Winnipeg

JOURNEY OF RECONCILIATION
LES CHEMINS DE LA RÉCONCILIATION

# REPORT ON THE WINNIPEG INDIGENOUS ACCORD

NOVEMBER 27, 2023



prepared by

INDIGENOUS STRATEGY



# LAND ACKNOWLEDGEMENT

We acknowledge these are the traditional homelands of the Anishinaabeg (Ojibwe), Ininiiwag (Cree), Anishiniiwag (Oji-Cree), Dakota, and Dene Peoples, also referred to as the First Nations. This is also at the heart of the homeland of the Red River Metis and at the Birthplace of the Metis Nation. We also acknowledge that northern Manitoba includes lands that were and are the ancestral lands of the Inuit.

The 2023 Annual Winnipeg Indigenous Accord meeting was held at the Canadian Museum of Human Rights located at the Forks Market Square where Indigenous peoples have been meeting for millennia to support trade, diplomacy, (im)migration and where well-being and sustainability have always been part of this region's history.

# TABLE OF CONTENTS


| | |
|---|---|
| The Winnipeg Indigenous Accord | 4 |
| The Report | 4 |
| Event History and Background | 4 |
| The 6th Winnipeg Indigenous Accord: Event Framing and Agenda | 6 |
| Anti-Racism and Accountability | 6 |
| Accord Signatories | 7 |
| The Venue | 7 |
| The Keynote Presentation by Dr. Marcia Anderson | 8 |
| Panel Discussion | 9 |
| Indigenous Vendors and Artists Market | 9 |
| Roundtable Discussions | 10 |
| Methodology | 11 |
| The Facilitators and Data Collectors | 11 |
| Limitations | 12 |
| Data Analysis | 12 |
| Summary Analysis of Themes and Recommendations | 13 |
| 1. Dismantling Barriers: A Commitment to Systemic Change | 14 |
| 2. Honoring Autonomy: Advocating for Indigenous Self-Determination and Leadership | 16 |
| 3. Accountability in Action: Progressing the Accords Reconciliation Journey | 18 |
| 4. Embracing Indigenous Leadership, Knowledge, and Methodologies | 20 |
| 5. Together We Thrive: Co-creation and Authenticity | 22 |
| 6. Enhancing Understandings and Fostering Educational Growth | 23 |
| Conclusion: Celebration the Growth and Success of the Winnipeg Indigenous Accord | 25 |



# PREPARED BY INDIGENOUS STRATEGY ALLIANCE

## PRESENTED TO THE CITY OF WINNIPEG, THE INDIGENOUS RELATIONS UNIT

Indigenous Strategy Alliance is appreciative of the opportunity to work with the City of Winnipeg on the 2023 Winnipeg Indigenous Accord. Our firm, guided by the principle of "Contributing to and through an Empowered Indigenous Canada," aligns well with the commitments outlined in the Winnipeg Indigenous Accord. As we present this report, we acknowledge the collective effort and commitment of all those involved in the Accord. Within the heart of Treaty Territory No. 1, we look forward to continuing our journey towards meaningful reconciliation and lasting change.

INDIGENOUS STRATEGY

Contributing to and through an empowered Indigenous Canada

# THE WINNIPEG INDIGENOUS ACCORD

The Winnipeg Indigenous Accord was officially launched June 20, 2017, by the City of Winipeg. As a living document it guides the shared commitment to the Journey of Reconciliation in Winnipeg. It is rooted in the Truth and Reconciliation Commission's (TRC) 94 Calls to Action and more recently the Missing and Murdered Indigenous Women, Girls, and Two-Spirit (MMIWG2S+) Calls for Justice. It is adaptable and meant to evolve over time.

# THE REPORT

In this report, we compile an extensive array of data sourced from the Winnipeg Indigenous Accord event, which took place on November 27, 2023, at the Canadian Museum of Human Rights located in Winnipeg Manitoba. Our analysis encompasses various components of the event, including the keynote speech, panel discussions, roundtable discussion and Indigenous artists and vendor feedback. Furthermore, we examine earlier reports on the Accord, as well as the Accord agreement itself. We also use insights gained from participant feedback, including questionnaires and departure slips, prior Indigenous Accord reports to improve our knowledge of the event's reception and impact. We look at new elements added to the accord and the venue where the accord was held. Our analysis concludes with an identification of 6 major themes that emerged from the data that have led to 55 synthesized recommendations. The intent of this report is to provide insight that will guide the City of Winnipeg, and Winnipeg Indigenous Accord Signatories, as they look to achieve meaningful and impactful progress towards reconciliation.

# EVENT HISTORY AND BACKGROUND

In response to the Truth and Reconciliation Commission's Calls to Action and the demand for genuine interaction and cooperation between the City and Indigenous people, the Winnipeg Indigenous Accord was formed in 2017. The Mayor of Winnipeg at the time, Indigenous leaders, and representatives of several organisations signed the Accord June 20, 2017 to demonstrate their shared commitment to promoting reconciliation that would enhance equity outcomes for Indigenous peoples. Since then, there have been six annual reports and six in-person Accord signing ceremonies. The reports are a summary of reconciliation activity as reported by Accord Signatory Partners, which can be found on the City of Winnipeg's website.

In our examination of the progress made under the Winnipeg Indigenous Accord, we've noted that the annual reports from its signatories detail a variety of initiatives intended to support Indigenous communities. While annual reports highlight numerous activities presumed to benefit Indigenous peoples, measuring the impact of these efforts needs further exploration. This gap underscores the necessity to discuss data and impact to accurately assess the Accord's effectiveness in achieving its stated goals and fostering positive outcomes for Indigenous peoples.

Principles of the Winnipeg Indigenous Accord

- Respect for the inherent rights, treaties, and land claims of Indigenous peoples.
- Recognition and celebration of Indigenous cultures, languages, and traditions.
- Commitment to truth and reconciliation, addressing historical and ongoing injustices.
- Collaboration and partnership between Indigenous communities, organizations, and the City of Winnipeg.
- Inclusion and participation of Indigenous peoples in all decision-making processes.
- Equity and fairness in the provision of services, opportunities, and resources.
- Cultural safety and competency in all interactions and service delivery.
- Sustainability and long-term commitment to achieving positive outcomes for Indigenous peoples.
- Accountability and transparency in all actions and initiatives.
- Commitment to ongoing learning, growth, and adaptation to ensure the success of the Accord.

Our observations were brought to our planning meeting and included extensive collaboration with the City of Winnipeg Indigenous Relations Unit. This collaborative partnership included our review of the Accord's historical achievements, illuminating opportunities for deepening the Accords impact.

The collaborate dialogue including discussion about the need for mechanisms to evaluate the impact of the Accord. underlining the shift from a signing ceremony and annual reporting towards a model that prioritizes measurable outcomes and the comprehensive tracking of its influence on Indigenous communities. This shift aligns well with the Accord 6th Commitment, identified as the need to "Establish mechanisms for ongoing monitoring, evaluation, and accountability to track progress and ensure impact."

This year's event was themed "**Empowering Change Through Accountability and Impact**" which marked a pivotal advancement for the Winnipeg Indigenous Accord. Adding to a well-established signing ceremony and annual reporting, the additions to this years Accord signifies a deepening of the commitment among the City of Winnipeg, Accord partners and Indigenous communities. To add clarity and insight, we simplified the Winnipeg Indigenous Accord into two tables which outline the Winnipeg Indigenous Accord's 10 Principles and 6 Commitments. The tables simplify the Principles and Commitments of the Accord which helped to focus our planning efforts. We also used the Commitments as part of our analysis.

Commitments of the Accord

- Recognize and respect the inherent rights, cultures, and languages of Indigenous peoples in Winnipeg.
- Promote and support Indigenous self-determination and governance.
- Address the gaps and barriers experienced by Indigenous peoples in accessing services, opportunities, and resources.
- Foster meaningful and inclusive engagement of Indigenous communities and organizations in decision-making processes.
- Advance reconciliation through education, awareness, and understanding.
- Establish mechanisms for ongoing monitoring, evaluation, and accountability to track progress and ensure impact.





# ANTI-RACISM AND ACCOUNTABILITY

In the content of global and local racial justice movements including a discovery of unmarked burials of children at Residential Schools, the event took on heightened significance. We considered Manitoba's distinctive challenges, rooted in a colonial past, that have perpetuated institutional and structural racism, leading to inequities for Indigenous peoples. These issues include displacement, homelessness, and alarming rates of child apprehensions by Child and Family Services agencies in Manitoba and the high number of Missing and Murdered Indigenous Women and Girls (MMIWG) in and around Winnipeg, highlight systemic failures affecting Indigenous communities. With these issues at the forefront, we focused on an anti-racism approach to contribute to healing, rights-based inclusion, and equity for Indigenous peoples in the planning of this year's Accord gathering.

---

Anti-Indigenous racism is a crucial lens to understand the context of reconciliation because it directly addresses historical and ongoing injustices encountered by Indigenous peoples.

---

By illuminating and actively opposing racism and promoting equity, it supports an active and consistent process of identifying and challenging racism, by seeking to change structures, policies and behaviors that perpetuate systemic racism. This approach acknowledges past harms and commits to a future where Indigenous rights, cultures, and identities are respected and upheld, essential steps for achieving meaningful reconciliation.



# THE 6TH WINNIPEG INDIGENOUS ACCORD EVENT

## EVENT FRAMING AND AGENDA

This year's event marked a significant evolution from previous years, that included the incorporation of additional culturally significant elements. The day started with the lighting of a ceremonial fire, followed by a sacred Pipe Ceremony, led by Elder Mae Louise, another pipe was shared this day by Jason Whitford, CEO of End Homelessness Winnipeg, bringing a balance to the male and female aspects of ceremony. We also included the lighting of the Inuit Qulliq by Maxine Angoo and Throat singing by Nikki Komaksiutiksak. These elements, alongside keynote presentation from Dr. Marcia Anderson and panel discussion with Charlene Hallett, Sandra Delaronde, Bradley West, Anny Chen. Their involvement underscored the growing commitment of city leaders to support initiatives that drive reconciliation and equity forward.

The event's success was further amplified by the welcome remarks and participation of key figures: Winnipeg Mayor Scott Gillingham, Chief Gordon Bluesky, Treaty One Chairperson and Chief of Brokenhead Ojibway Nation; CAO Michael Jack, event Emcees Cecil Sveinson Manager of the City's Indigenous Relations division and Jimmy Thunder, Founder of Reconciliation Thunder; and panelists Anny Chen, Charlene Hallett, Sandra Delaronde, Bradley West, and moderated by Niggaan Sinclair.

The event was enriched by the introduction of an Indigenous Artists and Vendors Market. This was a new element added to the Accord event which showcased the talents of over 30 Indigenous artists and vendors. The morning keynote and panel presentations set the stage for the round-table discussions held in the afternoon creating insights on the ongoing issues of anti-Indigenous racism and the need for data and accountability to ensure we are moving the equity needle forward with Indigenous peoples in Winnipeg.



At the closing of the event, the following organizations became the newest signatories and partners to the Winnipeg Indigenous Accord:

Chartered Professional Accountants of Manitoba
Chartered Professionals in Human Resources (CPHR) Manitoba
CLAC (Christian Labour Association of Canada) Manitoba
Community of Big Hearts
Crisis & Trauma Resources Institute
International Institute for Sustainable Development
Klinic Community Health
Le Musee de Saint-Boniface Museum
Manitoba Opera
Mentoring Artists for Women's Art (MAWA)
Number Ten Architectural Group
Reconciliation Thunder Inc.
St. Boniface Hospital
TIPI Group of Companies
West Broadway Community Organization
Westminster Housing Society

# ACCORD SIGNATORIES

The increasing number of signatories each year signal the ongoing importance of this annual event, as it highlights a growing commitment across various sectors aiming to contribute to reconciliation across Winnipeg. The event in of itself is a success as it keeps reconciliation efforts top of mind for Winnipeggers. The following outlines the diversity of accord partners that have signed on to the Winnipeg Indigenous Accord:

- Arts, Culture and Heritage
- Business and Associations
- City of Winnipeg
- Education: post-secondary, school divisions, and associations
- Community organizations
- Indigenous leaders and political organizations
- Health and Associations
- Media
- Museums and Galleries
- Sports and Athletics

# THE VENUE:

## CANADIAN MUSEUM FOR HUMAN RIGHTS

In light of the museum's complex history with Indigenous peoples, hosting the Winnipeg Indigenous Accord event at the Canadian Museum for Human Rights emphasizes the importance of confronting uncomfortable truths. It is important to acknowledge this history as the Accord has a clear commitment to reconciliation.

The museum's evolution in acknowledging the treatment of Indigenous Peoples in Canada as genocide and its role in educating about human rights, along with the Accord's commitment to change, underscores the symbolic importance of this location for holding the Winnipeg Indigenous Accord event. This setting is not just a backdrop but a poignant reminder of the ongoing journey and efforts of Indigenous peoples to be seen and heard within their homelands.

The Accord signifies a step to bridging divides, offering a space where the hard but necessary conversations can continue, and where the commitment to human rights and rights-based reconciliation can be strengthened. In this context, the venue is a symbol of these ongoing efforts and a commitment from all participants to work towards a more equitable and just future.

# THE KEYNOTE PRESENTATION

## BY MARCIA ANDERSON

Dr. Marcia Anderson's keynote was not just an opening speech, but a call to action, to actively illuminate and support Indigenous rights, self-determination, and well-being. Through the powerful metaphors of the Cedar Basket and Copper Pot (note 1), Dr. Anderson clarified the distinct yet complementary roles of Indigenous and non-Indigenous people in the reconciliation journey, emphasizing the importance of both community revitalization efforts and the settler's responsibility to dismantle systemic racism, thereby framing the critical discourse for discussions and recommendations.




Dr. Anderson invites our collective and personal reflections on the following questions:

"Collectively what has been the hard painful work of accountability and the necessary paradigm and culture shifts that need to happen in each of your organizations?

And what about you, personally, what hard, painful work have you done in confronting how you've been taught to think, feel, and act in relation to the "Indian problem"?

And, how are you leading differently because of that personal and internal work?"

This leads us to consider the necessity of cultural safety for Indigenous peoples and unlearning of white supremacy as acts of reconciliation work.

Dr. Anderson's presentation, inclusive of personal experiences, historical insights, and actionable advice, underscored the need to view reconciliation as an inherent obligation.

> "Reconciliation will never succeed so long as one side sees it as a question of rights, and the other side sees it as an act of benevolence"
>
> - Murray Sinclair






# PANEL DISCUSSION

The planning for the panel presenters for the Winnipeg Indigenous Accord event, was curated to include a diverse and impactful group of voices. Moderator Niigaan Sinclair, a respected Winnipeg-based Indigenous academic and journalist, was tasked with guiding the panel discussion through a set of pre-determined questions, ensuring that the conversation remained focused on topics of allyship, confronting anti-Indigenous racism, and advancing reconciliation through measurable impact.

The preparation for the panelists and the moderation included detailed discussions on the event's theme, objectives, including the specific roles they would play in facilitating a meaningful discussion to set the frame for the following roundtable discussions.

The four panelists, reflected a powerful amalgamation of leadership, lived experience, and expertise. Anny Chen, Bradley West, Charlene Hallett, and Sandra DeLaronde each contribute significantly to addressing systemic barriers.

Together their diverse backgrounds and commitments enrich the dialogue, advancing the Accord's goals with stories and insights that helped set the stage for the roundtable discussions.

Anny Chen, Lead of Community Engaged Learning at the University of Manitoba, called on her experiences as a refugee child, as well as her significant expertise in education and community development. Her participation emphasises the value of community-engaged learning and the role of education in resolving societal injustices

Bradley West, City of Winnipeg's Equity, Diversity, and Inclusion Office, Bradley contributed decades of expertise and a depth of knowledge about equity, diversity, and inclusion. His insights are critical to identifying and overcoming structural limitations in institutional contexts.

Charlene Hallett, A University of Manitoba student and engaged community member demonstrated the importance of Indigenous leadership and Indigenous participation in medicine and higher education. Her journey from overcoming personal and structural barriers to advocating for Indigenous students in academics exemplifies the transforming power of amplifying Indigenous voices.

Sandra DeLaronde, A well-known pioneer in the fight to address missing and murdered Indigenous women, girls, and two-spirited people (MMIWG2S+), brought a highly personal and genuine dedication to justice and community healing. Her leadership and lobbying efforts give critical insights into the nexus of gender, anti-Indigenous racism, and structural violence.

# INDIGENOUS VENDORS AND ARTISTS MARKET

Incorporating a one-day Indigenous vendors market into the Winnipeg Indigenous Accord increased awareness among attendees about the importance of supporting Indigenous businesses and fostering a deeper understanding of Indigenous cultures and histories. This was a strategic move that would showcase over 30 Indigenous vendors, providing a platform to highlight the growing number of Indigenous entrepreneurs in Winnipeg which in turn celebrates Indigenous culture, arts, and crafts. In light of the Accords 10 Commitments, this new addition supports economic reconciliation and self-determination. By offering Indigenous entrepreneurs the opportunity to showcase their products, the market facilitated meaningful engagement between Indigenous vendors, the community, and Accord partners.

# ROUNDTABLE DISCUSSIONS



In the afternoon, facilitated roundtables conversations revolved around two questions. Each table was equipped with a facilitator, assigned a unique table number, and provided with a QR code linking to an online survey for additional participant feedback, ensuring varied options for the collection of insights. Facilitators captured direct verbatim comments from participants across different tables using a recording app on their phones and collected written insights and recommendations.

The roundtable discussions centered on two pivotal questions, each aiming to enhance collaboration and accountability in initiatives involving First Nations, Métis, and Inuit peoples, as well as to improve the effectiveness of the Winnipeg Indigenous Accord. The first question aimed to explore ways to align initiatives with the aspirations of First Nation, Métis, and Inuit peoples, emphasizing the importance of building relationships and making decisions collaboratively to garner authentic input from FNMI peoples. The second question explored the role of data collection in tracking and evaluating the Winnipeg Indigenous Accord activities of the signatories. It seeks to identify tools and methods that can capture and report impactful measurements meaningfully, while promoting transparency and accountability among all stakeholders.

**Question 1**: How can we establish initiatives that are not only aligned with the aspirations and priorities of the (First Nation, Metis, and Inuit People) but also employ a relationship-building and collaborative decision-making process that authentically reflects voice, perspective, and values?

Additional Probing Questions were created in the event the facilitator felt there was time to continue the discussion or to clarify aspects of the question that would produce data to inform our report.

1. What are the main goals and concerns of First Nation, Inuit, and Métis peoples in Winnipeg?
2. How can your workplace make sure it is listening to and working with Indigenous people?
3. What difficulties might come up when trying to align your projects and/or services with Indigenous ways of thinking and goals?
4. Can you describe a project or action taken by your organization that successfully demonstrates working-in-good-ways with Indigenous communities?
5. How can people who are not Indigenous help make sure Indigenous people are heard in decision-making?

**Question 2**: How can we develop a unified framework for data collection and reporting that not only tracks the activities of each signatory to the Winnipeg Indigenous Accord but also evaluates their impact in advancing the Accord's commitments? What tools or methods can be employed to consistently and meaningfully measure this impact, ensuring transparency and accountability across all participating parties?

Additional Probing Questions

1. What essential data should we gather to monitor the Winnipeg Indigenous Accord and its partners' efforts?
2. How can we verify that our actions are producing real results?
3. Do you know of any good examples or systems we could use to guide our data gathering and reporting?
4. What challenges might we encounter in assessing the impact of the Accord partners' commitments, and how can we address them?
5. How do we keep our data collection and reporting transparent and accountable?






# METHODOLOGY

The Roundtable discussions were supported by a team of 25 facilitators, supporting approximately 250 Signatory partners with each table accommodating 10 participants. This arrangement would facilitate intimate and focused discussions, conducive to in-depth and meaningful dialogue. The discussions were structured around two central questions designed to prompt critical thinking and targeted conversation aligned with the purpose and commitments of the Winnipeg Indigenous Accord.

Our data analysis followed a three-stage process, which began with the collection and transcription of raw data. This was followed by thematic coding assigned to direct quotes to honor participants voices. The methodology illuminate's inclusivity, engagement, and a progression towards actionable outcomes, reflecting a deep commitment to the principles of the Accord.

# THE FACILITATORS AND DATA COLLECTORS

The facilitators of each round table played a crucial role in the success of collecting qualitative data. The facilitators were a make up of City of Winnipeg staff members and six staff from the Indigenous Strategy Alliance. Facilitators received specialized training on how to use the sharing circle as a format for equitable engagement of each participant which added an important cultural element to facilitation and data collection.This approach ensured an understanding and respect for Indigenous engagement protocols that positioned the facilitators to guide the conversation effectively.

Facilitators were also trained to use Otter AI to capture raw data and were also instructed on how to manually capture insights and recommendations using data collection templates that we designed. This dual approach to data collection helped validate the themes coded from the discussions, ensuring accuracy and depth in the analysis by cross referencing the handwritten notes taken by each facilitator. The training and preparation and Facilitator's guide we created were integral to the Accord's objective of gathering diverse perspectives to inform future actions, exemplifying a well-organized, participant-centered approach to dialogue and feedback collection.

# LIMITATIONS

The use of the recorded transcriptions can be poor in some places revealing some limitations of using technology, particularly in places where words were not recorded properly. These technological inaccuracies of misinterpreted words necessitated manual verification. For this reason, it was also important to have written transcriptions from table facilitators to back up data findings.

Additionally, the researchers bias, and perspective can influence the outcomes of the identified themes including the way in which data gets interpreted. This could lead to overlooking insights or overemphasizing areas. Further, identity and experience inherently color my interpretation of data and thematic analysis, which is a phenomenon that is both a strength and a weakness in research. From an Indigenous research lens, it's important to consider the concept of "positionality" and refer to Indigenous scholar Dr. Laara Fitznor teachings that serve to illuminate the researchers background, to consider how it may influence the research, emphasising the importance of understanding how the researcher observes, interprets, and analyzes the world. To provide insight, the main researcher is an Anishinaabe, Inninew and Metis, Scottish and French woman with roots and understanding of the region's colonial history and impact.. Her awareness of the intergenerational traumas plaguing Indigenous families, including mental health, addictions and homelessness drives a deep commitment in her work across various fronts to find solutions. This commitment is personal, rooted in her role as a mother, Indigenous woman, community member and Winnipegger.

# DATA ANALYSIS

We used a systematic approach to the data analysis process, incorporating best practices in qualitative research including the use of written and recorded data. This included facilitators utilizing a template we designed for capturing insights and recommendations. We also incorporated technology recording device to accurately capture verbatim quotes ensuring authenticity of insights. This effectively captures individual voices adding to the reliability of the data. We took the recorded conversations and organized them into two roundtable discussions using an excel document to separate the two data sets, which aligned with one of the two central questions that framed the roundtable discussions.

We began the analysis by summarizing each table discussion, sifted through and extracted direct quotes. A crucial step in maintaining the authenticity of each participants contributions and also valuing the data contribution from each individual. These quotes we organized first by table group. This process extracted more than 250 unique insights, showcasing a diverse range of viewpoints. Each extracted quote was then assigned a specific theme that encapsulated the core message.

After assigning themes to each quote, the data was organized into broader categories which helped identify patterns, facilitating a deeper understanding of the collected data under major themes.

We originally had 12 themes that were then shortened to eight, showing an iterative approach where data is continuously reviewed and refined for clarity and coherence. This categorization includes quotes from the keynote address, panel discussions, and feedback from vendor surveys, guaranteeing comprehensive representation of all who participated in the Accord event



# SUMMARY ANALYSIS

## THEMES AND RECOMMENDATIONS

In this section, we outline the analytical process which began with a review of the discussions. Key insights were extracted as verbatim quotes, from which we then derived corresponding themes and actionable recommendations. This was achieved through a deliberate and iterative synthesis, ensuring a thorough and thoughtful approach to transforming participant contributions into strategic directives.

Initially, the insights were organized by table group and later reorganized into 12 broad categories, capturing the diverse insights and focal points that emerged from the discussions. Recognizing the potential for overlap and the importance of thematic coherence, the categories were further refined down to 10, and subsequently to 8, each iteration involving a rigorous review to merge related concepts and eliminate redundancy. The final phase of synthesis resulted in 6 overarching themes with 50 strategic recommendations.

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, or research across social, educational, or organizational settings. They address critical issues like systemic racism, and promote leadership and self-determination offering pathways for development and focus.

Additionally, the six synthesized themes form a structured framework that culminates in 50 strategic recommendations.

These recommendations are located at the end of each thematic section, linking back to the originating insights, offering stakeholders a coherent narrative from the foundational principles of the Accord to actionable steps.

- Dismantling Barriers: A Commitment to Systemic Change
- Honoring Autonomy: Advancing Indigenous Self-Determination and Leadership
- Accountability in Action: Progressing the Accords Reconciliation Journey.
- Embracing Indigenous Leadership, Knowledge, and Methodologies
- Together We Thrive: Co-Creation and Authenticity
- Cultivating Understandings and Fostering Educational Growth

# 1 DISMANTLING BARRIERS:
## A COMMITMENT TO SYSTEMIC CHANGE

This theme focuses on removing systemic barriers to create culturally safe environments for Indigenous peoples in Winnipeg. It necessitates a comprehensive approach to tackle entrenched issues of racism.

The insights of experts like Dr. Marcia Anderson and Bradley West frame these objectives well highlighting both personal and organizational accountability. Dr. Anderson states "we need to engage in our own transformative and discovery work, by unlearning white supremacy, and focusing anti-racism efforts by naming and addressing racism". This aligns with Bradley West's reflections: "I was 18 years old when I realized that I was racist....We are products of the system. Our organizations are products of that system".

Dr. Anderson's use of the "Copper Pot and "Cedar Basket" as metaphors emphasize the need for both Indigenous revitalization efforts to be led by Indigenous peoples and the dismantling of system racism, which must be led by non-Indigenous allies.

The challenge to achieving equitable outcomes is addressed in the power dynamics of workplaces, highlighted by a roundtable participants question, 'How do you share power that you don't have?" This underscores the difficulties in altering the power imbalance that fuel inequity and hinder genuine reconciliation.

> "It's not about training non-Indigenous people to understand Indigenous people. It's about having Indigenous people as part of your process, or part of your team"

It also sheds light on the historical and ongoing imbalances that maintain social structures, access to resources and participation of Indigenous people in decision-making. These dynamics perpetuate inequalities, reinforce barriers and marginalization which must be addressed to support self-determination and genuine reconciliation. As noted by Bradley West, "You have to be accountable for your own personal racism, your own white bias, white supremacy". Another signatory reinforces the notion that deep-seated systems issues exist as barriers to enhancing equity. "So many Indigenous members of the community... don't feel like they belong in the school system," pointing to the critical need for welcoming and inclusive environments.

Dr. Marcia Anderson highlights the historical context of Indigenous issues in Canada, including the ongoing impacts of racist legislation like the Indian Act.

She urged participants to consider that historical views on the "Indian problem" continue to affect current societal attitudes, policies and hiring. This was backed by several quotes from roundtable participant, one stated, "I have a belief that the systems are the problem", while another says, "we had mandatory Indigenous culture education, but never understood the history it was never taught." The quotes highlight gaps in meaningful understandings, that leave people to "just automatically assume stereotypes". This leads to question whether current initiative are enough, as signatories outline how reconciliation efforts fail to address personal bias, prejudice and discrimination.

Elevating Indigenous voices in leadership and decision-making processes is also emphasized within this theme as it is critical for systemic change. Niigaan Sinclair articulates this, saying, "The most significant investments in our city will be Indigenous investments and they will be led by Indigenous peoples." Another participant adds, "It's not about training non-Indigenous people to understand Indigenous people. It's about having Indigenous people as part of your process, or part of your team," highlighting the importance of inclusion in organizational practices. Another participant states, "I think in our work, creating spaces where Indigenous people feel safe and supported and welcomed...a lot of

young lawyers and students have expressed concerns that they don't feel welcomed within the profession because there still isn't a lot of representation of Indigenous lawyers that they can look up to for mentors". The quote illuminates issues of alienation, issues of inclusion, belonging and safety, bringing attention to the slow progress for Indigenous peoples to find success in various sectors including the need for more roles models and mentors.

Dr. Anderson's keynote speaks to the heart of Indigenous inclusion by focusing on the core fabric of organizational culture. The panel's call for representative workforce demographics, specifically pointing out that if an organization's staff does not reflect the community's 20% Indigenous population, it fails to truly represent the community. This is a practical application of the Accord's commitments aligning with the TRC's Calls to Action for equitable employment opportunities for Indigenous people and the MMIWG's calls for eliminating economic marginalization. The integration of community-based data and stories into policymaking and service provision discussed by the panelists and roundtable participants supports the Accord's commitments to meaningful engagement. One participant noted her place of employment has a high proportion of Indigenous employees, however the "majority of our Indigenous employees are in frontline entry-level positions", while an Indigenous participant laments about the lack of opportunity for growth in the workplace as they cited being overlooked for promotions, "I've been there for 23 years and we (I) still need to be patient?" which underlies the need to create opportunities to advance Indigenous people to positions of leadership. Addressing recruitment and hiring practices are important steps in the reconciliation process. As one signatory shared, "the last hire we did was a very intentional hire, and we had to be patient and find that right person", reveals deliberate efforts to Indigenous inclusion that can produce clear measurable metrics dismantling barriers and a commitment to systemic change.

## Recommendations: Removing Systemic Barriers & Creating Culturally Safe Environments for Indigenous Peoples

- Engage in Transformative Work: Encourage personal and organizational transformation to unlearn white supremacy and actively address racism.
- 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.
- Address Power Imbalances: Work on sharing power equitably within workplaces to alter power imbalances that impede reconciliation.
- Historical Awareness and Education: Enhance understanding of the historical context of Indigenous issues in Canada, including legislation impacts like the Indian Act.
- Elevate Indigenous Voices in Leadership: Increase Indigenous representation in leadership and decision-making processes to ensure systemic change.
- Inclusive Organizational Practices: Integrate Indigenous perspectives in organizational processes to ensure active participation and inclusion.
- Cultivate Inclusive and Welcoming Environments: Develop environments where Indigenous individuals feel safe, supported, and welcomed, addressing alienation and representation needs.
- Reflective Workforce Demographics: Align organizational staff demographics with the community's Indigenous population to achieve true representation and inclusion.
- Advance Indigenous Peoples in Leadership: Promote growth and advancement opportunities for Indigenous employees within organizations.
- Intentional Hiring and Inclusion: Implement deliberate hiring practices that prioritize Indigenous inclusion, with measurable goals for dismantling barriers and systemic change.

# 2 HONOURING AUTONOMY:
## ADVANCING INDIGENOUS SELF-DETERMINATION AND LEADERSHIP

Central to the Winnipeg Indigenous Accord Commitments, particularly 1 and 2, is the acknowledgement and promotion of Indigenous governance, cultures, and languages emphasising the principle of self-determination. The principle, echoed in the Accord Commitment 4, advocates for elevating Indigenous representation in leadership and is further explored in Commitment 6, which champions the right of Indigenous peoples in Winnipeg to navigate their own paths in all aspects of life. Signatory comments highlight the necessity for non-Indigenous Winnipeg to support Indigenous autonomy, shifting from tokened 'placemaking' to 'space-honoring' approaches which draw our attention back to the agreements and promises outlined in the Canadian Indian Treaties. One roundtable participant asserts this by stating, "Indigenous self-determination is going to move forward...non-Indigenous people have to learn the culture and appreciate the culture" highlighting the integral role of understanding Indigenous self-determination in reconciliation efforts.

Another participant succinctly stated, "Doing work with Indigenous people requires Indigenous representation in the positions running the programmes." This isn't merely about creating space; it's about integrating Indigenous culture, knowledge, and perspectives into the very fabric of organizational operations.Another roundtable contributor stressed the practical application of this, saying, "You need to find people who are representatives and meeting people and ask them what their aspirations are... It's about having Indigenous people as part of your process, or part of your team."

Roundtable discussions also highlight a call to support economic reconciliation, recognizing Indigenous peoples want to be successful on one's own terms. The inclusion of 33 Indigenous vendors market during the Winnipeg Indigenous Accord demonstrates support for self determination reinforcing the importance of Indigenous inclusion, moving the Accord from a symbolic event to one that is working to advance Indigenous self-determination. However, the issue of exploitation, such as non-Indigenous vendors hiring Indigenous people to sell non-Indigenous made products came up as an issue amongst vendors, underscoring the challenges facing authentic representation and self-determination. Addressing the issue of exploitation align with the MMIWGs Calls for Justice emphasising the need to protect Indigenous social and economic rights and opportunities.

At the heart of the Winnipeg Indigenous Accord Commitments is the conviction that Indigenous voices must not only be heard but be central in leadership and decision-making processes. This is encapsulated by the phrase "nothing for us without us," a principle echoed throughout the roundtable discussions, emphasizing that genuine inclusion goes beyond mere presence to ensure integrity of the initiative that aim to actively include Indigenous participation and or advance Indigenous leadership.

Lastly, the need to address power dynamics and privilege was discussed as a form of allyship, with the idea that promoting Indigenous representation might require non-Indigenous people to be more aware and accountable to initiatives that aim to enhance Indigenous inclusion and to be aware of the privilege that individuals hold. In other cases, as noted by one roundtable participant, they may need to 'step back" to make room for Indigenous peoples to lead and self-determine their own paths forward.

"This isn't merely about creating space; it's about integrating Indigenous culture, knowledge, and perspectives into the very fabric of organizational operations."






## Recommendations: Honouring Autonomy & Advancing Indigenous Self-Determination and Leadership

- 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.
- Elevate Indigenous Leadership: Ensure Indigenous representation in leadership positions, adhering to Accord Commitment 4, to empower Indigenous peoples to lead their own initiatives.
- 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.
- Shift from Placemaking to Space-Honouring:Transition from symbolic inclusion to meaningful integration of Indigenous perspectives and practices in all areas of organizational operation.
- 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.
- 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.
- 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.
- Acknowledge and Adjust Power Dynamics: Work on sharing power equitably within workplaces to alter power imbalances that impede reconciliation.

# 3 ACCOUNTABILITY IN ACTION:
## PROGRESSING THE ACCORD'S RECONCILIATION JOURNEY

The Winnipeg Indigenous Accord is at a critical juncture, where the call for transitioning from simple annual reporting to substantial accountability and tangible impacts is loud and clear. Stakeholders are united in their desire for robust metrics that reflect true social progress for Indigenous communities. The discourse is shifting towards a more profound social change, underscored by queries like "We haven't heard how we've helped youth," and "Who are we being accountable to, the Indigenous Accord or to ourselves?" These questions signify a move from surface-level engagements to impactful societal transformations.

The consensus leans towards developing a fair and balanced social impact framework, which would not only showcase but also verify the collaborative efforts and their actual impact on the community. The roundtable conversation reaffirmed as one participant noted, "It's not just about checking the boxes...we want to have an impact, beneficial for both parties," underscoring the aspiration for reciprocity and meaningful outcomes for all involved in the Accord's initiatives, ensuring a genuine measure of the Accord's influence on Winnipeg's social fabric.

Calls to enhance or accurately measuring the impact were highlighted, this is evident when signatories state they opt out of annual reporting due to the Inconvenience and added workload. As a solution one signatory discussed the idea of leveraging technology to enhance data management, suggesting user-friendly platforms like a web-based portal or Microsoft Forms to streamline data collection and enable a comprehensive analysis. Another person suggested the creation of accountability partners as a method to maintain commitment which could foster a culture of friendly but firm reminders of set objectives.

In sum, the discussions are converging on the development of a fair and balanced social impact framework that effectively showcases the collaborative efforts of all involved parties. This framework would accurately reflect true progress and the real-world impact of reported initiatives, rather than merely ticking off boxes to produce a report. The creation of a social impact framework ensure Accord initiatives are measurable, impactful, and in true alignment with Indigenous principles of well-being and equity.

At the same time, it's crucial to acknowledge the City of Winnipeg's constraints in enforcing the commitments of the Accord. As such, the need for enhanced accountability must be viewed in light of these limitations. Signatories have been reporting annually, with their contributions publicly accessible online, yet the demand grows for a framework that measures real-world i

mpact. In summary, the Accord unites Winnipeggers in reconciliation efforts, it keeps reconciliation top of mind, but the demand is to move beyond showcasing to verifying impact.

.




"It's not just about checking the boxes...we want to have an impact"

## Recommendations: Accountability in Action, Progressing the Accord's Reconciliation Journey

- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.





# 4 EMBRACING INDIGENOUS LEADERSHIP, KNOWLEDGE, AND METHODOLOGIES

Advancing the Winnipeg Indigenous Accord by centering voice, leadership, worldviews, and methodologies in its reporting and evaluative processes would meet a number of the Accords commitments. This approach would also enhance evaluation processes and impact by using holistic and reciprocal principle centered within Indigenous relational accountability practices.

As noted by signatories, it's crucial to align data collection and impact measurement with Indigenous knowledge. Anny Chen sets the stage for this by emphasizing the framework must embody "mino-pimaadiziwin," or "the good life," which calls for a holistic, balanced, and Indigenous-led approaches. She says, "In our pursuit of effective data management strategies that honor Indigenous knowledge systems, we must also consider the benchmarks of success and reciprocity in these partnerships." This necessitates a framework that goes beyond traditional methods to prioritize reciprocal value, echoing the roundtable's sentiment for meaningful and mutually beneficial contributions.

Merging quantitative data with narrative depth was identified as being essential for a holistic view of social impact. The integration should reflect Indigenous aspirations, echoing the sentiment that "Stats are numbers, and ways to look at numbers and data can be quantitative and qualitative... add a narrative to it that tells the story." The significance of storytelling as a methodological tool resonates deeply within the Indigenous community. Storytelling transcends traditional data collection, fostering connections and understanding. "So show me a number. That's nice. Tell me your story. We're connected," one participant noted, underscoring the relational aspect of storytelling in building genuine understanding and partnerships. Another added, "When I talk about storytelling, it's exactly that. When I do workshops for a living, I talk, I share my story, people share it back, and we use that to figure out how similar we are," illustrating the reciprocal nature of narrative exchange in data gathering.

This approach would help address ongoing concerns around data collection and data sovereignty for Indigenous peoples. As noted by one participant, "data collection has historically been used to oppress our people..."but I understand the need from programming funding etc." Utilizing Indigenous knowledge and methodologies, ensures that future actions are genuinely beneficial and aligned with the aspirations of Indigenous peoples.

The synthesis of verbatim feedback underscores the need for data management strategies that honor Indigenous knowledge, promoting a balance between Indigenous and Western perspectives. Anny Chen articulates this by emphasizing a shift towards mino-pimaadiziwin, or "the good life,".suggesting that data processes should enhance Indigenous well-being and align with their life visions. This shift necessitates a respectful integration of Indigenous wisdom, where storytelling emerges as a powerful tool for data collection and building relationships, pivotal to reconciliation.

As one participant put it, "We have to get the Indigenous perspective of how to collect this data and what questions to ask," highlighting the importance of data that reflects Indigenous realities. Storytelling is not merely narrative sharing but a means to deeper understanding and connection, as another participant shares, "I learned from story and I teach through story because it's powerful." This narrative approach, blending quantitative data with storytelling, offers a comprehensive view of the impact, aligned with Indigenous aspirations and fostering a reciprocal, beneficial relationship with Indigenous communities.

In conclusion, the integration of Indigenous epistemologies and storytelling into data strategies for the Winnipeg Indigenous Accord is not merely a recommendation for methodological enhancement but a necessary shift towards more meaningful, respectful, and comprehensive impact assessment. This approach ensures that the Accord's activities are effectively

,

measured and truly reflective of the Indigenous communities' worldview, realities, and aspirations.

## Recommendations: Embracing Indigenous Leadership, Knowledge, and Methodologies

- Embody Indigenous Principles in Data Management: Implement a framework that embodies "mino-pimaadiziwin" (the good life), ensuring data management strategies honour Indigenous knowledge systems and prioritize reciprocal value in partnerships.
- Integrate Indigenous Leadership: Ensure Indigenous leadership is central in decision-making processes, reflecting a commitment to self-determination and governance.
- Merge Quantitative Data with Narrative Depth: Work on sharing power equitably within workplaces to alter power imbalances that impede reconciliation.
- 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.
- Address Data Sovereignty Concerns: Develop data collection processes that respect Indigenous sovereignty and reflect the realities and aspirations of Indigenous communities, mitigating historical oppression associated with data collection.
- 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.
- 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.
- 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.





# 5 TOGETHER WE THRIVE:
## CO-CREATION AND AUTHENTICITY

The desire to advance the Accord's efforts must be a collaborative effort with Indigenous peoples. This was vividly illustrated in Sandra Delaronde's recount of a cooperative project on public transportation safety in Winnipeg. She described how community-led discussions, facilitated by the City of Winnipeg, not only identified key issues but also resulted in a data-driven program to significantly enhance public transit safety, earning international recognition. She stated: "and one of the projects we worked on was about the issues around safety in public transportation in Winnipeg. With our partners we called the community together lead by the City of Winnipeg and talked about what those issues were, and developed a dataset around that..., and as a result of this community and civic government work there is now a program for safer transportation in the city."

One participant emphasized the necessity of empowering community members to express their truths: "Are folks going to be looking at what you want to hear... or am I able to actually say what I'm seeing and feeling?" This underscores the importance of creating environments where Indigenous voices are prioritized and genuinely heard. Moving beyond the confines of organizational timelines and objectives was also noted in the discussions.

The essence of building authentic relationships with Indigenous peoples lies at the core of this section and of reconciliation, which is essential for honoring the principles within the Winnipeg Indigenous Accord. This theme directly supports Winnipeg Indigenous Accord Commitments 1 and 2, advocating for Indigenous governance and respect for inherent rights, cultures, and languages. It highlights Indigenous leadership's pivotal role in decision-making, aligning with Accord Commitments 4 and 6, which emphasize self-determination. This principle is crucial, allowing Indigenous peoples in Winnipeg to control their affairs and decisions about their lives and resources. As one participant noted, "Indigenous self-determination is going to move forward...non-Indigenous people have to learn the culture and appreciate the culture," indicating the need for allyship that acknowledges privilege and amplifies Indigenous voices.

The theme also resonates with the MMIWG Calls for Justice, stressing the significance of Indigenous rights and governance in combating violence against Indigenous communities and advocating for economic self-determination, seen as vital for reconciliation and autonomy. Economic empowerment and proper compensation, discussed since 2016, support MMIWG Calls for Justice 1.1, 1.4, and 1.5, and align with TRC Calls to Action #45 and #92, promoting a nation-to-nation relationship and Indigenous economic autonomy, essential for achieving reconciliation and upholding Indigenous rights.

### Recommendations: Together We Thrive: Co-creation and Authenticity

- 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.
- 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.
- 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.

- 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.
- 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.
- 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.
- 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.
- 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.



# 6 ENHANCING UNDERSTANDINGS AND FOSTERING EDUCATIONAL GROWTH

The need for deep, enhanced learning and understandings to support and sustain relationship- was identified as a key theme. As participants noted, understanding the priorities of Indigenous communities is key, rejecting assumptions and embracing slow, thoughtful engagement is necessary. This approach is crucial for overcoming systemic barriers and stereotypes, enhancing cultural competency through education.

Ultimately, the journey towards reconciliation and the envisioned "good life" is an enduring process of learning, unlearning, and relearning. It demands a dedicated effort from both individuals and institutions to forge a just and caring society in Winnipeg, deeply rooted in Indigenous knowledge and mutual understanding.

Reflecting on Dr. Anderson's

interpretation of Murray Sinclair's teaching, it becomes clear that reconciliation requires a foundational commitment to rights and responsibilities, not just benevolent actions. Education is key to understanding these responsibilities and ensuring that Indigenous peoples are active participants in decisions affecting their rights.

Panel members, Anny Chen and Charlene Hallett challenged us to move beyond performative actions in reconciliation, questioning the readiness of organizations to support the retention and growth of Indigenous employees. More explicitly, Anny Chen asks us to consider how can reconciliation "move beyond performative gestures", while Charlene Hallett reminds us that "**you'll never have a problem recruiting Indigenous peoples, but is your workplace ready to have them stay?**" With these comments in mind, signatories must be willing to advance this growth in themselves and their organizations.

Dr. Marcia Anderson calls on partners and signatories to hold up the mirror as part of their self-reflective and learning journey, asking us "what has been the hard, painful work of accountability and the necessary paradigm and culture shifts that need to happen in each of your organizations? **And what about you personally, what hard, painful work have you done in confronting how you've been taught to think, feel, and act in relation to the "Indian problem?"**

Bradley West emphasized during the panel discussion, that we have to "do our own work…and then we have to confront the work in our own organizations."

Additionally, **signatories to the Accord shared poignant learning experiences, emphasizing that education about Indigenous histories and cultures is both an intellectual and emotional journey.** The needed learning revolves around the transformation from superficial engagement in reconciliation to deep, systemic change, requiring personal, organizational, and educational shifts towards true understanding, respect, and partnership with Indigenous communities. This vision aligns with the Truth and Reconciliation Commission 94 Calls to Action, the MMIWG2S+ Calls for Justice, and the goals of the Winnipeg Indigenous Accord, advocating for a culture of caring and mutual respect for all that are involved.

This introspection is essential to begin fostering a culture of accountability and transformative change within organizations.

In essence, the path to reconciliation and the good life envisioned in the Treaties and through traditional knowledge and teachings is a lifelong journey of learning, unlearning, and re-learning, requiring commitment from both individuals and institutions to create a just and caring Winnipeg.

## Recommendations: Enhancing Understandings and Fostering Educational Growth

- Foster Deep Learning and Understanding: Encourage comprehensive education on Indigenous cultures, histories, and priorities to support sustainable relationships and dismantle systemic barriers.
- 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.
- 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.
- Promote Self-Reflective Learning: Encourage personal and organizational introspection to address biases and systemic issues, fostering a culture of accountability and transformative change.
- Implement Educational Shifts: Transition from performative reconciliation to substantive learning and engagement, focusing on systemic change and true partnership with Indigenous communities.

- 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.
- 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.
- 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 Calls to Action and MMIWG Calls for Justice.

# CONCLUSION

## CELEBRATING THE GROWTH AND SUCCESS OF THE WINNIPEG INDIGENOUS ACCORD

In conclusion, the Winnipeg Indigenous Accord has become a pivotal force in keeping reconciliation at the forefront of the city's collective consciousness. Since its inception in 2017, the Accord has evolved beyond an annual signing event into a comprehensive platform for dialogue and action, as demonstrated by this year's transformation into a full-day conference with keynotes, panel discussions, and the inaugural Indigenous vendor's market.

The remarkable attendance of over 250 signatories indicates the growing commitment to reconciliation in Winnipeg, reflecting a collective drive for meaningful change. The integration of Indigenous methodologies and practices, such as sharing circles, into the conference illustrates a deepening respect for and incorporation of Indigenous perspectives in dialogue and decision-making processes.

By engaging Indigenous Strategy Alliance, The Winnipeg Indigenous Accord demonstrated co-creation practice, which also supports Indigenous entrepreneurship and leadership aligning with Accords goals to support Indigenous self-determination and decision-making.

In summary, the Winnipeg Indigenous Accord stands as a testament to the city's ongoing journey towards reconciliation, marked by genuine partnership, community engagement, and now adding a data-informed approach. Its evolving initiatives and the positive feedback from participants showcase a model of continuous improvement and authentic collaboration, setting a standard for how communities can come together to create a better future for all of us in Winnipeg.

# REFERENCES

Note 1:
Cedar Basket and Copper Pot metaphors referenced by Dr. Marcia Anderson:
Dr. Daniéle Behn Smith and Dr. Kate Jongbloed of the BC Office of the Provincial Health Officer:
"Unlearning & undoing systemic white supremacy & Indigenous-specific racism." February 7, 2023.
https://www.youtube.com/watch?v=NlAIZbZrZdo