safe, supported, and welcomed, addressing alienation and representation needs.
8	Reflective Workforce Demographics	Align organizational staff demographics with the community’s Indigenous population to achieve true representation and inclusion.
9	Advance Indigenous Peoples in Leadership	Promote growth and advancement opportunities for Indigenous employees within organizations.
10	Intentional Hiring and Inclusion	Implement deliberate hiring practices that prioritize Indigenous inclusion, with measurable goals for dismantling barriers and systemic change.

Theme 2 – Honouring Autonomy: advancing Indigenous self-determination and leadership

No.	Recommendation	Details
1	Promote Indigenous Governance	Acknowledge and support the implementation of Indigenous governance systems, respecting Indigenous cultures and languages in line with Accord Commitments 1 and 2.
2	Elevate Indigenous Leadership	Ensure Indigenous representation in leadership positions, adhering to Accord Commitment 4, to empower Indigenous peoples to lead their own initiatives.
3	Facilitate Indigenous Self-Determination	Champion the right of Indigenous peoples to self-determination, where Indigenous peoples navigate their paths in all aspects of life, fulfilling the essence of Accord Commitment 6.
4	Shift from Placemaking to Space-Honoring	Transition from symbolic inclusion to meaningful integration of Indigenous perspectives and practices in all areas of organizational operation.

5	Ensure Indigenous Participation in Decision-Making	Actively involve Indigenous people in decision-making processes, adhering to the principle of "nothing for us without us" to ensure authentic representation and inclusion.
6	Address Economic Reconciliation	Recognize and support the economic aspirations of Indigenous peoples, facilitating pathways to success on their terms and aligning with the principles of economic reconciliation.
7	Combat Exploitation and Enhance Authentic Representation	Address and prevent exploitation in Indigenous initiatives, ensuring that economic and social rights are protected as per MMIWG Calls for Justice.
8	Acknowledge and Adjust Power Dynamics	Recognize and address existing power imbalances, ensuring non-Indigenous allies understand and adjust their roles to support Indigenous leadership and self-determination.

Theme 3 - Accountability in Action: progressing the Accord reconciliation journey

No.	Recommendation	Details
1	Develop a Social Impact Framework	Establish a comprehensive framework that shifts from mere activity reporting to evaluating tangible impacts, ensuring accountability and visible progress in reconciliation efforts.
2	Implement Robust Metrics	Create and utilize robust metrics to measure real social progress for Indigenous communities, reflecting the actual impact of initiatives on the ground.
3	Enhance Accountability Measures	Strengthen accountability mechanisms within the Accord to ensure all parties are actively contributing to meaningful social change, with clear responsibilities and outcomes.
4	Foster Reciprocity and Meaningful Outcomes	Ensure that the Accord's activities lead to reciprocal benefits and meaningful outcomes for both Indigenous communities and other stakeholders, aligning actions with shared goals.
5	Leverage Technology for Data Management	Utilize user-friendly technological solutions like web-based portals or Microsoft Forms to streamline data collection, analysis, and reporting, enhancing efficiency and comprehensiveness.
6	Establish Accountability Partnerships	Create accountability partnerships among signatories to maintain commitment and ensure the continuous monitoring and fulfillment of set objectives, fostering a culture of shared responsibility.
7	Address Reporting Challenges	Acknowledge and address the challenges faced by signatories in annual reporting, considering workload and relevance, to encourage consistent and meaningful participation in the reporting process.
8	Recognize and Work Within Systemic Constraints	Understand and work within the limitations of the City of Winnipeg’s authority in enforcing Accord commitments, focusing on collaborative efforts to achieve impactful reconciliation initiatives.

Theme 4 - Embracing Indigenous leadership, knowledge, and methodologies

No.	Recommendation	Details
1	Embody Indigenous Principles in Data Management	Implement a framework that embodies "mino-pimaadiziwin" (the good life), ensuring data management strategies honor Indigenous knowledge systems and prioritize reciprocal value in partnerships.
2	Integrate Indigenous Leadership	Ensure Indigenous leadership is central in decision-making processes, reflecting a commitment to self-determination and governance.
3	Merge Quantitative Data with Narrative Depth	Combine statistical data with narrative methods to provide a holistic view of social impact, reflecting Indigenous aspirations and fostering understanding.
4	Utilize Storytelling as a Data Collection Tool	Recognize storytelling as a powerful methodology for data collection, building relationships, and understanding, thereby transcending traditional data gathering methods.
5	Address Data Sovereignty Concerns	Develop data collection processes that respect Indigenous data sovereignty and reflect the realities and aspirations of Indigenous communities, mitigating historical oppression associated with data collection.
6	Promote Indigenous Methodologies in Impact Assessment	Integrate Indigenous knowledge and methodologies in evaluating the Accord's activities to ensure that they are genuinely beneficial and aligned with Indigenous principles of well-being and equity.
7	Foster Reciprocal and Mutually Beneficial Contributions	Prioritize reciprocity in the Accord's initiatives, ensuring that activities lead to mutually beneficial outcomes and meaningful contributions to Indigenous communities.
8	Enhance Understanding through Indigenous Wisdom	Incorporate Indigenous perspectives in data collection and analysis, asking the right questions and ensuring the data reflects Indigenous experiences and knowledge.

Theme 5 - Together We Thrive: co-creation and authenticity

No.	Recommendation	Details
1	Promote Co-creation with Indigenous Communities	Advance Accord efforts through collaborative projects like the public transportation safety initiative in Winnipeg, illustrating the power of community-led discussions and co-created solutions.
2	Prioritize Indigenous Voices in Decision-Making	Ensure environments where Indigenous perspectives are central, allowing community members to express their realities authentically and influence decision-making processes.
3	Support Indigenous Self-Determination and Governance	Uphold Indigenous peoples' right to self-determination and leadership in shaping and leading initiatives that affect their communities, aligning with Indigenous governance principles.
4	Foster Economic Self-Determination	Advocate for and support economic initiatives led by Indigenous peoples, recognizing economic self-determination as a key aspect of reconciliation and Indigenous autonomy.

5	Acknowledge and Address Historical and Systemic Inequities	Understand and confront the historical contexts and systemic barriers that affect Indigenous communities, integrating this awareness into the Accord's strategies and actions.
6	Build Authentic Relationships	Cultivate genuine, reciprocal relationships with Indigenous communities, focusing on mutual respect, trust, and understanding, which are foundational to successful collaboration and reconciliation efforts.
7	Amplify Indigenous Leadership	Elevate Indigenous leaders and their roles in decision-making processes, ensuring that their insights and leadership drive the Accord's initiatives and contribute to meaningful societal change.
8	Enhance Cultural Competency and Understanding	Implement educational programs and workshops to deepen non-Indigenous peoples' understanding and appreciation of Indigenous cultures, histories, and current realities, promoting a more informed and empathetic engagement.

Theme 6 - Cultivating Understandings and Fostering Educational Growth

No.	Recommendation	Details
1	Foster Deep Learning and Understanding	Encourage comprehensive education on Indigenous cultures, histories, and priorities to support sustainable relationships and dismantle systemic barriers.
2	Commit to Reconciliation as a Process	Embrace reconciliation as an ongoing commitment to rights and responsibilities, not merely benevolent actions, ensuring Indigenous participation in decision-making.
3	Ensure Organizational Readiness for Indigenous Inclusion	Assess and adapt organizational cultures and practices to support the retention and growth of Indigenous employees, moving beyond recruitment to meaningful inclusion.
4	Promote Self-Reflective Learning	Encourage personal and organizational introspection to address biases and systemic issues, fostering a culture of accountability and transformative change.
5	Implement Educational Shifts	Transition from performative reconciliation to substantive learning and engagement, focusing on systemic change and true partnership with Indigenous communities.
6	Align with Indigenous Aspirations	Ensure educational initiatives and organizational changes are in harmony with the "good life" envisioned in Indigenous teachings, promoting mutual respect and well-being.
7	Integrate Cultural Competency	Develop and implement training programs to enhance cultural understanding and competency among staff and stakeholders, fostering respectful and informed interactions with Indigenous communities.
8	Support Lifelong Learning Journey	Encourage continuous learning, unlearning, and relearning about Indigenous realities, contributing to a just and caring society in alignment with the Truth and Reconciliation Commission's Calls to Action and MMIWG Calls to Action.

Next steps:

1. Examine the themes, recommendations, and actionable directives of the consultant's report (Appendix C) to determine actions and plans for the next phase of work for the Winnipeg Indigenous Accord relating to its framework, administration, and programming.

2. When determined and where required, the Public Service will provide future recommendations to the Executive Policy Committee and-Council for consideration and approval, related to increasing authentic impact and accountability of the Winnipeg Indigenous Accord aligned to the priorities of First Nations, Inuit, and Métis peoples.

3. Complete the intake of nine organizations who have applied to become new partners to the Winnipeg Indigenous Accord since the last signing ceremony welcoming new partners in November 2023.

FINANCIAL IMPACT

Financial Impact Statement **Date:** May 17, 2024

Project Name:
Winnipeg Indigenous Accord – Partner Goals and Progress Report

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

Randy Bernard
Randy Bernard, CPA, CMA
Manager of Finance & Administration (Campus)
Corporate Finance Department

CONSULTATION

This Report has been prepared in consultation with:

City Clerk's-Archives
CMS-Cemeteries
Winnipeg Transit
Winnipeg Fire Paramedic Service
Equity Office and Human Resource Services
Legal Services
Members of Council
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.

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.

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.

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.

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 Chief Administrative Officer
Division: Indigenous Relations
Prepared by: T. Cechvala
Date: May 16, 2024
File No: N/A
Attachments:

Attachment A:

Attachment B:

Attachment C: