Winnipeg

Indigenous Relations
Relations avec les Autochtones

Winnipeg Indigenous Accord

Partner Goals & Progress Report

June 2024

Qulliq

The Qulliq is the traditional oil lamp that has been used by Inuit for millennia and has a significant importance to who Inuit are and how we survived the arctic for many years. This oil lamp provided warmth and light in the harsh arctic environment where there was no wood and where Inuit relied entirely on seal oil and whale blubber for heat in their dwelling. This lamp is the single most important article used by Inuit.

For millennia the seal has long portrayed Inuit culture and is a very important part of who we are and where we come from among other things, we depend on the seal for food and for fur, we use the whole animal, right down to the bones and intestines. Seal has many beneficial nutrients for the human body. In the arctic there are no trees, and no produce grown therefore the game caught in the north, provided many of these healthy nutrients to individuals.

These items are both significant to Inuit culture and has provided sustainability within our culture for decades. It would be in our best judgement as an Inuit organization comprised of Inuit on the Board of Directors to use these items to represent Inuit in a significant way. It is important to Inuit that we are represented appropriately and properly given the decades of misinformation, misunderstanding and colonization brought upon our culture.

- Nikki Komaksiutiksak, Executive Director, Tunngasugit Inc.

Cover photo: David Lipnowski

Table of Contents

Message from Mayor Scott Gillingham 8
City of Winnipeg

Indigenous Vision and Priorities: 10
Letters to Accord Partners and the City of Winnipeg

I. Accord Partner Annual Progress Reports

Arts, Culture and Heritage 17

Art City Inc.
Assiniboine Park Conservancy
Creative Manitoba
Folklorama
Manitoba Archaeological Society
Manitoba Chamber Orchestra
Manitoba Opera
Royal Manitoba Theatre Centre
The Rainbow Harmony Project Choir
Winnipeg Symphony Orchestra

Businesses and Associations 34

Assiniboine Credit Union
Canada Life
CentrePort Canada
Chartered Professional Accountants of Manitoba
Continental Travel Group
Cushman & Wakefield | Stevenson
Downtown Winnipeg Biz

Little Bluestem Landscape Architecture + Design
Economic Development Winnipeg
Emerge Knowledge Design Inc.
ft3 Architecture Landscape Interior Design
HTFC Planning & Design
IG Wealth Management
International Institute for Sustainable Development
LM Architectural Group
Manitoba Bar Association
Manitoba Blue Cross
Manitoba Construction Sector Council
Manitoba Heavy Construction Association Mediation Services
Number Ten Architectural Group
Payworks
RBC Convention Centre
Stantec
Summit Search Group
Taylor McCaffrey LLP
The North West Company
Winnipeg Chamber of Commerce
World Trade Centre Winnipeg

City of Winnipeg 83

Councillor Brian Mayes
Councillor Cindy Gilroy
Councillor Matt Allard
Councillor Sherri Rollins
TRC Calls to Action (43, 47, 57, 75, 77) – Lead Departments and Indigenous Relations
MMIWG2S+ Calls for Justice – Indigenous Relations and Departments
Equity Office
Winnipeg Fire Paramedic Service
Winnipeg Transit

Community Organizations 103

1JustCity
Acorn Family Place
Albert House

Community of Big Hearts
Green Action Centre
Immigrant and Refugee Community Organization of Manitoba Legal
Help Centre of Winnipeg
Marymound
Momenta Inc.
Mosaic Newcomer Family Resource Centre
Opportunities for Employment
Salvation Army
Seed Winnipeg
Siloam Mission
The Forks Renewal Corporation
United Way Winnipeg
Winnipeg Trails Association

Education – Post-Secondary Institutions 137

Booth University College
International College of Manitoba
Red River College Polytechnic
Université de Saint-Boniface
University of Manitoba
University of Winnipeg
United For Literacy

Education – School Divisions 161

Louis Riel School Division
Pembina Trails School Division
River East Transcona School Division
St. James Assiniboia School Division
Seven Oaks School Division
Winnipeg School Division

Education – Schools and Associations 172

Glenlawn Collegiate
Gonzaga Middle School
Institut collégial Vincent Massey Collegiate
Manitoba Teachers' Society
Southeast Collegiate
Success Skills Centre

Faith 182

Mennonite Central Committee Manitoba
River East Church
Youth for Christ Winnipeg

Health and Associations 187

Association of Regulated Nurses of Manitoba
Children's Hospital Foundation of Manitoba
College of Registered Psychiatric Nurses of Manitoba
Enabling Access Inc.
KIDTHINK Children's Mental Health Centre
Life's Journey Inc.
Manitoba College of Social Workers
Ongomiizwin – Indigenous Institute of Health and Healing, Rady Faculty of Health Sciences
St. Boniface Hospital
Winnipeg Regional Health Authority
Lung Association, Manitoba Inc.

Indigenous Knowledge 209

Tribal Councils Investment Group of Manitoba Ltd.
Ka Ni Kanichihk
Share the Gifts – Honour the Treaties
Winnipeg Boldness Project
Circles for Reconciliation

Media 218

Winnipeg Free Press

Museums and Galleries 220

Canadian Museum for Human Rights
Le Musée de Saint-Boniface Museum
Manitoba Children's Museum Inc
Manitoba Lacrosse Hall of Fame and Museum
The Manitoba Museum
Winnipeg Railway Museum

II. Shared Indicators of Progress

43 key performance indicators

Quantitative data by sector or group **231**

Arts, Culture and Heritage
Business and Associations
City of Winnipeg
Community Organizations
Education – Post-Secondary Institutions
Education – Schools and Associations
Education – School Divisions
Faith
Health and Associations
Indigenous Knowledge
Media
Museums and Galleries

III. Listing of Accord Partners **263**

Mayor
Scott Gillingham,
City of Winnipeg

Message from Mayor Scott Gillingham

SCOTT GILLINGHAM

MAYOR • MAIRE

Winnipeg Indigenous Accord: Partner Goals and Progress Report, June 2024

On behalf of the City of Winnipeg, I am pleased to convey the 2024 Partner Goals and Progress Report for the Winnipeg Indigenous Accord: to Elders and Knowledge Keepers; to First Nations, Métis, and Inuit governments; to Indigenous community organizations, and residents; to the Partners whose progress is recorded in these pages, and those who will become Partners this year; and to all who are taking part in Winnipeg's Journey of Reconciliation.

As the City of Winnipeg marks its 150th anniversary year, it is especially important to reaffirm our commitment to the Winnipeg Indigenous Accord. The Accord commits the City and all Accord Partners:

- To establish and maintain mutually respectful partnerships with First Nations, Métis, and Inuit governments, organizations, and individuals; and,
- To be guided by the Truth and Reconciliation Commission of Canada's Calls to Action, and the United Nations Declaration on the Rights of Indigenous Peoples as the framework for reconciliation.

In 2020, City Council supplemented these commitments by directing that the Accord's Annual Partner Goals and Progress Report provide updates on progress in responding to the Calls for Justice for Missing and Murdered Indigenous Women and Girls and Two-Spirit Peoples (MMIWG2S+).

As Mayor, I want to express my support for these commitments, as essential to Winnipeg's future. I want to thank the Indigenous Elders, government leaders, community activists, and Indigenous Relations Division staff who are providing leadership and guidance on this Journey. And I want to thank all the Accord Partners who care so deeply about reconciliation, and are working to make Winnipeg a more respectful and inclusive city.

I know there is so much to be done, and I pledge to remain engaged, particularly with the Giganawenimaanaanig (formerly the MMIWG2S+ Implementation Advisory Committee) and the Welcoming Winnipeg Committee of Community Members. Thanks to the commitment of all the Partners in the Winnipeg Indigenous Accord, I believe we can keep making progress together - and this will be my goal, this year and in every year that follows.

Scott Gillingham
Mayor
City of Winnipeg

Indigenous Vision, Values, and Priorities

Shared by Indigenous Signatories of the Winnipeg Indigenous Accord

The Winnipeg Boldness Project

Making Things Better for Children and Families in Point Douglas
Diane Roussin, Project Director

As an Indigenous-led signatory of the Winnipeg Indigenous Accord, we are honored to contribute this letter to the annual "Winnipeg Indigenous Accord Partner Goals and Progress Report." This report serves as a valuable platform to share our vision and priorities with our non-Indigenous Accord partners and the City of Winnipeg.

Our vision is one of true reconciliation, where Indigenous and non-Indigenous peoples walk together in mutual respect, understanding, and collaboration. We envision a future where the inherent rights, cultures, and traditional knowledge of First Nations, Inuit, and Métis peoples are fully recognized and celebrated as an integral part of our community.

We are committed to working with our Accord partners and the City to ensure the timely and effective implementation of the Calls to Action from the Truth and Reconciliation Commission (TRC), and the Calls for Justice from the National Inquiry into Missing and Murdered Indigenous Women and Girls. This includes advocating for policy and practice changes, resource allocation, and actions that address systemic inequities and injustices faced by Indigenous peoples.

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.

We recognize the importance of economic reconciliation empowerment and self-determination for Indigenous communities. We will work to create opportunities for Indigenous-led organizations, businesses, entrepreneurs, and initiatives to thrive, while recognizing Indigenous engagement plans and processes, policies, and practices, as well as advocating for equitable access to resources and support.

The TRC has given us so much insight into Indigenous histories, we encourage the education and learning about the many histories, and work to build this education into a structured, more resourced way that is accessible. Recognizing the intricacies of Indigenous histories, we are committed to deliberate on about how it impacts our economic landscape, and how Indigenous histories continue to shape the City.

By working together in mutual understanding and respect, we believe we can create a future where Indigenous and non-Indigenous peoples in Winnipeg can thrive and prosper side by side. We look forward to continued dialogue and meaningful action towards this shared vision.

Sincerely,

Diane Roussin
Project Director of The Winnipeg Boldness Project

Dr. Marcia Anderson, Myla, and Max

At the first signing of the Winnipeg Indigenous Accord it was important to me that Myla and I both sign to symbolize that we have work to do now to ensure our children are growing up in a more fair, just and equitable world than the one we grow up in. If my other child Max was old enough at that time, then Max would have signed too.

We know that everyone has a part to play in disrupting and dismantling structured white supremacy and anti-Indigenous racism, and that the work of reconciliation cannot happen without this. We are complex beings with different gender identities, sexualities, and abilities and so reconciliation also requires learning about and addressing homophobia, transphobia, ableism and other intersecting forms of oppression.

As a parent and as an Indigenous physician leader when I pay attention to some of the political movements, news stories and backlash against anti-racism, human rights or social justice movements I'm really concerned that things are becoming less safe. This is why I think it's really important that we all share the understanding that our commitments to reconciliation means a commitment to all of the fullness of who Indigenous Peoples are and can be. We need our partners to really show up for us too, when trans rights or rights to gender affirming care are threatened.

We love learning about human rights, and pay attention to things like Red Dress Day and the unfulfilled Calls for Justice. We understand what a difference a guaranteed annual liveable income would make for all Canadians, including Indigenous Peoples. We ask that your commitment to reconciliation include advocating for this as a yet unfulfilled Call for Justice.

As a family, we really love celebrating National Indigenous Peoples Day, and honouring Orange Shirt Day. We ask our partners to carry their emotions and commitments through every day of the year. Please be thinking about the children in your schools or your work colleagues who experience racism and take it seriously. Invest not just in education, but in policies and procedures that hold people accountable for their behaviour and make work and learning environments safer places for us to learn, work and thrive. Consistent accountability (restorative, relational, supportive and sometimes punitive) is one of your most important jobs as leaders.

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.

As young Indigenous people, we (Myla and Max) have really liked connecting with other Indigenous youth and exploring our culture at Butterfly Club at Ka Ni Kanichihk. We love our horseback riding lessons, and acting and dance classes. We think all Indigenous young people should have access to these kinds of opportunities, and so ask you to generously support access to culture based programming, and to sports, arts and recreation opportunities.

We have big dreams and we believe we can be part of making a difference, and making Winnipeg a better place for all children and youth. We want you to see it as your responsibility to make sure that Indigenous young people have opportunities to reach for our dreams through paid internships, scholarships, and bursaries.

We thank you for your work to date, and ask you to step it up so we can see real progress that makes a difference in the lives of Indigenous peoples today and in the future.

Sincerely,
Marcia, Myla and Max

Southern Chiefs' Organization

Representing Anishinaabe and Dakota Nations in southern Manitoba
Grand Chief Jerry Daniels

An open letter to the Signatories of the Winnipeg Indigenous Accord

On the seventh anniversary of the signing and adoption of the Winnipeg Indigenous Accord, we have an opportunity to look back to where we began as partners, to celebrate our shared accomplishments, and to learn from the challenges we have faced together.

Since the first sunrise, First Nations people have been here on Turtle Island, and the land we now know as Winnipeg in the heart of Treaty One Territory. As a representative of 34 Anishinaabe and Dakota Nations and more than 87,000 citizens, many of whom live in Winnipeg, the Southern Chiefs' Organization works diligently to protect, preserve, promote, and enhance First Nations peoples' inherent rights, languages, customs, and traditions through the application and implementation of the spirit and intent of the Treaty-making process.

In recent years many of you have witnessed the challenges of the pandemic, the changes to our communities, and the impacts on Winnipeg's downtown. Since the historic announcement of our Wehwehneh Bahgahkinahgohn Project to re-imagine and redevelop the iconic Hudson's Bay Company building, we are already seeing a positive shift to conversations about possibility. Further to this, our committed partnership with True North Real Estate Development and the revitalization of Portage Place is beginning to move the narrative of our city's downtown from deficit to abundance.

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.

We encourage each of you to be open and to learn from the past, to move forward on implementing the Truth and Reconciliation Commission's Calls to Action, the Calls for Justice of the National Inquiry into Missing and Murdered Indigenous Women and Girls, and to learn about the Treaties and the relationships that built the very city we share. Our vision for Winnipeg is a bright and prosperous one, where opportunity and hope abound, and tangible economic reconciliation lifts people out of poverty, supports our future generations, and addresses the 11-year and growing gap in life expectancy between First Nations people and all other Manitobans.

The Southern Chiefs' Organization signed on to the Winnipeg Indigenous Accord to participate in transformation. To accomplish this change, we must be courageous, forward thinking, and action oriented.

Together, we can make a lasting and meaningful impact on the lives of our citizens.

In Pursuit of Balance

Ogema Makwa, Grand Chief Jerry Daniels

Tunngasugit

Welcoming Winnipeg's Urban Inuit
Nikki Komaksiutiksak, Chief Executive Officer

The significance of reconciliation and comprehension of Inuit culture, traditions, and customs cannot be overstated. Understanding and honoring these aspects are essential steps towards healing, bridging divides and ensuring the right steps towards reconciliation are formed by and with Indigenous partners, stakeholders and the Indigenous community at large. In the City of Winnipeg, where many Inuit reside, there are unique challenges stemming from the legacy of colonization.

Colonization has had profound effects on Inuit communities who reside in the City of Winnipeg, exacerbating issues such as marginalization, cultural erosion, and socioeconomic disparities. The upheaval caused by colonial policies, including forced relocations and cultural assimilation efforts, has left lasting scars. Inuit individuals and families in the City of Winnipeg often face barriers to accessing culturally appropriate services and resources, leading to feelings of disconnection and isolation from their heritage.

Reconciliation involves acknowledging and addressing the historical injustices inflicted upon Inuit, both in traditional homelands and urban environments. It requires a concerted effort to foster understanding, respect, and collaboration between Indigenous and non-Indigenous communities. By actively engaging with Inuit culture, customs, and traditions, urban centers can create inclusive spaces that honor Indigenous identities and empower Inuit individuals to thrive while preserving their heritage.

Furthermore, 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.

It is imperative to recognize the diversity among Indigenous cultures and to acknowledge the responsibility of organizations, institutions, and the private sector to implement cultural competency training for their personnel. Such training is essential for fostering a deeper understanding of the historical injustices brought by assimilation policies and the impacts endured by Inuit communities under federal government.

Ultimately, reconciliation represents an ongoing journey that demands sustained commitment and collaborative action from the City of Winnipeg and all stakeholders. By centering Inuit culture and prioritizing the needs of Inuit community members, we can collectively advance toward a more equitable and inclusive society where all individuals are honored and empowered to live with dignity and respect.

Qujanaamiik / Matna / Thank you,

Nikki Komaksiutiksak,
Chief Executive Officer

Ka Ni Kanichihk

"those who lead"
Dodie Jordaan, Executive Director

Priorities for a Shared Future - The futures of Indigenous people in Manitoba matter to all of us

Indigenous people represent a growing force in Manitoba. 2021 Census data inform there were 237,190 Indigenous people in Manitoba representing 18.1% of the population. In Winnipeg, there are 102,000 Indigenous people, the largest urban Indigenous population according to Statistics Canada. This represents a great opportunity for our city and province.

It is up to all of us to build a healthy community that is inclusive, supportive and cohesive for all. Significant, accelerated efforts must be made to empower Indigenous people. It is only by doing so that the crises that continue to devastate Indigenous people can be resolved.

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.

Ka Ni Kanichihk plays a key role in Indigenous leadership in Manitoba and collaborates with other organizations to find innovate solutions that ensure Indigenous people can fully participate in and contribute to our shared community and economy. Reconciliation through action, offers real hope for meaningful change in how Indigenous people are supported and empowered to participate fully in Winnipeg's life and progress. Ka Ni Kanichihk has been at the forefront of developing and delivering programs based in Indigenous knowledge that help people succeed and become leaders in their communities.

We must all work together to ensure every Manitoban is healthy and has opportunities to succeed and participate. Do your part on this important journey of ensuring a healthy Winnipeg and a healthy Manitoba.

In Friendship,

Dodie Jordaan
Executive Director

Tribal Councils Investment Group of Manitoba

Growing and investing in strong and competitive Indigenous-owned companies

Dear Accord Partners:

Tribal Councils Investment Group (TCIG) sincerely thanks you for joining the Indigenous Accord and for demonstrating your commitment to reconciliation.

At TCIG, our vision is to represent Manitoba First Nations in the promise of Economic Reconciliation and building of better Canadian businesses. In the past year we have made some amazing strides towards that goal, and some of our highlights have included launching a Legacy Space in the Toronto Office of our partners at ESC, creating an Indigenous Work Stream Committee, and donating 200+ laptops to Indigenous organizations that help women seeking employment.

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.

Miigwetch,

Tribal Councils Investment Group

I. Accord Partner Annual Progress Reports

Arts, Culture and Heritage

Art City Inc.

Calls to Action: 7, 10.iii, 10.vi, 14.iv, 63.iii, 66, 83

Goals:

Art City is committing to continue placing Indigenous cultural practises at a high priority for inclusion in our programming. Building off of our progress in that area, we commit to assessing our processes for guest artist hiring and selection in order to remove perceived barriers to artists who identify as Indigenous. This will be done in consultation with our Indigenous artist friends. We will invite artists and groups to be a part of our programming. Art City is committing to reviewing our hiring and HR policies to ensure there are no barriers, real or perceived, toward members of the Indigenous community. This will be done in consultation with individuals and/or entities that are Indigenous or Indigenous-run.

Our Progress:

We continue to work with our friends in Indigenous communities to improve our equity mechanisms, remove barriers to employment, and to create visual impact (banners, murals, public art, etc.) for our Indigenous-led partners for actions and events.

We hosted more than 45 Indigenous-led art, culture, and language workshops and events.

All staff received training in safer spaces for Indigenous & 2SLGBTQQIA community members, along with anti-racism anti-oppression. Participants and staff, more than 5,000 people, participated in various land-based learning opportunities.

Art City provides behind-the-scenes support for many Indigenous-led groups, by way of programming and providing visual/artistic materials, without requesting public recognition, on a regular basis.

Assiniboine Park Conservancy

Calls to Action: 14, 57, 63, 83, 85, 92

Calls for Justice: 15.1, 15.2, 15.4, 15.6, 15.7

Goals:

- The Assiniboine Park Conservancy will continue to build awareness of the impacts of residential school through a staff-wide education campaign focused around Orange Shirt Day/National Day for Truth and Reconciliation in September.
- The Assiniboine Park Conservancy will continue develop and implement new Indigenous programming with extensive community consultation for all visitors.

- Assiniboine Park will continue to formally incorporate land acknowledgments in their operations.
- The Assiniboine Park Conservancy will continue to work with the Indigenous Programming Advisory Circle.
- The Assiniboine Park Conservancy will continue to implement the following MMIWG Calls for Justice:
    - 15.1 Denounce and speak out against violence against Indigenous women, girls, and 2SLGBTQQIA people.
    - 15.2 Decolonize by learning the true history of Canada and Indigenous history in your local area. Learn about and celebrate Indigenous Peoples' history, cultures, pride, and diversity, acknowledging the land you live on and its importance to local Indigenous communities, both historically and today.
    - 15.4 Using what you have learned and some of the resources suggested, become a strong ally. Being a strong ally involves more than just tolerance; it means actively working to break down barriers and to support others in every relationship and encounter in which you participate. 15.6 Protect, support, and promote the safety of women, girls, and 2SLGBTQQIA people by acknowledging and respecting the value of every person and every community, as well as the right of Indigenous women, girls, and 2SLGBTQQIA people to generate their own, self-determined solutions.
    - 15.7 Create time and space for relationships based on respect as human beings, supporting and embracing differences with kindness, love, and respect. Learn about Indigenous principles of relationship specific to those Nations or communities in your local area and work, and put them into practice in all of your relationships with Indigenous Peoples.
- APC will engage an experienced consultant from the Indigenous community to create an overarching Reconciliation Framework for the park and zoo, which will incorporate our core activities under the Winnipeg Indigenous Accord along with a multi-year strategy for continued growth, development, and action.
- Areas of focus include
    (a) programming and visitor experience;
    (b) hiring, staff development, and cultural safety;
    (c) community partnerships and economic Reconciliation; and
    (d) overall capacity development.

Our Progress:

The Assiniboine Park Conservancy has engaged with Rhonda Forgues of Spirited Ways Consulting to build the structure that will guide APC's reconciliation efforts through a two phase engagement. Phase One is the development of APC's reconciliation framework and includes: research and gaining an understanding of APC's current and past reconciliation activities, consultation with leadership, staff and external contractors/consultants, and preparing a reconciliation framework for APC to use. Phase Two is ongoing support and guidance on the implementation of APC's reconciliation framework.

In 2023, APC was a founding member of a AZA North American Bison SAFE (Saving Animals From Extinction) program. A key part of this and important partners are Indigenous groups in the US and Canada. We are working to ensure that reconciliation and Canadian perspectives are incorporated in the action plan that is developed to guide Zoos.

The Summer Entertainment Series (SES), APC's free outdoor community programming, which also includes Indigenous Peoples Day and Canada Day, hosted a variety of performances and partnerships with Indigenous and Métis artists and performers. Annually, APC partners with sākihiwē festival to host an evening of performances at The Lyric stage and in 2023 they curated Desiree Dorion and Burnstick which was enjoyed by over 245 attendees. SES programming also hosted 4 evenings of performances that featured established and emerging artists that varied between folk pop, soul, country, and drag. On Indigenous Peoples Day, the day begins with an opening ceremony and smudge led by Cree Crowchild. On Canada Day, programming began with a Citizenship Ceremony that swore in 50 new Canadians and held an opening prayer and song by Elder Winston Wuttunee. Throughout both events, the Indigenous Peoples garden featured fire and tobacco teachings with Knowledge Keeper Cree Crowchild.

The Indigenous Youth Storytelling Program at APC continued the partnership with Seven Oaks School Division, and had 9 students participate. This summer, Elder Mary Courchene, who has supported the program since its inception, gifted the program an Anishinaabemowin name and the English translation. Ndibaajimomin Ejhi Waabadamaang, which means "we share our stories our way" in Anishinaabemowin, which reflects the importance of encouraging, empowering, and enabling Indigenous youth to find and share their voices in personally meaningful ways. Ndibaajimomin Ejhi Waabadamaang supports the development and sharing of Urban Indigenous Youth's personal narratives of their connection to the land and each other. This broad connection to the land theme is designed to accommodate narratives that speak to self-determination, autonomy, the impacts of colonialism, and reconciliation. Other highlights of the summer was the students' contributions to a mural for the Nature Playground, by artist Kale Sheppard, and short video about the program by Kevin Settee

On Saturday, September 30, APC hosted a sacred fire with knowledge keeper Cree Crowchild where Park visitors were encouraged to pause and reflect on the tragic legacy of Canada's residential school system and honour the Survivors of residential schools, the children who never came home, their families, and communities.. That same day, 15% of admissions from the Zoo and The Leaf were divided evenly and donated to the Orange Shirt Society and the Manitoba Aboriginal Sports & Recreation Council. Orange lapel ribbons purchased from Dreamcatcher Promotions were offered for a donation to visitors. 100% of guest donations was added to the amount donated to the above organizations.

Creative Manitoba

Calls to Action: 10, 10.i, 10.ii, 10.iii, 10.iv, 10.v, 10.vi, 10.vii, 11, 13, 14, 14.i, 14.ii, 14.iii, 14.iv, 14.v, 16, 53.iii, 53.iv, 62, 62.ii, 62.iii, 63, 83, 84, 84.i, 84.ii, 84.iii, 85, 85.i, 85.ii, 87, 92.i, 92.ii

Calls for Justice: 2.2.ii, 2.3, 2.4, 2.5, 2.7, 6.1, 6.1.i, 6.1.ii, 6.1.iii, 6.1.iv, 16.11, 17.26

Goals:

Creative Manitoba is committed to supporting the growth and development of Indigenous Artists' careers through continued partnerships and programming created in collaboration with Indigenous Artists, Knowledge Keepers and Cultural workers in the Arts and Culture Sector.

Our goal is to inspire Indigenous Artists through the building of relationships celebrating Indigenous voices, and by creating a greater understanding of Indigenous artists' processes and protocols in the non-Indigenous art world as we decolonize cultural spaces.

We will continue to develop partnerships with Indigenous artists, groups, and organizations, strengthening community relations, and craft our programming specific to the skills and knowledge requested by the community both in the urban centres and in the Northern communities.

Creative Manitoba is committed to strengthen, represent, and connect Manitoba's arts and creative industries. Empowering Indigenous Artists through entrepreneurship training, teaching artists how to sustain themselves creatively, financially, and holistically as they make their voices heard on their creative journeys.

Our Progress:

Creative Manitoba's Indigenous Programs, held a total of 13 workshops, including a three-part writers' series with the Award-winning author Richard Van Camp of the Dogrib (Tlicho) Nation. We were able to hire and pay artist fees to 30 Indigenous Elders, knowledge keepers, curators, speakers, instructors, and artists. There were 379 participants registered for our Indigenous Programs workshops, 61% of whom self-identified as Indigenous.

Program Highlights

Neechie Nights was our first collaboration of the year bringing 12 Indigenous businesses together to provide a supportive gathering for 25 emerging Indigenous entrepreneurs. The evening was hosted by Noah Wilson of Futurepreneur Canada with Sunshine Tenasco, founder of PowWow Pitch and Her Braids, sitting down for a fireside chat and opportunities for guests to work on their pitches.

Don't Even – TV Comedy & Producing brought us Creator/ Showrunner Amber-Sekowan Daniels & Co-Producer Meg Mackay straight from the set of their all-new dramatic comedy series DON'T EVEN! for a full-day workshop. Topics in the workshop included: Getting Started in Comedy Writing, Pitching a Comedy to Production Companies, and the Challenges and Pitfalls of Producing a Comedy TV Series.

Creative Fiction a series of 3 workshops over 3 months with Richard Van Camp. Topics -Designing Characters and Why We Need Conflict in Our Stories, Why We Sometimes Need to Create Fictional Communities, The Power of Dialogue and Character Transformation in our Writing. This fed directly into our Modern Publishing Landscape workshop, informing our emerging writers of publishing options, what was involved, and what they needed to do to successfully publish their work.

Urban Art Biz – Season 3 Our third season of UAB, brought inspiration, information, and practical knowledge presented in a casual interview style like eavesdropping at your Aunties' kitchen table.
Episode 1 – Casey Koyczan – Traditional Knowledge through a Virtual Reality lens
Episode 2 – CARFAC + Indigenous Protocols for Visual Art – Theresie Tungilik
Episode 3 – The life and work of groundbreaking artist and activist Cheryl L'Hirondelle
Episode 4 – Manitoba Arts Council – Indigenous 360 Grant programs – Tracey Longbottom
Episode 5 – The Art of Beading from Survival skill to High Fashion Fine Art – Jessie Pruden, Shauna Fontaine, David Heinrichs, and Andrea Reichert.

Ozhitoon jii Miigiweng (to create and to share) provides Indigenous and non-Indigenous emerging artists, professional artists and educators of all Nations an inclusive opportunity to learn how to respectfully incorporate Indigenous perspectives and protocols into their art and education practices. Indigenous

Knowledge Keepers and artists Albert McLeod and Lita Fontaine led participants through a two-day holistic hands-on experience enhancing the learning of Self and Indigenous Ways of Knowing.

Northern Arts and Food Workshop a four-day conference held in The Pas, Manitoba. It brought together artists, food makers, government bodies and creative organizations from Northern Manitoba and across Canada to boost the region's Arts, Culture, and Food sectors. Creative Manitoba Indigenous Programs collaborated in the pre-conference Professional Development workshops inviting artist and speakers, Ruby Bruce, Jackie Traverse, Noah Wilson, Melanie Gamache, and Theresie Tungilik to share their knowledge, experience, and ideas that will help build a cohesive and inclusive creative Arts economy in the North. Programs meant to promote validation, inclusion, and self-sufficiency, ending with a Sharing Circle led by Elder Margaret that brought us all together promoting a feeling of well-being and the openness and care of Indigenous ways of being. It was a beautiful transition to lead us into the main portion of the Conference.

Throughout the year we were able to highlight Anishinaabe writer Shawna Forester Smith and Metis Singer-songwriter Ashley Bieniarz (KWIAT) through artist spotlights profiling their careers in the arts on our website and through social media. And we continue to build and expand our directory of Indigenous owned and operated art and creative based businesses and services as a resource for those seeking to explore reconciliation through economic means, by sharing and supporting artistic and cultural work.

Creative Manitoba will continue to build on our programming taking cues from the Indigenous communities persevering to support the growth, development, and entrepreneurial skills of Indigenous Artists as they break new ground, expand their great wealth of knowledge, and hear their voices rise.

Unique Indicators of Progress

Throughout the 2023-2024 fiscal year, Creative Manitoba presented 33 programs in-house, with 13 of those programs specifically delivered by Creative Manitoba Indigenous Programs. Programming that is created for Indigenous Artists and those wanting to become more knowledgeable in how to work respectfully with Indigenous Artists, following protocols and traditions.

Creative Manitoba collaborated with the Hyper VR Fest, Manitoba Arts Network who presented both the Manitoba Showcase and Arts Summit, and the University College of the North, Food & Beverage Manitoba, Flin Flon Arts Council and ImagineNorthern to present the Northern Arts and Food Workshops conference for four days in The Pas Manitoba. Through these four collaborations, we were able to present an additional 30 workshops.

Creative Manitoba Indigenous Programs continued partnerships with Urban Shaman Contemporary Aboriginal Gallery and the Indigenous Film Association. We've also developed new relationships with FriesenPress, FuturePreneur Canada, 1st People's Print Shop, Indigenous Biz, Indigenous Chamber of Commerce, Indigenous Professional Association of Manitoba, Indig Pro, Me-Dian Credit Union, Mino Dawaa, North Forge Technology Exchange, Tech Manitoba, and Winnipeg Boldness Project.

Overall Creative Manitoba had 1,414 participants register for our programming with 442 or 31% selfidentifying as Indigenous. Our Indigenous programs saw 379 people register with 232 or 61% selfidentifying as Indigenous. We were able to employ and pay artist/speaker fees to 39 Indigenous Elders, Knowledge keepers, cultural workers, administrators, curators, and artists, with 30 of those fees going directly to Instructors/speakers/artists in our Indigenous Programs. If we include the speakers and Elders from our conference and summit collaborations, we were able to contribute and pay artist/speakers fees to over 67 Indigenous Artists and Cultural Workers.

In a snapshot:

Programs	% of Indigenous Registrants	% of Indigenous Instructors
CM Indigenous Programs	61 %	94 %
CM Regular Programming	16 %	20 %
CM collaborations	29 %	40 %
All Programming	31 %	46 %

Each year Creative Manitoba develops deeper relationships and opportunities for Indigenous Artists and creatives to develop and promote their entrepreneurial skills. We will always strive to create a greater understanding of Indigenous Artists' processes, protocols, and the sharing of ways to decolonize the colonial constructs of our art and cultural sector.

Folklorama

Calls to Action: 63.iii, 66, 92.iii

Goals:

1. In consultation with current Indigenous membership, continue to develop Folklorama Teachings programming for students in daycares, elementary (grades K – 5) and middle (grades 6 – 8) schools specific to Indigenous culture and traditions. In tandem, we will promote this programming to create enhanced opportunities for Indigenous members to present to students on the preservation of their intangible heritage and traditions (Medicine Wheel teachings, language, importance of dance and drumming).
2. Continue to partner with community groups and/or non-member organizations with a focus on including invitations to youth who are not yet connected to Folklorama to participate and learn about our organization. This outreach would be over and above the invitations already extended to newcomers through various community agencies (IRCOM, NEEDS Inc.).
3. Formalize inclusion of Treaty No. 1 and Métis land acknowledgment in all of Folklorama's public facing speaking opportunities.

Our Progress:

Folklorama remains committed to making progress on our goals and commitment to the WIA. In 2023, Folklorama revised its Land Acknowledgement to include a water acknowledgement to honour Shoal Lake 40 First Nation. The Land and Water Acknowledgement is read at the beginning of staff and board meetings, as well as at all public and member meetings/events. It is also included on our website, in our e-newsletter, and in various social media posts. In addition, the acknowledgement is made during the Folklorama Festival in a pre-recorded liner played before each of the over 800 shows during the two-week event. The inclusion of the acknowledgement across all facets of the organization and by all ethno-cultural communities gives recognition to the importance of the land we create, connect, and celebrate on and to the water that gives us life.

We are pleased to have the opportunity to provide an update on the progress we made in 2023, relative to our Calls to Action and building pathways beyond those through our year-round programming, social media channels and, of course, the flagship Folklorama Festival.

63.ii and 66
Throughout the year, our Ethno-Cultural Arts division consulted and collaborated with Indigenous artists to develop 29 "Folklorama at School" events to educate, promote, and break down barriers for students across Manitoba. This education continued in the community at large with a total of 61 bookings for Indigenous artists, performers, and storytellers.

In June 2023, in partnership with Manitoba Hydro, Folklorama performers travelled to Wabowden, Manitoba's Mel Johnson School with the goal of leaving a positive impact on the community as a part of the Folklorama Northern Manitoba Initiative. Folklorama performing members Brian Clyne and Clifford Spence helped lead a day filled with interactive drumming, singing, and dancing workshops with the entire school of 135 students. These workshops allowed students to actively participate and engage with the performers, making the experience more meaningful and memorable. The day ended with a feast and mini-powwow involving the whole community, creating lasting connections.

92.iii
Folklorama respectfully acknowledges National Day for Truth and Reconciliation by closing its head office for the day and encouraging staff to participate in a day of reflection and learning. NDTR is also recognized as an official statutory holiday in Folklorama's policies, as of 2023. All staff members received links to access the National Centre for Truth and Reconciliation's Lunch & Learn Sessions from September 25 - 29, 2023.

In 2023, Folklorama proudly entered into a new hotel partnership with Wyndham Garden Winnipeg Airport Hotel, located on the first Urban Reserve in Winnipeg, the Long Plain Madison Reserve on Treaty 1 territory.

As previously reported, in March 2023, Folklorama became a founding member of the newly formed Indigenous Tourism Manitoba (ITM) as a non-voting industry partner. Folklorama continues to be a member in good standing with ITM.

Beyond the Calls:
Folklorama publicly acknowledges National Indigenous Peoples Day and in June, we celebrate National Indigenous History Month, a time for all Canadians to recognize and celebrate the rich and diverse cultures, histories, and contributions of Indigenous, Métis, and Inuit peoples. This is done by featuring stories in our monthly e-newsletter and on social media about Indigenous culture and impactful stories of Indigenous members, artists, performers, volunteers, and businesses.

During the Festival, Folklorama was pleased to welcome back the First Nations Pavilion, presented by Neemu-Egwah Inc., and the Métis Pavilion, presented by the Asham Stompers. Folklorama Pavilions educate the public through educational cultural displays, oral stories, dazzling performances, delicious food and beverages, community celebration, and camaraderie. A total of 21 tour groups also visited these Pavilions during the Festival through our Group Tours program.

In 2023, we shared a total of 99 Indigenous-related stories and features, including:

- Profile on First Nations Pavilion sponsor and Folklorama member, Neemu Egwah Inc.
- Profile on Folklorama performer, Brian Clyne
- Highlights, reels, and promotional content for the First Nations and Métis Pavilions

- CTV Live features of the First Nations and Métis Pavilions during the Folklorama Festival
- Posts commemorating National Day for Truth and Reconciliation
- Story feature on Orange Shirt Day's Healing Walk at Canada Life Centre

Through a partnership with Sharjah Heritage Institute (SHI) in UAE, Folklorama member Elder Barbara Nepinak was honoured at the 2023 Narrators Forum in the field of Best Narrators - Living Human Treasures, International Category. Folklorama became involved with SHI in 2019 through its membership with International Council of Organizations of Folklore Festivals and Folk Arts (CIOFF).

As of March 2024, Folklorama has six Indigenous members active in its membership roster. Indigenous groups, performers, and individuals are welcome to apply for membership with the organization anytime.

Manitoba Archaeological Society

Calls to Action: 10.iii, 12, 62.i, 92.i

Goals:

The Manitoba Archaeological Society's (MAS) goal regarding the TRC Calls to Action is to expand our established connections with Indigenous groups to increase their involvement with archaeology and the interpretation and preservation of Indigenous culture. We also hope to increase the amount of our early education presentations/events on archaeology and Indigenous history and prehistory. Although the Society is not an educational institute nor a business, we believe our efforts reflect the spirit of Points 10.iii, 12, 62.i, and 92.i.

Our Progress:

The Manitoba Archaeological Society (MAS) joined the WIA in 2022. The MAS' goals regarding the TRC Calls to Action include expanding our established connections with Indigenous groups to increase their involvement with archaeology and the interpretation and preservation of Indigenous culture. We also hope to increase the amount of our educational presentations/events on archaeology and Indigenous history and prehistory.

The MAS' 2023 TRC Actions (Calls to Action 10.iii, 12, 62.i, and 92.i) included school and conference presentations, museum collection curation, and continued work on archaeological projects with Canupawakpa Dakota Nation.

In the spring of 2023, the MAS' Second Vice President, Ms. Drenna Lameg, gave presentations to Beaverlodge School, Winnipeg, and to Big Brothers & Sisters Central Plains students of various ages. These presentations were focused on how to access education on Manitoba archaeology and Indigenous history, and how to gain local employment with such an education. In the fall, the MAS President, Ms. Alicia Gooden, gave presentations at Hartney School to 8th and 12th grade students. Ms. Gooden's presentations explained the 12,000+ years of Indigenous occupation in Manitoba, as well as how to continue post-secondary education in Manitoba prehistory and archaeology.

In the summer of 2023, Ms. Gooden helped curate and update the language used on the Indigenous artifact display at the Elkhorn Antique Automobile Museum. This spring, Ms. Gooden presented at the 10th Annual

Turtle Mountain Souris Plains Heritage Association Seminar about the Elkhorn curation and how rural museums can begin the work of updating their Indigenous displays with more appropriate language. Plans to help other rural museums update their displays and connect with the Indigenous communities from which the artifacts come are underway.

At the 2023 MAS Conference and Annual General Meeting, MAS Treasurer, Dr. Mary Malainey, presented on the Pierson Wildlife Management Area (WMA) Archaeological Project. This work has been ongoing since 2018, with Canupawkpa Dakota Nation being directly involved since 2019. Dr. Malainey's research in this area has proven that Indigenous populations were fully agricultural before European contact in southwest Manitoba, changing the way we interpret all aspects of the Indigenous lifeway local to the Pierson WMA and surrounding areas.

Dr. Malainey and Knowledge Keeper, Mr. Greg Chatkana from Canupawakpa Dakota Nation, also presented on our new joint project regarding the analysis of red dolomite and potential pipestone use by local Indigenous populations in the southwest Manitoba area. This project is also associated with Brandon University Departments of Anthropology and Geology. We hope that this research will help elucidate potential migration and/or travel patterns of local Dakota populations.

Manitoba Chamber Orchestra

Calls to Action: 43, 62, 92

Calls for Justice: 6.1

Goals:

- Enhanced Collaboration with Indigenous Artists and Communities: To continue and expand our collaboration with Indigenous artists, ensuring their perspectives are integral to our programming and outreach efforts. Relevant TRC Calls to Action: #92 (Business and Reconciliation) and #43 (United Nations Declaration on the Rights of Indigenous Peoples).

- Deepening Educational and Community Outreach: To develop and implement targeted educational programs and workshops that benefits Indigenous youth and communities, promoting cultural enrichment and mutual understanding. Relevant TRC Calls to Action: #62 (Education for Reconciliation) regarding the inclusion of Indigenous knowledge and teaching methods in the classroom.

- Incorporation of Indigenous Perspectives in Decision-Making: To actively involve Indigenous artists and community members in our organizational decision-making processes, ensuring equitable representation and participation. Relevant TRC Calls to Action: #92 (ensuring Indigenous peoples have equitable access to jobs and decision-making positions).

- Commitment to Continuous Learning and Training: To sustain and enhance our training programs on Truth and Reconciliation for all levels of our organization, fostering an environment of ongoing learning

and respect for Indigenous cultures. Relevant MMIWG Calls for Justice: 6.1 Related to decolonizing approaches to educate all Canadians about Indigenous women, girls, and 2SLGBTQQIA people.

Our Progress:

Manitoba Chamber Orchestra (MCO) dedicated significant efforts to fostering reconciliation through music and cultural engagement. We collaborated with Indigenous artists Cris Derksen and Kerey Harper, showcasing their compositions and performances in four spectacular concerts. These collaborations included sold out performances for school groups with accompanying learning resources and were part of our broader initiative to feature Indigenous voices and narratives prominently within our season programming. Our engagement extended beyond performances, including educational outreach in collaboration with Indigenous schools and community groups including in partnership with Frontier School Division and Thrive Community Support Circle. We emphasized sharing Métis and First Nations stories through our music education programs, enhancing cultural understanding and appreciation.

Our organizational commitment was strengthened by initiating Truth and Reconciliation training for our staff and board members. This training was designed to enhance cultural sensitivity and prepare our team for more effective engagement with Indigenous communities and further learning.

Manitoba Opera

Calls to Action: 83, 92.i, 92.ii, 92.iii

Goals:

The 2021/22 season marked the third year of Manitoba Opera's Building Bridges program. Designed to connect to, and build relationships with Indigenous communities in Manitoba, the organization was pleased to engage Rhonda Forgues of Spirited Ways Consulting. Rhonda has performed an audit of the organization, including reviewing policies, practices, and programming. First steps recently taken by the organization upon the completion of the audit include beginning staff meetings with a land acknowledgment and direct outreach to Indigenous youth-serving organizations to provide tickets for youth to attend Manitoba Opera performances.

The organization will build on this momentum into the 2023/24 season, by committing to the following goals:

In support of Call to Action 83, Manitoba Opera will:

- Continue their support of the Li Keur: Riel's Heart of the North project. Li Keur: Riel's Heart of the North explores a little-known chapter in Louis Riel's life and focuses on the beauty and love of the homeland and of its people, the heart of the north, with a focus on the role women have played. This will be the first Indigenous-led opera presented on a Canadian mainstage.

In support of Call to Action 92i, Manitoba Opera will:

- Begin the process of establishing an Indigenous Advisory Circle for the Board of Directors to ensure Indigenous peoples are involved in the organizations' decision-making processes.

In support of Call to Action 92ii, Manitoba Opera will:

- Develop and implement an Indigenous Procurement Policy.
- Complete a review of existing human resource and governance policies and procedures to identify and implement changes to increase the recruitment and retention of Indigenous employees, board members, volunteers, performers, and audience members.

In support of Call to Action 92iii, Manitoba Opera will:

- Create an organizational Indigenous education and awareness strategy, which will include undertaking a needs analysis by comparing existing training opportunities or resources to the employees' and board members' existing knowledge, and then bridging that gap with specific learning opportunities.

Our Progress:

Project Overview
Manitoba Opera addressed Call to Action 83 with the production of Li Keur: Riel's Heart of the North, the first Indigenous-led opera on a Canadian mainstage. The production celebrated Métis culture through music and language reclamation, incorporating Southern-Michif, French-Michif, Anishinaabemowin, French, and English. In addition to the performances, the project fostered community engagement and cultural celebration beyond performances.

A passionate pursuit since 2016, Dr. Suzanne Steele's story with music by Alex Kusturok and Neil Weisensel and direction by Simon Miron was a resounding success. The community response has been overwhelmingly positive from the community. Over 6,000 people attended three almost sold-out performances, and 700 students attend Student Night at the Opera. This is particularly noteworthy for an opera outside of the traditional repertoire.

An opera in Anishinaabemowin, French-Michif, Southern-Michif, as well as French and English, Li Keur required a team of twelve Indigenous language keepers, who worked with Suzanne and Neil on the translations of these languages for years prior to the production and provided coaching to the performers during the rehearsal period. As told to the Winnipeg Free Press, Anishinaabemowin translator Debra Beach Ducharme recounts, "It brought tears to our eyes. When people didn't want to learn our language, we thought, 'Well, maybe it's not a good language — maybe there's a better language.' But when you hear it sung by opera singers, it's medicine to our souls and we believe that it's an incredible opportunity to bring our language and worldview to a larger stage."

Before each performance, over one hundred dignitaries and special guests gathered at the Concert Hall to celebrate this historic moment. The dinners also showcased Indigenous businesses, including Canada's only Indigenous winery. During intermission, guests were invited to explore the Indigenous hand-made market, engage with historical reenactors from Parks Canada, or speak with an elder who was present to offer trauma support. Luminaries from national Indigenous communities attended, including Métis author Maria Campbell, O.C. and visual artist Christi Belcourt. Also in attendance were Manitoba Premier Wab Kinew and Manitoba

Métis Federation President David Chartrand. The Association for Opera in Canada scheduled its national summit around Li Keur, hosting 87 members from the national opera community.

The pre-show dinners included community members, government members, and leaders from the Indigenous community wearing Métis and First Nations dress, signaling an expansion of the demographic of Manitoba Opera's audience base: 44% of attendees were new to file. An Indigenous caterer and photographer were present for the evening that began with prayers by an Elder. On the heels of the Provincial Government's announcement to recognize Louis Riel as the first Manitoba Premier, Andrew Carrier, Vice-President of the Winnipeg Métis Association and Minister of Métis Community Resource Department, Residential & Day Schools, and French and Michif Language Protection, spoke at the Friday-night pre-performance dinner, acknowledging how he never imagined this day would come.

Based upon recommendations following an organizational audit by Rhonda Forgues of Spirited Ways Consulting, we brought together 11 members of the local Indigenous community for the Li Keur Advisory Committee. The committee guided the development of culturally appropriate protocols, gave recommendations for community engagement activities, assisted with Indigenous procurement, made introductions within Métis and First Nations communities, and offered guidance on accessible tickets through the Opera Access and Community Pricing initiatives.

Through their direction, we hosted several community engagement activities, including beading workshops, a cooking and language class, a visual art exhibition, and a discussion on the history of women in Indigenous cultures. We also hired two Indigenous Production Ambassadors who attended 17 community events to invite Indigenous members to the concert hall. These activities introduced the opera to the community and created a welcoming environment for new-to-opera attendees.

Impact

Li Keur is one of the largest projects Manitoba Opera has ever undertaken. We are extremely grateful to the community for their support in bringing this important story to the stage in an authentic and Indigenous-led way. The following are some highlights of the project:

- 218 artists, production, wardrobe, and makeup professionals were contracted.
- 65% of the cast members were Indigenous.
- 70% of the cast made their Manitoba Opera debut, many also making their opera debut.
- Canadian artists were hired to build sets and costumes including Indigenous procurement where possible, working with the Louis Riel Institute and Cree-ations.
- Simon Miron, a two-spirited Métis director was hired to direct their first opera and an assistant director apprentice position was created for an emerging Métis director.
- 12 Language Keepers coached singers in the opera's five languages.
- Production Ambassadors attended 17 Métis and First Nations events.
- Nearly 1,000 people from 90 community organizations attended the opera through our Opera Access program for free or through a special $20 community priced ticket.
- Elders were engaged to perform ceremonial functions such as prayers, smudging, fiddling, and provided trauma support during rehearsals and performances.
- Métis artist Claire Johnson was commissioned to create a beaded version of the Li Keur imagery, now on loan for future exhibitions.
- An artist exhibit, showcasing the art of four contemporary Métis visual artists was hosted in the Concert Hall in conjunction with the performance dates.

From the Community

While we knew that the effects of Li Keur would resound within our community, we didn't anticipate just how meaningful it would be. Based on audience surveys and direct feedback, the Indigenous community felt welcomed, heard, and seen at the presentation of Li Keur. The Manitoba Métis Federation listed Li Keur as the second most impactful achievement in advancing the Red River Métis in 2023, the first of course being the recognition of Louis Riel as the first Premier of Manitoba.

Li Keur prompted tremendous feedback from the Indigenous community.

"It was nice to step out with participants and get exposure to the theatre culture, but also celebrate the awakening that's taking place amongst all our relatives. It was beautiful and magical and spiritual. All the things it means to be Métis."-Clan Mothers Healing Village

"My initial reaction to the show was that I was simply overwhelmed. I've never been to an opera let alone been in the Centennial Concert Hall. I especially enjoyed the Anishinaabemowin, it connected to my heart." -Post-secondary Anishinaabe student at the University of Manitoba

"I can't thank you enough for this gift to my grandsons. I'm trying to invest them in our Métis heritage which my family denied for years. I'm hoping they will embrace our rich history. My ancestor was a part of Riel's cabinet, so I think it's important to learn what that means." -Julia Dreger, Métis citizen

"What got me emotional is hearing our own Anishinaabe Language being sung in opera style! I understood every word, every emphasis on those words! … Actually, hearing it and being sung out there is soooo powerful indeed! Going back in history, our own grandparents and parents were punished for speaking our own language and now to listen to it being sung in a big fancy production is something else." - Arlene Flatfoot, audience member

"Giminochige (Good job in Anishinaabemowin) to all who put this together." – Audience member

"I appreciate very much that after many years of the classical music community in Winnipeg claiming to be committed to working in a spirit of reconciliation and collaboration with Indigenous communities, a major arts organization has finally presented a new work, as a big, exciting, talked-about event, that actually represents that intention and shows the brilliance of several Indigenous musicians." – Audience member

As a collective, Manitoba Opera remains steadfast in our commitment to advancing Calls to Action 92i, 92ii, and 92iii. We are dedicated to fostering reconciliation and cultivating collaborative efforts across every facet of our organization.

Royal Manitoba Theatre Centre

Calls to Action: 66, 83, 84

Calls for Justice: 15.1, 15.2, 15.3, 15.4, 15.5, 15.6, 15.7

Goals:

- Royal MTC will continue our path of understanding and inclusion, and centre the engagement of Indigenous communities as artists, educators, leaders and audiences.

Our Progress:

Since its founding, MTC has been a predominantly white-led institution, which has created inherent barriers for diverse and Indigenous communities throughout the province. As an organization, we are actively working to embed decolonization, equity, diversity, inclusion and accessibility across our programs, policies, and stakeholders. MTC's Board of Trustees and Staff continue to deliver on our Commitment to Action (2020), which outlines steps towards transformative change; to repairing and reimagining MTC's relationships with our community; and to building bridges with those who have been historically excluded or underserved by our theatre. We are working to ensure that MTC will truly represent and reflect all Manitobans, and be a safe place for all who engage in theatre here.

The 2023-24 Season featured a number of significant Indigenous-led programs.

Timed around the National Day for Truth and Reconciliation, we featured a week of readings of the plays by the third cycle of the Pimootayowin Creator's Circle in September 2023. Participants Mary Black, Ryan Black, Michael Lawrenchuk, Emily Meadows, Victoria Perrie and Eric Plamondon had their work performed by professional artists in a week of events.

We launched our fourth cycle of the Pimootayowin Creator's Circle in October 2023. Under the leadership of Governor General Award-winning playwright Ian Ross, six Indigenous artists (Participants: Rhonda Apetagon, Gabriel Daniels, Mark Head, Erin McGregor, Jordan McPeek and Victoria Perrie) are invited into the Circle to write their first play, or further develop their work, for the stage. The group meets weekly, receiving dramaturgical support from Ross, and their work will culminate in public readings of these new plays in September 2024.

The current 2023-24 season included two wonderful Indigenous-created plays: a presentation of "The First Metis Man of Odessa" by Matthew MacKenzie and Mariya Khomutova on our Warehouse Stage and the world premiere of "The Comeback" by Sam Vint and Trish Cooper on our Mainstage. Both works featured Indigenous artists and told contemporary compelling stories.

In the upcoming 2024-25 season we will feature the world premiere of "ELEVATE: Manaaji'idiwin" by Dave Macleod at the Mainstage. Developed in the Pimootayowin Creators Circle, this new play is a fast-paced exploration of reconciliation and what it means to see the humanity of another person.

We will launch a new commission with Rosanna Deerchild for her second play “Coyote Air”. We are also pleased to have promoted Deerchild’s “The Secret to Good Tea” across Canada with the play receiving a co-production at the National Arts Centre Indigenous Theatre and The Grand Theatre in the 2024-25 season.

We continue our commitments in providing opportunities for Indigenous students through our Education and Community Engagement Programs (call #66), collaborating with Indigenous artists and creators to produce work (call #83) and broadening our inclusion of Indigenous voices in artistic, administrative, volunteer and managerial pursuits (call #84).

The Rainbow Harmony Project Choir

Calls to Action: 43, 44, 46

Calls for Justice: 6.1

Goals:

As an LGBTQ2* arts organization, we answer the MMIWG Call for Justice 6.1, and we support UNDRIP (Articles 8, 11 & 31), which is outlined in the TRC Calls to Action: 43, 44 and 46.

Goal: Continue to increase RHP’s engagement in Winnipeg’s Indigenous Accord to deepen our understanding of the Truth & Reconciliation Commission’s Calls to Action and the MMIWG Calls For Justice.

- Facilitate Indigenous Elders’/community members’ meaningful involvement and collaboration in RHP retreat(s), concert(s), and other RHP events
- Acknowledge presence on Treaty 1 Territory at all RHP events (board and staff email signatures, concerts, rehearsals, and meetings)
- Develop Indigenous Protocols for collaboration with RHP as part of our policies
- Participate in Winnipeg Indigenous Accord signing event

Our Progress:

We are a 2SLGBTQ+ choir that has multiple performances every year.

This past year, we learned multiple songs written and composed by Indigenous artists. We performed some of these songs in our summer concert during Pride of 2023, and performed another during our winter concert in December of 2024. These songs are performed in the Indigenous languages that they were written, with a brief introduction in English beforehand to help the audience understand the meaning and emotions behind the words and melodies of the songs. We are in the process of learning two songs for our upcoming summer concert.

During our 2023 Summer concert, we partnered with a local Indigenous drumming circle, The Buffalo Gals, to participate with us, both accompanying us in the Indigenous music that we had learned, and providing space for them to present their music.

Winnipeg Symphony Orchestra

Calls to Action: 62

Calls for Justice: 6.1

Goals:
Recruit one Indigenous person to sit on the WSO Board of Directors.

Our Progress:

The WSO provides the land acknowledgement at the beginning of each public performance. Many patrons have expressed appreciation for this greater highlighting of the WSO's commitment to reconciliation.

The WSO engaged nine Indigenous musicians, storytellers, artists and composers in this season, over various concerts including Ray Co-Co Stevenson, Jason Burnstick.

Sistema Winnipeg, an intensive music education program that the WSO offers in two inner city schools, provides students continued access to 5-day per week after school music training. In this program, 35-45% of our participants are of Indigenous background. Sistema Winnipeg is now in its 12th year, and Indigenous children and their families have been involved since the beginning.

Businesses and Associations

Assiniboine Credit Union

Calls to Action: 92.iii

Goals:

- Our intentions with regard to reconciliation are to:
    1) continue to look for ways to create financial empowerment and economic development opportunities for Indigenous peoples and organizations as an open and inclusive financial co-operative;
    2) To continue partnering with community organizations and educational institutions to provide Indigenous peoples with training and employment opportunities and seek to enhance awareness of employment opportunities at ACU; and
    3) build awareness and deepen understanding of reconciliation at ACU.

Our Progress:

Assiniboine Credit Union continued to strengthen and create new partnerships that will create access to fair and affordable financial services for Indigenous Peoples that are unbanked or underserved and strengthened and created new partnerships to increase training and employment opportunities for Indigenous Peoples.

ACU's learning journey is led by an employee-led Indigenous Leadership Circle that develops opportunities for ACU employees to engage in learning and dialogue opportunities around Orange Shirt Day, National Day for Truth and Reconciliation, Moose Hide Campaign, and MMIWG Day. This has included the creation internal blogs, employee resources, and facilitated engagement and discussions. Learning opportunities continued through virtual and digital delivery to ensure ongoing employee engagement including a session with the Manitoba Metis Federation and a guided tour of WAG - Qaumajuq. The ILC's leadership has been incredibly valuable and impactful.

Canada Life

Calls to Action: 92

Goals:

Guided by our diversity, equity and inclusion (DEI) strategy, Canada Life is focused on:

1) Educating our employees and growing their awareness of Indigenous cultures, histories and the past and present-day harms that impact Indigenous Peoples;

2) Growing our Indigenous talent, inclusion and retention programs so that we can become a workforce that reflects the diversity of the communities in which we live and operate;

3) Strengthening our relationships with Indigenous communities through external partnerships, investments and engagement activities.

Our Progress:

At Canada Life, we continue to bring our diversity, equity and inclusion (DEI) ambitions to life across our company – for our people, customers and communities. Our multi-year diversity, equity and inclusion (DEI) strategy continues to play a fundamental role in our people and culture action plans and incorporates a forward-thinking and outward-looking view of DEI in our business and community activities. We remain focused on increasing education and awareness, creating an environment where Indigenous employees can thrive and supporting Indigenous communities.

Indigenous Education and Awareness

Education and awareness are essential to individual and collective growth. Canada Life continues to expand its Indigenous education offering aimed at helping employees gain knowledge and broaden their perspectives as they progress their reconciliation journeys.

We offer a suite of on-demand DEI learning resources and modules along with formal training opportunities on Indigenous topics including the KAIROS Blanket exercise, which aims to increase understanding of the shared history between Indigenous and non-Indigenous Peoples.

At Canada Life, we recognize National Indigenous Peoples Days (NIPD) and National Day for Truth and Reconciliation (NDTR) internally by hosting enriching sessions accessible to all employees. These sessions feature prominent members of Indigenous communities, speaking on topics that matter most to them. In 2023, we had the honour of welcoming award-winning author Michelle Good, writer and educator Chelsea Vowel, chef Joseph Shawana, and singer, songwriter and activist Tom Jackson. They shed light on significant topics such as residential schools, land acknowledgements, celebrating traditions through cuisine, and building a culture of mutual respect and understanding in Canada.

We continued several initiatives in the spirit of NDTR. We provided all employees with a day away from work to actively engage in truth and reconciliation activities and supported them by curating a local community events guide and an Indigenous learning capsule to help them plan their day. We also ran an Orange Shirt Day campaign to raise awareness and contribute to the Indigenous economy. We did this by arranging custom ordering from Indigenous-owned business, Dreamcatcher Promotions, with proceeds from the campaign donated to the Tipi of Hope Foundation, the Wa-Say Healing Centre and the National Centre for Truth and Reconciliation. In the lead-up to NDTR, we raised the Residential School Survivor Flag with ceremonies at all our main campus locations as an expression of remembrance to honour residential school survivors, their families and communities.

Indigenous Representation, Inclusion and Retention

Creating an environment where Indigenous employees can thrive, and building a workforce that's reflective of the communities where we live and work, starts with creating and promoting initiatives that amplify Indigenous voices and Calls to Action are heard.

Our company has six Employee Resource Groups (ERGs), employee-led and senior executive-backed groups that act as a resource for Canada Life employees. The ERGs are run by employee volunteers and are organized and based on common identities, interests or backgrounds. Each ERG has a goal of connecting and supporting employees, building awareness and education and fostering a more inclusive workplace.

In 2023, our Indigenous Peoples and Pride ERGs participated in several focus groups and a listening session with our Chief Executive Officer and President/Chief Operating Officer where they shared their experiences and insights around removing barriers and building a more inclusive culture at Canada Life. They also advised on talent acquisition process improvements and are participants of a new ERG-wide mentorship program to guide colleagues as they grow their networks and careers.

To better support Indigenous employees and recognize Indigenous cultural practices, we expanded our benefits coverage to enable employees to claim expenses like ceremonial tobacco and other Indigenous wellness costs. We also opened a Smudge Room in our Winnipeg office, a physical space for Indigenous employees to honour their cultural practices.

In 2023, we introduced new diversity representation goals for Indigenous Peoples and other underrepresented groups and developed an action plan to advance these goals. To measure and track our progress, we launched a new diversity dashboard and reporting process.

As part of this work, we created a new internal Diversity Talent Acquisition Partner role whose main function is to attract more Indigenous and diverse talent to Canada Life. We also launched partnerships with external Indigenous organizations, including Legacy Bowes, Indigenous Link and Red River College Polytechnic to bring new talent to the company and provide mentorship opportunities to Indigenous students and potential future employees.

In 2023, Canada Life became a Progressive Aboriginal Relations (PAR)-committed organization through the Canadian Council of Aboriginal Businesses (CCAB), demonstrating our desire to improve relations and advance initiatives that benefit Indigenous communities through enhanced leadership actions, employment, business development, community investment and community engagement actions.

Indigenous Communities

As a Canadian company, we recognize our responsibility to Canada's First Peoples. Through our national corporate citizenship program, Stronger Communities Together™, we're taking steps to build relationships and partnerships with Indigenous communities.

We're focused on supporting organizations that are forward-thinking and collaborative in their approach to lifting up their communities. We're proud to support non-profit, charitable and community organizations each year through cash, in-kind contributions and employee volunteerism.

In 2023, Canada Life contributed over $900,000 in charitable donations to organizations that support and benefit Indigenous communities across Canada, including:

- Business Council of Manitoba

- Circles for Reconciliation
- Economic Development Winnipeg Inc.
- Fort White Alive!
- Indspire
- National Centre for Truth and Reconciliation
- Red River College Polytechnic
- Taking IT Global
- Volunteer Manitoba
- Water First Education & Training Inc.

CentrePort Canada

Calls to Action: 92

Goals:

We share in the vision to ensure Winnipeg's future is rooted in truth, harmony and generosity. As we continue to develop the inland port in Manitoba and as opportunities for investment arise, we are committed to engaging with Indigenous people to include them in all steps of the development process with a goal to further economic growth and create jobs. This includes consultation and outreach with Indigenous groups with an interest in Treaty 1 land at CentrePort. In addition, we will seek opportunities to enhance awareness and deepen our own understanding of reconciliation.

Our Progress:

CentrePort Canada, North America's largest inland port, has continued to pursue meaningful partnerships with the Indigenous community.

Through the CentrePort Canada Partnership Program, the organization continued its relationship with the Indigenous Chamber of Commerce. CentrePort engaged Maira Group, an Indigenous Company, to provide Business Development consulting services. The CentrePort Canada Board of Directors has Indigenous representation and this Director also participates on the CentrePort Canada Strategic Planning Committee informing the organization's values and strategic priorities.

All CentrePort Canada staff are enrolled and participating in the University of Alberta Indigenous Canada course. Completion of this course has become mandatory for all existing and new staff; 50% of staff have completed the course to date.

Chartered Professional Accountants (CPA) of Manitoba

Calls to Action: 92, 92.i, 92.ii, 92.iii

Goals:

CPA Manitoba is committed to being a trusted, informed, and respectful contributor in facilitating awareness and engagement that supports Indigenous development and empowerment. This is accomplished through continuous learning, consultation and relationship building. Through these activities, we will work in collaboration with Indigenous peoples to advance economic reconciliation.

This commitment includes:

- Truth & Reconciliation training for staff, board members, CPA Manitoba members, employers, and other partners of the accounting profession.
- Where invited, offer no-charge CPA financial literacy program sessions delivered by Indigenous CPA volunteers to First Nations communities and other Indigenous organizations.
- Support the recruitment for and development of tailored pre-certification program offerings that addresses barriers for Indigenous learners to pursuing accounting education. As an example, supporting the profession's next phase of the Indigenous education pilot.
- Actively building relationships and partnerships with Indigenous-led organizations such as the Aboriginal Financial Officers Association Manitoba (AFOA MB) and the Indigenous Chamber of Commerce.

Our Progress:

CPA Manitoba has demonstrated a long-term commitment to Indigenous reconciliation, and another important step in this journey was the signing of the Indigenous Accord in November 2023.

In the past three years, an Indigenous Awareness & Understanding Work Group provincially and an Indigenous Initiatives Guidance Committee nationally have been established to facilitate collaboration and resource sharing and build relationships with Indigenous people and businesses. This aided in the development of a two-year work plan to guide efforts within the profession in Manitoba. In collaboration with Vincent Design locally, Indigenous brand artwork for the profession was carefully crafted respecting First Nations, Metis and Inuit cultures. This artwork has been featured through our Indigenous Understanding resource webpage for members as well as through other initiatives supporting reconciliation in the profession.

Cultural respect including a personal land acknowledgment, Elder prayer opening and Indigenous drumming, is an important part of profession events. This also extends to featuring Indigenous speakers and entertainers at our annual conferences and other events.

Emphasizing learning, unlearning, and relearning, CPA Manitoba has worked with Indigenous-lead organizations and subject matter experts to conduct various training sessions for its boards, staff, and members, including a Blanket Exercise for the board and multiple sessions on Indigenous history and culture as well as Trauma-Informed Leadership for staff. In March 2024, a gathering of learning and discussion was held with representatives from Indigenous led organizations locally as well as representatives of the profession from across the country that will now be held annually. Efforts extend beyond internal training, with no cost sessions for members on Indigenous culture being held and plans for a full-day Indigenous engagement and consultation course to be launched in Spring 2024.

Recognizing educational inequities, the CPA Manitoba Foundation, the charitable arm of CPA Manitoba, supports Teach for Canada Gakino'amaage which works with northern First Nations to recruit, prepare and support committed teachers.

Procurement practices now include engagement with Indigenous-owned businesses, and board diversity initiatives are underway, including a board diversity matrix. Membership diversity surveys have been implemented to track progress.

Focusing on inspiring future generations of Indigenous CPAs, CPA Manitoba has been highly supportive of the Indigenous Learners in Accounting initiatives in western Canada to remove barriers for Indigenous learners seeking to study business and accounting. As part of recruitment efforts, we are regularly consulting with and working with Indigenous led organizations and programs offered through Manitoba post-secondaries to share with students about possibilities in accounting. We continue to seek and support opportunities that provide meaningful mentorship and will also support the delivery of a new Financial Literacy module released in winter 2024 for Indigenous youth developed by Indigenous subject matter experts. Looking ahead, we seek to expand on preliminary discussions with Indigenous-led organizations about becoming CPA Pre-approved Training Offices.

Continental Travel Group

Calls to Action: 92.i, 92.ii, 92.iii

Goals:

Building pathways to reconciliation and building understanding to determine our actions involving the TRC Calls to Action and/or MMIWG Calls for Justice.

Our Progress:

With the well-structured and informative guidance of the Indigenous accord. Continental Travel Group was able to take another year and elevated its commitment to cultural understanding and partnership with Indigenous communities through a series of enriching activities.

Highlighted by an engaging session with Dennis Meeches, the staff gained invaluable insights into Indigenous Leadership, the impact of Acts and Residential Schools, the significance of Ceremonies and Treaties, and the rich tapestry of Communities across Manitoba. The exploration extended beyond the office, with staff personally experiencing Indigenous Artwork, deepening their appreciation for the culture.

Further cementing its dedication, Continental Travel not only promotes but also supports the Wyndham Garden Winnipeg Airport Hotel, proudly owned by the Long Plain First Nation, through regular bookings. Moreover, the group is collaboratively working with the National Indigenous Residential School Museum (NIRSM) to foster awareness and draw visitors, showcasing a profound respect and support for Indigenous heritage and its preservation.

Cushman & Wakefield - Stevenson

Calls to Action: 92, 92.i, 92.ii, 92.iii

Goals:

- Cushman & Wakefield | Stevenson's goal is to create a more defined Indigenous engagement strategy that will lead to our company building more meaningful and respectful relationships with Indigneous people. The strategy will include new strategies that focus on Indigenous recruitment, community support/initiatives that celebrate and support Indigenous people, and education/resources for our staff to further their understanding of Indigenous culture and history. This supports Call to Action 92, which calls upon the corporate sector in Canada to adopt the United Nations Declaration on the Rights of Indigenous Peoples as a reconciliation framework and to apply its principles, norms, and standards to corporate policy and core operational activities involving Indigenous peoples and their lands and resources.

Our Progress:

Over the past year, Cushman & Wakefield | Stevenson remained committed to our goal in support of Winnipeg's Indigenous Accord. We have highlighted some of the key activities and initiatives below.

External Initiatives:

At Cushman & Wakefield | Stevenson, we believe in giving back to the community we live in. We continue to be a corporate supporter of the Inuit Art Centre, and we remain committed to a multi-year agreement. We have encouraged our team members to visit the Centre with their families and friends in an effort to learn more about Indigenous art and the lives and stories of Inuit people. To continue to encourage this support, we are hosting multiple internal events at the WAG Qaumajuq in 2024.

We use inclusive language in our recruitment efforts, promoting Indigenous applicants to self-identify on their applications. We have been examining ways to reach more Indigenous applicants and will continue those efforts throughout the year.

We have begun engaging with Legacy Bowes, an Indigenous-owned executive search and human resource consulting firm, to develop Indigenous hiring policies and engage in further Truth & Reconciliation programming within our company.

We also include a land acknowledgment at all events, recognizing that we are gathered on ancestral lands, Treaty One Territory, traditional territory of the Anishinaabeg, Cree, Oji-Cree, Dakota, and Dene Peoples, and on the homeland of the Red River Métis.

Two of our team members enjoyed the privilege of attending A Conversation with Clayton Thomas-Müller, a Winnipeg Chamber event in February 2024. They shared their learnings with the leadership team, which sparked important conversations. We are also members of the Indigenous Chamber of Commerce.

We continued our partnership with Treaty One Development Corp throughout 2023, and are grateful for the opportunity to share our market knowledge, skill and expertise with their team members. We look forward to future opportunities with Treaty One Development Corp as they work towards new projects.

Internal Initiatives:

We recognized Indigenous Peoples Day, Orange Shirt Day and National Truth & Reconciliation Day. We were thrilled to welcome local Knowledge-keeper and Metis Artisan Nancy Gouliquer as well as Beadwork Artist Margaret Firlotte to our office to lead 30 team members through a beading workshop while sharing some Indigenous history.

We provided our team members with information about events happening throughout Indigenous Peoples Month. We also closed our office and encouraged team members to participate in educational events on National Truth & Reconciliation Day.

Downtown Winnipeg Biz

Calls to Action: 92, 92.i, 92.ii, 92.iii

Goals:

At Downtown Winnipeg BIZ, we promote, care and advocate for a vibrant and inclusive downtown where business thrives and people are drawn to work, live, shop and explore. By living our values of respect, collaboration, innovation and excellence, and inclusion, Downtown Winnipeg BIZ will continue its work to create a downtown neighbourhood where everyone feels welcome. We will advocate for and promote reconciliation, create awareness, promote tolerance and work to build an inclusive downtown community.

The Downtown Winnipeg BIZ believes reconciliation is a key foundation to a sustainable, effective and inclusive organization. We strive to hire a team that is representative of downtown's diverse population and work hard to build a workplace environment that is welcoming and supportive for all employees. Through access to resources, ongoing training and providing opportunities to celebrate Indigenous culture, we encourage our team to build their understanding of reconciliation and the vital role we all play.

Our Progress:

In 2023, the Downtown Winnipeg BIZ:

- engaged our Diversity, Equity and Inclusion committee to source opportunities to expand employees' understanding and knowledge of Indigenous history, particularly as it relates to TRC.
- developed a board-approved Indigenous relations strategy to guide our organization's reconciliation journey. This strategy was realized through consultation with Indigenous partners and will be implemented in the coming years.
- assessed our current representation of Indigenous staff, as compared to the community we work in, with the goal of identifying gaps and determining goals to address those gaps.
- achieved a goal of ensuring 20% of all grant recipients are BIPOC.

- hosted a Downtown Speaker Series event featuring Assembly of Manitoba Chiefs' Grand Chief Cathy Merrick, where she shared her vision for reconciliation as related to our downtown neighbourhood.
- increased participation of Indigenous vendors at Downtown Winnipeg Farmers' Markets and Indigenous artists at Downtown Sounds Concert Series.
- ensured Indigenous protocol such as smudging, tobacco gifting and prayer was included at all appropriate BIZ events.
- worked with the City of Winnipeg and Shoal Lake 40 First Nation to complete a tribute recognizing the source of Winnipeg's drinking water. A refurbished fountain and new monument, designed with guidance from members of Shoal Lake 40 First Nation, are located on the median at the corner of Donald and Broadway. The tribute was commemorated with a community celebration and ribbon cutting downtown.
- facilitated the installation of "Mashkiki Gitigaan" (Medicine Garden), a mural at 164 Fort St by Indigenous Artist Kristin Flattery in partnership with Synonym Art Consultation.
- continued working with Thunderbird House to improve landscaping outside of Amoowigmamig with culturally appropriate design, markers and plantings. This project will be completed in 2024.
- partnered with Ma Mawi Wi Chi Itata Centre to plant trees at Astum Api Niikinahk housing program.
- worked in partnership with Elders, Indigenous consultants, the City of Winnipeg, businesses and community to make progress on a redeveloped Air Canada Park. Community celebrations included Indigenous artists performing a hoop dance and blessings during consultations.
- provided a welcoming presence for attendees at nine Indigenous-led events throughout the year.

In 2023, the Downtown Winnipeg BIZ furthered our commitments to:

- advocate for and promote reconciliation, create awareness, promote tolerance and work to build an inclusive downtown where everyone feels welcome.
- be inclusive in our marketing and communications.
- invite Indigenous entrepreneurs and makers to participate in our Farmers' Market.
- celebrate Indigenous culture in programs and events.
- acknowledge the land we are on wherever possible, including at events and in digital marketing and printed material.
- support employment and volunteer opportunities for Indigenous individuals.
- consult with Indigenous community partners and stakeholders on proposed projects.
- explore opportunities to employ Indigenous artists and feature their work downtown.
- share the Indigenous language welcome decals with new Downtown Winnipeg BIZ Members.
- observe September 30th (National Truth and Reconciliation Day and Orange Shirt Day) as an additional statutory paid day off so staff can participate in and support different Indigenous led commemorative activities.

Little Bluestem Landscape Architecture + Design

Calls to Action: 3, 10.iii, 12

Calls for Justice: 1.2.v

Goals:

Acknowledging articles 46iv, 57, 62, 66, 79i, and 92 of the Calls to Action, the following statements represent Little Bluestem Landscape Architecture's commitment as a signatory of the Indigenous Accord.

Little Bluestem Landscape Architecture hereby commits to collaborating with and listening to Indigenous communities from the perspective of a responsible ally*, allowing space for voices other than our own. We are constantly working to recognize and mitigate our unconscious bias, and understanding that our worldview typically comes from a place of privilege. LBLA will continue to seek public participation as a core step in the design process.

We will work collaboratively to advance reconciliation in Manitoba by establishing and supporting meaningful relationships with Indigenous partners. We are working to create educational spaces, and relationships that reflect Indigenous values, steps towards reconciling the relationship to the land that was impacted by colonization. Our firm is both collecting and developing resources that will support the process of education, healing, and reconciliation through our newly developed land-based education program, landED.

We will advocate for landscapes that acknowledge and celebrate traditional Indigenous teachings and practices. Through our designs, we work to commemorate and reveal the history and harms of Canada's colonial past.

Lastly, LBLA will support ongoing personal and professional education within our team. This commitment to ongoing education is intended to improve our understanding of Indigenous perspectives, thus adding legitimacy to our work as we move towards reconciliation. LBLA will actively seek out Indigenous voices through this journey of reconciliation. We will also be pursuing opportunities that help us understand what it means to create a truly inclusive work environment, and help foster a supportive community in the realm of design. Reference: Ally Bill of Responsibilities, Dr. Lynn Gehl, Algonquin Anishinaabe-kwe

Our Progress:

Throughout this year, we diligently pursued our goals for reconciliation by engaging in various activities aimed at deepening our understanding and commitment to this important journey. Our team actively participated in Truth and Reconciliation day activities in community, which provided a poignant experiential learning opportunity, shedding light on the historical and contemporary realities faced by Indigenous peoples in Canada. We also participated in several climate based activism led by IWK including; siwilaaks | Learning: Indigenous Pathways to Climate Change, and Advocacy Training: Prairies Edition.

We are honoured to work along side communities in Treaty 1, Treaty 3 and Treaty 5 territories, we built relationships and tried to infused our designs with authenticity and respect for Indigenous culture and ways of knowing. We prioritized introspection, consistently challenging our internal biases and privileging Indigenous perspectives in our decision-making processes. Our online social media serves as a conduit for sharing

Indigenous resources and news, contributing to broader awareness and education among our audience. We continue to advocate for more Indigenous representation in our industry on Justice, Equity and Diversity Committee. After a decade, our business is closing, however we remain steadfast in our journey of reconciliation.

Economic Development Winnipeg

Calls to Action: 92, 92.i, 92.ii, 92.iii

Goals:

Guided by the Truth and Reconciliation Commission's 94 Calls to Action and as a signatory to the City of Winnipeg's Indigenous Accord, Economic Development Winnipeg is committed to advancing economic reconciliation with Indigenous Peoples. We will do this through collaboration and partnerships with Indigenous businesses and organizations to advance Indigenous economic prosperity and inclusivity.

Our Progress:

The activities and initiatives listed below were implemented by Economic Development Winnipeg in 2023 in order to learn about Indigenous history, culture and teachings, to learn about how EDW can support the Indigenous community through its mandate and to gain insights from Indigenous leaders on how to best move forward with the Indigenous community towards economic reconciliation.

- Land acknowledgment and commitment to Truth & Reconciliation said to open all EDW-hosted events in 2023.
- Heather Berthelette, Chief Executive Officer of Tribal Councils Investment Group of Manitoba Inc. joined THE Investor Council (a sounding board for YES! Winnipeg) as its first Indigenous member.
- EDW hosted a partner reception on day two and on-location of the Southern Chiefs' Economic Development Forum to encourage non-Indigenous and Indigenous meeting and collaboration.
- Bi-annual meetings with Treaty One Development Corporation to discuss opportunities for collaboration.
- International Indigenous Tourism Conference – supported, attended by EDW staff.
- Meeting with Winnipeg Indigenous Executive Circle leadership to learn about its objectives and opportunities for EDW to support.
- World Indigenous Business Forum - worked with Indigenous leaders on 2026 bid to host the event in Winnipeg.
- Aboriginal Financial Officers Association Conference - worked with Indigenous leaders on 2024 bid to host the event in Winnipeg.
- Elder Betty Ross provided a blessing to open our 2023 YES! Winnipeg Investor Breakfast.
- Elder Barbara Nepinak provided a blessing to open the Tourism Awards Luncheon hosted by EDW and Travel Manitoba.
- Participation in the 2023 Indigenous Chamber of Commerce Conference and Gala.

- EDW invited by the Dakota Ojibway Tribal Council to participate in a meeting with Taiwanese representatives and Winnipeg Indigenous leaders.
- Meeting with Indigenous business leaders to discuss the creation of an Indigenous Advisory Council at EDW.
- Participation in the Winnipeg Chamber of Commerce Luncheon "Celebrating Winnipeg: The Importance of Indigenomics."
- Participation in the Government House of Manitoba event "Enlightened Allyship – Clan Mothers' Elders Panel Discussion."
- Participation in the Indigenous Chamber of Commerce Annual General Meeting.
- EDW Director of Corporate Partnerships (non-Indigenous) elected to the Indigenous Chamber of Commerce Board of Directors.
- Renewal of Indigenous Chamber of Commerce membership for 2023.
- Participation in and support for the Indigenous Chamber of Commerce Golf Tournament.
- Introductory meeting with CEO and Co-Founder of the Okimaw Community & HR Solutions to explore opportunities for engagement with EDW.
- Participation in the SHE Indigenomics Conference 2023.
- Participation in the Indigenous Tourism Association of Manitoba Conference and Gala 2023.
- Staff activities to commemorate the National Day for Truth and Reconciliation 2023:
    - discussion about upcoming activities and resources for learning and events about TRC;
    - presentation by Niigaan Sinclair, Professor, Writer & Speaker, about the TRC Commission, TRC Report and Calls to Action;
    - presentation by Holly Courchene, Chief Executive Officer, Indigenous Tourism Manitoba on their strategic priorities and the Original Original campaign;
    - Orange Shirt Day and group discussion about TRC over lunch provided by Feast Bistro;
    - discussion with Michelle Cameron, Chief Executive Officer, Dreamcatcher Promotions about her journey as a female, Indigenous business owner, impacts of TRC and how EDW can support Indigenous businesses.

- New Indigenous corporate partnerships established in 2023: Dreamcatcher Promotions, Indigeno Travel and IndigPro.
- Attendance at the ground-breaking ceremony for Naawi-Oodena.
- Participation in the Winnipeg Indigenous Accord Gathering 2023.
- Participation in the Spring Equinox and Winter Solstice Indigenous ceremonies.

Emerge Knowledge Design Inc.

Calls to Action: 92, 92.i, 92.ii, 92.iii

Calls for Justice: 15.2

Goals:

Goal #1 - Provide the committee charged with coordinating activities and reporting on progress made toward achieving our 2023 Reconciliation Plan with the time and resources to ensure our goals are accomplished.

Goal #2 - Achieve team understanding about intermediate reconciliation concepts through education and conversation.

Goal #3 - Research and develop an Indigenous Inclusion Policy

Goal #4 - Support Indigenous communities through community involvement and procurement

Our Progress:

Goal #1 - Provide the committee charged with coordinating activities and reporting on progress made toward achieving our 2023 Reconciliation Plan with the time and resources to ensure our goals are accomplished.

- Monthly Reconciliation meetings are scheduled and regularly attended by all committee members. Completed
- Report submitted to the City of Winnipeg to share progress made toward achieving 1st-year goals as a partner of the City of Winnipeg's Indigenous Accord. Completed
- Submit our 2nd-year Reconciliation plan as part of the City of Winnipeg's Indigenous Accord, and participate in a public signing ceremony. Completed
- Use our dedicated Truth & Reconciliation page to communicate year-one results and share quarterly progress toward 2023 Reconciliation goals. Completed

Goal #2 - Achieve team understanding about intermediate reconciliation concepts through education and conversation.

- Each quarter, all team members have read or watched the educational content as assigned and confirmed it by documenting it using our internal activity tracking sheet. Completed
- All four quarterly all-staff meetings will have a dedicated 30-minute reconciliation focus. 2/4 Completed
- All staff will have participated in an educational workshop organized by the company. Completed

Goal #3 - Research and develop an Indigenous Inclusion Policy

- Emerge will have developed and implemented an Indigenous Inclusion Policy by Feb 2024 (end of Q4 FY24). Incomplete

Goal #4 - Support Indigenous communities through community involvement and procurement

- Organize or identify at least one opportunity for staff to participate in an Indigenous community organization volunteer opportunity or an Indigenous-led event. Completed
- Procure at least one service from a local Indigenous-owned business. Completed
- Enhance our Indigenous business directory to make it easy for our team to procure from Canadian-based, Indigenous-owned businesses or Indigenous-centered social enterprises. Incomplete

ft3 Architecture Landscape Interior Design

Calls to Action: 22, 35, 75, 76.i, 76.ii, 76.iii, 81, 82, 83, 92, 92.i, 92.ii, 92.iii

Calls for Justice: 15.1, 15.2, 15.3, 15.4, 15.5, 15.6, 15.7, 18.11

Goals:

- We will advocate, on our health care projects, for the inclusion of Aboriginal Healing practices as an option for patients in collaboration with Aboriginal Healers and Elders. As part of our community consultation process we will initiate this conversation and we will continue to invest in awareness/ education of our staff (Call to Action: 22).
- We will call on the Federal Government on any of our federal correction projects to eliminate barriers to the creation of healing lodges within the federal correction system (Call to Action: 35).
- We will research/cross-reference on our project locations' proximity to former Residential Schools and burial sites (Call to Action: 75, 76).
- We will, as part of our standard project protocol, respect, protect and commemorate Residential School cemeteries and burial grounds in accordance to the principals identified in Call to Action 76 i, ii, iii.
- We will advocate through our professional organizations for the creation of Residential School monuments (Call to Action: 81, 82).
- We will reach out to Indigenous artists, where appropriate and work collaboratively to contribute to the reconciliation process on our projects (Call to Action: 83).
- We commit to providing an inclusive work environment. We will continue to invest in awareness/education of our staff. We are committed to diversity in our workplace and inclusive hiring practices (Call to Action: 92).
- We will stimulate and encourage Indigenous training opportunities in our firm and on our projects. We recognize that there are barriers to entering our profession (Architecture, Landscape Architecture and Interior Design) and the design community.
- We commit to actively working on breaking down barriers to access to education.

Our Progress:

Over the last year, ft3 has discovered and created opportunities, such as project work, marketing and sponsorship, and team building initiatives, to explore reconciliation as a team.

When working alongside our Health and Wellness clients, we developed concepts and explored strategies to implement cultural rooms—spaces dedicated to the safety and dignity of Indigenous patients and visitors—into their facilities. Some of these rooms also allow smudging, including the new Cultural Room at St. Boniface Hospital, where we consulted with the hospital's Indigenous Health Services and the new Ronald McDonald House, where Indigenous families can heal and recover in a culturally responsive space.

Across our exterior project work, we collaborated with community elders and knowledge keepers to develop the Wellness Institute's Reconciliation Garden at the Seven Oaks General Hospital. Meanwhile, other outdoor projects encourage a more meaningful relationship with the land, like Bois-des-Esprits, where we consulted with the Manitoba Metis Federation and the Louis Riel School Division's Indigenous Education program to develop a space that will encourage an elevated connection with the land.

As the construction for Kasabonika Lake First Nation's new school and addition reached completion in December 2023, we collaborated with community elders to develop wayfinding and signage for the new school that built on the design concepts of the four cardinal directions and the Medicine Wheel.

On the marketing side of ft3's operations, we reaffirmed our commitment to Truth and Reconciliation by amplifying Indigenous voices, spaces, and respects.

We posted twice for 2023's National Day for Truth and Reconciliation, outlining virtual and in-person events and Lunch & Learns where our followers could show their support and engage in critical discussions around Truth and Reconciliation. During Pride, we highlighted the Pride Flag and the significance behind its colours and symbols, including Two-Spirited individuals.

Projects such as Kapabamayak Achaak Healing Forest, The Wellness Institute's Reconciliation Garden, and BDO's New Office featured heavily on our Instagram and LinkedIn to highlight and explore the processes and strategies we used to incorporate Indigenous forms, artwork, and concepts.

After recognizing that architecture and design required a concerted and meaningful effort to expand its diversity, ft3 established an endowment fund that provides bursaries to BIPOC students in the University of Manitoba's Faculty of Architecture's Master's program.

This endowment fund aims to reduce barriers that hinder students with a BIPOC background from entering the architectural field while working towards a more diverse and highly skilled workforce.
Throughout the last year, we brought in speakers to expand our understanding of issues impacting the City of Winnipeg, particularly the downtown and Exchange District (where we work).

We welcomed a Bear Clan member to the office who spoke with us about those experiencing homelessness, addiction, and mental illness. The Bear Clan member also shared with us her personal experience living with addiction and, at times, without a home. This anecdote provided crucial insight into how we can meaningfully support and respond to Manitobans experiencing these issues. We also welcomed a member of the Main Street Project to talk to us about their organization's initiatives and what we can do to get involved and participate.

Finally, the Rainbow Resource Centre presented to staff in 2023 on LGBTQ2S+, including educating our team on the subtle yet critical differences between gender, sexuality, and orientation. As a next step to this presentation, we added our pronouns to our email signatures.

HTFC Planning & Design

Calls to Action: 7, 14, 14.i, 14.ii, 14.iii, 14.iv, 14.v, 43, 44, 45, 45.i, 45.ii, 45.iii, 45.iv, 62, 62.i, 62.ii, 62.iii, 62.iv, 92, 92.i, 92.ii, 92.iii

Calls for Justice: 2.1, 2.2, 2.2.i, 2.2.ii, 4.2, 6.1.ii

Goals:

As a firm that works with and for Indigenous communities and in Indigenous territories, HTFC Planning & Design acknowledges our individual and collective responsibilities to First Nations, Inuit, and Métis communities and their traditional lands. We commit to actively participate in the journey of reconciliation and decolonization, understanding that this may not always be a linear or comfortable experience. We anticipate that this will be an ongoing process of listening, learning (and unlearning), relationship building, challenging, and interrupting oppressive systems, and supporting Indigenous peoples through our work.

We articulated the following thematic goals for HTFC in 2019 and have set some initial specific actions to implement them in 2024:

i) LISTENING, LEARNING, & ACKNOWLEDGING TRUTHS:
Continually educating ourselves about Indigenous cultures, histories, languages, and customs, as well as the historical and ongoing injustices in the places where we live and work. Learning about and examining our unconscious biases.

ASSOCIATED ACTIONS:

a. Continue our in-office learning activities to learn Ininiw and Anishinaabemowin vocabulary. This will continue on in the form of a Word of the Week, as well as incorporating Language games and supporting staff to learn the proper pronunciation and meanings behind Indigenous client and project names.
b. Host an in-office "film festival" for staff featuring Indigenous films and topics.
c. Support individual staff in focused professional development related to Indigenous cultures, lands, and reconciliation.
d. Hold at least one mandatory staff training on anti-racism in partnership with the Diversity, Equity, and Inclusion committee. This will be done to prepare for the groundwork needed in creating safe spaces and an office that can support Indigenous and DEI staff.

ii) UNDERSTANDING & INTEGRATING LESSONS:
Continue familiarizing ourselves with the processes and recommendations of the TRC Report and Calls to Action, UNDRIP, Treaties, the RCAP Report, Section 35 (Aboriginal and Treaty Rights), and community-led initiatives and standards, and integrating them into our business practices. Using respectful, community-identified language, labels, and terminology. Working towards reflexive self-awareness, intercultural competency, and equity-based practices.

ASSOCIATED ACTIONS:

a. Complete a review of UNDRIP and MMIWG Final Report to understand how they can guide our work.
b. b. Form an internal study group stemming from the anti-racist training. This group will work together to understand and identify systemic racism and build skills to embed anti-racist practices in our work.

iii) ENGAGEMENT & ACTION:

Leveraging our access, skills, and opportunities to work alongside Indigenous communities and leaders towards equity and justice. Supporting the work that Indigenous communities and organizations are leading. Supporting other non-Indigenous organizations in their learning and unlearning journeys towards reconciliation.

ASSOCIATED ACTIONS:

a. Continue supporting in-office cultural crafts like beading classes.
b. Continue to support Indigenous-owned businesses in our office purchasing.
c. Integrate Indigenous holidays and memorial days into our office calendar to increase staff sensitivity and awareness of these dates.
d. Continue with office closure recognition of Sept 30th- National Day of Truth and Reconciliation- and encourage staff to attended public gatherings in solidarity.
e. Develop new financials supports for post-secondary students interested in Indigenous planning and design, as a renewed commitment following the 5-year HTFC Indigenous Planning & Design Scholarship.
f. Continue to provide advice and support to the Indigenous Planning Studio at U of M Faculty of Architecture, supporting students working with Indigenous communities in Manitoba.
g. Continue to, engage and provide support to the University of Manitoba's Indigenous Design and Planning Student Association, through supporting an annual publication, participating in IDPSA events, and seeking mentorship opportunities.
h. Support two HTFC principals in their continued participation to develop a Reconciliation Action Plan for the Faculty of Architecture at the U of M.
i. Employ and mentor an Indigenous summer student at HTFC's Winnipeg office

Our Progress:

Every year HTFC works on dozens of projects with and for Indigenous communities, and our staff learn a great deal through collaborative work in Indigenous lands, cultural, design, historical and language projects. Our goals, actions, and reporting under the City of Winnipeg Indigenous Accord, however, are focused on the firm's activities outside of our paid consulting work. These are efforts to learn and advance reconciliation within our office and our community.

The following are actions that our firm has implemented or initiated over the past year. We have organized our actions into three streams to match our goal statement: i) Listening, Learning, & Acknowledging Truths; ii) Understanding & Integrating Lessons; and iii) Engagement & Action.

Actions under City of Winnipeg Indigenous Accord in 2023/24:

i) LISTENING, LEARNING, & ACKNOWLEDGING TRUTHS:

a. In July, 2023, HTFC's internal reconciliation committee began sharing an Ininimowin/Anishinaabemowin Word of the Week during our weekly Monday staff meetings. We have presented 22 different words and short phrases that relate to our work. HTFC also has a small number of staff who have been taking part in online language classes with MICEC and playing language games.

b. In the week leading up to National Indigenous Peoples' Day, we organized a lunch-time film festival within the office. Genres screened over the course of the week included Reconciliation, Comedy, Music, Horror, History, Activism and Land Issues. We had a range of participation depending on the day, with 25 of our 32 staff joining one or more of the sessions.

c. One staff member attended and presented at the Native American Indigenous Studies Association conference in May. This was supported by the HTFC staff development stipend.

d. Two HTFC staff members attend the Indigenous Accord Partner Gathering in November. They brought back notes and information that has informed our approach to training and reconciliation activities, notably a focus for 2024 on learning and discussion around the subject of "anti-racism". Our reconciliation team has partnered with our Diversity, Equity and Inclusion committee and planned a mandatory session for all staff on "anti-racism", which is scheduled for May 14th, 2024.

ii) UNDERSTANDING & INTEGRATING LESSONS:

a. Reviewing UNDRIP and the MMIWG Final Report and how these can guide our work is an ongoing process that we continue to discuss. We recognize that a number of projects we work on follow and uphold UNDRIP principles, and we intend to continue to integrate them in future training sessions.

b. After listening to the presentations and discussions at the Indigenous Accord Partner Gathering, we have decided to develop anti-racist training, rather than create a specific training on safe spaces as initially listed in our 2023 goals. We believe this would provide a stronger foundation for creating safe places in the workplace. Planning for the first training is currently underway.

iii) ENGAGEMENT & ACTION:

a. We continue to support Indigenous-owned businesses in our office purchasing (such as printing and catering services), and partner with Indigenous professionals (graphic designers, young landscape architects, lawyers) on our project work.

b. We supported the University of Manitoba Faculty of Architecture's Indigenous Youth Design Workshops for students at Maples Collegiate in June. An HTFC planner presented to youth at Maples School Division on the practice of planning and design through an Indigenous lens. This was organized by the Indigenous Design and Planning Student Association.

c. We honoured our commitment to providing financial support to post-secondary students through HTFC's Indigenous Planning & Design Scholarship at the University of Manitoba.

d. We met with student representatives of the UofM Indigenous Design and Planning Students Association to understand how best to support help Indigenous students through future scholarships and initiatives.

e. HTFC participated in a Métis Industry Intern Mixer to promote employment opportunities for students in a variety of studies.

f. This year September 30th- National Day of Truth and Reconciliation- landed outside of office hours on a Saturday. HTFC organized for a group of staff to participate in the Survivor's Walk, which was attended by 6 staff and their families.

g. Around National Day of Truth and Reconciliation Day, HTFC put out a call for staff to donate to Ndinawemaaganag Endaawaad Transitional Home for Youth and matched the donations, totalling $2000. 13 people in office donated $1000 with the firm matching $1000.

h. In February, we supported Indigenous staff and a collaborator to host a beading workshop in the office that was attended by staff and friends. 13 people attended, 9 of whom are HTFC staff.

i. In 2023, an HTFC principal sat on an advisory circle for the Indigenous Planning Studio at U of M Faculty of Architecture to support students in the studio working with Indigenous communities in Manitoba.

j. Two principals joined a working group for the Reconciliation Action Plan for the Faculty of Architecture at the University of Manitoba – supporting reconciliation in our professional community.

k. The office provided Financial and volunteer support for the July 2023 Treaties 1-11 Gathering hosted by Treaty 1 at Naawi-Oodena. Two members from our office attended and volunteered for one day of multi-day gathering, and the office sponsored drinking water stations for the event.

IG Wealth Management

Calls to Action: 92, 92.i, 92.ii, 92.iii

Goals:

IG Wealth Management is committed to creating a workplace where all our employees including First Nation, Métis and Inuit can contribute to their fullest potential. To help further our goal(s), we will:

1) Create a comprehensive Indigenous strategy that will guide and inform future policies, processes, and practices. The strategy will focus on Indigenous recruitment, community initiatives that celebrate and support Indigenous people, and continuous education and awareness activities for our employees and consultants to deepen their understanding of Indigenous contributions, experiences, and histories. This includes deepening our understanding of the TRC Call(s) to Action and the MMIWG Call(s) for Justice reports.
2) Establish goals to increase the representation of Indigenous talent while also ensuring our policies, processes and practices are inclusive.
3) Empower and invest in our Indigenous BRGs whose programs and initiatives support IG Wealth Management's Diversity, Equity & Inclusion (DE&I) strategy and business priorities.

Our Progress:

IG Wealth Management is pleased to share our sixth annual report of our commitment to the City of Winnipeg's Indigenous Accord and our continued efforts towards reconciliation. With our endorsement of the Truth & Reconciliation Commission's (TRC) Calls to Action and as signatories of the Winnipeg Indigenous Accord, we continue to invest in opportunities to move our company and our people towards greater understanding, awareness, and action.

In 2023, developing an authentic and differentiated Indigenous strategy was a key focus for us. Over the past year, we collaborated with Indigenous Works, leveraging their 24 years of expertise in Indigenous employment and strategy development, to conduct internal needs analysis supporting our strategy. Through this partnership, we've crafted our **inaugural 2024 Reconciliation Action Plan**, showcasing our dedication to the Truth and Reconciliation Commission's Calls to Action. This plan outlines various approaches through which we will engage with Indigenous peoples and communities, fostering partnerships, collaborations, prosperity, and inclusion. Scheduled for publication in Q2/Q3 of this year, our goals revolve around two central pillars: growing Indigenous Prosperity and Driving Indigenous Inclusion.

<u>In addition to this, in 2023 IGM:</u>

1) Encouraged the completion of the Four Seasons of Reconciliation course, with plans to extend availability beyond 2024. This course will be reviewed and upgraded as needed.
    a. We now have over 1400 employees who completed this training.
2) Provided land acknowledgement training in partnership with the Downie Wenjack Fund. This training aimed to encourage individual development of personalized land acknowledgement statements.
    a. 150+ attended live and the video has received 209 views.
    b. We have developed a corporate land acknowledgement resource on our IGM brand hub that distilled the key points of this training.
3) Recognized Indigenous Peoples Day (June 21) and National Day for Truth and Reconciliation Day (September 30). Phil Fontaine was hosted for a fireside chat with IGM's CFO, Keith Potter where we dove into building on our efforts towards better understanding Indigenous experiences and how we can participate in reconciliation meaningfully.
4) Continued to educate management and staff on the history of Indigenous peoples, covering topics such as residential schools, the UN Declaration on the Rights of Indigenous Peoples, and Indigenous-Crown relations.
5) Established targets (KPIs) tied to CEO and direct report compensation, focusing on underrepresented groups such as women executives, Black executives, Indigenous employees, and interns. Annual milestones are set to achieve these goals by 2025, with a commitment to increasing Indigenous representation across the organization to 3% by 2025.
6) In partnership with Gord Downie & Chanie Wenjack Fund, resulting in the creation of a new Legacy Space investment at our Toronto Campus and refreshing of the Legacy Space in the Winnipeg campus. The two Legacy Squad groups, comprising volunteers and members of our Indigenous Business Resource Group, are collaborating with Indigenous community members to design and implement a thoughtful, educational, and experiential Legacy Space.
7) Supported seven BRGs, including our Indigenous BRG. The Indigenous BRG's mission is to "support and strengthen IGM's commitment to truth and reconciliation between Indigenous and non-Indigenous

peoples." The BRG works to increase knowledge and respect of Indigenous culture and history, promote conversations, and inspire meaningful action within our community of employees, advisors, and clients.

   a. The Indigenous Business Resource (BRG) supports and strengthens IGM's commitment to truth and reconciliation. The BRG, made up of Indigenous employees, advisors and allies, works to increase knowledge and respect of Indigenous culture and history, to promote conversations and to inspire meaningful and collaborative action in our community of employees, advisors and clients.

8) In 2023, we launched an IGM wide Journey to Allyship training- The work the organization has done over the past couple of years on building inclusive behaviors around empathy, humility, lays the groundwork for a culture of allyship to blossom. This year we launched our Journey to Allyship digital badge learning program. The first badge being Allyship Foundations. Allyship is an important strategy to help us make progress toward greater diversity and inclusion because there is a role for everyone to play. In Dec 2023 we released a Allyship Learner's Workbook to support discussions and reflection.

Community Partnerships:

Supporting Indigenous communities remains a cornerstone of IGM's commitment. As a corporate member of Prosper Canada, IGM has partnered with First Nations in Ontario and Manitoba, alongside other financial stakeholders, to spearhead a financial empowerment program. Through its "Empower Your Tomorrow Indigenous Commitment" philanthropy program, IGM provided funding for a two-year pilot initiative that concluded in 2023.

According to the "Building Financial Wellness in First Nation Communities Year One Report (2021 – 2022)", the program has showcased notable successes. These include the delivery of financial literacy workshops attended by nearly 1,000 community members. Additionally, community members have secured $1,788,884 in new income through tax filing, with a total of 653 returns filed.

Talent and Recruitment:

IGM has been intensifying our efforts to forge strong relationships with universities and colleges known for their engaged Indigenous population and robust connections to the Indigenous community. We are placing greater emphasis on cultivating partnerships with Indigenous educational institutions. Specifically:

1) Campus Recruitment Initiatives: IGM has been expanding its campus recruitment efforts by forming employment partnerships with key post-secondary institutions boasting significant Indigenous enrollment.
2) IG Empower Scholarship and Mentorship Program: In collaboration with RRC Polytechnic, Manitoba's largest institute of applied learning and research, IGM has committed approximately $200,000 to $300,000 annually to establish the IG Empower Scholarship and Mentorship Program for post-secondary Indigenous students. This program aims to enhance the capacity of Indigenous students, fostering not only successful graduates but also leaders poised for excellence in their chosen careers. IGM's support will mitigate barriers students face through guidance and financial assistance, focusing on leadership, academic, and employment skill development.
3) Partnerships with Community Organizations: IGM has partnered with the Community Education Development Association (CEDA) and Pathways to Education, a Winnipeg-based organization promoting education to create opportunities for growth, knowledge, and freedom among underserved youth. This collaboration, supported with approximately $250,000 annually, will provide academic, financial, social, and one-on-one support to approximately 750 high school students over three years in select Winnipeg neighborhoods, including Lord Selkirk Park, William Whyte, Dufferin, and North Point

Douglas. The program aims to boost graduation rates and prepare students for life beyond high school, offering mentorship opportunities and student tours of IG offices.

4) Indigenous Stream Pilot within CPA Training Program: Following the announcement of a pilot initiative by the Aboriginal Financial Officers Association of Alberta (AFOA Alberta), CPA Western School of Business, and CPA Canada to address systemic barriers and increase Indigenous representation in accounting, IGM, through the IG Wealth Management CPA Training program, has initiated an Indigenous stream pilot within its existing CPA training program. This pilot, slated to commence in May 2024, will cater to the unique needs of Indigenous learners pursuing a CPA designation, offering development opportunities and support. The pilot group is expected to comprise four to five individuals, encompassing both CPA intern (term) and CPA candidate (full-time) roles.

International Institute for Sustainable Development

Calls to Action: 92, 92.i, 92.ii, 92.iii

Goals:

IISD is an independent think tank working to create a world where people and the planet thrive. Our Institute was founded on the premise that environmental, social and economic health are intertwined and must be pursued together. Our mission is to accelerate solutions for a stable climate, sustainable resources, and fair economies.

Recognizing the rights and title of Indigenous Peoples as set out in the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) is central to our core values and our mission as an international institute. We are committed to partnering with Indigenous communities and organizations on topics related to the goals in our strategic plan and know that Indigenous engagement and Indigenous-led solutions are critical to sustainable development. Our intention is to work collaboratively, recognizing the importance of taking guidance from the Indigenous communities and organizations with which we engage.

- In Canada, we are further guided by the Truth and Reconciliation Commission's Call To Action #92 which calls upon the corporate sector "to adopt the United Nations Declaration on the Rights of Indigenous Peoples as a reconciliation framework and to apply its principles, norms, and standards to corporate policy and core operational activities involving Indigenous peoples and their lands and resources. This would include, but not be limited to, the following:

    I. *Commit to meaningful consultation, building respectful relationships, and obtaining the free, prior, and informed consent of Indigenous peoples before proceeding with economic development projects.*
    II. *Ensure that Aboriginal peoples have equitable access to jobs, training, and education opportunities in the corporate sector, and that Aboriginal communities gain long-term sustainable benefits from economic development projects.*
    III. *Provide education for management and staff on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal–*

Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism."

- And at our Experimental Lakes Area site where we engage directly with the watersheds of Northwestern Ontario, we are also guided by the paper, *Towards reconciliation: 10 Calls to Action to Natural Scientists working in Canada.*

IISD recognizes that commitment to truth and reconciliation is a long-term process that takes dedication and effort from across the organization and requires ongoing learning and adaptation. We're on the path and will continue the journey through three complimentary strategies that will be reviewed annually to develop an updated set of actions each year:

1. Continuing our own education and training
2. Proactively ensuring Indigenous inclusion on our staff and board teams
3. Strengthening and expanding partnerships

<u>Continuing our own education and training</u>
In recent years, IISD staff participated in Kairos Blanket Exercises, an interactive history lesson about Canada's treatment of Indigenous Peoples, and a Fireside Chat with Ry Moran about the history of Canada's residential schools. Feedback from staff was overwhelmingly positive and requests were received to hear about positive Indigenous-led leadership in the sustainable development space has shaped this year's actions:

Actions for 2023/24:

- Continuing our efforts to educate our team on major frameworks for reconciliation, we will engage an Indigenous-led review of our current activities and guidance on meaningful future education and engagement;
- Support Canadian staff to effectively acknowledge the land we are on wherever possible including at events and in digital marketing and printed material.
- Provide staff with other educational resources to go deeper into topics of specific interest.

<u>Proactively ensuring Indigenous inclusion on our staff and board teams</u>
In Canada, IISD will work to ensure that we are actively recruiting Indigenous peoples and that we support Indigenous-led businesses and organizations in our office locations. Recently, we were part of Generation Power's inaugural session of its Indigenous youth clean energy and career training program. In 2023/24, we hope to continue that partnership and make specific changes to our recruitment and procurement guidelines. Both the IISD and IISD-ELA Boards currently have Indigenous participation.

Actions for 2023/24:

- Design active recruitment efforts to attract Indigenous talent by posting open positions on specific job sites and associations;

<u>Strengthening and Expanding Partnerships</u>
We will continue to collaborate with Indigenous individuals, communities and organizations through project and program partnerships and join broader efforts to advance reconciliation in IISD's Canadian

office locations.

Actions for 2023/24:

- Develop guidelines that prioritize Indigenous and other diverse vendors for procurement of goods and services as needed across the Institute.
- Provide staff with the support needed for effective partnership development, including direct meetings, cultural events, and training opportunities that are relevant to their work and Indigenous reconciliation;
- Become a signatory to the City of Winnipeg's Indigenous Accord, joining a community committed to advancing reconciliation. Each Partner sets a self-identified goal each year and formulates a plan of action to reach that goal. During the year, Partners will attend regular Accord partner meetings.

Our Progress:

Regarding IISD's commitment to continue educating our team on major frameworks for reconciliation, we initiated an Indigenous-led review of our current activities. The aim was to ensure the appropriate and strategic inclusion of Indigenous perspectives. The consultant also provided guidance on internal awareness building concerning the value and importance of Indigenous science and worldviews within IISD's work. In April 2024, the consultant presented a report to IISD's senior management committee, outlining strategic opportunities for engagement that will inform future planning and actions.

As part of IISD's commitment to support Canadian staff in acknowledging the land we occupy, we have posted multiple land acknowledgments for our Winnipeg, Toronto, and Ottawa offices on the IISD website's Contact page. Additionally, land acknowledgments are now included in employee email signatures. The senior management committee has initiated a review of further opportunities, such as policy guidelines and staff training.

In line with IISD's commitment to provide staff with educational resources on specific topics of interest, we engaged a Winnipeg-based Métis facilitator to conduct cross-programmatic training through a series of workshops. These workshops aimed to enhance employees' awareness and develop strategies for engaging with and supporting anti-colonial and anti-racist struggles in Canada and abroad. Training objectives included fostering a shared understanding of systemic racism, white supremacy, and settler colonialism, as well as developing organizational awareness and skills for dismantling racism and promoting decolonization. Additionally, some staff have completed training on the First Nations Principles of ownership, control, access, and possession (OCAP). Furthermore, a training session on working effectively with Indigenous Peoples was conducted for our Water Policy Team in April 2024, focusing on learning objectives related to Indigenous self-government, the constitutional and legal context of Indigenous issues, and the impact of Indigenous and Western worldviews on decision-making.

To fulfill IISD's commitment to actively recruit Indigenous talent, we conducted targeted recruitment for the position of Program Assistant, Education, and Indigenous Relations. The role was advertised through various channels, including the Métis Nation of Ontario (MNO) Regional Councillor and Indigenous departments at Red River College, University of Manitoba, and University of Winnipeg. These efforts resulted in the successful selection of an Indigenous candidate for the role.
As part of IISD's commitment to developing guidelines that prioritize Indigenous and other diverse vendors for procurement, our procurement policy includes a commitment to "prioritizing relationships with businesses that

are Indigenous-owned, women-owned, or owned by equity-deserving groups." The senior management committee held discussions to explore opportunities for better operationalizing this commitment.

In alignment with IISD's commitment to providing staff with support for effective partnership development, the Experimental Lakes team hosted Members from the GCT#3 to deliver a presentation on The Anishinaabe Nation in Treaty #3 Four Direction Governance Model and Manito Aki Inakonigaawin. Additionally, the IISD Water Program supported staff in the Whitesell initiative.

LM Architectural Group

Calls to Action: 62, 80, 83, 92

Goals:

LM Architectural Group Calls to Action Commitment.

At LM Architectural Group we are taking action to support education for reconciliation through our continued partnership with the University of Manitoba Faculty of Architecture Program. - Call to Action 62.

In commemoration of National Truth and Reconciliation day our workplace encourages and supports time off for public commemoration of the history and legacy of residential schools to honour Survivors, their families, and communities. - Call to Action 80.

Through our design work on built projects within our province of Manitoba our work seeks opportunities for local artist installation and collaboration on works that contribute to the reconciliation process. - Call to action 83.

Our business and reconciliation path will continue to grow and develop our education for management and staff on the history of Aboriginal peoples providing skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism. In our work within First Nation communities our firm will provide meaningful consultation ensuring both Indigenous peoples consent and that Indigenous peoples equitable access to jobs and training, providing communities to gain long-term sustainable benefits from their economic development projects. - Call to action 92.

Our Progress:

In fall 2023, LM-ESP formed a new partnership with the Indigenous Design and Planning Students Association (IDPSA) at the University of Manitoba. Through connecting with IDPSA and learning more about its programming and initiatives, we sponsored the Association to support its efforts for the 2023-2024 school year, such as sessions to engage with Faculty and design workshops with local Indigenous youth through school partnerships to raise awareness of architecture and interior design programs. We look forward to continuing to build this partnership and exploring new ways to be involved.

LM-ESP encouraged team members to take time away from work on the National Day for Truth and Reconciliation to learn, participate and reflect on the history and ongoing impacts of Residential Schools. We shared nearby events, ceremonies, exhibitions, and other opportunities to engage in the day in the community, as well as have curated learning resources available for staff to reference at any time on our network.

In consultation and collaboration with Clients, we partnered with numerous Indigenous artists to plan for and coordinate the integration of Indigenous artwork in public spaces and environments. From a 600 sq. ft. mural at the entry of Howard Halcrow Health Centre created by two local Indigenous artists to a 24-foot art installation by artist Dee Barsy inside the new Pembina Trails Collegiate in Winnipeg, these were a few of the exciting opportunities LM-ESP helped to strategize for and prioritize in the facility's design context, creating focal points for these culturally informed and inspired design installations. We continue to connect with a growing network of Indigenous artists to collaborate and consult with on diverse project types and opportunities.

We actively collaborate with a wide array of Indigenous clients, community groups, educators, elders, and artists to support the planning of diverse environments across Manitoba that prioritize and celebrate cultural connectivity, awareness, and education. Through listening, discussion and teamwork, Indigenous teachings and cultural and historical references are woven into the fabric of the diverse design projects that LM-ESP leads as Prime Consultant. This is part of our continued work in advocating and encouraging a highly collaborative and participatory design approach, integrating the voices of diverse client and community stakeholders into the design planning process.

In relation to Call 92 ii, we continue to focus on opportunities to support Indigenous peoples equitable access to jobs, training and education opportunities. Howard Halcrow Health Centre is one example of the opportunity to work with the Client to help select a Contractor where local involvement was a leading aspect of the evaluation, which resulted in direct economic spending on local resources and engaging local labour and services, to make this major healthcare centre a project that is both created for and by the Pimicikamak community.

LM-ESP continues to grow equality, diversity, and inclusion focused learning opportunities for staff, many of which have an Indigenous connection and lens. Our new Wellness Program is one example of offering opportunities for our team to spend more time during work hours out in the community, such as touring Indigenous Storytelling Exhibits at the WAG, learning about the impact of the Graffiti Gallery in supporting local youth expression and connectivity, and continuing to deepen our collective awareness on Canada's history, connected to truth and reconciliation priorities.

Manitoba Bar Association

Calls to Action: 27

Calls for Justice: 5.12, 5.13

Goals:

- The Manitoba Bar Association, will offer education sessions for lawyers on appropriate cultural competency, conflict resolution, human rights and anti-racism based on the Call to Action #27 recommended by the Truth and Reconciliation Commission.

Our Progress:

The Manitoba Bar Association hosted or participated in the following sessions and events to further our goal of offering education sessions for lawyers on appropriate cultural competency, conflict resolution, human rights, and anti-racism based on the Call to Action #27 recommended by the Truth and Reconciliation Commission.

Education Sessions:
Sep 27, 2023 The Journey Forward: Moving toward Economic Reconciliation (395 registrations)
Oct 26, 2023 Racial Equity, Legal Education, and Access to Justice (169)
Jan 18, 2024 Enforcement of Indigenous Laws (43)
Jan 19, 2024 The Supreme Court Considers An Act Respecting First Nations, Inuit and Métis Children, Youth and Families in Attorney General of Québec, et al. v. Attorney General of Canada, et al. (30)

Other activities:
We are working with members on implementing a new Indigenous Lawyers' Forum Section for a formal avenue for Indigenous Lawyers to connect in mentorship.

The CBA continues to provide information on its Truth & Reconciliation website - https://cba.org/Truth-and-Reconciliation/Home. The website highlights advocacy efforts, tools and resources, and educational offerings for all members across the country. The website also has resources for staff and members, including videos, recommended readings, etc.

Manitoba Blue Cross

Calls to Action: 22, 92, 92.i, 92.ii, 92.iii

Calls for Justice: 7.1, 7.2, 7.3, 7.5, 7.6, 7.7, 7.8

Goals:

Manitoba Blue Cross recognizes the importance of acknowledging Treaty 1 land and recognizes the importance of the Truth and Reconciliation Commission's Calls to Action, as well as the MMIWG Calls for Justice. Our goals moving forward in 2023 included continuing to develop deeper relationships with Indigenous educational institutions, and to increase representation of Indigenous and 2SLGBTQQIA talent at all levels within our organization.

We renew and expand on our goal of facilitating company wide Indigenous Awareness training to all employees by building on the foundation that has been created and by exploring greater training opportunities to have a deeper understanding of Indigenous perspectives.

We maintain our goal of initiating Indigenous community consultation through our Indigenous Advisory Committee; to continue reviewing policies and practices for greater inclusion among Indigenous and non-Indigenous Manitobans; and to continue to review and identify meaningful ways to respond to both the Truth and Reconciliation Calls to Action, as well as the MMIWG Calls for Justice.

Our Progress:

This past year has seen a renewal in our efforts to engage with and support communities across Manitoba. With the restrictions imposed because of COVID-19 now behind us, we as an organization have reenergized our commitment to community outreach, engagement, and wellness including with the Indigenous community, in accordance with the obligations set forth in the Winnipeg Indigenous Accord.

Manitoba Blue Cross's Employee Assistance Program respects the need for services that reflect the cultures of our members. One way we do that is by offering resources to help access support that draws on Indigenous health approaches and traditions. The types of resources through the Employee Assistance Program now includes:

- Elders – to provide cultural and spiritual guidance informed by the wisdom of their lived experience.
- Indigenous resource consultation – to help connect with traditional Indigenous healing support and resources in the community.
- Sharing circles, led by Elders – to provide a safe environment and a sense of community to manage the challenges of everyday life.
- Counselors identifying as Indigenous or Métis – to provide therapy incorporating traditional concepts such as nature, spirituality, the circle and Medicine Wheel.
- "The Healing Space" in our EA Centre – to provide a designated area to seek healing using traditional medicines and ceremonies.
- Interpreter services – to create access to clinical services in Indigenous languages.

We continue our long-term monetary support for the Inuit Art Centre with the Winnipeg Art Gallery.

We have donated to the Medical Careers Exploration Program (MCEP) for Indigenous Youth run by the Pan Am Clinic Foundation. An initiative in support of the Truth and Reconciliation Commission's Calls to Action #23, that provides Indigenous youth hands-on experience and opportunity to discover a wide variety of healthcare professions.

We have sponsored the Manitoba Blue Cross Indigenous Northern Scholarships. Two scholarships for Indigenous students at the University of Manitoba (Northern Region), and one scholarship for Indigenous students at the University College of the North.

We continue observance of September 30th as the National Day for Truth and Reconciliation, providing organizational wide communications detailing the importance of recognizing this day and the message that Every Child Matters. We have provided every staff member with orange shirts, provided through Dreamcatcher Promotions, so that they can show solidarity with the Indigenous community and the 'Every Child Matters' movement.

We have expanded Indigenous Awareness training to 91% of our total staff and board of directors, with the intention to continue expanding the breath and scope of Indigenous cultural training within our organization.

We have made gains in our previous year's goal of developing deeper relationships with Indigenous educational institutions and have increased both Indigenous and 2SLGBTQQIA talent and representation within our organization. We have achieved our goal of initiating company wide Indigenous Awareness training to staff, through our partnership with AMIK, and seek to expand on this goal by exploring deeper understanding of Indigenous history, culture, and beliefs by continuing to engage with Indigenous Elders and knowledge keepers. And we maintain our goal of Indigenous community consultation through our Indigenous Advisory Committee

and continue to review and identify meaningful ways to respond to both the Truth and Reconciliation Calls to Action, as well as the MMIWG Calls for Justice.

Manitoba Construction Sector Council

Calls to Action: 10.i, 10.ii, 10.iii, 11, 92.ii, 92.iii

Goals:

Manitoba Construction Sector Council will provide support to members by:

- Building on best practices that promote the skills and talents of Indigenous people;
- Exploring and advancing human resource issues with strategic best practices;
- Providing links to organizational workplace strategies through networking;
- Examining approaches and results in organizational effectiveness;
- Developing and promoting the capacity for change management;
- Recognizing the cost of doing business;
- Providing short and long term advice on the importance of investing with Indigenous business and community.

  Why?
  - To allow a focus on Indigenous human resources that will work to foster their perspectives, values, histories and experiences in Indigenous employment strategies.
  - To provide an opportunity for MCSC to dialogue on Indigenous employment issues and provide support to one another.
  - To problem solve with others who understand and experience similar workplace challenges.
  - To provide and share examples of current best practices.
  - Increase opportunities to network with future stakeholders, partners and investors.

Our Progress:

Manitoba Construction Sector Council (MCSC) provided construction training in 8 remote Indigenous communities this past year with 81 women, men and youth. 52 graduates are employed in commercial/home building projects, road building, and renovations. 25 returned to further education over the past year. This is a 95% success rate thanks to the commitment of MCSC's Indigenous Liaison, William Kirkness, Chief and council, the construction employers and the community counsellors. MCSC offered Legacy Bowes, Truth and Reconciliation training with 10 employers in Winnipeg. MCSC mentored and employed 7 Indigenous youth and women for construction careers in Winnipeg.

Manitoba Heavy Construction Association

Calls to Action: 92.i, 92.ii, 92.iii

Calls for Justice: 15.2

Goals:

- The MHCA aims to expand both the learning opportunities for the staff, and the education and training initiatives provided in partnership with Indigenous communities, to increase economic opportunities -- on the workforce and enterprise fronts -- for Indigenous communities and people in the heavy construction industry in Manitoba.

Our Progress:

MHCA has a long-standing practice of engaging with Indigenous communities to provide skills and employment training, on-site and inhouse. We continue to expand those programs and initiatives, engaging directly with community leadership to further the goals of workforce and economic development.

MHCA President & CEO and the Policy & Communications Manager took part in the November 27, 2023, Winnipeg Indigenous Accord All Partner Gathering at the Canadian Museum for Human Rights.
The day-long session allowed us to continue our learning from key presenters, discuss with table colleagues the impact of colonization and racist policies on Indigenous peoples, and the means by which reconciliation can begin.

These experiences and engagements have underscored the need and desire to provide MHCA staff new, robust opportunities for learning.

Unique indicators of progress

As a key member of the City of Winnipeg social procurement advisory group, the MHCA in 2023 worked with members of the social enterprise community, industry members, City staff, and representatives from Indigenous community organizations to:

1. learn more and understand the goals and ways in which the City's procurement practices can broaden the economic benefits of procurement to "equity" groups
2. educate and inform industry companies about the opportunity and responsibility to recruit, hire and train equity group individuals, including First Nations, Indigenous and LGBTQ2SI+
3. inform the preparation City of Winnipeg social procurement policy and action plan to ensure best practices and greatest opportunity for success towards the goals of each.

Specifically, MHCA initiated a working group with industry and social enterprise representatives to press the provincial government to align skills education and training among equity group communities, to develop the "pipeline" between industry and social enterprise and Indigenous agencies to enable the recruitment, hiring and training of First Nations, Indigenous and LGBTQ2SI+ individuals.

MHCA further provides industry education and training initiatives to recruit, introduce and then advance the skills of Indigenous and diverse individuals to the heavy construction sector. This has been done through Metis and First Nations organizations, and public school divisions. Through MHCA's WORKSAFELY program, the following courses were provided in 2023:

- MHCA's WORKSAFELY continued to provide dedicated support and services to the Northern Communities, including a dedicated safety advisor to cater to the safety requirements of the Northern companies in the Heavy Construction Industry
- Through MHCA WORKSAFELY's assistance, Northern communities and companies were able to maintain and achieve COR® certification, enabling them to secure contracts for Winter Roads with MTI. This effort ensures that Winter Roads schedules are met, thereby sustaining the supply chain to these communities during the winter.
- With the dedicated resources in the Northern communities and continuing to promote Safety and Health, 28 additional communities are looking to become members and work toward COR® certification, which will provide business opportunities to those communities allowing them to bid on projects, and safety in their workforce.
- Collaborating with the Manitoba Sector Council, MHCA WORKSAFELY provided an 8-week training program from March 2023 – end of May 2023. This program was designed to equip students with skills necessary for employment within the sector, covering topics such as Job Readiness, Skills for Success, Safety, and Foundations in Construction.
- Further, an initiative to implement introductory heavy construction course material with the South East Collegiate, interrupted during the COVID pandemic years, was restarted in 2023 with the goal of course development in time for the September 2024 school year.

Mediation Services

Calls to Action: 27, 28, 30, 92.ii, 92.iii

Goals:

- Ensure land acknowledgment happens at the start of every board meeting and training session.
- Update all of our educational videos to be appropriate for our trainings for Indigenous groups.
- Continue to ensure all staff at Mediation Services have proper education in Canada's history, UNDRIP and the TRC Calls to Action.
- Ensure our job postings are more accessible to Indigenous peoples.
- To look for Indigenous groups/people/mentors that we can consult and obtain consent from in any economic development projects that may come up in our future.

Our Progress:

Mediation Services hosted the National Restorative Justice Symposium in November 2023 with the theme of "Moving Restorative Justice from Margin to Mainstream". It featured a variety of speakers and sessions with a purpose of amplifying marginalized voices.

Our staff team read a chapter from "Colorizing Restorative Justice" and did a sharing circle following to understand more deeply how our whiteness shows up in our work.

We were thrilled to have our partner in Restorative Justice work, Onashowewin Justice Circle, on site for mediation training. This was a beautiful shared learning experience.

We have developed and continue to deliver training to the public on "Making Truth and Reconciliation Real". We strive to make our land acknowledgements personal and meaningful.

Number Ten Architectural Group

Calls to Action: 92, 92.i, 92.ii, 92.iii

Calls for Justice: 15.1, 15.2, 15.3, 15.4, 15.5, 15.6, 15.7

Goals:

Number Ten Architectural Group has been working and collaborating with First Nation, Inuit, and Métis communities for over 50 years. We are at the forefront of helping to create change and remove any systemic biases within our working and personal relationships. We have built many friendships, and designed spaces that respond to our understanding of each communities' history, culture, and aspirations.

We recognize that we can do better and build a deeper understanding.

Number Ten Architectural Group is committed to actively participating on this road to reconciliation through learning, action, and commitments to the future. We celebrate diversity and are committed to building and equitable and inclusive culture that values differences, ideas, and experiences, creating a sense of belonging for all by living our values:

- We are respectful of our differences and value diversity;
- We are sincere and truthful in our working relationships;
- We will maintain honesty in our actions by taking responsibility and holding ourselves accountable;
- We are thoughtful in our interactions with others;
- We will be competent in our work by discipline, diligence, and continuous learning.

As a new member of the Indigenous Accord, we are pleased to take this important step in our collective journey towards truth and reconciliation and to continue to build a diverse, inclusive, and equitable workplace.

We have identified the following goal(s) in response to Call to Action #92.

1. Provide educational sharing sessions and information on Indigenous history, residential schools, language, UNDRIP, TRC, MMIWG2S, anti-racism to all employees and management.

2. Review of office policies, practices, and procedures through an Indigenous lens to ensure there are no barriers, real or perceived, toward Indigenous peoples.
3. Develop strategies to create a welcoming and inclusive work environment for Indigenous talent.
4. Develop a mentoring and sponsorship program for Indigenous students.
5. Build respectful relationships with and support Indigenous communities through design and community involvement.

Our Progress:

Number Ten Architectural Group was honoured to officially sign as a partner to the City of Winnipeg Indigenous Accord. We understand and know this to be an important step in our collective journey towards truth and reconciliation, continuing to build a diverse, inclusive, and equitable workplace.

We are committed to continuing the path to Truth and Reconciliation and to make further progress on our goals in 2024.

Our progress:

Review of office policies, practices, and procedures through an Indigenous lens to ensure there are no barriers, real or perceived, toward Indigenous peoples.

- Office Policies, Practices, and Procedures: As part of our partnership with Legacy Bowes, we received a report based on their assessment of our policies and procedures using an Indigenous lens to identify barriers to Reconciliation and to foster equity and inclusion of Indigenous Peoples. The report was received in March of 2023 and we made revisions based upon their recommendations.

  Some revisions made were:

  - Revised Bereavement Leave policy – now provides more flexibility regarding relationships and length of leave.
  - Revised Scent-Free and Smoke-Free Workplace policies – now provides exemptions for traditional and cultural practices such as smudging.
  - Statutory Holiday Substitution Program has been put into place where employees can substitute a statutory holiday for another holiday/celebration/awareness day that has more cultural meaning for them.
  - Reviewed all policies and procedures and have replaced gendered pronouns with gender-neutral pronouns.
  - Land acknowledgement included in the employee handbook and policy manual.
  - Our Land acknowledgement was updated in March 2024 revising Oji-Cree to Anisininew Nations.
  - Truth and Reconciliation policy created and included in the employee handbook and manual.

Build respectful relationships with and support Indigenous communities through design and community involvement.

- Our Indigenous Practice Knowledge Community (IPKC) continues to work in advancing the design profession towards truth and reconciliation by providing learning and education opportunities which address the substantial history of Indigenous people and places, how Indigenous principles can aid in the approach to sustainability and advancing cultural appropriate Indigenous design. The IPKC provides guidance on developing a meaningful and respectful relationship with Indigenous people, and the appropriate approach to Indigenous community engagement.

  In 2023, the IPKC hosted:

  - Desirée Thériault, Design, Narratives Inc., who shared her experience in engaging communities through resilient place-making, ecological assessment, representation, and spatial justice.
  - Dianne Roussin, of the Winnipeg Boldness Project who use social innovation tools to research and develop ideas, in order to improve outcomes for young children in the Point Douglas community area in Winnipeg, Manitoba.
  - Provide educational sharing sessions and information on Indigenous history, residential schools, language, UNDRIP, TRC, MMIWG2S, anti-racism to all employees and management.

Truth and Reconciliation Week:
Our Truth and Reconciliation Committee put together a week of learning and events for staff throughout Truth and Reconciliation week. Each day of the week was themed (Jordan's Principle, History & Residential Schools, MMIWG2S, Land and Culture, Reconciliation) and was outlined in a listen, watch, and act format that was shared through email as well as our Truth and Reconciliation Teams channel. We purchased additional books, both fiction and non-fiction, by Indigenous writers for staff to check-out of our DEI library. We held lunch viewings of Indigenous films and webinars (Jordan River Anderson: The Messenger, If I Go Missing, The Lake Winnipeg Project, RAIC webinar – History and Context, NCTR Taking Action on Reconciliation. To start and end the week, we supported Indigenous business bringing in food from Kookum's Pantry and T-Town Style Pizza.

Important Dates and Events
Our Truth and Reconciliation Committee continues to use the Truth & Reconciliation Teams channel to recognize Indigenous important dates and celebrations, events, news, and general information such as:

- National Day of Awareness for Missing and Murdered Indigenous Women, Girls, and Two-Spirited People – Red Dress Day. Staff were encouraged to read the MMIWG National Inquiry Report, and watch "this river" documentary. They were also encouraged to attend the Red Dress Round Dance.
- Staff were invited to participate in the Moose Hide Campaign. Moose Hide pins were distributed to all staff along with more information and resources regarding this campaign and it's goal to "end violence against women and children and take steps towards truth and reconciliation through safety and belonging".
- National Indigenous Peoples Day – learning resources were provided and events to attend were posted.
- National Indigenous Veterans Day – learning resource links and videos were provided to staff.
- Two-Spirit and Indigenous LGBTQQIA+ Awareness and Celebration Day

Truth2Action: Number Ten Architectural Group committed to their partnership with Legacy Bowes and participate in the Truth2Action program. This program will assist us in meeting our responsibility to improve

relationships between Indigenous and non-Indigenous people, and for us to gain a better understanding of the history of Indigenous Peoples in Canada from pre-contact to today. The 10-chapter knowledge program was launched in January 2024 with the first of 4 facilitated sharing sessions with Joanna White. Our goal is to celebrate the completion of the program during Truth and Reconciliation Week.

Metis Culture & History: Number Ten Architectural Group hosted Les Varga from the Louis Riel Vocational College who provided a lunch and learn on Metis Culture and History. The presentation included an introduction to Red River Metis history and culture, Indigenous identify, and an exploration of the life and legacy of Louis Riel, his impact on the history of Manitoba

Members of our DEI committee attended the following learning sessions to increase their knowledge.

- Winnipeg Chamber of Commerce CODE workshop: Taking Action on Reconciliation.
- Winnipeg Chamber of Commerce CODE workshop: Focusing on Indigenous Inclusion
- CCDI webinar: Reconciliation: Sisters on the Path
- HRx: Indigenous Allyship

Payworks

Calls to Action: 92, 92.i, 92.ii, 92.iii

Calls for Justice: 15.3

Goals:

Payworks is committed to:

1. Further engaging and supporting learning experiences related to Indigenous Peoples for all of our employees across Canada, including understanding the history, developing relationships, completing anti-racism training, and taking steps towards reconciliation which includes creating employment opportunities for Indigenous peoples in our communities.
2. Increasing our collective knowledge of the MMIWG Calls for Justice and final report recommendations, and providing time and space for discussion that will inform our actions moving forward.

Our Progress:

Over the course of the past year, Payworks has collaborated with various organizations to bring forward immersive and educational opportunities to our team members nation-wide.

Throughout National Indigenous History Month in June, we had a variety of opportunities for our team members to engage in interactive workshops and educational opportunities. Almost 50 of our team members joined two separate Zoom sessions facilitated by Community of Big Hearts, where over the course of 90 minutes, Voices Unheard: Addressing MMIWG2S and the Urgency of Action was shared.

To further celebrate National Indigenous History month, we held a very energizing and informative Hoop Dancing Workshop facilitated on-site at our Winnipeg head office where we had 23 participants attend over the course of two sessions to learn about and try their hand at hoop dancing. The fun and joy was felt throughout the building!

Ahead of the National Day for Truth and Reconciliation, a Virtual Kairos Blanket Exercise was held by Braving the Healing. Twenty-two of our team members attended this incredibly impactful session from across our regional offices. Many of the participants expressed how powerful this virtual session was and how they were personally impacted by the experience.

In October, 20 of our team members in Montréal were delighted to a culinary experience from Acho Dene Koe Chef Swaneige Bertrand, who prepared and served Indigenous inspired Poké bowls. While our team was enjoying the delicious meal, Swaneige shared her personal journey and story with us. This was a deeply impactful event which allowed our team to learn more about generational trauma and the healing journey taken to move forward into a bright future.

Payworks attended the Indigenous Education Awards celebration and Work Integrated Learning job fair in November, further strengthening our support of Indigenous youth employment. Through this participation and support, we met many talented Indigenous students and will be welcoming one of the awards recipients to our Payworks team for a summer work placement as a Software Developer.

In March of this year, 44 of our Payworks Sales team members attended a two-hour, tailored learning experience facilitated by Amik. This learning experience focused on Indigenous Relations for our sales team and gave us valuable insights and information on respectful engagement and how we can strengthen our relationships with Indigenous communities and partners. We will be expanding this learning opportunity further in the months to come.

There were additional opportunities to learn and engage through our love of food with an Indigenous catered lunch by Pipɑ:ṁ Catering for our Pitt Meadows team and a bannock and jam and three sisters salad midday snack catered by Shelly's Indigenous Bistro for our Winnipeg team. Through these experiences with food, our teams were able to have a delicious and informative experience through shared knowledge of the history of these traditional dishes.

Resources were distributed throughout our offices by way of Moose Hide Campaign pins, MMIWG Calls for Justice Booklets and Truth & Reconciliation Calls to Action Booklets. These booklets have become a familiar site throughout our offices and have also been included in our new employee welcome kits, providing our team with a convenient resource to further our own knowledge on these very important works.

As we continue to embed Indigenous knowledge and awareness throughout Payworks, many articles and resources were shared with our team across Canada through our corporate intranet theHUB. These articles focused on topics surrounding National MMIWG2S Awareness Day, National Indigenous History Month and National Indigenous History Day along with National Day for Truth and Reconciliation. The resources shared included links to webinars, suggestions for regional events to attend and additional articles for self-guided learning opportunities.

RBC Convention Centre Winnipeg

Calls to Action: 92, 92.i, 92.ii, 92.iii

Goals:

The RBC Convention Centre Winnipeg is honoured to continue to be a partner of the City of Winnipeg's Indigenous Accord. Our vision is to foster a culture within our Centre where the key principles of truth and reconciliation are aligned with our values. We will nurture a workplace where people can learn from one another and understand the history and legacy of the Indigenous peoples through both training and conversation (Call to Action #92).

We endeavor to continue our respectful relationships with the Indigenous community, and in doing so provide resources to our events and guests that support the Winnipeg Indigenous Accord, the Truth and Reconciliation Report and the Calls to Action.

Our Progress:

In effort to respond to Call to Action #92, the following steps were taken by the RBC Convention Centre over the past year:

- Our President & CEO and Manager, Human Resources participated in the Winnipeg Chamber of Commerce Truth and Reconciliation Advisory Committee
- Land acknowledgement has been added as a "pop-up" window, visible for all visitors to our website
- A permanent land acknowledgement plaque has been added in our main entrance
- The Centre chose to continue to recognize the observance of the National Day for Truth and Reconciliation on September 30, 2023. Every Child Matters - Truth and Reconciliation pins were provided to staff to wear, purchased from Indigenous suppliers
- In the month of September, The Survivors' Flag was put on display above our main entrance. Information as to the significance and meaning of the flag was provided to all staff and partner companies
- The Centre has partnered with Downtown Winnipeg Biz for an exterior mural project with a focus on reconciliation. A Downtown Indigenous Art Installation Committee has been formed to commence consultation on the project

The Centre has been grateful to be chosen as the gathering place for several Indigenous events and have received positive comments from organizers.

Stantec

Calls to Action: 92, 92.i, 92.ii, 92.iii

Calls for Justice: 15.1, 15.2, 15.3, 15.4, 15.5, 15.6, 15.7, 18.10, 18.11, 18.18

Goals:

Stantec's Self-Identified Goals to Truth and Reconciliation Call to Action #92:

Stantec is committed to building and maintaining respectful and successful relationships with Indigenous peoples and their communities. We share responsibility for establishing and maintaining mutually respectful relationships, and this is fostered by recognizing the vast diversity throughout our business and the lands we work. We recognize that people, communities, and nations are distinct, and therefore opportunities of partnership, employment, business, and capacity development will be unique to the land base we are working. At Stantec this starts with acknowledging the land and peoples whose Traditional Territories we work within.

- Commitments: Increase Indigenous focused educational curriculum that is done in collaboration with Indigenous individuals and/or groups to celebrate unique stories, traditions, culture, understanding of colonial impacts, and understand potential barriers that relate to equitable access to employment, career advancement, training, and education.

Within Stantec, we have employee led groups, including a Book Club. Our Prairies and Territories group opted to not read a "novel" but instead read the Truth and Reconciliation Commission of Canada's Final Report and brought in guest speakers to answer questions and bring perspective to the report. We will implement this more regularly and include The Final Report of the National Inquiry into Missing and Murdered Indigenous Women, Girls, and 2SLGBTQQIA people, including the report section on "Defining Genocide."

- Commitments: Increased implementation of reading on the Truth and Reconciliation Commission of Canada's Final Report and introduce The Final Report of the National Inquiry into Missing and Murdered Indigenous Women, Girls, and 2SLGBTQQIA people, including the report section on "Defining Genocide," and include speakers who can answer questions and bring perspective to the reports.

Stantec currently has a confidential and voluntary Employee Equity Survey that captures information on individuals who choose to self-declare their representation within the organization as First Nations, Métis, Inuit, 2SLGBTQQIA, self-identified gender and visible minority. We are committed to increasing awareness on the Survey and ensuring individuals know how the information is used for the purpose of increasing representation and implementing supports to ensure a culturally safe workplace.

- Commitments: Increase awareness on Employee Equity Survey responses and the purpose of collecting voluntary information and how we intend to utilize the information.

Our Progress:

Stantec has recently completed a meaningful Reconcili-Action Plan and is awaiting its release to move forward on our commitments, which includes furthering our cultural awareness education and the establishment of an Indigenous Advisory Committee.

We continue to bridge our business with organizations that bring STEM awareness and education to Indigenous communities and schools, as we spoke at the AISES Canada's conference on Decolonizing Archeology and sharing an Indigenous engineer's story of his life and career path. We hosted several events in grade schools to introduce STEM careers to students through hands on activities.

We created and implemented an Indigenous Cultural Safety training program that is being offered to over 500 Project Managers across North America that includes Fire-Side chats which are a safe space to talk about their learnings in Cultural Awareness and Cultural Safety.

Our Calgary office is in the development phase of an Indigenous Cultural Room. This room will be accessible to everyone but will be an intentionally inviting space for Indigenous employees, community Elders, Knowledge Keepers, and leadership. We are evaluating the HVAC systems to ensure the can be used for smudging and burning medicines for cultural practices. We hope to carry this forward to other offices, as we learn from this initial experience.

Stantec's Indigenous Connections ERG hosted several events throughout the year to bring awareness and conversation regarding MMIWG2S+, Indigenous food sovereignty, sharing pins and information on the Moose Hide Campaign, understanding the NWT's Comprehensive Land Claims, sharing Metis history and culture, celebrating art with Indigenous artists and learning the history of the Blackfoot Confederacy and Treaty 7 lands. We started 2024 in a good way by introducing traditional dance to the ERG and the start of our first virtual Indigenous employee circle with an Elder to provide teachings and guidance. This circle will continue forward with each season change. We are currently getting displays ready to bring awareness to MMIWG2S+ and the calls for justice in over 20 of our offices across Canada and the US.

Summit Search Group

Calls to Action: 12, 14, 19, 22, 33, 53, 57

Calls for Justice: 1.1, 3.1

Goals:

Our intentions with regard to reconciliation are to:

1) identify and remove unconscious biases in sourcing, recruiting, screening, and shortlisting candidates to ensure there are no barriers, real or perceived, toward members of the Indigenous community;
2) to enhance awareness of employment opportunities through Summit Search Group for Indigenous peoples; and
3) to build awareness and deepen understanding of reconciliation at Summit Search Group.

Our Progress:

As a professional and executive recruitment firm, we believe that it is critical to enact and embed our goals in the work we do, in order to uphold our responsibilities to provide our clients the best candidates, taking special care to ensure procedures are free from biases related to a candidate's age, race, gender, religion, sexual orientation, and other personal characteristics that are unrelated to their job performance.

Our mission extends to helping clients advance their workplace diversity through equitable sourcing, recruiting and hiring practices. We are committed to expanding our sources of diversity candidates. And, as we improve our own anti-bias track record, we strive to advise clients on strategies to achieve a bias-free, inclusive workplace.

Summit Search Group has established a national diversity and inclusion committee to engage in learning and dialogue opportunities with our entire organization. We have created new partnerships to increase training internally and to provide meaningful employment opportunities for Indigenous peoples.

Individual staff members have been encouraged to attend conferences, presentations, community talks and events on Indigenous topics that align with their personal and professional education. We take part in a monthly educational seminar on diversity.

We recognize that Summit Search Group's journey of Truth and Reconciliation is ongoing and we are excited to continue to grow our efforts and share our progress. We look forward to continued meaningful engagement with the partners of the City of Winnipeg's Indigenous Accord and the Indigenous community.

Taylor McCaffrey LLP

Calls to Action: 92, 92.i, 92.ii, 92.iii

Calls for Justice: 15.2, 17.29, 18.2

Goals:

Taylor McCaffrey is committed to the vision and principles of Winnipeg's Indigenous Accord. We look forward to the dedication of our glass jewel case Diversity Equity and Inclusion Library, which is being constructed this month in the central meeting space of our law firm, and the continuation of our five monthly study groups that have been taking place since February of this year. These and other actions are in accordance with TRC's Calls to Action 92, and MMIWG's Calls for Justice 15.2, 17.29 and 18.2.

Our Progress:

We have an active Equity, Diversity and Inclusion ("EDI") Committee comprised of lawyers, students and staff which met 10 times during the April 2023 to March 2024 time frame. There are 23 people on the Committee, and generally more than 15 people made it to each meeting.

We were successful in completing the EDI Library in the central meeting space of our Firm. It houses approximately 160 books with over 72 separate titles that are specifically relevant to the Indigenous Accord. These books include novels, poetry books, graphic novels, children's books, art magazines, SAY magazines, autobiographies, various Reports including the Volumes of the Truth and Reconciliation Report, many non-fiction books, and some text books.

We promoted Firm attendance at the Indigenous Reproductive Justice program held in our building sponsored by the Legal Education and Action Fund ("LEAF") on May 4, 2023.

On May 5th, 2023 many people decorated and wore construction paper red dress pins which were created in our main meeting space. Approximately 18 Firm members attended the Round Dance at Portage and Main, and most marched to the Forks.

We were honoured to again have Alyssa Bird, a Family Law lawyer with Evans Pollock Family Law speak to our Firm. On June 22, 2023 she spoke on "Indigenous Identity and Connections to Land and Water" and approximately 90 people attended.

We provided prizes to Firm members who attended Fringe Festival shows that had aN EDI focus, many of which encompassed topics relevant to the Indigenous Accord.

We again promoted the wearing and subsidized the purchase of orange shirts from Dream Catchers.

We were very pleased to have Alana Robert of McCarthy Tetrault, speak to the Firm on "The Shoal Lake Drinking Water Settlement and Advancing Reconciliation through the Law" on October 2, 2023. She was co-counsel on the case and approximately 80 Firm members attended.

On November 27, 2023 two Firm members attended the very meaningful Indigenous Partners Accord Gathering. Our Table committed to meeting three times a year, and this is underway as we scheduled (and had) the first meeting on April 1, 2024.

Throughout the Year:

We have continued a weekly "EDI Minute" entry in our electronic newsletter providing information that can be easily accessed in 5 minutes or less, many of which focus on Indigenous events and topics.

We also had monthly videos circulated, some of which were Indigenously themed.

Our Firm has been very active in the Winnipeg Chamber of Commerce CODE ("Commitment to Opportunities for Diversity and Equity") Committee events, with one Firm member also attending the Community Counsel meetings throughout the year.

For 2023 and 2024 we are the "Chamber Champion" of the Indigenous Chamber of Commerce.

The North West Company

Calls to Action: 7, 14, 14.i, 14.iv, 18, 23, 23.i, 23.ii, 23.iii, 43, 44, 63, 63.i, 63.ii, 63.iii, 89, 92, 92.i, 92.ii, 92.iii

Calls for Justice: 7.6, 15.2, 15.4, 15.5, 15.6, 16.2, 16.4, 18.2

Goals:

Our Promise to Indigenous Peoples is a reaffirmed commitment to building more collaborative relationships that will enhance the inclusion and social well-being of Indigenous People of Canada. Below are our goals and commitments:

1. Well-being & Security: North West commits to working collaboratively with Indigenous Peoples to advance health and well-being in the communities we serve:

    - Increase grant funding to Indigenous children and youth programming through the Healthy Horizons Foundation (HHF), a charity founded by North West that supports healthy-living programs and initiatives in northern and remote communities.
    - Work with Indigenous communities to address barriers they may experience within the HHF grant application process.

- Implement new avenues of advocacy such as healthy northern families, food security & income, quality of life, thriving Indigenous economies, Indigenous language preservation, better education outcomes.
- Increase awareness of HHF with internal employees and commit to increased fundraising annually.

2. Stronger Community Bonds: North West commits to developing stronger community bonds by recognizing the past and committing to a better future:

    - Revamp annual community meetings with greater Executive involvement and consistency.
    - Establish regular communications with Indigenous representatives outside North West that will provide guidance and feedback to NWC as it develops policies and practices that respond to the Truth and Reconciliation Commission Calls to Action and final report.
    - Expand Indigenous history, cultural safety and awareness training to North West staff.
    - Establish metrics for the Promise commitments and provide annual updates on progress as part of community meetings with Indigenous leaders.

3. Inclusion & Economic Success: North West commits to improving Indigenous inclusion in store and head office management while encouraging Indigenous economic development:

    - Procurement – establish a process and key metrics that allow North West to expand its engagement with Indigenous businesses to increase penetration of local products and services while enhancing its existing Indigenous Procurement policy.
    - Increase Indigenous representation in Store Management.
    - Increase Indigenous representation in support office.
    - Launch Internal Indigenous Advisory Committee that will provide guidance and feedback to North West as it develops policies and practices that respond to the Truth and Reconciliation Commission Calls to Action and final report.

Our Progress:

Since 2022, The North West Company launched “Our Promise to Indigenous Peoples”, a reaffirmed commitment to building more collaborative relationships that will enhance the inclusion and social well-being of Indigenous People of Canada. North West commits to the spirit of Reconciliation reflected in the Truth and Reconciliation Commission’s Calls to Action and final report.

The North West’s core commitments are the following:

- Our commitments and actions are guided by Call to Action #92 and the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), as well as the respectful consultations with the diverse Indigenous peoples we serve.
- Each commitment demands meaningful opportunities for impact and shifting attitudes and behaviors to get results.
- Each commitment falls under three strategic pillars: Well-being & Security, Stronger Community Bonds, Inclusion & Economic Success.

For the "Well-being & Security" pillar, North West commits to working collaboratively with Indigenous Peoples to advance health and well-being in the communities we serve (4 actions). For the "Stronger Community Bonds" pillar, North West commits to developing stronger community bonds by recognizing the past and committing to a better future (4 actions). For the "Inclusion & Economic Success" pillar, North West commits to improving

Indigenous inclusion in store and head office management while encouraging Indigenous economic development (4 actions).

Increase Indigenous employment rates, retention and promotion: As one of the largest private employers of Indigenous Peoples in Canada with over 2,300 self-reported Indigenous employees, we are deeply committed to training, employing and retaining Indigenous staff, to hiring
and training locally in northern and remote communities, and to filling senior positions with local Indigenous employees. This approach is not only in line with our ESG objective to support diversity in the organization, but it also supports our commitment to addressing Reconciliation in Canada.

Building Indigenous partnerships: In 2023, we entered and continued 95 leasehold business partnerships with Indigenous communities and implemented approximately 400 projects with community contractors and businesses, creating positive impact in the communities we serve. As per our Indigenous Procurement Policy, we aim to work with as many communities as we can, either directly or indirectly through subcontractors.

Increase local and Indigenous product penetration: Our Indigenous Procurement Policy ensures that Indigenous businesses have equitable access to business development opportunities at North West. In 2023, we had $54 million spent to support Indigenous partners, suppliers, vendors and service providers in Canadian operations. For example, one of our suppliers is Dreamcatcher Promotions, a 100% Indigenous owned and operated apparel business to launch an Indigenous assortment across Northern/ NorthMart stores, and for MMIWG2S+ and Orange Shirt Day initiatives.

Cultural Awareness Training: We value our relationships with Indigenous Peoples and communities and want to ensure that our employees continue to learn about our history, lead in stores and engage in communities. In 2023, 159 Canadian retail store managers, department managers and office employees completed a two-day Indigenous Cultural Safety workshop. The program includes both virtual and in-person learning on topics including the history and realities of local Indigenous communities, cultural rules and We aim to cultivate a work environment where all employees can grow and thrive. Behaviours, how to avoid misunderstandings and how we can strengthen relationships in the communities we serve. We have activated this program to include all current and future senior leadership roles. We are on target to achieve 100% compliance for senior leadership positions, which includes the Board of Directors. We continued implementing the Indigenous Cultural Awareness & Safety program taught by Harley Eagle Dakota/Ojibway Indigenous and Cultural Safety Consultant, based on respect and understanding, to nurture community relationships.

We continue to support the revitalization, preservation and sustainability of Indigenous languages by offering store shelf signage in 30 different Indigenous languages and dialects.

Finally, we continue to work with an Indigenous Advisory Committee to identify issues of critical importance and jointly advocate with them on important social and economic issues.

Winnipeg Chamber of Commerce

Calls to Action: 92.i, 92.ii, 92.iii

Goals:

The Winnipeg Chamber of Commerce remains committed to advancing truth and reconciliation within our organization and the broader business community. We focus on three primary objectives:

1) Establishing authentic partnerships with Indigenous leaders and communities to guide our truth and reconciliation efforts;
2) Providing opportunities for networking and career exploration for Indigenous peoples and organizations;
3) Continuously enhancing staff knowledge and understanding of Indigenous topics.

Our Progress:

Business Resources

The Chamber's Truth and Reconciliation Advisory Council plays a crucial role in our reconciliation initiatives, offering strategic oversight and guiding our internal and external programming efforts. In partnership with the Indigenous Chamber of Commerce, we revised and updated our Truth and Reconciliation Roadmap. Originally created in June 2019, the updated edition released in October 2023 offers enhanced resources, improved navigation, and increased connections to local organizations. Since its release, the Roadmap's webpage has garnered 1,158 visits.

A new internal working group within the Advisory Council is currently developing a Truth and Reconciliation Policy, aimed at supporting businesses in their reconciliation efforts.

Now in its third year, our Commitment to Opportunity, Diversity, and Equity (CODE) program continues to support businesses in advancing equity and reconciliation. CODE brings together leaders and community members for discussions and public events, fostering an inclusive business landscape. The program focuses on eliminating systemic barriers and creating inclusive environments for women, Indigenous peoples, racialized persons, persons with disabilities, and the 2SLGBTQ+ community.

Feedback from 106 post-event surveys over the past year indicates that 63% of participating organizations are actively pursuing Truth and Reconciliation, making it the primary focus within DEI efforts. Furthermore, 34% of respondents view their organization as successful in advancing these initiatives. The Truth & Reconciliation Roadmap is the most utilized resource within CODE, highlighting its significance.

Events and Programming

Throughout the year, we hosted five impactful events that brought conversations about Truth and Reconciliation forward:

1) Importance of Indigenomics (June 2023): This luncheon celebrated Indigenous History Month, featuring a panel of Indigenous business leaders. The panel discussed the significance of Indigenous businesses and their

integral role in our economy. In the post-event survey, 92% of respondents indicated they intended to apply what they learned.

2) Chamber 150 (March 2023): On March 8, 2023, a landmark day for the local business community, the Manitoba Government officially proclaimed it as “Winnipeg Chamber of Commerce Day” to commemorate the 150th anniversary of The Winnipeg Chamber of Commerce across the province. This significant recognition was announced in English, French, and seven Indigenous languages, reflecting Manitoba's diverse linguistic heritage. The proclamation was a result of the diligent efforts of the Chamber 150 Working Group, co-chaired by Jessica Dumas.

3) Re-grounding Practices Focusing on Indigenous Inclusion (November 2023): Kendell Joiner led a workshop on enhancing Indigenous inclusion in organizations, with a focus on recruitment and retention strategies. The event was well received, with a satisfaction rating of 4.5/5 from attendees.

4) A Conversation with Clayton Thomas-Müller (February 2024): National bestselling author Clayton Thomas-Müller spoke at our February Luncheon, advocating for climate justice and decolonization through Indigenous storytelling.

5) CODE Conference (May 2024):
Workshop #5: Lateral Violence to Lateral Kindness: Kent Brown introduced the concepts of Lateral Violence and Lateral Kindness, offering strategies for fostering positivity in the workplace.
Workshop #6: Bringing ReconciliACTION to the Workplace: Nicole Lavallee discussed the importance of reconciliation processes, emphasizing their impact on organizational culture and employee relations.

All our events start with a land acknowledgement and in person Luncheon series include a drum song by Clifford Spence.

Continuous Learning
The Chamber prioritizes continuous learning to align organization-wide understanding of DEI and reconciliation. All staff participate in training provided by the Canadian Center for Diversity and Inclusion (CCDI), with 92% completing more than half of the offered webinars. Furthermore, 50% of our team have engaged in additional personal learning endeavors. These educational efforts have significantly enhanced our staff's understanding and engagement in DEI topics, with 67% actively applying their newfound knowledge, often substantially.

In June 2023, we further committed to these values by appointing a Diversity and Inclusion Officer, tasked with supporting the DEI team and fostering a more inclusive culture both within The Chamber and the wider business community.

Our dedication to fostering substantial change and deepening understanding continues to drive our efforts in reconciliation and equity across our community and organization. We look forward to further advancing these initiatives in collaboration with our Truth and Reconciliation Advisory Council.

World Trade Centre Winnipeg

Calls to Action: 10.vii, 45.iii, 46.i, 55, 92.i, 92.ii, 92.iii

Goals:

The World Trade Centre Winnipeg is committed to the principles outlined in the Winnipeg Indigenous Accord and to the ongoing process of reconciliation in Winnipeg, based on the establishment and maintenance of mutually respectful partnerships. Our organizational goals are to:

1. Continue educating staff on the subjects of the treaties, the Truth and Reconciliation Commission (TRC) and the Calls to Action to guide our interactions with the business community and Indigenous clients;
2. Provide training and business advisory services to support Indigenous entrepreneurship and business development;
3. Continue building partnerships with Indigenous business organizations;
4. Attend at least three Indigenous events annually to gain knowledge on where we can best support Indigenous entrepreneurs.
5. To add at least 10 Indigenous owned businesses to our network on an annual basis.
6. To provide support to at least 24 Indigenous-owned businesses annually.

Our Progress:

WTC Winnipeg continues to be committed to learn and seek Indigenous input on any initiatives or potential collaborations. We also know that there is more that we can and must do. We are committed to growing our overall capacity to support Indigenous and underrepresented members of our community. In effect, empowering our underrepresented communities in entrepreneurs is essential to growing Manitoba's economy.

Our business intelligence has improved and continues to improve, allowing us to connect directly with Indigenous owned businesses when opportunities arise - We have account profiles on 76 Indigenous owned companies in Manitoba, that we have worked with and supported, including 19 companies that we connected with and supported with the first time this past fiscal year. We aim to grow this by 15-20 companies on an annual basis.

In response to entrepreneur queries, in particular from Indigenous businesses, we partnered with a provider to create an online platform that directs businesses to funding and grant opportunities, notably identifying specific funding opportunities for Indigenous owned businesses. https://www.wtcwinnipeg.com/grants-and-funding/. In addition to the online platform, we offer aftercare support for businesses, through council and warm introductions to funder connections that we have made.

We are in the process of tabulating data for the past year, but we are on target to achieve goals of supporting at least 24 Indigenous companies in being more trade ready during 2023-24.

The WTC Winnipeg Board of Directors implemented this year a Land Acknowledgement to proceedings at all board meetings and to reiterate our commitment to supporting Indigenous entrepreneurship, and to provide entrepreneurs with appropriate support and connections to launch and grow their businesses.

WTC Winnipeg is proud to have had the opportunity of addressing the Indigenous Peoples Economic Empowerment and Cooperation Opportunity Roundtable in August 2023, explaining the services and programs we provide that could support Manitoba businesses.

City of Winnipeg

Councillor Brian Mayes, St. Vital

- After consulting with members of the Inuit community, I proposed renaming a park in my ward to " Tunngasugit" ("Welcome" in Inuit) in honour of that community;
- As City Council rep on the Board of Winnipeg Art Gallery I attended various events based on reconciliation, and I now Chair the Works of Art Committee which is de-accessioning (selling) some works of art to gain funds towards purchase of Indigenous art;
- Approved $500 grant to Ecole Marie-Ann-Gaboury for Indigenous garden project;
- Approved $4,500 grant to Manitoba Opera for their work translating the book Opera Cat into a second Indigenous language (first funded in 2022);
- Approved honourary street naming for Métis music icon Ray St Germain.

Councillor Cindy Gilroy, Daniel McIntyre

TRC Calls to Action: 14.iv, 41.i, 43, 79.i
MMIWG2S+ Calls for Justice: 1.1

I try and be guided by our Indigenous Accord while I do my work at city hall and make decisions that impact our community and city as a whole.

Some of the things I worked on was a motion for the city to support the search of our landfill. Recognizing the impacts of the loss of Indigenous women within our community. To let the public, know that we are going to fight for our women and girls.

I support the work of Welcoming Winnipeg and their naming decisions. It has been really tough for the great group of volunteers that look at the historical culture of Indigenous people in our city and trying to build that history into already established communities.

Take part in ceremony when I can to remind myself of lost culture, and rebirth to build upon.

Be a leader on fighting injustices of inequality on issues around poverty and homelessness that impacts a large majority of Indigenous people due to colonization and historical events from governments.

Also support Indigenous people on projects that focus on future developments that they are working on that helps bring greater support to and within their communities like the Hudson Bay projects and Portage Place with Southern Chiefs.

Councillor Matt Allard, St. Boniface

Having read “21 Things You May Not Know about the Indian Act”, the author of the book recommended doing things like consuming media (books, movies, etc) that were produced by Indigenous peoples, so in that context I have since my last report read Jean Teillet’s book “The North-West is Our Mother” which is about the history and the future of the Metis in Canada. I am reading the book “Wayi Wah! Indigenous Pedagogies: An Act for Reconciliation and Anti-Racist Education”. I attended Jesse Thistle’s book launch of his book “Scars & Stars”. I also went to an excellent concert by Manitoba’s own William Prince, who gave a tremendous message about healing and opportunity for the future.

I talked to the St. Boniface Historical Society about the grounds of the former residential school in St. Boniface on Kavanagh Street.

I attended the ceremony acknowledging Louis Riel as the first Premier of the province of Manitoba. I am currently working with the Manitoba Métis Federation (MMF) regarding housing opportunities in St. Boniface.

I continue to support the Welcoming Committee in their efforts to propose names to further Truth and Reconciliation in Winnipeg. I was at the event at the beginning of the process of the eventual naming of Abinojii Mikanah, and I supported the renaming of a street in St. Boniface to Taapweewin Way. I attended the unveiling of the monument at the former Assiniboia Residential School. I also spoke at the renaming of the park in the community of Niakwa Park to Tikina’gaan Park.

I supported the Council motion to urge the province to search Prairie Green Landfill for remains of MMIWG2S people.”

I contributed a $500 grant to Manitoba Opera for their work translating the book Opera Cat into a second Indigenous language.

Councillor Sherri Rollins, Fort Rouge – East Fort Garry

TRC Calls to Action: 10.vii, 17, 43, 44, 45, 45.i, 45.ii, 45.iii, 45.iv, 46, 46.i, 46.ii, 46.iii, 46.v, 46.vi, 47, 48, 48.i, 48.ii, 48.iii, 48.iv, 49, 69.i, 69.ii, 69.iii, 90.i, 90.iv, 91

MMIWG2S+ Calls for Justice: 1.2, 1.2.i, 1.2.ii, 1.2.iii, 1.2.v, 1.3, 1.4, 1.5, 1.6, 1.8, 1.9, 2.1, 2.2, 2.2.ii, 2.6, 4.1, 4.2, 4.3, 4.5, 4.6, 4.7, 4.8, 5.1, 5.7, 5.7.i, 5.7.ii, 18.19, 18.20, 18.24, 18.25, 18.30

<u>Existing Projects</u>

- Continue to work on Harm Reduction/Reducing the Harms of Colonization Framework with Harm Reduction Network, Aboriginal Health and Wellness, Sunshine House, Ka Ni Kanichihk, and Main Street Project;

- Continued work in support of families with loved ones in the Landfill including continued support of Candace House;
- Continued work with Ma Mawi Wi Chi Itata Centre on various projects and partnerships;
- Continued work with Ka Ni Kanichihk on Velma's House and various projects;
- Continued work with Manitoba Keewatinowi Okimakanak including a housing project, and work on a Native American Graves Protection and Repatriation Act NAGPRA-like law for Canada.
- Continued work on transportation and mobility justice including vehicle-for-hire and transit work;
- Continued work with Giganawenimaanaanig (Sandra DeLaronde MMIWG implementation committee) and MMIWG post-secondary masters students along with the City's Indigenous Relations Division;
- Continued work with Human Rights Students and faculty of Law on UNDRIP and other declarations, conventions, and treaties.

New Projects

1. Refugee Settlement Sector Project with survivors of sexual and gender-based violence in Mexico along with SCO and World Refugee and Migration Council and Jayne Flemming Reed Smith LLP;
2. Working on Indigenous-led housing projects, Advancing Naawi Oodena master plan in partnership with Treaty One Economic Development; and the Canada Lands portion; Wehwehneh Bahgahkinahgohn; and various health homes and partnership meetings.
3. Structure another human rights internship in the Ward Office;
4. Participate in downtown reconciliation work with the Downtown Biz Zone; Southern Chiefs' Organization (SCO) and the Manitoba Métis Federation (MMF);
5. New and enhanced Biodiversity and Natural Corridors work partnering with the Centre for Indigenous Environmental Resources;
6. Engage in placemaking installations in city golf courses in line with the golf repurposing study and Dr. Anne Lyndsay's work.

TRC Call to Action 43 – United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)

Lead department: Chief Administrative Office, Indigenous Relations Division

Our Goal:

Formulate a recommendation and framework for the potential implementation of the United Nations Declaration on the Rights of Indigenous People to guide and inform future policies, processes, and practices of the City of Winnipeg. At this time, a project start date has not been identified.

Our Progress:

Due to competing priorities this past year, no movement was made with respect to the stated goal. Without an increase to human or financial resources in the Indigenous Relations Division dedicated to this Call to Action, any future progress is unlikely.

Other Activities:

2023 marked the eighth year of the Indigenous Medicine Gardens at City Hall: sage, sweetgrass, cedar and tobacco were harvested by Gardeners and Indigenous Relations employees led by a Cultural Provider.

- Harvested and dried medicines are used by the Division throughout the year.

In March 2023, The Hudson's Bay Company building was transferred to the Southern Chiefs Organization for redevelopment. The project was named "Wehwehneh Bahgahkinahgohn" meaning "it is visible", and has been supported by 3 levels of government. The proposed plans include affordable housing units, a childcare facility, rooftop garden, a museum that shares the history of the Anishinaabe and Dakota peoples, ceremony space and a memorial to residential and day school survivors and those who did not return home.

City supports for this project to date have included a Tax Increment Financing grant for 25 year and expedited permit and planning services and reimbursement of the fees paid for these services. Further to this, in March 2024, Council approved the waiving of all landfill tipping fees that are remitted to the City, which is anticipated to cost approximately $257,000.

TRC Call to Action 47 – Doctrine of Discovery

Lead departments: Legal Services, Indigenous Relations Division

Our Goal:

Commence with a report of research findings including federal and provincial legislation that may impact modification of City of Winnipeg policies and bylaws, and identifies requirements to make any modifications.

Our Progress:

Due to competing priorities for both Indigenous Relations and Legal Services, no progress was made with respect to this Call to Action. Without an increase to human or financial resources dedicated to this Call to Action, any future progress is unlikely.

TRC Call to Action 57 – Public Service Training and Competency Building

Lead departments: Human Resource Services, Equity Office, Indigenous Relations Division

Our Goal:

Continue to deliver learning sessions for Public Service employees and Service Providers including ongoing experiential learning opportunities directly related to the City's implementation of Truth and Reconciliation Commission Call to Action 57 and Missing and Murdered Indigenous Women, Girls, and Two-Spirited Peoples (MMIWG2S+) MMIWG2S+ Calls for Justice.

Our Progress:

Public service training: building competency in Indigneous content and topics:

W'daeb Awaewe (the Truth As We Know It) provides employees with an experiential approach to understanding Indigenous culture and promoting reconciliation and the spirit of inclusion. The teachings provide insight from an Indigenous perspective on culture, traditions and historical events in Winnipeg with a focus on the residential school system and the impacts on Indigenous peoples.

- 64 new public service employees participating (annual), and 10,321 since established.

Chi Ki Ken Da Mun (So You Should Know) provides employees with an introduction to Indigenous people, culture, history, and worldview with a focus on the residential school experience, Topahdewin The Gladys Cook Story. Participants are required to watch the film entitled "We Were Children" as pre-work to this course.

- 161 new public service leaders participating (annual), and 1,758 since established.

Wahkotowin (Kinship) provides and offers insight from both academic and Indigenous perspectives on stereotypes, discrimination, systemic barriers, cultural humility development, ally behavior, and Indigenous worldview awareness. Topics will be presented through a variety of mediums and interactive exercises. This course will play a role in our collective movement toward self-empowerment and reconciliation. This session levels up from W'daeb Awaewe and Chi Ki Ken Da Mun, aimed at taking a deeper dive into developing culture competency for City employees.

- 13 public service employees participating (annual), 149 since established.

Spring Equinox, Summer Solstice, Fall Equinox, Winter Solstice Teachings

- 30 public service employees participating (annual), 353 since established.

Welcoming Winnipeg Walking Tour

- 13 public service employees participating (annual), 84 since established.

Sweatlodge Teachings and Participation

- 26 public service employees participating (annual), 290 since established.

Building Cultural Competency (Community Safety Officers and other City employees)

- 40 public service employees participating.

Additional Indigenous topics featured during the year:

Current Realities – Missing and Murdered Indigenous Women, Girls, and Two-Spirited Peoples (New)
- 24 public service employees participating.

The Rise of Indigenous Women (New)
- 30 public service employees participating.

Additional public service training: building self-awareness and understanding

Journey of Inclusion: (1) Impacts of Colonialism, (2) Origins of Race and Racism (3) Anti-Racism, Anti-Oppression & Cultural Competency
- 2,026 full course completions and 213 in progress.

Are You an Ally! (New)
- 111 public service employees participating (annual).

Beyond Bias
- 80 public service employees participating (annual), 415 since established.

Seeing Through a New Lens: Understanding Cultural Competence
- 88 public service employees participating (annual), 367 established.

2SLGBTQQIA+ Introduction to Gender & Sexual Diversity
- 20 public service employees participating, 62 since established

2SLGBTQQIA+ The Essentials of Gender & Sexual Diversity
- 15 public service employees participating, 49 since established

Call to Action 75 – Cemeteries

Lead departments: Indigenous Relations Division, Cemeteries Branch, and Planning, Property and Development

Our Goal:

Cemeteries: Research and communicate with other municipalities regarding what they are doing related to the Call to Action to assist in informing our action plan going forward and continue to digitize burial records for easier access.

On June 16, 2021, the Executive Policy Committee unanimously passed a Motion directing the Winnipeg Public Service to continue its work on this Call to Action.

Our Progress:

Cemeteries Branch
St. Vital and Transcona Cemetery records have been fully digitized and work is still ongoing with Brookside. While significant progress was made in 2023, over 100,000 burials have taken place at Brookside since the first in 1878 and it will take a significant amount of time to complete Brookside records. In 2023, the Cemeteries Branch was able to secure additional resources to accelerate the digitization process and data input efforts are ongoing.

First Nations, Inuit, and Red River Métis (FNIRRM) Council (Residential Schools)
In 2021, by invitation from the Province of Manitoba, the City of Winnipeg (IRD) became a member of the newly formed *FNIRRM Council* on residential schools along with representatives from the Southern Chiefs' Organization, Manitoba Keewatinowi Okimakanak, Manitoba Métis Federation, Assembly of Manitoba Chiefs, Manitoba Inuit Association, Sioux Valley Dakota Nation, Cree Nation Tribal Council, Anish Corporation, National Centre for Truth and Reconciliation, Wa-Say Healing Centre, Anish Corporation, Regional Indian Residential School Health Support Program Centres, Elders and Knowledge Keepers, and Provincial and Federal governments.

Over this past year, the City of Winnipeg continued its participation as a member of the FNIRMM Council:

- The Province arranged a gathering in November 2023 to re-assemble and engage the members in continuing the work of the First Nations, Inuit, and Red River Métis Council, and to prepare for two-day workplan sessions in January 2024 to discuss and prioritize Council's significant areas of work across Manitoba.

- The City of Winnipeg (IRD) attended the 3-day conference "Protecting Our Ancestors" hosted by Manitoba Keewatinowi Okimakanak, Grand Chief Garrison Settee, and Sioux Valley Dakota Nation, Chief Vincent Tacan, both are members of the FNIRRM Council. The purpose of the event introduced exploring the development of a national law that will address the need for legislation similar to the *Native American Graves Protection and Repatriation Act* of the United States, known as NAGPRA, to ensure the protection, control, disposition and repatriation of Ancestral remains and belongings. The conference featured Canadian and American presenters and panelists dedicated to policy work and implementation involving the protection of heritage resources and the unmarked burials of children who attended residential schools in Canada, currently not protected by legislation.

Heritage Resources Protection and Access in Winnipeg
The City of Winnipeg sought guidance on the matter of an ancestral burial mound in Winnipeg, and to determine next steps leading to protection of this significant heritage resource. A meeting was held with First Nations representatives, Planning Property and Development, Water & Waste, Province of Manitoba, the Manitoba Museum, University of Winnipeg, and KGS Group to discuss the archaeological investigations, findings, and remedies for the protection of the burial mound and heritage resources in the vicinity of a City of Winnipeg infrastructure project. This meeting resulted in determining next steps involving 6 actions, including co-development of a Heritage Resources Protection Plan.

Call to Action 77 – Archival Records

Lead department: City Clerk's Department, Archives and Records Control Division

Our Goal:

Building on work completed to date, the City Archives will continue to identify and to enhance access to records that support truth-telling and the reconciliation process. We will work collaboratively with Indigenous groups and individuals to improve both awareness and stewardship of First Nations, Métis, and Inuit records in the collections.

Our Progress:

The City of Winnipeg Archives and Records Control Branch holds records that lend themselves to the exploration of Indigenous histories, and of civic policies, programs and decisions that Indigenous peoples in Winnipeg have engaged in over the years.

- Archives staff participated in organizing, hosting, and facilitating the Association for Manitoba Archives' event on the Reconciliation Framework for Canadian Archives. The event was held on International Archives Day, June 9, 2023.
- In collaboration with curator Vanda Fleury and the Winnipeg Public Library, the City of Winnipeg Archives continued to support the exhibit Story Seeds: Cultivating Wellness and Depth through Indigenous Plant Traditions. Story Seeds explores the better-known crops and plants domesticated, developed, and harvested by Indigenous people of the Americas. Weaving together educational resources, photos, historical records, and other sources, it celebrates the food systems that grow cultural narratives, family and community. The exhibit was launched at the Millennium Library in June 2022 and has been touring other libraries and City facilities, including the St. Boniface Library, Harvey Smith Library, Charleswood Library, St. Vital Library, and City Hall.
- In consultation with Indigenous Relations Division, Archives staff prepared social media posts to raise the visibility of Indigenous contributions to Winnipeg's history.
- Archives staff provided research support for the Welcoming Winnipeg Initiative and Manitoba Indigenous Tuberculosis History Project. This included creating a procedure guide for researching the naming of City assets and related pilot project.
- Produced a special issue of the Archives Calendar to commemorate Winnipeg's 150th anniversary with contributions from heritage organizations. The calendar featured an artistic rendering of the Red River Métis National Heritage Centre (courtesy of the Manitoba Métis Federation), photo of Inuit artist Ningiukulu Teevee (courtesy of the WAG-Qaumajuq Archives & Special Collections), and the newly installed history panels at Sergeant Tommy Prince Place. A special thanks to all participating organizations.
- Prepared content for the Winnipeg 150 anniversary digital exhibit with reference to the vision, commitments, and principles in Winnipeg's Indigenous Accord. The digital exhibit acknowledges the original peoples of this land, history and legacies of colonialism, as well as settler biases in records.

- Updated the City's history web pages, including the historical timeline, in collaboration with Corporate Communications, Indigenous Relations Division, and Heritage Conservation (Planning, Property and Development Department). In addition to other changes, the updated web pages include new content that better records First Nations, Métis, and Inuit histories and contributions to Winnipeg.
- Created special Winnipeg 150 exhibits at City Hall, including one on the naming of Winnipeg and another on parks that highlighted the recent work of the Welcoming Winnipeg Initiative.

Missing and Murdered Indigenous Women, Girls and 2SLGBTQQIA People (MMIWG2S+) Calls for Justice

Lead department: Indigenous Relations Division (IRD)

MMIWG2S+ Calls for Justice: 1.1, 1.3, 1.8, 2.3, 4.8, 8.1, 15.1, 15.2, 15.3, 15.4, 15.6, 15.8, 17.9

Our Goal:

To continue to co-develop and implement a civic implementation plan to end violence against Indigenous women, girls, two-spirit and gender-diverse peoples. The civic implementation plan will ensure:

- Urban Indigenous women, girls, two-spirit and gender-diverse voices are heard, as they are required to lead solutions.
- Appropriate mechanisms of responsibilities and accountabilities are created. These mechanisms are paramount to ending violence, as the city's responsibilities directly impact urban Indigenous people.
- Safe Transportation, Training & Awareness, and Safe Spaces are emphasized as key components of the plan.
- The principle of "Nothing About Us Without Us" is foundational to planning, coordinating and implementation of the 231 Calls for Justice and National Action Plan.

Our Progress:

Implementation of the Calls for Justice and National Action Plan – April 2023 – May 2024

The Final Inquiry into Missing and Murdered Indigenous Women and Girls was released on June 3, 2019, stating that the Canadian state's human and Indigenous rights abuses amount to genocide against Indigenous women, girls, and 2SLBTQQIA+ people. In 2020, the Executive Policy Committee directed the Public Service to identify how the City of Winnipeg can address the 231 Calls for Justice that fall under the City's jurisdiction by developing an implementation plan and reporting annually in Winnipeg's Indigenous Accord and Journey of Reconciliation reports.

Since 2021, the Indigenous Relations Division has received ongoing advice from Missing and Murdered Indigenous Women, Girls and Two-Spirit Peoples (MMIWG2S+) families, survivors, and advocates, and is now a member of the family, advocate and survivor-led MMIWG2S+ Implementation Committee, Giganawenimaanaanig, which in English translates to "we all take care of them." This group has been leading

and guiding the work on co-development and implementation of Manitoba's response to the Calls for Justice and National Action Plan, which includes the City of Winnipeg's response called the civic implementation plan to end violence against Indigenous women, girls and gender-diverse peoples. Their guidance has asked that the City's implementation plan follows the mechanisms noted below that are paramount to ending violence:

- Urban Indigenous women and two-spirit voices are heard and lead solutions.
- Appropriate mechanisms of responsibilities and accountability are created as the City's responsibilities directly impact urban Indigenous people.
- "Nothing about us, without us" is honoured and is foundational to the City's actions. This principle builds on the fact that we are all stronger when we work together, and the work done thus far is a testament to this.
- Safe Transportation, Training & Awareness, and Safe Spaces are emphasized as key components of the plan.

Winnipeg has become known by advocates, survivors and families as ground zero to the issue of Missing and Murdered Indigenous Women, Girls, Two-Spirit, Gender-Diverse peoples, and men and boys, marked by the death of Tina Fontaine in 2014. In 2022, Winnipeg garnered further international attention by the untimely and tragic deaths of; Rebecca Contois, Marcedes Myran, Morgan Harris and Mashkode Bizhiki'ikwe, or Buffalo woman. The families of these women continue to fight for justice and dignity only to highlight devasting impacts of colonization and systemic issues that perpetuate violence against indigenous women, and people. It is imperative that the crisis in Winnipeg, Manitoba and Canada is addressed by everyone. The approach to addressing this national crisis requires a multi-faceted approach, that recognizes and acknowledges these issues and further empower reclamation and self-determination.

Thank-you to all those who have contributed their hearts, advice, and guidance to achieve transformative and meaningful change. We humbly call out to all Winnipeggers to contribute to the change that is necessary.

Safe Transportation (Calls for Justice 4.8, 8.1, 17.9)

On April 28, 2022, Council directed the Public Service, led by the City's Indigenous Relations Division, to work with the MMIWG2S+ implementation team, Indigenous governments and territorial organizations, Vehicle for Hire (VFH) service providers, and the community, to consult and engage on the lived experiences that passengers have had using vehicles for hire. Thus, committing to implementation of the Calls for Justice 4.8, 8.1 and 17.9 as they relate to safe transportation in the City of Winnipeg.

Engagement sessions were hosted with support from Community Services, Vehicle for Hire, MMIWG2S+ community members and advocates, newcomer and racialized women and taxi companies. Many of the same themes that came out of previous sessions were brought forward here as well – the need for better education and understanding amongst drivers and the community, better access to information, and complaints handling information is translated for understanding.

In 2023, the Indigenous Relations Division began working closely with Giganawenimaanaanig and MMIWG2S+ advocates and families on the development of the **Building Cultural Competency Training** which has been developed for vehicle-for-hire drivers and focuses on the history of colonization in Canada, colonial impacts on

Indigenous women, girls and two-spirit and gender-diverse, the traditional roles of women, hearing from lived-experiences, and the development and discussions on resources and when to use them.

From June 2023 – May 2024, Vehicle for Hire **Building Cultural Competency Training (BCC)** there have been a total of 735 vehicle-for-hire driver trained in 24 sessions. There are over 3,000 vehicles for hire drivers to be trained and with this, it is anticipated training will be complete by 2026.

Additionally, as the Building Cultural Competency Training was developed to be customized to other departments, and industries, 15 city staff and 25 Community Safety Officers completed the training.

Civic Implementation Plan (Calls for Justice 1.1, 1.3, 15.8)

The City of Winnipeg MMIWG2S+ Working Group consists of representatives from various City departments and community committees who strive to address and implement the Calls for Justice. Departments include: Community Services, Winnipeg Transit, Winnipeg Parking Authority (Vehicles for Hire), Winnipeg Fire and Paramedic Service and Winnipeg Police Service. Activities held in 2023 have included:

- Regular presentations from members of the MMIWG2S+ community to inform departmental commitments, including: Winnipeg School Division, Ma Mawi Wi Chi Itata Centre's Empowerment Program, Giganawenimaanaanig, and the Southern Chiefs Organization.
- Discussions and drafting of front-line support packages to better support citizens experiencing trauma, in a safe manner. This included:
    - Updated "Who to Call" (for support) posters and cards in city facilities and spaces
    - Updates to webpages
    - Identifying priority facilities for front-line support packages
    - Community Services Crisis Workers began training frontline staff on who to call, de-escalation tactics, and when/how and why to use the support packages
- All Winnipeg Public Libraries will hang Signs of Trafficking posters from the Joy Smith Foundation

Members of the MMIWG2S+ Internal Implementation Group met individually with the Indigenous Relations Division to discuss Calls for Justice that the departments can commit to that would formulate a plan and next steps of the civic implementation plan. To date, commitments consist of:

- Implementation of MMIWG2S+ related training to partner groups including newcomers, faith-based groups and Men and Boys groups.
- Direction of human rights obligations posed through the Human Rights Committee of Council.
- Coordination of Awareness and Training campaigns with the Equity, Diversity and Inclusion office highlighting MMIWG2S+ voices, through the Awareness Series.
- Education and training for the Public Service that explores, among other items, the varied levels of oppressions that intersect around the lived realities of the 2SLGBTQQIA+ community.
- Ongoing support and priority to hear the voices, guidance and concurrence of MMIWG2S+ families, survivors and advocates.

Training and Awareness Campaign (Calls for Justice 1.8, 15.1-15.4)

The Indigenous Relations Division has created an education an awareness campaign that promotes significant days of awareness and education on the issue MMIWG2S+, **National Inquiry's Final Report** and the 231 Calls for Justice, highlighting Calls to all Canadians, the 2021 National Action Plans.
The City continues to promote community events to all City staff when acceptable. In 2023, days of awareness included:

- February 14th – Women's Memorial March in honour of MMIWG2S+
- May 5th – National Day of Awareness for Missing and Murdered Indigenous Women and Girls and Two-Spirit Peoples
- June 3rd – Anniversary of the unveiling of the Final Inquiry and National Action Plan and systems report card
- October 4th – Provincial Day of Awareness for MMIWG2S+
- November 13 – Day of Commemoration for Helen Betty Osborne

On May 5th 2023 the Indigenous Relations was invited as a member of Giganawenimaanaanig to the Red Dress Event, which saw approximately 15,000 Winnipeggers attend Portage & Main for a Round Dance that followed an emotional and magnetic march to the Forks for refreshments and speeches to show support for the ongoing issues MMIWG2S+.

On October 4th, the Indigenous Relations was invited to co-emcee and participate in the Provincial Day of Awareness for MMIWG2S+. This event saw approximately 100 people come together to hear the Panel Discussions with subject experts specific to Guaranteed Basic Income and the Red Dress Alert. This event was shared with city staff as a day of learning and action.

Both days saw Esplanade Riel and the Winnipeg sign lit in red to support the awareness and importance of the days. Additional resources are also shared on the significance of the red dress and how to be an ally, and information on community events. IRD continues to collaborate with the Winnipeg Public Libraries in hanging red dresses at City Hall and all Winnipeg Public Libraries.

In October 2023, the Indigenous Relations extended the Story Map experience which is a comprehensive Database of MMIWG2S+ people in Manitoba. The Database was only one component of the larger Story Map training that was developed by Giganawenimaanaanig and Province of Manitoba data scientists to share the detailed journey of 5 Manitoba women and gender diverse people who went missing, 4 of whom went missing in Winnipeg. A total of 25 City staff attended this training as an opportunity to enable further the insight to further MMIWG2S+ training development.

This training including the practice of implementing trauma-informed approach where supports for participants who may be triggered by the subject matter can access additional emotional supports.

By November 2023, Indigenous Relations worked with Giganawenimaanaanig in the development of the Indigenous Women Stories presentation related to how the Indian Act caused harm to Indigenous women, children and gender-diverse peoples.

Identify accessible spaces for MMIWG2S+ (Calls for Justice 2.3, 15.6)

The Indigenous Relations continues to work with, Public Works, Park and Open Spaces, Collective Voices, MMIWG2S+ matriarch Angela Lavallee to place Rainbow Butterfly in her permanent home at St. John's park by summer 2024.

The collaboration throughout the journey will serve as a framework for future practices in developing safe, accessible and welcoming spaces in Winnipeg that encourage and emphasize safety and Indigenous women's voices, and experiences.

It is imperative for internal and external partners to understand the importance as it pertains to the presence of individuals in building safe and meaningful relationships, especially with Indigenous women, and gender-diverse peoples. Examples to transformative outcomes due to education, awareness, and development of meaningful relationships related to implementation of the Calls for Justice include:

- Two key amendments made by the Vehicle for Hire office to the Vehicle for Hire By-law.
- New and updated Procurement & RFP processes created for the NEWPCC Upgrade Project - Indigenous Consultant – December 2023 in partnership with Water and Waste Department. Legacy Bowes was the successful recipient to the contract.
- Purchase and Sale Agreement with Clan Mother Earth Enterprises Inc fees waved and sale of property for $1.00 for 48 Maple Street in 2023.

In Winnipeg the importance of relationships cannot be overstated. There is much more emphasis required in cultivating safe relationships that entail active listening, learning and engaging. As the Indigenous Relations Division continues to be honoured to bear witness to the struggles, resistance, and triumphs to the issues of Missing and Murdered Indigenous Women, Girls a Two-Spirit and gender diverse people, dismantling harmful structures requires allies and sustainable commitment by all that call Winnipeg and Canada home.

Equity Office,
City of Winnipeg

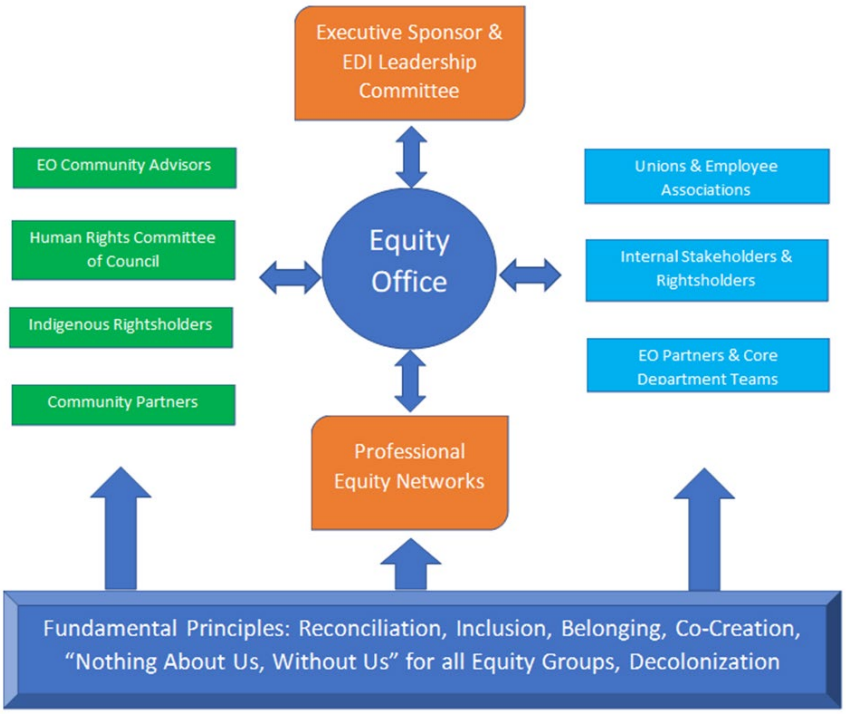
Calls to Action: 57
Calls for Justice: 2.6, 5.24, 18.18

The Equity Office (EO) and Corporate Human Resource Services works collaboratively with the Indigenous Relations Department (IRD) on numerous strategic actions. Active and consistent progress on the Journey of Reconciliation is a foundational principle of the EO Governance Model. Strategic actions that were undertaken in the reporting period of June 2023 – May 2024 are as follows:

1. The EO Governance Model

The EO Governance Model has been designed in alignment with the principles of reconciliation, inclusion and belonging, "nothing about us without us" for all equity groups and decolonization of systems and processes. The co-creation and collaborative approach will help us ensure that marginalized groups' voices are heard, including intersectional voices. We need to understand the full impact of current systemic barriers to remove them and plan for better, more inclusive systems.

The EDI Leadership Committee is comprised of the City of Winnipeg's Deputy CAO as the Executive Sponsor, the Manager of IRD, Director of Human Resource Services & Equity Office, and other functional leaders from various departments to implement strategies in support of reconciliation, inclusion and belonging. Graphic representation of the EO Governance Model:



2. Diversity Representation Metrics

The EO continues to work with Human Resource teams and employees to gather diversity data by means of a self-declaration questionnaire which includes disaggregated data in alignment with the Anti-Racism Secretariat best practices and the Human Rights Code of Manitoba, with a special focus on six equity groups: Indigenous Peoples, Women, Racialized Peoples, 2SLGTBQQIA+ Peoples, Newcomers and Persons with Disabilities. The Diversity Reports Working Group comprised of EO staff and Innovation & Technology Data Scientists has created the Diversity Dashboard within the PowerBI platform to provide real-time diversity representation information to all departments. Each department has access to a diversity profile, gap analyses, and labour force availability metrics to assist with their goal setting and attainment. The diversity data has also been published to the Open Data Portal on January 1, 2024, for full transparency and accountability. It is important to note that a rigorous information governance protocol is in place to safeguard privacy and confidentiality.

3. Measures to Safeguard from Misrepresentation

The EO and IRD are examining the issue of race shifting, a misrepresentation of identity to access opportunities afforded equity group members. Consultation occurred with the Executive Director of the Manitoba Human Rights Commission. Next steps are to engage with Indigenous Rightsholders to see what they would like to set as a protocol for identity verification. With this guidance, the City of Winnipeg will update its systems, policies and protocols to align. The EO will examine this for each equity group. This work in ongoing.

4. Indigenous Employees Gathering

The EO presented its Governance Model, which includes information on Professional Equity Networks (PENs), at the Indigenous Employees Gathering. PENs are a core component of the Governance Model as they represent the needs and interests of equity group employees at the City of Winnipeg. The EO and IRD are working on shifting the existing Indigenous Employees Group within IRD to a PEN within the EO. This work is ongoing.

5. Missing & Murdered Indigenous Women, Girls and Two-Spirit and Gender-Diverse Peoples

The EO is working with IRD in support of the following Calls for Justice:

- 2.6 Educate their citizens about, and to confront and eliminate, racism, sexism, homophobia, and transphobia.
- 5.24 Amend data collection and intake-screening processes to gather distinctions-based and intersectional data about Indigenous women, girls, and 2SLGBTQQIA+ Peoples.
- 18.18 Educate service providers on the realities of 2SLGBTQQIA people and their distinctive needs, and to provide mandatory cultural competency training for all social service providers including Indigenous studies, cultural awareness training, trauma-informed care, anti-oppression training, and training on 2SLGBTQQIA inclusion within an Indigenous context (including an understanding of 2SLGBTQQIA identities and Indigenous understandings of gender and sexual orientation). 2SLGBTQQIA people must be involved in the design and delivery of this training.

The EDI Coordinator is part of the Missing and Murdered Indigenous Women, Girls, Two-Spirit and Gender-Diverse peoples (MMIWG2S+) Working Group.

The EO will continue to evolve the comprehensive self-declaration questionnaire and identity verification as new information is gathered.

The EO and Human Resource Services staff continues to promote the Journey of Inclusion, three-part series mandatory training which includes (1) Impacts of Colonialism, (2) Origins of Race and Racism (3) Anti-Racism, Anti-Oppression & Cultural Competency.

To date, there have been 2026 full course completions and 213 in progress in 22 departments.

The City of Winnipeg's Equity, Diversity, and Inclusion Policy & Strategy anchors the City's commitment to promoting human rights, accessibility, equity, diversity and inclusion, anti-racism, and anti-oppression. This focus aligns with our values of Respect, Accountability, Trust and Transparency, the Corporate Key Strategic Directions, and OurWinnipeg 2045.

Session 1 – Impacts of Colonialism Theory of colonialism, the action of colonization, and the far reaching inter-generational impacts on Indigenous Peoples in Canada. How this form of oppression is rooted in racism and how racism, in all its forms, continues to marginalize Indigenous Peoples and Racialized Peoples. What you can do.

Session 2 - Origins of Race and Racism:
Race as a social construct, gain a deeper understanding of individual and systemic racism. Power and privilege, white supremacy, and white privilege and how these contribute to ongoing racism in society.

Session 3 - Anti-Racism and Anti-Oppression and Introduction to Cultural Competency
Important actions to promote anti-racism and anti-oppression. Learn how developing greater cultural competency will assist in the process of active anti-racism and anti-oppression work.

Work is currently underway on foundational IDEA (Inclusion Diversity Equity & Accessibility) Training for all staff, also mandatory. In addition, further tailored training modules for leaders and recruiters are also being developed. The Equity Office will work with Employee Development in HR Services to assist with this.

All webinars offered as part of the employer partnership with the Canadian Centre for Diversity & Inclusion and Pride at Work are entered in the EDI calendar, several per month, and promoted by leadership and communications through three things today and social media.

The EO and the Human Rights Committee of Council continue to partner to offer learning events as part of the Awareness & Action Speaker Series (Series). These are offered to both City of Winnipeg employees and Residents. Most sessions are still available online at the City of Winnipeg's Learning & Events webpage on the winnipeg.ca website.

As part of the Series, a special panel event was produced in partnership with the Government of Manitoba on December 8, 2023, Gender Based Violence (GBV) Through an Intersectional Lens, centering the experiences of MMIWG2S+. This panel discussion (in-person and virtual) was in recognition of International Day for the Elimination of Violence against Women (November 25), the 16 days of activism against gender-based violence (November 25 – December 10), the National Day of Remembrance and Action on Violence Against Women (December 6) and Human Rights Day (December 10).

Winnipeg Fire Paramedic Service (WFPS)
City of Winnipeg

Calls to Action: 57

Calls for Justice: 3.1, 7.6

Goals:

Our goal is to continue to build awareness, deepen understanding and provide training opportunities in support of reconciliation and inclusion at WFPS. This will further advance our commitment to fostering a culture and workplace where all employees can be their authentic selves to learn from each other and where differences are embraced. Recognizing the role systemic racism and its impacts have had, the WFPS strives to provide service to all residents in an equitable manner.

Our Progress:

The Winnipeg Fire Paramedic Service (WFPS) has demonstrated its commitment to continue to build awareness, deepen its understanding in support of reconciliation and to foster a culture of inclusion for all employees by providing the following training and learning opportunities:

- WFPS has provided respectful workplace training to over 1500 employees to foster a diverse workplace that is free of harassment and discrimination. This training continues with each new recruit class that is held on a yearly basis.
- The respectful workplace training complements the frontline leadership training that is provided regarding Anti-Racism to help support further understanding of why it is important to eliminate racist beliefs, attitudes and behaviours.
- In addition, the City of Winnipeg has developed a Journey to Inclusion training, a 3-part series that focuses on anti-oppression, anti-racism and cultural competency training for all staff at all levels. The goal is to have all City staff complete this mandatory training by December 31, 2024. To date for WFPS, 166 employees have completed Episode 1, 144 employees have completed Episode 2 and 136 employees have completed Episode 3.

The WFPS Executive Team recognizes that Indigenous populations are disproportionately impacted by poverty and homelessness. The higher occurrence of homelessness in Indigenous populations is tied to impacts of systemic racism including colonialism and residential school policies. Our teams work to educate themselves to improve interactions with unsheltered populations including training such as Trauma-informed Care and Experience with Poverty and Homelessness as follows:

- WFPS staff received presentations on homelessness from an individual with lived experience. This training has supported WFPS Fire Prevention Officers in their daily work when engaging with residents living in temporary encampments to provide life safety education and community support resources.

- WFPS engaged with Klinic Community Health to provide trauma-informed care training to senior leadership. Plans are underway to provide the training to additional frontline staff.
- In consultation with Winnipeg Police Service, WFPS has developed a human trafficking training module which is mandatory for all frontline personnel. The training provides personnel with general knowledge about human trafficking in our city, what to be aware of and how to report suspected cases. Since implementation in May 2023 four incidents have been reported to law enforcement.

The Diversity and Equity Fire Training (DEFT) program was implemented in 2021 and continues to show progress in recruiting qualified Indigenous applicants. The goal of the program is to increase diversity within WFPS by removing barriers faced by marginalized individuals in accessing required training to apply for Firefighter positions. The 2023-24 recruit class has 50% representation of Indigenous candidates with one of the Indigenous candidates also being a woman.

WFPS is engaging our five (5) unions and working collaboratively to ensure equity, diversity and inclusion is built into our policies, practices and recruitments. New recruitment practices that encourage an inclusive approach to the way we recruit are being explored, including designated or preference recruitment activities to support a workplace that is representative of the society that WFPS serves.

Ongoing Culture Assessment work is being conducted including bridging the gaps and fostering a culture of inclusion where all staff feel recognized, valued and respected.

While reviewing patient care reports, it was identified that not all Manitoba Indigenous communities were present in the Federal Medical Services (FMS) list. Our team connected with our colleagues in the City's Indigenous Relations department, and they were able to provide a complete list. It was also identified that some patients are now using their Indigenous community's name instead of the English name. In the spirit of continued work towards reconciliation, the FMS list also now includes all Indigenous community names.

WFPS is continuing to work with our Indigenous partners in all current and future diversity programming. This includes fire and paramedic camps, career fairs and anti-racism and conflict resolution education.

WFPS continues to do the City of Winnipeg's Land and Water Acknowledgement prior to meetings to centre its discussions in the spirit of reconciliation.

Winnipeg Transit
City of Winnipeg

Calls to Action: 57, 92.ii, 92.iii

Calls for Justice: 8.1

Goals:

Contributing to the honouring of Call to Action #57 – Professional Development and Training for Public Servants, Winnipeg Transit is committed to providing its staff with awareness training specific to issues

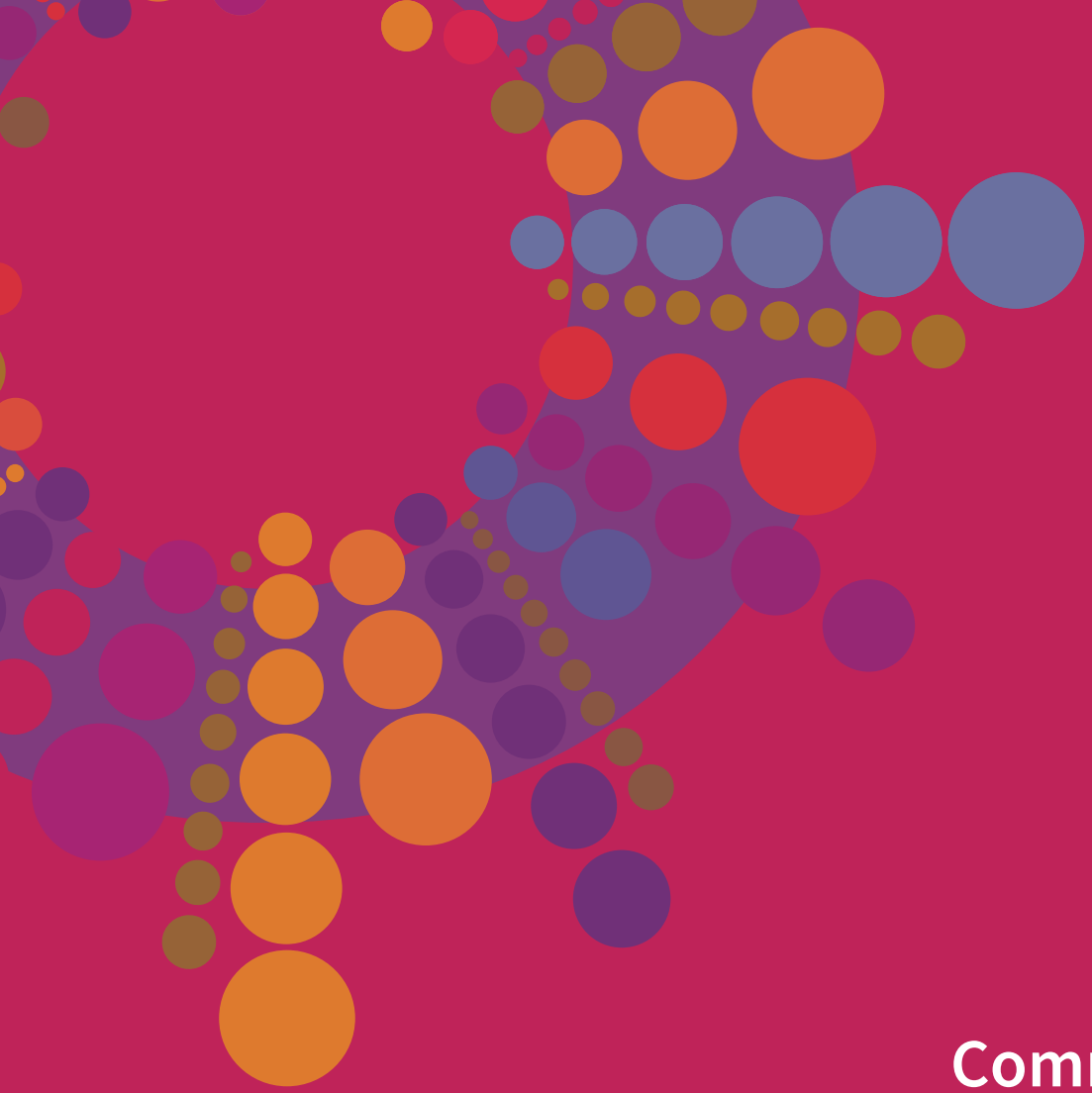
impacting Indigenous peoples both historically and in present day. Furthermore, Winnipeg Transit commits to a meaningful contribution relating to Call to Action #92 – Business and Reconciliation, ensuring that Indigenous peoples have equitable access to jobs, training, and education opportunities through focused and comprehensive recruitment and outreach campaigns and partnerships.

Our Progress:

In 2023, the Department began rebuilding its operations post-pandemic.

As of April 2024, 54% of the Department has completed the required Indigenous Training for Leaders and Staff. The City of Winnipeg has also introduced mandatory Journey to Inclusion training, which the Department is actively rolling out.

To date, 11% of Winnipeg Transit employees have self-declared as Indigenous. The Department is actively moving to increase Indigenous representation among its employees and participated in employment outreach activities at the Assembly of Manitoba Chiefs Youth Conference, the Southeast Child and Family Services Career Fair, and the Eagles Nest Job Fair in the last year.



Community Organizations

1JustCity

Calls to Action: 13, 17, 31, 37, 43, 44, 48, 49, 59, 60, 62.

Goals:

1JustCity operates under four pillars, which guide the work of the organization:

1. Loving the Underloved
2. Working Towards Reconciliation
3. Growing Individuals' Capacity
4. Building Inclusive Communities

Using these pillars as our guide, we are affirming that we are committed to the following Calls to Action:

- We wish to continue building meaningful relationships between Indigenous peoples and entities of the church while acknowledging the role the church has played in the cultural genocide of Indigenous peoples.
- We wish to publicly engage ourselves in the work of adopting the United Nations Declaration on the Rights of Indigenous Peoples as a framework for reconciliation within our organization.
- We wish to continue to offer culturally appropriate opportunities, ceremonies, and events hosted by Indigenous leaders with focus on building a safe and open environment where Indigenous community members can practice their right to spirituality.
- We wish to continue to advocate for Indigenous peoples by offering support on an individual level for navigating systems including but not limited to: housing, rehabilitation, social services, food security, ceremonial supplies, etc. And on a systemic level we want to utilize our voice in the community to condemn systemic oppression, promote Indigenous rights, and advocate for social change through a harm reduction approach.
- We wish to work with Indigenous or non-Indigenous organizations to build respectful connections, networks, and understanding to further serve as a support system for Indigenous peoples.
- We wish to continue to focus on and support Indigenous initiatives, opportunities, knowledge keeping, and teachings to integrate into the services we provide.

Our Progress:

1JustCity is a charitable organization operating on a framework built on our four pillars of justice, these pillars coincide with several of the proposed Calls to Action outlined within the Truth and Reconciliation Commission of Canada and articles found within the United Nations Declaration on the Rights of Indigenous Peoples.

Since our last report, 1JustCity has continued to build meaningful relationships with churches and affiliated organizations while acknowledging the role the church has played in the cultural genocide of Indigenous peoples. Our Indigenous Cultural Program Team engages in conversations and provides workshops on the impact of colonization on Indigenous people, their culture and their communities. They also share the sacred teachings and celebrate the wisdom, history and heritage of First Nations, Inuit and Metis people. This fosters understanding and more meaningful, educated, relationships.

Indigenous Cultural staff provide opportunities for Indigenous and non-Indigenous people to learn more about First Nations, Metis and Inuit teachings and culture. Drumming, sharing circles, beading, attending sweats and pow-wows, MMIWG walks, making dream catchers, medicine bags, picking medicine, and participating in Ceremonies all contribute to guests better understanding of who they are, as well as who their neighbour is.

Our Indigenous Cultural Program (ICP) ensures the work we are doing is culturally inclusive and sensitive. Our ICP Lead guides the team and makes connections with other organizations that allow for expression of Indigenous rights, teachings and empowerment, and provides visible and meaningful leadership within our communities. We give preference to hiring Indigenous employees in positions other than our Indigenous Cultural Team. Our ICP Lead ensures the best interests of reconciliation and preservation of culture are being met, oversees existing programs as well as the development of new programs to support and educate our community. Our ICP Advisory group provides guidance and initiatives in our Strategic Planning, as well as program and structural reviews.

As an organization we have coordinated and participated in Pow Wows, MMIWG walks, sweats, and medicine picking and at these events we often offer culturally appropriate feasts or snacks. Our sharing circles continue to be supported by our Indigenous Cultural team and we have Indigenous language bingo, healing circles, smudging and educational opportunities to understand the impact of residential schools, drumming circles, beading and many more opportunities to build connections, trust and respect within our communities. Our pilot project, the Maskaawizii Awewiin Group, provided a place for men to grow and learn about their culture in a supportive environment.

Non Indigenous community members are welcome to join any of these activities to share in the spirit of reconciliation and understanding. We have arranged visits by many Indigenous leaders to learn from their wisdom.

We assist Indigenous guests in accessing ID and assist in filling out forms to obtain Status, or access settlement dollars. We assist our guests in navigating the system to access housing, deal with eviction notices, access EIA, Disability, medical care, access to sustainable food sources, and access to traditional medicines, and smudging supplies. We provide healing circles and ceremonial fires to respect cultural practices.

We are consulting with Dr. Yellowbird to learn how mind and brain function are shaped by the stresses of colonization and compromise the well-being of Indigenous Peoples. With Yellowbird's support, we look forward to providing activities that weaken the effects of colonialism, facilitate resistance, and create opportunities to promote traditional practices in present-day settings.

Our West-End site has moved to the Pimicikamak Wellness Centre, and we are strengthening our connections with First Nation Communities.

Acorn Family Place

Calls to Action: 1, 5, 12, 57, 80

Calls for Justice: 7.1, 7.2, 7.3, 7.4, 7.6, 7.8, 12.2, 12.3, 15.2, 15.8

Goals:

In the coming year, we have identified the following goals:

1. Strengthening cultural safety in our Early Childhood Education program, such as staff professional development to build cultural competency and incorporating Indigenous worldviews into teaching about child development. (TRC 12, MMIWG 15.2)
2. Inviting Indigenous facilitators to lead or co-facilitate our programs, including the Knowledge Keepers that we have established relationships with. (TRC 5, MMIWG 7.1,7.2,7.3,7.4)
3. Building reciprocal relationships with Indigenous organizations and staff in other organizations responsible for Indigenous programming, to collaborate, share resources, provide mutual referrals, and learn from their work. (TRC 5, MMIWG 7.1,7.2,7.3,7.4)
4. Building on the momentum started this past year holding a meaningful event for Truth and Reconciliation Day. (TRC 80, MMIWG 15.2)
5. Disseminate evaluation data from our Acorn Family Place Wrap Around program as a means to advocate for a different approach to child welfare in Manitoba. (TRC 1, MMIWG 12.2, 12.3, 15.8)
6. Continue to provide opportunities for staff professional development and learning the Truth in order to promote Reconciliation. (TRC 57, MMIWG 7.6, 15.2)
7. Continue to provide opportunities for Indigenous people to take leadership roles at our centre including as staff, volunteers, committee, and Board members. (MMIWG 7.8)

Our Progress:

Acorn Family Place is motivated to continue to work towards honoring our commitments to the City of Winnipeg's Indigenous Accord. We believe it is part of our collective responsibility to learn, reflect, listen, and take direction from colleagues, participants, and members of the various Indigenous communities impacted by genocide and ongoing colonialism.

Our Acorn Family Place WrapAround program works with families involved with, or at risk of involvement, with child welfare systems. The majority of these families are Indigenous, and through this program we contribute to reducing the number of Indigenous children in foster care.

The WrapAround program created a peer advisory committee and continued building connections and relationships with Indigenous communities and organizations. The team had weekly drop-in activities that

focused on Indigenous cultural activities. Some examples of this are our sharing circle as well as Indigenous arts and crafts with Indigenous facilitators taking the lead in addition to providing teachings.

Our staff have participated in several professional development activities to strengthen their cultural competence and knowledge, such as visiting the Canadian Museum of Human Rights to learn about Wampum Belts, residential school and Treaties. We also succeeded in creating a harm reduction program with an Indigenous lens and creating space to receive teachings from Elders.

Staff from our Playroom trained and facilitated Indigenous games at Acorn's 25th celebration and again in the Playroom, at least 2 separate times as well as staff also participated in 2 days of 'Truth and Reconciliation' training at Siloam. On September 30th, Truth and Reconciliation Day, we hosted a day for family learning about truth and reconciliation. We purchased children's books by Indigenous authors and read them in our Playroom throughout the day and sent each child home with a book of their own. Our staff baked bannock to distribute. We wore orange shirts and assembled packages of traditional medicines to distribute to families.

Knowledge Keeper Osa Muska Iskew joined the playroom most recently on Feb. 22, 2024 for I Love to Read Month. The primary focus was connecting with the children and the sharing of a sacred bundle. The bundle included sacred items: feathers, drums, medicines, talking stick as well as various other sacred items. She has led programming in the playroom and a Healing Circle for staff and participants.

Staff participated in external events such as programming with Knowledge Keepers through Main Street Project & Thunderbird House including, Rally for our Relatives on the Streets.

Knowledge Keeper Bentley Dubois led a teaching received by staff and participants on Sept. 28, 2023. The focus was on the 10 Principles of Reconciliation: Reconciliation as Relationship.

The Caring Dads Program started in August and an Indigenous facilitator was hired to take the lead. Through this program fathers gained more skillful actions to be better parents. This program, while new, has been successful and has seen several dads completing the program. Two Caring Dads participants who completed the program Dec. 2023, have spoken about their experience with the Caring Dads program to the media. One of those participants is joining the current Caring Dads group to share about being a child-centered dad - a key idea from Caring Dads for the current cohort.

Albert House Inc.

Calls to Action: 20, 21, 22

Goals:

Our commitment to reconciliation
Specific to health recommendation 18-21 within the Truth and Reconciliation's 94 Calls to Action.

Waachi'ya

18. We call upon the federal, provincial, territorial, and Aboriginal governments to acknowledge that the current state of Aboriginal health in Canada is a direct result of previous Canadian government policies,

including residential schools, and to recognize and implement the health-care rights of Aboriginal people as identified in international law, constitutional law, and under the Treaties.

- Despite Albert House not being a government institution, we are absolutely cognizant that the current state of Aboriginal health is a direct result of previous and current government policies which fail to recognize the pure detriment of colonialism as nothing short of genocide creating traumas which have embedded inter generationally. Our founders have dedicated their nursing careers to Winnipeg's core regions and have been witness to many circumstances where these variables absolutely create an inability to reach determinants of Health that most of the general population hold in contempt. Being witnessed to lived experiences and listening to hundreds of truths before the TRC was formed, has created not only an acknowledgment of the detriment of colonialism and outdated/incomplete policy to address Aboriginal health for us, but a zealous commitment to improve Aboriginal health outcomes and a reduction of mistrust, systemic gaps, and discrimination aimed at the population we wish to serve. This is precisely why, we have created this model as a template, for nationally we continue to fail Aboriginal peoples as witness by an inability to create a continuum of care, which is fragmented by a misaligned jurisdictional direction, despite commitments such as Jordan's Principle. This lack of accountability, and a continuous incapacity to recognize health care rights of Aboriginal peoples, minimal support to improve isolated circumstances of health and wellness in remote Aboriginal communities, and an inability to confirm a full unaltered respect for Aboriginal beliefs in health, well being, and recovery is simply failing Aboriginal peoples. Our top priority is to recognize and implement the health care rights of those we will be housing and providing services for, at Albert House.

19. We call upon the federal government, in consultation with Aboriginal peoples, to establish measurable goals to identify and close the gaps in health outcomes between Aboriginal and non-Aboriginal communities, and to publish annual progress reports and assess longterm trends. Such efforts would focus on indicators such as: infant mortality, maternal health, suicide, mental health, addictions, life expectancy, birth rates, infant and child health issues, chronic diseases, illness and injury incidence, and the availability of appropriate health services

- Our models will be the template that creates opportunity for improved health and social outcomes, initially for 72 citizens of Winnipeg. As a combination of a housing initiative which honors the housing first principle, and strengthened support from Aboriginal led organizations, Aboriginal peer support, lived experience, case management, and nursing, we are very committed to positive and long-term positive outcomes. For our organization, monitoring, documenting, and identifying goals which are measurable will be standard for or viability and sustainability ongoing. In knowing this, we commit to share our results publicly, and annually on our website. Our focus will be measuring trends specific to the individuals we serve. Therefore, measurable outcomes will be followed in the areas of mental health, addiction, chronic disease, illness/injury which require acute health intervention, and availability of appropriate health services. Albert House will also be participating in Winnipeg's Indigenous Accord, to ensure our own accountability and commitment.

20. In order to address the jurisdictional disputes concerning Aboriginal people who do not reside on reserves, we call upon the federal government to recognize, respect, and address the distinct health needs of the Métis, Inuit, and off-reserve Aboriginal peoples

- Albert House Inc.'s pilot facility is located within the heart of Winnipeg Center, an impoverished region in which many Aboriginal peoples who reside off reserve call home. Albert House Inc recognizes and acknowledges the struggles, barriers, mistrust, discrimination, and lack of resources or access to said resources within a healthcare system that is often difficult to navigate, even for those working within it. Added, the same health care system which has demonstrated discrimination, judgement, and disappointment has been a systematic failure most often in recognizing the unique

needs, beliefs, and struggles this population requires and endures, daily. It is the “off reserve” Aboriginal individual which we will be serving and have served for decades at the frontlines.

21. We call upon the federal government to provide sustainable funding for existing and new Aboriginal healing centres to address the physical, mental, emotional, and spiritual harms caused by residential schools, and to ensure that the funding of healing centres in Nunavut and the Northwest Territories is a priority

- Be it known, Albert House Inc. would be privileged and honored to receive sustainable funding from any level of government, to ensure our mission, goals, and principles remain intact to produce the positive impact and outcomes we and our valued community partners will strive for indefatigably. As we aspire to potentially solidify sustainable government funding, there are important indicators which we prioritize well before that time comes. Our commitment to ensure the parallelism between Aboriginal beliefs and healing and the nursing holistic model are planned, documented, and inputted into policy is held as a vital principle of the facility and its service provision models. This alignment is supported by the TRC within this recommendation, and it is the holism within the nursing profession, and its ability to respect similar beliefs in physical, mental, spiritual, emotional, and cultural beliefs and identities within the realm of traditional Aboriginal beliefs in healing, well being, and recovery. This unison and partnership of service provision and understanding, should be considered as a national template of supporting Aboriginal peoples who struggle with the generational trauma, initiated by colonialism and hidden by addiction and/or denial.

Our Progress:

2023/24 is/was an exciting time for the development of our housing initiative. At present, we are closer than ever to achieving our plan's goals. Land securement for non-profits wishing to travel the path we are currently on is a massive barrier. Unfortunately, this included a NIMBY scenario on one of our planned sites in Core Winnipeg. Since this, we have had to reset, and were just recently finalists for Provincial funding on two separate streams afforded by Manitoba Housing. That entity is very interested in our proposals, and further discussions around capital funding will be ongoing post Manitoba Budget announcements in early April. With our charitable status, we are soliciting opportunities from the real estate market, and all levels of Government to consider gifting land plots for development to accommodate our infrastructure, including reaching out to the private markets.

Community of Big Hearts

Calls to Action: 92

Calls for Justice: 6.1.ii, 11.2, 15.1

Goals:

Community of Big Hearts is a social enterprise committed to fostering education through empathy-driven workshops focused on Truth and Reconciliation: Call to Action 92; and Missing and Murdered Indigenous Women, Girls, and Two-Spirit individuals: Understanding the 231 Calls for Justice.

Our upcoming initiative, the Reconciliation Road challenge, aims to inspire and hold companies and organizations accountable for actively participating in reconciliation everyday.

Our Progress:

At the core of our community initiatives this year, we've continued to evolve our Truth and Reconciliation: Call to Action 92 workshop, while also organizing a workshop focused on addressing the critical issue of Missing and Murdered Indigenous Women, Girls, and Two-Spirit individuals. With guidance from Indigenous advisors and extensive research, we developed a comprehensive program aimed at raising awareness and fostering understanding. Central to our efforts was the inclusion of an Indigenous woman facilitator to ensure cultural sensitivity and authenticity. In conjunction with these workshops, we introduced the Reconciliation Road challenge, an innovative initiative aimed at exploring the principles outlined in Call to Action 92 more deeply. Through this challenge, we offer a platform for meaningful engagement with the concept of reconciliation, providing educational services to corporations keen on embracing this vital aspect of Canadian society. These endeavors not only underscore our commitment to community engagement but also highlight our dedication to promoting understanding and fostering positive change.

Green Action Centre Inc.

Calls to Action: 10, 16, 43, 44, 46, 86, 92

Calls for Justice: 1.1, 1.6, 2.1, 6.1.iv, 13.5, 15.1, 15.2, 15.3, 15.4, 15.5, 15.6, 15.7, 15.8

Goals:

Green Action Centre is committed to the principles of Winnipeg's Indigenous Accord and to the ongoing process of reconciliation through establishing and maintaining mutually respectful relationships with First Nations and Indigenous peoples. As an organization whose mandate is to promote green and better living by sharing practical solutions and advocating for change, we further recognize our role to collaborate with First Nations and Métis communities to protect the environment, their traditional lands, and build healthy, sustainable communities. We will advance our commitment with trust-building, accountability and with the investment of resources, and we will continue to actively participate in dialogue and learning in our workplace as an essential part of the reconciliation process.

Our focus relates to Calls to Action (CTA) #92 (Business & Reconciliation). There are additional Calls to Action intended for Canadian governments and others, which we will encourage and support in our own way, including Calls to Action #10, #16, #43, #44, #66 and #86, focused on Education, Language and Culture, adopting and implementing UNDRIP, Youth Programs, and Media and Reconciliation.

1. Continue to invest in awareness and education for Green Action Centre board, management and staff, focused on cultural competency training that includes the history of Indigenous peoples and the history and legacy of residential schools, Treaties and Indigenous rights, Indigenous-Crown relations, and the contributions of Indigenous peoples to Canadian society.

2. Implement inclusive hiring practices that will diversify our workplace and provide Indigenous peoples with equitable access to jobs and education opportunities with Green Action Centre.
3. Increase and deepen existing BIPOC partnerships and allies through meaningful consultation, building respectful relationships, and obtaining consent before proceeding with projects involving their community.
4. Create space for Indigenous and non-Indigenous peoples in Manitoba to connect about reconciliation and climate and to consider traditional Indigenous ways, the Circle, and the relationships to ourselves, each other and the land.
5. Prepare public resources and programming that are culturally appropriate such as including Indigenous teachings and principles as determined through meaningful collaboration with Manitoba First Nations and Indigenous peoples.
6. We will begin to translate our educational materials into Indigenous languages appropriate to Manitoba First Nations as we are able, seeking funding to do so where possible.
7. Become more familiar with UN Declaration on the Rights of Indigenous Peoples (UNDRIP) and concepts around Indigenous sovereignty and take steps towards having our work with First Nation communities and other programming in line with these principles, with a particular focus on UNDRIP articles 25 and 29 i & ii.
8. Use our platforms and network to amplify stories and actions from or related to Indigenous communities, Indigenous educators and other Indigenous peoples, particularly as they relate to distinct spiritual relationships with traditionally owned or otherwise occupied and used lands and waters, sustainable living and resource conservation, and upholding responsibilities to future generations in this regard.

Our Progress:

Green Action Centre continues to work on improving diversity, equity, and inclusion within the organization. We have established a Diversity, Equity, and Inclusion Committee, which is made up of both staff and board members. The DEI Committee meets monthly to discuss different issues facing the organization, and plan different ways to improve the diversity, equity, and inclusion both within our organization and in our community as a whole. The committee chair has been working with Green Communities Canada on the Equity, Diversity, Inclusion, and Indigenization project, which aims to improve all aspects of DEI within the environmental non-profit sector across Canada. We are currently working on a DEI strategic plan for Green Action Centre, which will focus on a number of areas, but one of the main priorities will be a focus on Truth and Reconciliation. The DEI Strategic Plan will be ready to be presented for board approval in May 2024, and implementation will begin immediately upon approval.

One of our primary commitments when we signed on to the Indigenous Accord in 2021 was investing in education and awareness for staff and board, focusing on cultural competency training that includes the history of Indigenous peoples. In late 2022 we held a two half-day Anti-Racism training workshop with Priti Shah of Praxis Consulting. One session was online, and the other in person, and both were attended by all staff as well as a number of our board members. The sessions focused on building knowledge and awareness, with participants working together or in small groups, answering a number of thought-provoking questions, and doing introspective activities. In 2023 we hosted another workshop, this time with the Turtle Island Project here in Winnipeg. Again all staff and some board were in attendance. In Spring of 2023 staff and

board also attended “The Secret to Good Tea,” a play by Rosanna Deerchild, the host of CBC’s Unreserved. The play explored a mother-daughter relationship and the impact of intergenerational trauma caused by residential schools. All of these experiences were emotional and educational, based on feedback from staff and board members who participated. There is a consensus within the organization that we will continue to do these group activities with staff and board, with a goal of doing one workshop/activity/etc per quarter. Staff continue to meet regularly for our DEI discussions, rotating between teams to choose the discussion topic. The meetings have gone from biweekly 30-minute meetings to a monthly hour-long meeting, allowing more time to prepare for the discussion, and to digest and process what is shared.

Along with our focus on education and awareness, we have added a Diversity and Inclusion section to all job postings and to our Board of Directors recruitment process. We have hired additional Indigenous staff members in the past few years, as well as staff members who identify as part of the 2SLGBTQQIA community. We have made focused efforts to diversify our board to be more reflective of our community.

In 2023 we commissioned a painting from local Indigenous artist, Jordan Stranger. The painting was done in our organization’s colours of blue and green, and Jordan described it by saying “The idea was to show everything working together. There’s a male face on the right and female face on the left are also represented with the sun and the moon. Berry medicines are present with leaves of tobacco and sage everywhere to speak to the sacred offerings and teaching we make when we have feasts. Nothing goes to waste. Flowers are to represent growth and good medicine and roots of our ancestors below turtle island with love at the center.” The painting hangs directly opposite the door to our office, so it is the first thing you see when you come inside, and we couldn’t be happier with it. Additionally, we have designated one room in our office space as a quiet space for reflection/prayer/smudging/etc.

Green Action Centre has been supporting climate action in Swan Lake First Nation and Sioux Valley Dakota Nation through the Climate Action Team project, and the First Nations Waste Minimization team works on waste minimization with communities from Treaty 5 (Black River, Cross Lake, Garden Hill, Bunibonibee, Tataskweyak, Wasagamack, Pauingassi, St. Theresa Point), Treaty 2 (Peguis, Fisher River, Little Saskatchewan, Pine Creek), and Treaty 3 (Buffalo Point). The First Nations Waste Minimization team has also launched a quarterly e-newsletter to share successes, news and events with and between communities, and set up an Instagram account, in addition to our Facebook page, to help disseminate information. We distributed over 5,400 copies of the youth activity book “Protecting Mother Earth for the Next Seven Generations” to Indigenous educators and support groups, and shared printed copies of the revamped “How to Reduce Waste” toolkit for Manitoba First Nation waste coordinators.

Green Action Centre remains committed to the Calls to Action we signed on with in 2021, and as a group our staff selected a number of the Calls for Justice to commit to uphold as well. We continue to advance our commitment to DEI through a shared facilitated process that will support the development of an internal strategy that is action-oriented and measurable, additional group training, access to additional resources and a collective reporting process.

Immigrant and Refugee Community Organization of Manitoba

Calls to Action: 10.vii, 53.iv, 57, 63.iii, 92.iii, 93, 94

Goals:

IRCOM's al and one of our four strategic priorities as an organization, is to nurture strong Indigenous-newcomer relations. IRCOM works closely with newcomers to Canada and believes that through education, face-to-face dialogue and cultural sharing, we will strengthen our communities and build a more inclusive Winnipeg for all. Our goals support the TRC Calls to Action numbers 93 and 94 which focus on newcomer education and awareness of treaties and an accurate and positive representation of Indigenous peoples.

Our Progress:

Over the past year, we provided a range of activities, programs, and events to provide education to newcomers and staff on Indigenous history, culture, contemporary issues, and successes; create a safe space for engaging and forming relationships based on shared experiences, understandings, and cultural similarities; and to challenge divides between communities to work towards a future and neighbourhood that supports the welfare of all of its residents.

ENGAGEMENT
Through our activities, we provided opportunities for staff and newcomers to engage with Indigenous community members and leaders. We brought Indigenous and newcomer community members together to learn about each other & build relationships in meaningful ways by undertaking the following activities:

- Two "Meet the Neighbours" Barbeques;
- Collaborative Food Handler's and First Aid trainings;
- Common Ground Concert with sākihiwē festival;
- Cooking Program with Dufferin School;
- After School Youth Art program with Ekene Maduka;
- Bringing newcomers to the Manito-Ahbee Pow Wow Grand Entry with partners;
- "Cold City, Warm Hearts" with Rossbrook House at FortWhyte Alive;
- Four IRCOM staff volunteering with Circles for Reconciliation on National Indigenous Peoples Day;
- Common Ground staff sits on the Immigration Partnership Winnipeg Indigenous and Newcomer Engagement Sector Table.

EDUCATION
We facilitated educational sessions, information and trainings, and teachings from Indigenous peoples. We partnered and worked with Indigenous Elders, Knowledge Keepers, individuals and facilitators, and organizations to provide information and knowledge sharing opportunities to newcomers and staff. We held trainings and provided resources for staff to ensure all levels of IRCOM were engaged in the work.

Activities:

- Knowledge Keeper John Houle and Knowledge Keeper Clayton Sandy sharing on Pow Wow and protocol;
- Staff workshops on the Métis sash, Treaties, & the role of newcomers in Truth and Reconciliation;
- Honouring significant days such as the National Day for Truth and Reconciliation and Orange Shirt Day (orange shirts were provided to IRCOM staff), National Indigenous Peoples Day, and Red Dress Day, etc.;
- Land-Based Learning (3 events) with Mount Carmel Clinic and additional partners;
- Conversation Circles with Mount Carmel Clinic;
- Newborn Moccasin workshop with Carole Frechette;
- Outing to Bois-des-Esprits with North End Women's Centre and teachings from Elder Val Vint;
- Cultural Advisor John Houle speaking at the NLI (Newcomer Literacy Initiative) English classes;
- Regular information sharing/mini training at all-staff meetings;
- Indigenous-Newcomer Committee advisory;
- Speaker Michael Redhead Champagne at one all staff meeting; and
- Information and resources toolkit for staff, including books and reports.

Legal Help Centre of Winnipeg Inc.

Calls to Action: 27, 92

Calls for Justice: 15.1, 15.2, 15.4, 15.5, 15.6, 15.7

Goals:

Legal Help Centre of Winnipeg Inc. improves access to legal and social service resources for socially and economically disadvantaged members of the community by providing legal support, education and referrals in partnership with students and volunteers. As an organization we are committed to the principles of intercultural understanding, empathy and mutual respect.

We commit to learning the true history of Canada and Indigenous People, acknowledging the land we live and work on and its value, and celebrating diversity. We will encourage, endorse and/or provide ongoing education for Board, staff, volunteers and students on Indigenous history, cultural competency, unconscious bias, and anti-racism.

We undertake to create a welcoming atmosphere for our Indigenous community by continuing to review our policies, programs, and activities. In doing so, our goal will be to strengthen our collaborative approach and the services we provide, by seeking consultation with and feedback from the Indigenous community.

Critical examination and reflection on the diversity of our students, staff, Board and committees is required and steps must be made to increase representation by Indigenous peoples and perspectives in order to inform our work.

Our Progress:

The Legal Help Centre continues to engage in efforts to participate in educational opportunities for staff and the students placed with us. As part of their orientation, students in our program participated in a presentation focused on the relationship between Canada and its Indigenous Peoples, delivered by Indigenous lawyer Tanya Kappo. The Legal Help Centre once again observed National Truth and Reconciliation Day.

With regards to Call to Action 27, our staff lawyers are engaged in completing the Law Society of Manitoba's Indigenous Intercultural Awareness and Competency training called The Path, initiated in October 2023.

In line with our current strategic plan, we continued to connect with Indigenous serving community organizations as part of our outreach efforts to share information about the services we provide, and to continue to collaborate to improve support and access to justice. In the fall of 2023, Legal Help Centre engaged in dialogue with the Assembly of Manitoba Chiefs in order to develop a relationship with a community Elder. After an initial meeting, Legal Help Centre continues to foster a deeper connection to support our learning.

Marymound

Calls to Action: 10.iii, 10.iv, 10.vii, 22, 48, 57, 62.i, 63.iii

Calls for Justice: 7.2, 7.4, 7.6, 7.9

Goals:

<u>Reconciled Healing Model</u>

Call to Action #22: we call upon those who can effect change within the Canadian health-care system to recognize the value of Aboriginal healing practices and use then in the treatment of Aboriginal patients in collaboration with Aboriginal healers and Elders where requested by Aboriginal patients.

- To build upon our land-based framework, Marymound aspires to integrate our treatment modalities with a focus on both cultural renewal and land-based, traditional healing combined with Western therapeutic interventions. This what is known as a Two-Eyed Seeing approach.

  This process enables us to utilize a collaborative process that honours the validity of culture and ceremony as research in a way that is meaningful to the clients that we serve. Incorporating a Two-Eyed seeing approach in our treatment modality and evaluative measures is based on the guiding principle that traditional cultural interventions in treatment can help heal the whole person—spirit, heart, body, and mind—and is particularly beneficial when combined with Western therapeutic interventions. It is our hope that Marymound can lead the way in providing treatment that embraces cultural renewal and measures outcomes in a meaningful way through a Two-Eyed Seeing lens.

Commitment to a Two-Eyed Seeing approach will rely on feedback from an Indigenous Advisory Committee to ensure that evaluation and service delivery is meaningful to our youth, their families, and the community. We are seeking funding to receive consultation services from Dr. Ed Connors, to guide and support Marymound, as a mainstream organization to move in this direction in a good and respectful way.

"To see from one eye with the strengths of Indigenous ways of knowing, and to see from the other eye with the strengths of Western ways of knowing, and to use both of these eyes together." Elder Albert Marshall, Eskasoni First Nation.

Call to Action #48. We call upon the church parties of the Settlement Agreement, and all other faith groups and interfaith social justice groups in Canada who have not already one so, to formally adopt and comply with the principles, norms, and standards of the United Nations Declaration on the Rights of Indigenous People's as a framework for reconciliation.

- Marymound was founded by a religious order; the Sister's of the Good Shepherd. Their social justice mission was to support marginalized woman and children. Marymound continues to recognize the importance of spirituality in healing and recovery, but is inclusive in how they support this for the children, youth and families we serve.

- We are working to have the treatment programing equally informed and delivered by both Indigenous and Western perspectives in a collaborative manner, while respecting the United Nations Declaration on the Rights of Indigenous People (Article 31): Indigenous peoples have the right to maintain, control, protect and develop their cultural heritage, traditional knowledge and traditional cultural expressions, as well as the manifestations of their sciences, technologies and cultures, including human and genetic resources, seeds, medicines, knowledge of the properties of fauna and flora, oral traditions, literatures, designs, sports and traditional games and visual and performing arts. They also have the right to maintain, control, protect and develop their intellectual property over such cultural heritage, traditional knowledge, and traditional cultural expressions, and OCAP.

  OCAP is a set of The First Nations Information governance principles that reflect First Nation commitments to use and share information in a way that brings benefit to the community while minimizing harm. It is also an expression of First Nation jurisdiction over information about the First Nation. OCAP stands for Ownership, Control, Access and Possession.

Our Progress:

Marymound has been engaged in many diverse activities to support our intentions to bring reconciliation to life in our work.

A circle of Indigenous Elders and Knowledge Keepers continues to support our work. A focus this past year has been their input into the development of a Reconciled Healing Model – two eyed seeing approach that brings these two knowledge healing systems (Western and Indigenous) together, so they can interact. Building on the wisdom and input from the Advisory Circle the Clinical and Cultural team have been revisioning how healing plans are created, and how they are highly individualized to allow the youth and families to follow their chosen options of either Western or Indigenous, or other cultural healing approaches, weaving together unique and meaningful healing journeys. We also continue to work to redefine and create roles within programs that are staffed by Indigenous individuals who have the experience to bring Cultural programming into daily programming. The framework has advanced to implementation with unique healing plans that lifts culture for all of our youth in their healing journeys. Staff presented this framework at the national Canadian Association for Suicide Prevention conference in Halifax in 2023, and again in a life promotion conference in Ontario in 2024.

Our two-day Cultural Awareness training was updated and was delivered to staff by the Cultural Team. They have also offered the workshop external to Marymound and did several 2 day presentations such as recently with staff at Resources for Youth.

Marymound began the delivery of a healing program with youth in the Justice system. When this work was announced, various Indigenous groups expressed that they felt that it was not appropriate for Marymound to be doing this work, in this day and age, given the predominance of Indigenous youth in the program. Marymound met in circle with various stakeholders and concluded that this work should be led by an Indigenous Organization and subsequently contracted the work to Manitoba Keewatinowi Okimakanak (MKO). We continue to sit at the table to support the delivery of this program and all the contractual obligations with government, investors and evaluators. The relationship building that occurred with MKO led them to join an advisory committee we had to inform work in the north. Our Thompson team wrote a grant to develop a virtual learning collaborative between their maternal/family programming and other northern communities. The result was visits to leaf Rapids, Marcel Colomb First Nation, and Oxford House with Marymound staff and MKO staff. There was keen interest in these communities so the collaborative is now in their early development stages.

As well the Justice program experience has led to stronger relationships with several Winnipeg Indigenous organizations, and Marymound is in the process of developing a friendship agreement with the Winnipeg Indigenous Executive Circle (WIEC).

Marymound continues to bring educational opportunities to the wider community. This past year we hosted a conference in November called Lifting our Voices: Promoting Culture Based Ways of Healing. The presenters were Asha Frost (You are the Medicine) and Suzanne Methot (Legacy: Trauma, Story and Healing).

MMIWG2S day on May 5th was honored with activities hosted by the Cultural Team. Staff and youth tied red ribbons in the letters MMIWG2S on the school fence along with posters of women and girls. The intent was to encourage learning and building awareness to end violence against Indigenous women, girls, 2 spirit and gender diverse people all across the world.

In June Marymound hosted our annual Cultural Day pow wow on the Scotia grounds. In the sweltering heat we had the grand processions, welcoming speeches including from the Lieutenant Governor, and then dancing and drumming, and all sorts of activities and food for all. We saw about 1000 youth, staff and community members over the day's events.

Marymound has chosen to recognize September 30th as a statutory holiday for staff. This year we acknowledged the day on September 29th with a Pipe Ceremony on our grounds and a walk with youth and staff together through Kildonan Park.

The richness of the work in this area is evidenced in all the opportunities for youth, staff and community partners to participate in ceremony at Marymound. As we reflect on the past year it is important to honor all the work and guidance that Elder Louise Lavallee shared with Marymound over the past five years. It was under her leadership that Cultural programing flourished at Marymound. She departed Marymound in the fall of 2023, and we have moved forward with a different approach of having various Elders and Knowledge Keepers support our programming, in order to bring different nations and voices to our youth and staff. This past year Full Moon ceremony was offered monthly, there were many pipe ceremonies, with the most recent pipe ceremony involving 26 youth and staff receiving their spirit names/colors and clans as they each requested in their tobacco offerings. Teachings, circles, sweats, smudging and gatherings are a way of life at Marymound.

To end this report the following highlight speaks to how organizationally we have been strengthened in our community by continuing to open the ethical space for a two eyed way of seeing. This past winter there was some adverse news about Marymound and it was an upsetting time for staff. The response was to hold a feast at the school. It was shared how important it is to gather as a community to support each other in difficult times. As we met in circle harms of the past that are part of our history as a Catholic founded organisation and part of a mainstream colonial system were acknowledged, and prayers for healing offered.

Momenta Inc.

Calls to Action: 10.iii, 10.vii, 14.i, 43, 62.i, 63.i, 90.iv, 92, 92.iii

Calls for Justice: 7.6

Goals:

Our goal is to continue language learning at Momenta - Call to Action 14, to continue building our glossary of terms in Anishinaabemowin, Denesulene, Ininewmowin and French and to share this knowledge with everyone who is a participant at Momenta. This goal is in line with ongoing efforts within our organization to create inclusive spaces that honour Indigenous traditions of land-based pedagogy.

Call to Action 90 - we will be researching Indigenous athletes who are paddlers, cyclists and hikers. We will include these stories in our outdoor education curriculum.

Call to Action 83 - we will be creating a gallery wall in our office to showcase art that participants in our program create.

Call to Action 11 - we will expand our programming to serve participants (alumni) who are 18+ through an outdoor gear library and outdoor club for young adults.

Our Progress:

At Momenta, we are proud of the following accomplishments this past year:

1. We have created a resource "Calls to Action" deck to support our teaching and training in the area of Truth and Reconciliation with schools, youth serving agencies, not for profits and professional development for early childhood educators and teachers. The deck has offered an approachable and experiential activity to learn about the 94 Calls to Action and supported impactful commitments to reconciliation.

2. We prioritize going outdoors for most of our programming. Connecting folks to the outdoors, particularly in colonial systems, is an act of reconciliation.

3. We are currently writing a book about a two-eyed seeing model for Forest and Nature School Practitioners. The book will be published in 2025 and is a direct response to Call to Action 63.

4. We have committed to knowing the original place names and the truth about the places we teach in and travel to. This is documented in our program plans for 100% of our programs. This is a response to Call to Action 14.

5. We have developed a model called "Adventure for Good" to support ethical engagement with land in the outdoor industry. After practicing with the model for 3 years at Momenta, we are now teaching the model to organizations who work in the outdoor industry.

Mosaic Newcomer Family Resource Network

Calls to Action: 6, 93

Calls for Justice: 15.1, 15.2, 15.3, 15.4, 15.5, 15.6, 15.7, 15.8, 18.1, 18.2, 18.4.ii, 18.17, 18.18

Goals:

Mosaic Newcomer Family Resource Network is a rights-based organization dedicated to helping newcomer parents and children settle in Winnipeg. We acknowledge our responsibility to call to action #93 from the Truth and Reconciliation Commission to provide information to new settlers to Canada that is responsible and that helps to develop and maintain mutually respectful relationships between newcomers and Indigenous people. Further, we acknowledge a desire to respond to the calls for justice for Missing and Murdered Indigenous Women and Girls. Mosaic is committed to do our part to help to create a more equitable society in which everyone is welcome and respected. We are proud to be a part of this accord and to contribute in a meaningful way, and we are committed to uphold the principles of the accord.

Our Progress:

Activity/Event	Description	Date DD/MM/YYYY	Number of Attendees
• Beading workshops – LINC and FP	We had the pleasure to offer beading workshops with Margaret Firlotte, a Red River Michif artist for eight of our classes. These workshops were made possible by the generous support of the Manitoba Crafts Council.	10/11/2023 11/11/2023 12/03/2024 13/03/2024	120
• Community Round Table Discussions at the Forks	4 representatives from Mosaic attended the discussions facilitated by Mahihkan the Indigenous project lead and his team. Discussions were focussed on planning for July 1st celebrations at the Forks, making it an inclusive and culturally diverse celebration.	22/09/2023 29/09/2023	4
• Manitou Ahbee festival	In partnership with IRCOM and IPW and Joe Thompson and Clayton Sandy. Took 200 newcomers to the powwow. Participated in the grand entry.	20/05/2023	54
• Strawberry Teaching	4 Mosaic staff attended a Strawberry Teaching presented by Mount Carmel Clinic.	05/07/2023	4
• Indigenous Cultural Capacity building	½ day workshop for all staff with Mahihkan Canupa and Wes Nelson. Workshop focussed on the cleansing teaching and an experiential exercise to teach about traditional family and the impact of residential schools. The session ended with stories of resilience and the tobacco teaching, making a tobacco tie.	06/09/2023	70
• Askii Akawa Asotamaatowin: Land and Treaties	Developed in partnership with the Manitoba Association of Newcomer Serving Organizations, MANSO and The MB Treaties Commission. Multi-themed lessons designed for ESL learners at a variety of levels including lower levels. Activities of Foundations (lowest beginner level) students: 1. What Treaty Area Am I? 2. We discussed what treaty land we are on. I introduced a simplified version of the Land Acknowledgement statement with a teacher-made ppt. These included pictures of Manitoba First Nations peoples who are mentioned in the Land Acknowledgement statement. 3. We began class with the teacher reading a simplified version of the Land Acknowledgement Treaty (using ppt). 4. Show a picture of the Treaty Medallion	13/09/2023 and ongoing	400

	5. Introduced the concept that: We are all "Treaty People". 6. Ss learned how to introduce themselves to others telling their name, country, and language. 7. Treaty Speaking Activity 1: Practiced simple greetings. 8. Treaty Speaking Activity 2: Gave a greeting to a classmate. 9. Ss related the word "treaty" to "promises" made with others. We made a class agreement. Ss signed their class agreement. Activities of our CLB 4,5 (Intermediate) students: 1. Conversation Circles Conversation Circles are set up so that students could talk about Indigenous Peoples in Canada and share their previous knowledge. The goal was to make a platform where students could learn from each other, break myths, and get a better sense of the history, culture, and contributions of Indigenous Peoples in Canada. 2. You Tube Videos The word Indigenous explained – https://www.youtube.com/watch?v=CISeEFTsgDA Indigenous Peoples Contributions – https://vimeo.com/275308223 To shed light on the various cultures, histories, and contributions of Indigenous Peoples in Canada, videos were used as an instructional tool. Students listened actively and reflected upon the information gathered from the videos. 3. History of Indigenous Peoples in Canada (Readings) Students learned about important events in the history of Indigenous Peoples in Canada, as well as traditional practices, such as smudging, and the effects of colonialism. The goal was to give a picture of the conditions under which Indigenous groups have grown and changed. 4. History of Residential Schools and Residential School Survivor Experience - YouTube Video: Residential school survivor says her name was stolen - https://www.youtube.com/watch?v=vqdeRXY7hu4 - Memoir: 'These stories need to be heard': Residential school survivor memoirs created through B.C. college course: https://www.cbc.ca/news/canada/british-columbia/langara-college-writing-lives-course-residential-school-survivors-memoirs-1.6864293 Students explored the history of residential schools by reading and watching videos about the survivors'		

	experiences. Reading excerpts of memoir gave the opportunity to students to get a closer look at the struggles suffered by those who lived through the horrific legacy of residential schools. The aim was to promote empathy and an increased awareness of the long-lasting impacts of residential schools. 5. Truth and Reconciliation: Apology Video - https://www.youtube.com/watch?v=xCpn1erz1y8 Phyllis Webstad: On Orange Shirt Day https://www.youtube.com/watch?v=EuW4WbekhxY The apology video was intended to share formal acknowledgement of historical wrongs and injustices committed against Indigenous Peoples in Canada. By sharing the video, students were encouraged to get a better awareness of the gravity of past actions, promoting empathy and a sense of everyone's responsibility for reconciliation. The video featuring Phyllis Webstad's personal account and insights on truth and reconciliation helped students gain a firsthand perspective on the impact of residential schools and the importance of acknowledging the truth to move towards reconciliation. 6. Discussion on Newcomers' Participation in TRC Day: A discussion followed the viewing of Phyllis Webstad's video, addressing the role newcomers can play in fostering understanding, support, and engagement in the ongoing process of truth and reconciliation. All our classes have introduced the concept of land acknowledgements as one small part of leaning about truth and reconciliation.		
• Reconciliation Awareness LINC Lessons (RALL)	Developed by the Immigrant Services Society of BC	13/09/2023 and ongoing	100
• Wellness Through the Arts – Orange Shirt day preparation event	Mosaic participants created orange shirt pins to wear on September 30 while discussing the significance of the day.	13/09/2023	20
• Orange Shirt day learning and beading	½ day workshop for all staff with Mosaic staff leading the Orange shirt day story and teaching everyone how to make a beaded broach representing an orange t-shirt.	06/09/2023	70
• Reconciliation circle in Central Park	Organized by Mount Carmel Clinic, Immigration Partnership Winnipeg and Mosaic. Participated in organizing meetings. Promoted and attended this event in Central Park.	27/09/2023	100
• Treaty People: A Conversation Circle for Newcomers program at Mosaic	This 6 session program was delivered by Mount Carmel Clinic and hosted at Mosaic's main office. Weekly topics included: • The importance of supporting and helping all our relations • Colonization and its effect on Indigenous people • Why we do land acknowledgments, smudging, pow wows and other traditional practices • Medicine Wheel	09/02/2024-15/03/2024	20

	• Seven Sacred Teachings • Significance reaties created in the past		
• Turtle Island Project Experiential Exercise	The TIP exercise introduces participants to the history of Indigenous people in Canada, colonialism, the harms of the past and ends with a message of hope for the future, sharing positive stories from within the Indigenous community.	18/01/2024	28
• Mini Pow Wow	An opportunity to learn about a pow wow, what happens at a pow wow, etiquette and protocol, information about the dances and what they signify, descriptions of the regalia. Bannock was offered for all, as well as a demonstration of offering tobacco. The event was hosted in Knox Church and the master of ceremonies was Dr Clayton Sandy from the Sioux Valley Dakota First Nation. 16 dancers, and drummers/singers performed. The event was organized by Mosaic and other settlement organizations were invited to attend. The event was funded by Canadian Heritage through a grant obtained by IRCOM, the project is called the Unity project and it is providing opportunities for newcomer serving organizations to work together to build bridges between Indigenous and non-Indigenous people and to expose more newcomers to Canada to the history and story of Indigenous peoples. This year Mosaic organized 2 mini pow wows.	13/03/2024	200
• Positive Discipline in Everyday Parenting (PDEP)parent/caregiver programs and facilitator trainings:	Mosaic has been providing parenting/caregiver programs and trainings in Positive Discipline in Everyday Parenting. This year we have provided: • 8 group PDEP parent programs • 17 one to one PDEP home visit programs serving 22 individuals • 1 PDEP facilitator training. • Positive Discipline is a Canadian parent program developed by, Dr. Joan Durrant, a developmental psychologist from Manitoba, to address the question, "What can I do if I can't hit my child?" • The goal of the program is to educate and support parents in understanding how to handle conflict with their children in a way that teaches non-violent problem solving, fosters healthy brain development, strengthens parent-child relationships and respects children's right to protection, provision, and participation. • The primary goal of PDEP is to work towards full prohibition of violence against children through this educational program. • This program responds to Call to Action 6, by educating parents/caregivers in the need to repeal Section 43 of the Criminal Code of Canada	01/04/2023-31/03/2024	133

Opportunities for Employment

Calls to Action: 57, 92, 92.iii

Calls for Justice: 15.3

Goals:

Opportunities for Employment (OFE) recognizes our ongoing opportunity and responsibility to build awareness and deepen our understanding of reconciliation. Knowing that reconciliation is a critical, complex, and continuous process.

Within the next year, we will strive to:

- Increase staff awareness of the history Indigenous Peoples, including the history and legacy of residential schools, through both training and conversation.
- Continue to broaden our partnerships and consultations with Indigenous Peoples or organizations to include Indigenous perspectives and inform program design and delivery
- Promote activities/events to increase the visibility of Indigenous contributions, experiences, values, culture, languages, and/or teachings to bridge understanding between Indigenous and non-Indigenous communities.
- Increase staff awareness of the fundamentals of diversity, equity, and inclusion by providing learning opportunities at the point of hire and on an on-going basis that encourage both self-reflection and action.

Our Progress:

During the period of April 2023 to March 2024, OFE engaged with 3900 job seekers. Of those, 19.5% self-identified as Indigenous. This continues to be a significant number and underlines the importance of following through on our commitments in the Indigenous Accord. Below are some examples of how our commitments were addressed:

Community Connections and Collaboration

In 2023-24, we connected with local Indigenous organizations to learn about the services they offer and the unique and intersectional needs of Indigenous Peoples in our Province and to better understand how to align our services to meet their needs and provide a safe and welcoming space. The Centre for Aboriginal Human Resource Development provides tickets for our participants to attend events like the Manitoba Aviation Career Fair and Annual Indigenous Aerospace and Aviation Showcase. CAHRD also offers access to employment, academic and personal counselling and they offer student housing, on-site subsidized daycare, and health and wellness activities. The Native Clan Organization provides a low-barrier community space for relatives involved and exiting the justice system to attend workshops, support groups, cultural groups, and programs.

Experiential Staff Training

OFE staff participated in a Virtual Blanket Exercise led by Braving the Healing. This is a cultural sensitivity tool that speaks to the emotional, spiritual and physical part of Indigenous people through and Indigenous lens. We wanted staff members to be aware of the Indigenous history of Canada, Residential Schools, 60's scoop and the impact that these have had on generations to follow, including many of the clients we serve in our organization. We also had an Elder present during the training and throughout a sharing circle held after the event. This is the second time in the last two years that OFE has offered this experience and many staff attended for a second time. Once again, the comments, impact and gained understanding was voiced by all. We are grateful to the Winnipeg Foundation for a grant to make this possible.

Participant Training

In terms of participant training in our OFE projects, we are currently developing plans to use the Askii Akawa Asotamaatowin*: Land and Treaties EAL (English as an Additional Language) Curriculum for adults for some of our newcomer projects. This curriculum is part of the larger Indigenous Orientation Toolkit (IOTK) project, which is being developed by Immigration Partnership Winnipeg in partnership with the Treaty Relations Commission of Manitoba, MANSO, Community Service Learning at the University of Manitoba, and KAIROS Canada in response to Truth and Reconciliation Call to Action #93

OFE offered four sessions of our "Job Retention for Indigenous Youth" workshop over the past year. This workshop was initiated and co-designed by Indigenous youth to support others who have never worked or have encountered some difficulty in the workplace that has impacted their ability to sustain employment. The focus of the workshop is on confidence building, identifying role models, attendance and punctuality and understanding the expectations of employers. This workshop is specifically designed to cover culturally relevant topics is taken in addition to other job retention modules at OFE

Library

A library of books written by Indigenous authors was purchased for staff to read and share with each other. These books cover a variety of Indigenous perspectives and are an accessible means to learn about Indigenous culture and history.

Our library is continually used and we have added additional books throughout the year, most notably the book 'Life in the City of Dirty Water' by Clayton Thomas-Muller was recommended and purchased. It is described as a 'memoir of healing' of life in Manitoba.

Social Media

We utilized our Facebook and Instagram presence to educate ourselves and our followers on Indigenous matters and created posts for:

- National Indigenous Peoples Day (June 21st). This is a day for all Canadians to recognize and celebrate the unique heritage, diverse cultures and outstanding contributions of First Nations, Inuit and Métis peoples.
- The National Day for Truth and Reconciliation (September 30th)

Traditional Territories Acknowledgements

OFE incorporates traditional territories acknowledgements at our Intake sessions and in our email signatures.

Diversity, Equity, Inclusion & Belonging Policy and Training

OFE developed a Diversity, Equity, Inclusion and Belonging (DEIB) policy as well as a DEIB Committee. As an organization we have committed to fostering, cultivating and preserving a culture of diversity, equity, inclusion and belonging. By promoting these interconnected values, we aim to proactively mitigate the

negative impacts of systemic discrimination in the workplace, ensure that everyone has a professional experience that is based on fairness and equity and create an environment that nurtures a sense of belonging for all.

A Training Primer has also been developed to enhance and expand individual staff knowledge on key DEIB concepts. This features a combination of concepts, reading material, reflective questions, as well as short videos to bring the training to life. This is implemented at the point of hire as well as on an ongoing basis throughout the year.

Salvation Army

Calls to Action: 48, 48.i, 48.ii, 48.iii, 48.iv, 49, 59, 60

Goals:

1. Educational Focus: Plan a weekend educational experience for congregation members focused on reconciliation.
2. Social Justice Focus: The Indigenous Ministries Consultant help develop resources on pertinent topics (ie: Orange Shirt Day, National Indigenous Peoples Day) to be available for congregational ministry.
3. Community Development: Encourage the ongoing development with local Indigenous communities or organizations.

Our Progress:

One of our Ministry Units, Weetamah has a partnership with CHU (Community Helpers Unite) – an Indigenous led non-profit which leases our commercial kitchen and provides meals throughout the community. They provide meals for our internal events and staff as requested. We also share resources from our Allied Food shipments as well as share outreach partnerships in distribution of food security items into community.

Weetamah also has a partnership with AHWC (Aboriginal Health and Wellness Centre, Winnipeg) – they lease two portions of office space in the building here. They have an outreach specific team that goes into community. They have an Indian Residential School team that addresses the needs of those from that group. They host aboriginal elder led events of which we are welcome to participate in (Story telling, blanket making, smudging ceremonies, days of recognition, etc…). They have hosted and made available vaccine clinics in our space here to those in our community. They have hosted several Indigenous led events in our chapel area as well as outside in our vacant lot area. These include Orange Shirt day, Story telling, planning groups, funerals/wakes, and others.

Recently Weetamah created a partnership with Dufferin School in food security – this neighbourhood has a high Indigenous population as well as immigrant population and so we seek to serve and build relationship with children and families through food security provision.

There was city wide training for Orange Shirt Day for our community venture program, inviting all staff and participants to attend. There has also been various training days throughout the year, focusing on Truth and Reconciliation, Indigenous Spiritualities and the Church and Beading Workshops.

SEED Winnipeg Inc.

Calls to Action: 92, 92.i, 92.ii, 92.iii

Calls for Justice: 15.1, 15.2, 15.3, 15.4, 15.5, 15.6, 15.7, 15.8

Goals:

To work in partnership with Indigenous community members and organizations to reduce the ongoing impact of colonization by acting on the Calls to Action by the Truth and Reconciliation Commission of Canada, with a specific focus on Call to Action 92, and the Calls for Justice for All Canadians (Calls 15.1-15.8) by the National Inquiry into Missing and Murdered Indigenous Women and Girls."

Our Progress:

SEED adopted a new Strategic Plan this year. A core value of the plan is a commitment to "reconciliation and the full and equitable inclusion of underserved and underrepresented communities in our programming, partnerships, governance, and operations." SEED's first strategic priority is to "work in partnership with Indigenous community members and organizations to reduce the ongoing impact of colonization by acting on the Calls to Action by the Truth and Reconciliation Commission of Canada, with a specific focus on Call to Action 92, and the Calls for Justice for All Canadians (Calls 15.1-15.8) by the National Inquiry into Missing and Murdered Indigenous Women and Girls."

The new strategic plan also included the following commitments:

- Providing learning opportunities and experiences for staff, board members, and participants to increase their understanding of Indigenous history, current realities, and culture.
- Strengthening the recruitment and retention of Indigenous program participants, staff, and board members.
- Developing sustainable models for culturally grounded programming and partnerships with Indigenous communities and Indigenous-led organizations.
- Incorporating reconciliation and bridge building initiatives between Indigenous and newcomer participants into program delivery.
- Supporting and amplifying advocacy on Indigenous issues by Indigenous-led organizations and community networks.
- Prioritizing and implementing practices that address selected Calls to Action from the Manitoba Association of Newcomer Serving Organizations (MANSO) Anti-Racism Framework.

In 2023-2024, we put our strategic plan into action in these ways:

Financial Wellness on First Nations Project in partnership with 19 First Nations resulted in:

- 523 Indigenous participants attending Money Management Training.
- 879 birth certificate applications.
- Financial Empowerment Drop in events (featuring service providers of birth certificates, bank accounts, Social Insurance Numbers, Secure Certificate of Indian Status).

Access to Identification (ID) Project in collaboration with End Homelessness Winnipeg
Indigenous peoples are disproportionately impacted by lack of access to ID. The project focused on:

- Increasing access for individuals who are experiencing homelessness or have justice system involvement.
- Launching the Manitoba Access to ID Network.
- Developing policy recommendations with members of the network on:
    - Waiving the cost of birth certificates for financially vulnerable community members and all Indigenous peoples (Inuit, First Nations, and Métis)
    - Recognizing guardianship agreements in First Nation communities

Collaborated with 41 Indigenous-led organizations or First Nations and Inuit partners to:

- Provide access to financial empowerment and business development training to Indigenous community members.
- The breakdown of collaborative partners is:
    - 12 Indigenous led organizations
    - 19 First Nations communities or organizations
    - 1 Inuit community

Hosted consultation meetings and events with Indigenous community members and service providers:

- 2 Indigenous community consultations with past SEED Winnipeg program participants
- 2 Community of Practice sessions with First Nations partners hosted by SEED and Sudbury Community Service Centre.
- Meetings with SEED Winnipeg's Indigenous Programs Advisory Committee.

Provided financial empowerment programs and services to Indigenous people:

- In 2023-2024, nearly six out of ten (59.6%) program participants identified as Indigenous (2,740 participants). The Access to ID program had the highest proportion of Indigenous participants at 76% (1,187 participants).

Money Stories financial literacy training sessions were delivered by and for Indigenous youth:

- 23 workshops were delivered to 176 Indigenous youth through 17 community organizations.

Money Stories First Language Program:

- Delivered a Train-the-Trainer financial literacy workshop resulting in 7 Indigenous Trainers who were First Language speakers.
- Translated Financial Literacy sessions focused on Indigenous seniors on the topics of "Sudden Wealth" and "Financial Abuse" into Ojibwe and Cree.

- A Frist Language Program trainer set up a Financial Empowerment Drop-in Day in his Frist Nations community where multiple service providers delivered a range of financial help services at the family resource centre.

Business & Enterprise Supports & Training (BEST) Indigenous focused program had the following outcomes:

- Delivered tailored small business management training workshops to 88 Indigenous entrepreneurs.
- Created 12 jobs at sole proprietorship businesses (2 jobs) and social enterprises (10 jobs).

Education and Awareness of Indigenous culture, experience, and history activities this year included:

- An honouring ceremony at SEED's Residential School Survivors Memorial tree for the National Day of Truth and Reconciliation featuring survivor stories, sharing circle, cultural knowledge keeper teaching.
- A half-day land-based teachings with a Knowledge Keeper at summer and winter staff retreats.
- Teaching delivered by Cultural Knowledge Keeper at a Board and Staff strategic planning retreat.
- An MMIWG2S+ Red Dress pin making workshop was delivered to SEED staff.
- A lived-experience presentation to SEED staff members by an Indigenous land defender on colonial trauma, Indigenous rights and the environment, activism, and healing.
- All staff have access to professional development funding that can be used to increase their knowledge, skills, and capacity to perform their responsibilities at SEED. Staff are also invited to trainings and events with our summer jobs for Indigenous youth program. These trainings and events included:
    - Numbered Treaties and Indigenous Relationships
    - Traditional Indigenous games
    - Teaching on Indigenous Clan system
    - Forks guided tour and pipe ceremony
- Created and shared 5 informational posts to SEED's social media accounts:
    - May 11: Moose Hide Campaign Day
    - June: National Indigenous History Month
    - June 21: National Indigenous Peoples Day
    - September 30: National Day for Truth and Reconciliation
    - February 20: Louis Riel Day
- Coordinated 11 monthly anti-racism advocacy letter writing sessions that included actions on the following Indigenous topics:
    - Equal healthcare for Indigenous infants
    - End police violence against land defenders
    - Respond to increasing HIV infections in Indigenous Communities
    - Address MMIWG2S+ landfill search recommendations
    - Justice for Norway House
    - Investigate Unmarked Graves at McGill University
    - Drop charges against Wet'suwet'en land defenders
    - Launch an inquiry into the 60s scoop
    - Collaborate with First Nations to address homelessness
    - Implement the Red Dress Alert System
    - Remove fish farms from Indigenous territories

- As part of our work with the Police Accountability Coalition, SEED staff members:
    - Attended 1 meeting with the Winnipeg Police Service and 2 meetings with the Police Board to discuss police accountability
    - Submitted a policy brief on the collection of race-based data
    - Participated in meetings of the Police Training Committee working group convened by the Department of Justice

Retention and Resilience Project

SEED secured funding to support staff retention and resilience with a strong focus on Indigenous and racialized staff. This project supported:

- The formation of a Retention and Resilience committee consisting of Indigenous and racialized staff to guide project activities.
- The implementation of the Indigenous focused training activities described above.
- A compensation review which included an equity lens.
- The expansion of cultural counselling sessions for Indigenous program participants and staff.

Siloam Mission

Calls to Action: 22, 23.iii, 92.ii, 92.iii

Calls for Justice: 7.2, 7.6, 15.2, 15.5, 15.6

Goals:

Working alongside the Indigenous Advisory Council in 2023, Siloam adopted new goals for 2023 – 2024. This include:

- Commit to learning about the issues identified in the MMIWG2S+ Final Report and creating an Action Plan alongside Indigenous women and Knowledge Keepers to respond to the Calls for Justice within the services, programs and policies of Siloam Mission.
- Develop a Communications Plan with the Indigenous Advisory Council and Indigenous Employees Circle to offer greater transparency in the Reconciliation work undertaken by the organization, as well as identify opportunities for advocacy and supporting Indigenous Reconciliation efforts.
- Formalize an Indigenous employee recruitment and retention plan which enhances pathways to leadership within the organization.
- Recommit to mandatory cultural competency and Indigenous cultural training for all staff and Board Members.
- Continue to monitor and ensure progress is made on Siloam's Reconciliation journey as outlined in our Commitment to Truth and Reconciliation.

Our Progress:

Recognizing that all organizations have responsibility to action the 231 MMIWG2S+ Calls for Justice, Siloam Mission committed to its own education on the systemic issues contributing to the MMIWG2S+ crisis. Alongside Knowledge Keepers and Community Members, staff created a faceless doll blanket which was unveiled on May 5, 2023. Elder, Victoria McIntosh, provided an Indigenous teaching about blankets and safety, which ended with a Give Away of Wellness Bundles to Community Members.

Staff and volunteers were invited to participate in the Moosehide Campaign to end gendered violence against Indigenous women, girls and 2S Peoples, with educational bulletins placed in areas where staff and volunteers could find more information on how to end systemic violence and other forms of oppression. Staff also gathered on the International Day to of Action to Search the Landfills to lift up the voices of Indigenous relatives who are affected by the MMIWG2S+ Crisis and to commit to developing an Action Plan for responding to this crisis. From October 2023 to February 2024, Siloam staff and the Indigenous Advisory Council worked collaboratively on drafting Siloam's internal MMIWG2S+ Action Plan listing more than 20 actions Siloam can take on via programming, services and staffing to ensure greater safety of Indigenous women, girls and 2S Peoples.

Siloam Mission officially opened Na a way Ishkode (Centre Fire in Anishinaabemowin) in February 2024. The Indigenous-led design incorporated input from Knowledge Keepers from different Indigenous Nations. It was also critical that the design include feedback from Community Members who access services from Siloam, including the 960 hours of Elder Supports that are now offered in the space. The ventilated area also allows for staff and community members to smudge, and a permanent fire pit facilitates grieving and healing ceremonies offered on-site.

Siloam remains committed to mandatory Indigenous awareness training for all staff and volunteers.
In June 2023, Siloam held its first Reconciliation Gathering with more than 300 delegates of multi-faith backgrounds in attendance. The event amplified the perspectives of Indigenous voices on Reconciliation and Healing, with 3 residential school Survivors and 2 inter-generational Survivors featuring prominently as speakers for the gathering. The Gathering also served as the launch point for a re-vamped 30 Days of Reconciliation and Learning Tool-kit which guides participants through 30 short videos, readings and activities that reflect on the history of Indigenous peoples, as well as the history of colonialism and the residential school system in Canada. This culminates in an exercise of writing a personal land acknowledgement and personal pledge to Reconciliation. Staff can access additional Indigenous-led trainings throughout the year, including Indigenous Harm Reduction and How to Walk Out the Seven Sacred Teachings at Work and in Community.

In September 2023, Siloam co-hosted a youth gathering with Peguis First Nation Special Projects. Participants learned teachings around the teepee and raised it together. Youth also worked on creating their own "Wellness Bundles" – borrowing from the Indigenous concept of a Sacred Bundle, youth learned about what we carry to promote our own physical, emotional, mental and spiritual wellness and were provided with medicines, materials and resources to make their own personal bundle. These same Wellness Bundles are offered to community members in the form of grief kits, activity kits for attending Detox and Recovery, and art kits to support mental wellness.

Siloam also benefits from Indigenous partnerships with Native Clan Organization and Peguis First Nation Special Projects, as well as a number of Indigenous Elders and Knowledge Keepers, to promote land-based education in a way that is low barrier to the community members we serve. Many community members express the spiritual and mental "life line" they receive by participating in these activities. Incorporating community member 'Fire Keepers' is consistent with Siloam's efforts to be housing-focused as we have integrated teachings around "keeping one's home-fire" and into discussions of healthy home management from an Indigenous lens.

Members of Siloam's Executive Team worked with the Indigenous Advisory Council on rewriting policies and processes to ensure Indigenous perspectives were incorporated into Siloam's operations, thus providing greater cultural safety for Indigenous staff and enhancing Siloam's recruitment and retention of Indigenous staff. Other key components to Indigenous recruitment and retention in the Indigenous Employees Circle as well as formal inclusion of Indigenous internships into policy.

As part of Siloam's Commitment to Truth and Reconciliation, Siloam is committed to ensuring Indigenous Peoples have equitable access to jobs, as well as training and educational opportunities. Such development opportunities ensure Indigenous staff have pathways to leadership within Siloam. Their participation in advancing their learning objectives, including supporting Indigenous-led trainings, also support's Siloam's efforts to provide cultural safety and spiritually appropriate supports to those who access our services. Additionally, 6 Indigenous staff were involved in sharing their learnings and knowledge by facilitating professional development and training events, both within Siloam and with external partners, thus expanding Indigenous leadership capacity at Siloam. This long-term investment in Indigenous staff allows Siloam to strengthen its service to Indigenous community members who access Siloam's services and programs.

Siloam remains committed to ensuring Indigenous voices guide Siloam's operations and have space in strategic planning and all areas of leadership. In addition to the 35+ Indigenous staff who actively contribute through the Indigenous Employees Circle, approximately 14 Indigenous Knowledge Keepers from different Nations are involved as members of the Indigenous Advisory Council, providing Elder Supports and advice to staff, advising special initiatives, and facilitating learning events for staff, board and volunteers.

The Forks Renewal Corporation

Calls to Action: 79, 92.i, 92.ii, 92.iii

Calls for Justice: 15.2

Goals:

- TRC 92.3 and MMIWG 15.2 All new management staff to complete Indigenous History Course from The University of Alberta
- TRC 92.2 Hire a full-time permanent Indigenous Relations Manager
- TRC 79.1 Create a permanent, high-profile, all-season educational space
- TRC 79.1 Add an additional 5 signs with Indigenous language translations to The Loop
- TRC 92 Develop Indigenous Engagement and Innovation metrics.

Our Progress:

Over the past year, The Forks North Portage (TFNP) planning team has been gathering data, information, feedback, and input from the Board of Directors, external stakeholders, rightsholders, and community partners to set strategic goals for the organization over the next 4 years.

The 2024-2027 Strategic Plan will provide overarching direction to TFNP annual plans, special projects, and operations. Highlighted within the plan, Truth and Reconciliation is one of four priorities and goals.

TFNP is at the beginning of our reconciliation journey. Our history, location, and purpose demand that we focus resources on learning more and delivering more to our community. We see the relationships we develop with First Nations, Red River Metis, and other local Indigenous governments and rightsholders as being central to our ability to move forward authentically and respectfully. We see the TRC Calls to Action and MMIWG Calls for Justice as essential guideposts on our path. We acknowledge that we need to accomplish much, both within our organization and in the community spaces we operate.

We recognize:

- Reconciliation is a continuous process
- Strong Indigenous representation throughout the organization and our work
- Meaningful, trusting relationships with Indigenous people, communities, partners, and leaders
- Celebrate Indigenous contributions and cultures

United Way Winnipeg

Calls to Action: 22, 92, 92.i, 92.ii, 92.iii

Calls for Justice: 1.8, 2.3, 2.5, 3.1, 3.3, 3.5, 3.7, 4.1, 4.2, 4.3, 4.6, 5.1, 5.2, 5.3, 5.4, 5.4.i, 5.4.ii, 5.5, 5.5.i, 5.5.ii, 5.5.iii, 5.5.iv, 5.6, 5.6.i, 5.6.ii, 5.6.iii, 5.6.iv, 5.6.v, 5.7, 5.7.i, 5.7.ii, 5.7.iii, 5.8, 5.9, 5.10, 5.11, 5.12, 5.13, 5.14, 5.15, 5.16, 5.17, 5.18, 5.19, 5.20, 5.21, 5.22, 5.23, 5.24, 5.25, 6.1, 6.1.i, 6.1.ii, 6.1.iii, 6.1.iv, 7.2, 7.3, 7.4, 7.5, 7.6, 7.9, 11.1, 11.2, 12.1, 12.2, 12.3, 12.4, 12.5, 12.6, 12.7, 12.8, 12.9, 12.10, 12.11, 12.12, 12.13, 12.14, 12.15, 15.1, 15.2, 15.3, 15.4, 15.5, 15.6, 15.7, 15.8, 18.1, 18.6, 18.7, 18.8, 18.10, 18.19, 18.26, 18.27, 18.28, 18.31

Goals:

Over the next year, we look forward to continued collaboration with the First Nation, Métis and Inuit communities, agencies and people of Winnipeg.

We are upholding our practice of developing the next iteration of our strategic plan with the input of our Council for Indigenous Relations (CIR) and Indigenous Collaboration.

Our goals for 2024-25 will be to continue to work with government, community organizations and the corporate sector, as well as within our own organization to embody and further TRC Calls to Action #1, #5 and #92.

Our “Action Plan for the MMIWG Calls to Justice” is under development this year, which will include the input of CIR, the communities, partners, Knowledge Keepers and Elders we’ve united with, as well as those we’re growing in relationship with. We anticipate our plan will be actionable, and continually evolving, with the aim of tangibly improving lives and identifying and acting upon ways we can contribute to and support the work of ending this epidemic.

Our Progress:

United, we can make Winnipeg a better place for everyone who lives here. We honour and celebrate the strengths of Indigenous ways of knowing, doing, and being.

Since 1965, our donors have invested in Indigenous-led agencies, which are working at the forefront of critical issues such as homelessness, hunger, and human trafficking.

Today, United Way Winnipeg (UWW) is one of the top 10 funders of Indigenous-led organizations in Canada. We learn from and honour the leadership, innovation, and solutions within these agencies.

The Council for Indigenous Relations:

We are also guided by our Council for Indigenous Relations (CIR), a group of Indigenous volunteers, engaged deeply in the strategic direction of the United Way and in their individual communities. As a council, CIR assists UWW in nurturing vital relationships and reciprocities with Indigenous peoples by providing guidance, input, and leadership. CIR serves to centre UWW in its journey of learning, growth and leadership in truth, reconciliation, and inclusion. CIR's priorities are embedded in the multiyear strategic planning of our organization. UWW's Indigenous Collaboration flows from CIR, community and our agency partners and through our staff and volunteers under the support a full-time staff position directing the cohesion of this work across the organization.

Partnering with Indigenous-led Agencies:

UWW has a number of longstanding relationships and partnerships with Indigenous-led agencies in the community. The number of partnerships has increased significantly in recent years, as has investment through agency allocations. A key focus this past year has been to explore the 'definition' and context of support to 'Indigenous-led agencies'. We have approached this process with openness and curiosity with agencies and have engaged with CIR for insight and wisdom.

Huddle:

Manitoba is in the midst of a complex youth mental health systems transformation effort - now formally branded as the Huddle initiative.

This collective impact work is focused on transforming how young people (ages 12-29) and their families access mental health and substance use/addiction supports by integrating and co-locating mental health and substance use (MHSU) services under one roof, with other wrap-around health and wellness services, in low-barrier, culturally safe and youth-friendly youth hubs.
These efforts are based on the national and international model of Integrated Youth Services (IYS) - an evidenced-based model which has been successful in other Canadian jurisdictions.
In 2020, the Province of Manitoba asked United Way Winnipeg (UWW) to play a leadership role in driving this IYS transformation work. Indigenous Wellness is one of the six core service components of Manitoba's approach to IYS.

UWW as the Administrative Host & Backbone entity for the Huddle initiative, is currently supporting the collaborative co-design of integrated service delivery at six IYS youth hubs across Manitoba - two of which are Indigenous led (Huddle Ka Ni Kanichihk and Huddle Selkirk)

Implementing the MMIWG Calls for Justice:

This year, CIR called on our Board of Trustees to affirm UWW's development of our implementation plan for the Missing and Murdered Indigenous Women and Girls (MMIWG) Calls for Justice. A board workshop to deepen knowledge and understanding followed, cementing our understanding of Winnipeg as ground zero of this epidemic. This was followed by CIR putting forward a report to the Board toward implementing these Calls. The unanimous affirmation of our Board toward UWW undertaking this work occurred in February of 2024.

Learning and Engaging:

More than 96% of our staff participated in multiple learning opportunities focused on Indigenous Realities, the history and legacy of colonialism, and the cultures and present-day experiences of First Nations, Métis and Inuit people. An all-staff Blanket Exercise and multiple additional opportunities to learn from and collaborate with Indigenous-Led agency partners and the communities we serve occurred over this year. The engagement and learnings undertaken by our staff and leadership have ignited us in our collective responsibility to take on the work of the next year.

Qualitative and other indicators of progress

Additional information related to Huddle's qualitative indicators:

At the foundation of the Integrated Youth Services (IYS) model is the principle and belief that youth should have a voice in how, where, when & from who they find and receive care and support.

Youth stories have been an important qualitative indicator for the Huddle initiative. For example: "Our drop-in space has become home to a lot of them. A place to sit back and play some video games, when life gets too loud. A place where they are heard and feel welcomed, to eat or participate in programming. I've also seen youth make those first steps towards reclaiming their culture." - Huddle Ka Ni Kanichihk Staff

At Huddle Youth Hubs youth can meet with Indigenous Elders, Knowledge Keepers, engage in ceremony and access a range of mental health & overall wellness services in a low barrier, culturally safe environment.

Consideration of relevant data not collected by this report:

Our staff and volunteers further educate themselves on Indigenous realities, cultures, history and ways of knowing by reading books by Indigenous authors, either on their own or via our in-house Indigenous Collaboration library. We also participate in arts and cultural activities including Indigenous film, theatre, podcasts, artist talks, readings, book launches, etc. Over 2023-24 we have developed, promoted and maintain a growing staff portal of resources and learning opportunities, which several of our team members have participated in meaningfully. These engagements deepen understanding of truths and provide roadmaps and inspiration toward action, reconciliation, and justice in a manner that is accessible and significant. These are also opportunities to recognize and celebrate Indigenous excellence. We wish to acknowledge the value of the self-motivated action our staff and volunteers regularly undertake in this way.

In our implementation of the MMIWG Calls for Justice, we plan to implement the numbered calls applicable to our work, as well as calls provided in the introduction of the Calls report in the description of "A Decolonizing Approach," "Inclusion of Families and Survivors" and "Indigenous-Led Solutions and Services." The latter of these introductory calls outlines the importance of self-determination and self-governance, and UNDRIP articles 3&4. These unnumbered aspects of the Calls are core to implementation work and will guide United Way Winnipeg as we move forward.

Winnipeg Trails Association

Calls to Action: 13, 14.i, 14.iii, 14.iv, 14.v, 92.ii

Calls for Justice: 6.1.ii, 6.1.iii, 7.2

Our Progress:

- Ojibwe, Michif, and Cree translations of "trans canada trail"
- a mobile sauna painted with drawings for children about winter activities like skiing
- a presentation for the international winter cycling congress about words for winter and bicycles
- a one of a kind bicycle parts dictionary in Ojibwe
- a new sign for our social enterprise in Anishinaabemowin
- various recordings in Oji-Cree and Ojibwe for use later
- the outline of a storybook about things in movement
- proposal to the MB Arts Council for a shipping container mural at the forks that honours human movement and the Anishinaabemowin words of the human body moving in myriad ways
- a design for (badly needed) bicycle wayfinding signs in Ojibwe and Cree
- flashcards about trees and bike parts
- a weekly meetup at a restaurant for conversations over food called which we call wiisiniidaa amongst ourselves
- meaningful participation in two major language gatherings (Honouring our Languages organized by ILC/MICEC) and First Language Reclamation Summit at the University of Manitoba organized by Pat Ningewance
- a couple of outdoor trailside talks about history with ceremony, consultations.

Education — Post-Secondary Institutions

Booth University College

Calls to Action: 62, 63, 64, 65

Goals:

Booth University College (Booth UC) recognizes our opportunity and responsibility to participate in the reconciliation process both in reducing educational gaps for Indigenous Groups, and in ensuring our academic programs and institutional supports foster understanding, empathy and mutual respect. Accordingly, Booth UC became a signatory Partner in the City of Winnipeg's Indigenous Accord in June 2017.

Booth UC's goal for 2023/24 has been to continue building upon the work begun in earlier years to enhance awareness, understanding, respect and appreciation for Indigenous history and culture within our Booth UC community. We also desire to work in partnership with the wider community beyond our campus to acknowledge and address historical wrongs, to serve with humility, and to seek reconciliation.

Our Progress:

Our actions in 2023/24 reaffirmed our commitment to reflect on the breadth of the TRC Calls to Action and to take intentional action on the following articles:

- honour and respect the true Indigenous histories of our community, including the terrible impacts of residential schools (Action #62)
- build inter-cultural understanding and mutual respect (Action #63)
- appreciate the wisdom and teaching of Indigenous elders (Action #64)
- conduct academic research and teaching in ways that respect and involve Indigenous ways of knowing (Action #65)

Accordingly, we have worked to re-sharpen our strategic vision and reengage our campus and external community regarding Indigenous perspectives and experiences in our school community. Following several community consultations in 2022/23, we have redefined our Indigenous Advisory Council, establishing a new Terms of Reference and reaching out to a greater number of Indigenous community members to journey with us and guide our steps along the way. We have also developed Terms of Reference for a new Reconciliation Working Group.

We continue to invite Indigenous leaders, academics, artists, and knowledge keepers to our campus to share their wisdom, skills, and ways of knowing with our community. Particularly rich times of learning take place in fall around the National Day for Truth & Reconciliation, and in spring during our Indigenous Perspectives Week. These community times engage students, staff, and faculty in experiential sharing times that broaden and deepen our understanding of Indigenous culture, history, language, and more.

Our students also learn their academic disciplines through the teaching and perspectives of core and sessional Indigenous faculty and through Indigenous focused courses. These courses include: HIS 395 - The Social, Economic, and Political History of Indigenous Peoples within Canada; SWK 322 - Indigenous People and Social Work Practice; 369 - Anti-Oppressive Practice (which has major emphasis on Indigenous populations); and REL 250 - Christianity and the Marginalized (which has a section devoted to marginalized populations in Canada).

As a downtown post-secondary institution with a strong commitment to social justice and 'Education for a Better World', Booth UC honours and values its responsibility in the reconciliation process. Our action and intent is to continue this journey in partnership with our Indigenous faculty, staff, students, and community partners.

Participation rates in Indigenous awareness activities have been good:

- TRC activities: 20 students, 4 staff participated in instructional beading workshop that wove understanding of Indigenous culture and rights with participation in a beading 'Orange Shirt' craft.
- Indigenous Perspectives Week: 12 students, faculty, staff, senior administration, participated in Sharing Circle led by Metis knowledge keeper & instructor; 15 students, faculty & staff attended Bear Clan participation; 10 students, staff, & faculty attended Bear Clan walk. Good participation with online questions and materials.

International College of Manitoba

Calls to Action: 62, 62.i, 63.i, 63.ii, 63.iii, 63.iv, 92, 92.i, 92.iii

Calls for Justice: 11.1, 15.2, 15.5

Goals:

As an organization welcoming international student newcomers, we commit to provide educational programming reflective of a more inclusive history of the diverse Indigenous peoples of Canada, including information about the Treaties and the history of residential schools. Through meaningful consultations with Aboriginal peoples, we commit to provide skills-based training for management and staff in intercultural competency, conflict resolution, human rights, and anti-racism. Through relationship-building and dialogue between newcomers and Indigenous peoples, we strive to create a more interculturally understanding, empathetic, and mutually respectful world.

- Provide learning opportunities for instructors on how to approach reconciliation through their teaching practice, as well as integrate Indigenous knowledge and teaching methods into classrooms.
- Increase community members' intercultural competencies and capacity for intercultural understanding, empathy, and mutual respect through education sessions, cultural exchanges, field trips, volunteering, etc., as well as attendance, participation, and engagement at community events.
- Launch academic programming for students that incorporates information on missing and murdered Indigenous women, girls, and 2SLGBTQQIA people; residential schools; Treaties; and Indigenous peoples' historical and contemporary contributions to Canada.

Our Progress:

Over the past year, ICM has engaged community members, including staff, faculty, and students, in a variety of ways to work towards our Year 3 Winnipeg Indigenous Accord goals. Some of these engagement opportunities included:

- We continued to have a group of staff and students volunteer at the Manito Ahbee Festival, building student capacity in intercultural understanding and celebrating Indigenous arts, culture, and music.
- A revamped curriculum was created and implemented for our first-term support course, which all incoming students are required to take. A week of this course is dedicated to Indigenous Peoples of Canada and the topic is embedded in multiple assessments/learning opportunities throughout the course. This week was created in partnership with The Manitoba Association for Rights and Liberties (MARL).
    - ICM instructional staff teaching the revamped curriculum for our first-term support course met with MARL to review different activities that could be utilized in the classroom for the Indigenous Peoples of Canada topics.
- In recognition of National Indigenous Peoples Day, staff received dedicated time to learn more or engage in resources on Indigenous Peoples in Canada, with the expectation of sharing their insights/resources. This has created a list of articles, resources, trainings, etc. that staff can access at any time to continue furthering their education.
- ICM, in partnership with its other colleges across Canada promoted and educated staff on the Moose Hide Campaign, an Indigenous-led grassroots movement that engages men and boys in ending violence towards women and children. Staff were provided educational materials on the campaign, used Zoom backgrounds, and were offered Moose Hide Pins that could be worn as a symbol of standing up against violence against all those on the gender continuum.
- Continuing from the previous year, in recognition for Orange Shirt Day and the National Day for Truth & Reconciliation, the College attended the NCTR sessions as well as shared social media posts through the last week of September to raise awareness and understanding.
- Staff participated in online sessions with different focuses, such as, history of the Two-Spirit community, short films: “Apples & Indians” and “Our Place in this Circle”, and Students, Community and Cultural Integration.
- We continued to promote 'Designing for Diversity, Equity, and Inclusion', to our instructors and officially invited our teaching assistants to take part in this course. The purpose of this course is to examine the role of DEI in course delivery, examine their learning and teaching practices, and devise strategies to create inclusive and equitable learning and teaching environments for a diverse student cohort.
- Staff members participated in “Four Seasons of Reconciliation”, a self-paced, online course offered through the First Nations University of Canada, that provided a comprehensive, customized anti-racist education in line with the Truth and Reconciliation Commission’s 94 Calls to Action.
    - Following the “Four Seasons of Reconciliation” course, participants were invited to attend three debrief sessions with the National Centre for Truth & Reconciliation.
        - The first session provided a roundtable discussion of the 4 Seasons of Reconciliation training, as well a brief introduction to reconciliation, setting the stage for future conversations on barrier to reconciliation, reviewing the calls to action related to the work we do at ICM, and action plan how we can take things to the next level as individuals and as an organization.

        - The second debrief session covered barriers to reconciliation, and a review of the calls to action focusing on calls related to Education (6-12), Education for Reconciliation (62-65), Business & Reconciliation (92), and Newcomers to Canada (93-94) were completed.
        - The third and final debrief looked at action planning, reviewed and discussed resources provided by the NCTR facilitator, and focused on taking these learnings/action items to the next stage.
    - We are currently working on the development of curriculum and academic programming for our pre-university level program to offer a course focused specifically on Indigenous Peoples of Canada.
    - Continued participation in the Indigenous & Newcomer Engagement Sector Table initiative as part of an ongoing association of Immigration Partnership Winnipeg.

Red River College Polytechnic

Calls to Action: 7, 10, 10.ii, 10.iii, 10.iv, 12, 14, 16, 18, 19, 22, 23, 23.i, 23.ii, 23.iii, 24, 45.iii, 48.i, 48.ii, 57, 62, 62.ii, 62.iii, 63, 63.ii, 63.iii, 63.iv, 84.i, 84.ii, 84.iii, 85, 85.i, 92, 92.i, 92.ii, 92.iii

Calls for Justice: 1.4, 7.2, 7.3, 7.7, 11.1

Goals:

As an educational institution and a signatory to the Manitoba Collaborative Indigenous Education Blueprint, Red River College Polytechnic is committed to advancing Indigenous education in the province by:

1. Enhancing the environment supporting Indigenous student success;
2. Strengthening relationships and partnerships with Indigenous communities and organizations;
3. Developing and building strong relationships between non-Indigenous and Indigenous students, faculty and community.

Red River College Polytechnic, Manitoba's largest polytechnic institute has renewed the responsibility to implement actions to address Truth and Reconciliation Commission of Canada's Calls to Action within the staff and student experience. In 2022, RRC Polytech launched a 5-year strategic plan consisting of three commitments. Commitment 2 states: Commit to Truth and Reconciliation. Pursue equity, diversity and inclusion in everything we do.

This renewed commitment demonstrates the significant role on how RRC Polytech will deepen Indigenous relationships and collaborations among Indigenous economic development corporations, businesses, universities and college researchers and research Agencies.

Our Progress:

Red River College Polytech (RRC Polytech) continues to provide specialized opportunities to staff, faculty and students that are specific to their needs, address barriers uniquely common among Indigenous people, and develop skills and connections relevant to their Truth and Reconciliation journeys. RRC Polytech prioritizes strengthening our strategic relationships to create reciprocal value that drives Manitoba forward economically, environmentally, socially and culturally.

RRC Polytech's strategic commitments:

- Transform our learning model to meet emerging needs
- Commit to Truth and Reconciliation; embed equity, diversity and inclusion in everything we do
- And deepen partnerships to maximize prosperity across industry and community

Celebrating Indigenous Student Success

Every year we feature student stories on the Indigenous blog to highlight their achievements and the stories they want to share. Featured students include:

- Tessa Cochrane, College Transition student that moved into the Women of Steel program immediately after graduating from College Transition;
- Rebecca Choken and Wendy Monias, who were both recipients of the 2023 Mínwastánikéwin Truth and Reconciliation Award;
- The Culinary Skills (Indigenous) class, who were invited to participate on a voluntary basis in work experience at the International Indigenous Tourism Conference;
- Wyatt Sutherland, Business Administration student that was part of the pilot program for the Introduction to Anishinaabemowin;
- Sharon-Rose Bear, Social Innovation and Community Development, who was part of a group of students that were selected to receive support from the federal SINEWS program; and
- Colton Gadoury, who was part of the first cohort of Pathway to Information Technology Programs.

Orange Shirt, Red Shirt. and the Mínwastánikéwin Truth and Reconciliation Award

RRC Polytech partnered with two artists to design shirts to fund the Mínwastánikéwin Truth and Reconciliation Award, which supports Indigenous students with a $1,000 bursary.

In honour of Orange Shirt Day, RRC Polytech has partnered with Ininew artist and alumna Leticia Spence to create an original Orange Shirt design. The design features a tree made up of florals, Medicines and roots. Hummingbirds flank the tree, surrounded by rosehips, rosebuds and berries. First Nations, the Métis Nation, and the Inuit Nation are represented by symbols deeply intertwined with each nation: the cardinal directions, a wild rose forming an infinity, and fireweed flowers.

In honour of the Day of Action for Missing and Murdered Indigenous Women, Girls and Two Spirit People, RRC Polytech partnered with Métis artist Shayre Curé. The Red Shirt design portrays a woman with the emblematic handprint over her mouth that represents the "No More Stolen Sisters" movement, a phrase coined to express the outrage and grief over the loss of so many women, girls and Two Spirit people that, in many cases, could have been prevented.

Both shirts were produced by Red Rebel Armour, owned and operated by Indigenous entrepreneur and alumnus Sean Rayland-Boubar. Thanks to the support from the RRC Polytech community, the Campus Store sold enough shirts to fund two awards each in 2023 and in 2024.

Indigenous Success Framework

In November of 2022, the RRC Polytech Board of Governors approved the development of an Indigenous Success Framework led by the newly formed Indigenous Strategy, Research and Business Development department team. The ambitious targets will assist with developing initiatives to change the academic landscape from implementing Truth and Reconciliation in everything we do. These targets continue to lead the way to improving relationships and students' success, creating new policies, programs, and initiatives:

- 5,000 Indigenous students in 5 years;
- 50 Indigenous staff per year for 5 years;
- 5% procurement growth year over year for 5 years.

4 Seasons of Reconciliation and TRC training

4 Seasons of Reconciliation follows Indigenous principles and was formed under the guidance of our Indigenous Advisory Circle and the First Nations University of Canada. This resource can assist you in providing respectful reconciliation education in the workplace. 4 Seasons of Reconciliation was made mandatory training for staff and faculty in March 2023.

In addition to 4 Seasons of Reconciliation, 12,902 staff, faculty and students have engaged in training related to the true history of Canada within the context of Indigenous knowledge and ways of knowing, decolonization, anti-racism, and cultural competency.

Red River College Polytechnic at Notre Dame Campus Raise Three Very Important Flags
In a ceremony dedicated to unity, inclusivity, and identity the Red River Métis flag, the Treaty One flag, and the RRC Polytech Pride flag will officially being flown on RRC Polytech grounds as permanent installations.

For every generation of learners that pass through RRC Polytech, they will be reminded every day as they come into their classrooms that this land is Treaty One land, the National Homeland of the Red River Métis, and a place where members of the 2SLGBTQQIA+ community can feel safe and feel pride in their Identity.

The Pride flag is a unique design with rich symbolism that was created and led the RRCP Knowledge Keepers Council. The process for designing of the flag led to rich Indigenous teachings and sharing of the history and knowledge of 2SLGBTQQIA+ people. Raising these flags together with blessings from our Elders, Knowledge Keepers and community members is intended to bring life to the purpose of the flags—to give life.

Indigenous Career Fair – An RBC Reaction by Collision Event

On March 20, 2024, RRC Polytech hosted an Indigenous Career Fair, the third event in RBC Reaction by Collision series in the North Gym at Notre Dame Campus. More than 40 local businesses set up booths at RRC Polytech to find qualified candidates for a variety of positions that would diversify their respective employee rosters. Over 200 plus students attended the Indigenous Career Fair to engage and network with organizations curated to align with the programs that RRC Polytech offers across the board, as well as the industries associated with many of the programs offered through the School of Indigenous Education.

Food, Fashion and Music: An RBC Reaction Collision Event

On April 19, 2023, hundreds of staff, students, industry partners and community members came together to celebrate Indigenous Food, Fashion, and Music at the second annual RBC Reaction by Collision Community Event. Hosted at RRC Polytech's Manitou a bi Bii daziigae, the event showcased Indigenous culture and arts in Manitoba and highlighted the importance of creating space for Indigenous entrepreneurship. The event treated guests to delectable cuisines from local chefs, a haute couture fashion show featuring student models, a crafters' market with local artisans and businesses, a panel discussion, and a drumming performance from student-led Indigenous culture group OGICHIDAA. Juno-award nominated Indian City capped off the spectacular event as the grand finale.

Truth and Reconciliation Week

The fifth annual Truth and Reconciliation Week saw nearly 90 volunteers help make this Truth and Reconciliation Week the most comprehensive and expansive we've had yet. The College community turned out to 16 in-person events across all campuses and tuned into countless other self-guided resources, including articles, books, videos, and seminars and actively engaging in the shared responsibility we have to Truth and Reconciliation.

Language Reclamation

RRC Polytech launched the pilot course Introduction to Anishinaabemowin in April 2023, which took place at Manitou a bi Bii daziigae at the Exchange District Campus, the name of which means Where Creator Sits – Brings the Light in Anishinaabemowin. Ten students learned basic greetings, alphabet systems and cultural and linguistic protocols over eight weeks. Due to the success of the pilot course, CWB Financial Group sponsored the next two cohorts, which could accommodate up to 20 students each to make tuition free for students in Winter 2024 and Spring 2024. Interest was so high in the Winter 2024 cohort that registration capped out the same day the advertising went live.

Shoal Lake 40 First Nation students launch a new line of merchandise on World Water Day

In 1919, the aqueduct to carry clean lake water directly to Winnipeg through Shoal Lake 40 First Nation was finished. The original Ojibwa village was displaced and moved to a man-made island. A parcel of the band's traditional land, 3,000 acres, became City of Winnipeg property and split the reserve into three separate parcels. People moved from the old village to a nearby peninsula then Winnipeg dug a diversion canal through the neck of the peninsula, effectively creating an island and isolating the community. Despite Winnipeg using the water that flows through Shoal Lake 40 First Nation, the reserve itself had a 24-year boil water advisory that only ended in 2021 and was the 2nd longest in Canada.

Students developed a business with their teacher, Andrea Redsky, and have designed and created water bottles and stickers to hang in every home, business, and institution in Manitoba and where Shoal Lake 40 First Nation water flows, as a part of the Kekekoziibii Development Corporation and Harvey Redsky Memorial School Future Business Leaders Project. The students will use this platform to educate Winnipeggers on where their water comes from with 100% of product purchases will go towards Harvey Redsky Memorial School Future Business Leaders Project in 2025. RRC Polytech will continue to build a long-lasting relationship with Shoal Lake 40 for future initiatives.

Canada Life Student Mentorship Program

Canada Life has announced a $500,000 investment to help create a new Indigenous-led student mentorship program at RRC Polytech. RRC Polytech will work to develop and deliver training to Indigenous mentors, and as part of the program, mentees will have an opportunity to give back, as after graduation they can act as a mentor to a successive cohort of Indigenous learners.

The initiative will be offered across all College programs and campuses, providing support and guidance to Indigenous learners as they navigate post-secondary experiences and into the early weeks of employment.

This mentorship program will ensure Indigenous learners have more opportunities to connect with experienced industry professionals and expand their networks by building strong relationships with mentors and other mentees along their academic journeys.

Pathways to IT

Pathways are exploratory and preparatory programs that provide Indigenous Manitobans with the skills and supports required to transition into selected RRC programs by increasing their academic, personal, social, and financial readiness. Pathway graduates have dedicated seats for selected programs, to remove the barrier of wait lists.

Pathway to IT requires students to have access to a computer with certain memory and speed requirements, and students who do not have access to a computer are provided with options to rent a computer from the College.

An entire cohort of Red River College Polytechnic (RRC Polytech) Pathway to Information Technology (Pathway to IT) students were gifted $50,000 worth of state-of-the-art laptops from Lenovo with the newest technology to encourage innovation and prepare learners to succeed in IT roles across Manitoba.

Université de Saint-Boniface

Calls to Action: 24, 63.iii, 63.iv

Calls for Justice: 11.1, 15.2, 15.3, 15.4

Bilan 2023-2024 des activités et initiatives de l'Université de Saint-Boniface (USB) en matière d'éducation autochtone et de réconciliation

Notre contexte

L'Université de Saint-Boniface (USB) reconnait le leadership dont les établissements postsecondaires doivent faire preuve pour répondre aux appels de la Commission de vérité et réconciliation. Notre plan stratégie encadre notre engagement à cheminer envers la réconciliation. Nous *cultivons un environnement accueillant, sain et propice à l'épanouissement et la réconciliation, tout en célébrant la pluralité de la francophonie.* La réconciliation à l'USB se passe dans un contexte territorial, linguistique et historique unique: celui de la Rivière-Rouge.

Semaine de la vérité et de la réconciliation pour souligner l'importance de la Journée du 30 septembre à l'Université de Saint-Boniface

L'USB est fière d'avoir contribué à la démarche du Centre national pour la vérité et la réconciliation en proposant une variété d'activités pour souligner la Semaine de la vérité et de la réconciliation auprès de la population étudiante et des membres du personnel. Du 25 au 29 septembre 2023, nous avons approfondi nos liens avec la culture autochtone par l'entremise de diverses initiatives, tout en favorisant le cheminement personnel de toutes et tous dans un esprit de paix, de partage et de collaboration.

Coin des Ainées et Ainé
Les membres du Réseau des Ainés, l'Ainé métis David Dandeneau et les Ainées métisses Paulette Duguay, Dolores Gosselin et Dée-Anne Vermette, ont accepté de nous accorder de leur temps pour partager avec nous leurs riches connaissances acquises pendant leurs parcours respectifs. Ce fut fort inspirant!

Menu spécial au Café rencontre
Des mets autochtones traditionnels ont été servis au Café rencontre (le service de cafétéria sur notre campus) pendant toute cette semaine thématique. De plus, les membres de la communauté universitaire étaient invités de prendre le repas à la table communautaire avec les Ainés. Une belle occasion pour participer à un échange d'idées et de perspectives diverses sous le thème du mieux-être.

Exposition à la Galerie de l'USB

La fierté du Réseau des Ainés
Les Aineés et l'Ainé ont été mis à l'honneur dans le cadre d'une exposition à la Galerie.

L'Œuvre de Christi Belcourt
De plus, l'oeuvre d'art *The Celebration* de Christi Belcourt (apihtâwikosisâniskwêw / mânitow sâkahikanihk), une artiste visuelle métisse qui célèbre la beauté du monde naturel tout en explorant les propriétés symboliques de la nature, a aussi été exposée dans la Galerie. S'inspirant de la tradition du perlage floral métis, Belcourt utilise la technique du pointillisme pour présenter son sujet comme une métaphore de l'existence humaine.

Créer sa propre œuvre d'art
Finalement, les membres de notre communauté ont également pu créer une œuvre individuelle sur les petites feuilles noires disposées sur la table de la Galerie.

Illumination de la façade de l'USB et de sa coupole
Afin de souligner la Journée nationale de la vérité et de la réconciliation, l'USB a illuminé la façade de son entrée principale et sa coupole en soirée du 25 au 30 septembre 2023 avec des lumières orange pour rendre hommage aux victimes ainsi qu'aux survivantes et survivants des pensionnats autochtones du Canada, à leurs familles, et aux communautés qui souffrent toujours des séquelles multigénérationnelles.

Les équipes sportives des Rouges
Pour la troisième année consécutive, les Rouges ont fait une vente de teeshirts orange. Pour l'occasion le logo des Rouges a été modifié par un graphiste métis pour lui donner un aspect perlé. Ainsi, les athlètes en soccer, basketball et volleyball ont revêtu la couleur orange lors des activités d'échauffement avant chaque match au cours du mois d'octobre et au début novembre 2023.

Tous les profits amassés ont été remis à l'organisation Winnipeg Aboriginal Sports Achievement Centre (WASAC) pendant l'activité d'échange et de compétition amicale avec les Rouges et WASAC au cours de la saison 2023-2024.

Coin de lecture
Le 28 septembre, notre communauté a profité d'un temps de lecture paisible avec l'Ainée Paulette Duguay, qui nous a fait découvrir l'œuvre *Le chandail orange* de Phyllis Webstad. Cet hommage aux enfants autochtones morts dans les pensionnats ainsi qu'aux survivants et survivantes et à leurs familles a été suivi d'un cercle de partage.

Stations « Cheminement vers la réconciliation »
Des livrets énumérant les 94 appels à l'action de la Commission sur la vérité et la réconciliation ainsi que des cartons gratuits étaient mis à la disposition de la communauté universitaire afin d'outiller les gens dans leur cheminement vers la réconciliation. Les gens étaient invités à réfléchir aux appels à l'action et à répondre par écrit à l'affirmation suivante – *Dans mon cheminement vers la réconciliation, je m'engage à…* sur une carte orange, carte qui pouvait ensuite devenir un rappel de l'engagement personnel pris.

Réseau des Ainés
L'USB a lancé son Réseau des Ainés en aout 2022 avec l'appui de trois Ainées et deux Ainés métis francophones. Tout au long de l'année, ces personnes ont appuyé la communauté universitaire dans une panoplie d'activités sur le campus : douze (12) engagements en salles de classe et treize (13) évènements, dont certains avec la communauté de pratique composée de membres du corps professoral, avec la population étudiante internationale et avec l'Association étudiante de l'Université de Saint-Boniface (AEUSB). Nous sommes très reconnaissants pour le dévouement de nos chères Ainées et chers Ainés.

Communauté de pratique

Cette communauté de pratique en matière d'éducation autochtone pour les personnes professeures et professionnelles enseignantes est un espace de dialogue pour nourrir la réflexion quant à l'intégration des perspectives ou approches autochtones en salle de classe. Elle permet aux membres du corps professoral de développer leurs compétences à l'égard de l'éducation autochtone et de la réconciliation, toujours dans le contexte historique, territorial et communautaire unique qu'est le nôtre, c'est-à-dire un établissement de la minorité francophone qui a pris racine dans la colonie de la Rivière-Rouge et qui accueille des étudiantes et des étudiants autochtones, surtout métis, depuis ses humbles débuts. Pendant cette année, plusieurs présentations ont eu lieu dont une séance de partage avec le film – *Hommage à Murray Sinclair* suivi par une discussion, une soirée cinéma le 23 novembre 2023 avec un repas chaud, une projection de film – *Ce qu'il faut pour Vivre* – et une discussion en groupes et le partage d'un projet de recherche - *Approfondir la pratique antiraciste : Réflexions sur la réconciliation en action (RéconciliACTION)* – par Jacqueline/Jack Avanthay Strus une membre du notre corps professoral. On a clos l'année académique avec un festin en compagnie de notre Réseau des Ainés.

Cercle autochtone communautaire

Notre cercle autochtone consultatif nous a conseillé et appuyé dans notre réflexion afin d'informer la démarche institutionnelle et de cibler les actions à poser en ce qui a trait à l'éducation autochtone et la réconciliation. Le cercle s'est rencontré deux fois au cours de l'année académique 2023-2024 afin d'aviser l'université sur les projets de réconciliation. En plus ils ont participé dans une consultation provinciale pour

Action Plan for Indigeneous Language Training afin de partager leurs perspectives sur les langues autochtones parmi la population francophone métisse.

Engagement avec notre population étudiante
L'USB, à titre de partenaire, a participé aux évènements organisés par les membres de la population étudiante de l'Association étudiante de l'Université de Saint-Boniface (AEUSB) ayant une ascendance autochtone.

Le 18 octobre 2023, un cercle du perlage a été organisé et animé par une de nos étudiantes. Plusieurs membres de la population étudiante ont participé et certaines de ces personnes ont par la suite continué l'apprentissage du perlage avec notre partenaire, l'Union Nationale Métisse Saint-Joseph du Manitoba.

Le 30 janvier 2024, les équipes sportives des Rouges ont accueilli les jeunes de Winnipeg Aboriginal Achievement Centre (WASAC) pour un match de basketball et ensuite un échange et repas entre eux. Nos Ainées et Ainé nous ont accompagnés ce soir-là. Pendant la soirée, les Rouges ont donné un chèque des profits de leurs ventes de teeshirts orange avec le logo des Rouges à WASAC. Tous les jeunes se sont engagés les uns avec les autres comme si ce n'était pas la première fois qu'ils se rencontraient.

Le 16 février 2024, l'AEUSB a organisé un petit-déjeuner aux crêpes afin de rassembler la population étudiante pour célébrer le début du Festival du Voyageur. Cette activité était aussi l'occasion d'en apprendre un peu plus sur les pratiques culturelles des Métis à la table communautaire avec les Ainés.

En raison de notre affiliation avec l'Université du Manitoba, notre population étudiante finissante a pu participer au Pow Wow annuel du 6 mai 2023 lié à la collation des grades du printemps.

Participation à des activités dans la communauté

<u>Commémoration des tombes</u>
Le 16 novembre de chaque année, la communauté métisse souligne l'anniversaire de la mort de Louis Riel. L'Union Nationale Métisse Saint-Joseph du Manitoba a invité l'USB à participer à la cérémonie qu'elle organise et à déposer une couronne de fleurs devant le monument de Riel. Nos membres du personnel ont participé en grand nombre cette année.

L'Université de Saint-Boniface reconnait leur rôle de leadership d'offrir des séances éducatives pour sa communauté et pour la communauté au sens large afin de monter des évènements qui parlent de la vérité et la réconciliation.

À l'occasion de la première mondiale de l'opéra *Li Keur* (présenté par *Manitoba Opera*), l'Université de Saint-Boniface a organisé deux soirées spéciales :

- Une soirée de l'Université de Saint-Boniface à l'opéra le 18 novembre 2023, à membres de la communauté universitaire ont participé.
- Une soirée-causerie le 7 décembre animée par la rectrice et mettant en vedette Paulette Duguay, interprète du rôle de Mémère, et de Neil Weisensel, co-compositeur, pour explorer les coulisses et les thèmes de l'œuvre. Le perlage de l'artiste métisse, Claire Johnston, était en exposition cette même soirée.

Engagement dans le milieu éducatif

En tant qu'institution postsecondaire, l'USB est partenaire du *Manitoba Collaborative Indigenous Education Blueprint* (MCIEB). La conseillère principale en matière de réconciliation et d'éducation autochtone de l'Université de Saint-Boniface co-préside le comité directeur du MCIEB.

Le 14 avril 2023, les partenaires du MCIEB ont tenu une cérémonie pour réaffirmer leur engagement continu envers ce Plan d'action manitobain.

Les 8 et 9 février dernier, à titre de partenaire de la conférence annuelle Indigenous *Education Pathways : Sharing Our Way – Our Gifts*, l'USB a offert un appui au comité organisateur et a contribué à l'animation des séances plénières et la facilitation des sessions de groupe.

University of Manitoba

Calls to Action: 7, 11, 16, 19, 22, 23, 24, 28, 44, 57, 63, 68, 76, 77, 92

Goals:

The University of Manitoba (UM) community is committed to a comprehensive approach to advancing the Truth and Reconciliation Commission of Canada's 94 Calls to Action. We have multiple ongoing efforts and projects that respond to the Calls to Action and recognize our role as an organization that is educating future researchers and professionals. As a post-secondary education community, we are committed to educating ourselves on the historical context of colonization, and the laws and policies that have and continue to contribute to our contemporary reality.

In addition to building on our past goals and successes, we commit to acknowledging and dismantling the systems that contribute to inequity. We commit to creating safe learning and work environments for Indigenous peoples. Through working together and helping each other, we will achieve this shared vision.

- Continue to embed Indigenous knowledge systems, ways of knowing and TRC recommended learning objectives throughout the training and course work of the university.
- Continue to incorporate Indigenous knowledge systems, ways of knowing and UNDRIP principles throughout university systems.
- Continue to work in partnership with Indigenous communities to develop strategies that ensure Indigenous students, faculty and staff have opportunities to reconnect with their Indigenous cultures and languages.
- Continue to build sustained and respectful relationships with Indigenous communities that support their community development and research needs.
- Continue to create work and learning environments that support Indigenous students, faculty and staff and that support Indigenous educational programs, sovereignty, community, ceremony and health.
-

Our Progress

The diverse community that makes up the University of Manitoba is committed to advancing Reconciliation through curriculum, initiatives, research and partnerships. Underway is a university-wide effort to create a culturally safe work and learning environment for Indigenous students, staff, faculty and guests; advance Reconciliation; breakdown barriers; and foster relationships with First Nations, Métis and Inuit communities. Some highlights from the past year that demonstrate our ongoing commitment to mobilizing the Calls to Action include:

- Enhanced commitment to truth and Reconciliation by hosting and supporting the fundraising efforts for the building of a new permanent home for the National Centre for Truth and Reconciliation (NCTR).
    - As host of the NCTR, UM continues to support the vital work of identifying and collecting records, education, identifying and sharing information on missing children and burial information, and commemoration projects.
- Continuing the development of the Truth and Reconciliation Framework. Informed by community consultations, the framework will serve as both a guiding document for the University's ongoing commitment to working with Indigenous students, faculty and staff, and as a foundational guide for faculties and units to develop their own Reconciliation action plans. By developing their own action plans aligned with the framework, faculties will play a crucial role in promoting respect for Indigenous histories, traditions, languages and cultures within the university community.

- Moving forward the Respectful Rematriation and Repatriation Ceremony (RRRC) policy and procedures in a good way, which are now near completion. With the guidance of the RRRC working group, this policy documents the commitment of the university to ensure the respectful return and care for Indigenous ancestors.

- Incorporating Indigenous ways of knowing, being and doing into UM's convocation ceremonies by introducing Indigenous-designed convocation robes for both the President and Chancellor. This has led to a graduation experience that feels more welcoming and representative for UM Indigenous students and their families, staff, faculty and alumni, and has sent a message that Indigenous Peoples should feel comfortable and proud wearing cultural and ceremonial attire, such as ribbon skirts, anytime they choose to.

- Creating an Indigenous Research Ethics Board (REB) process. UM is currently in consultation with Indigenous faculty, graduate students and allied researchers to create an Indigenous research ethics process at the Fort Garry campus. The committee will apply an Indigenous lens to research ethics and create structural change in the human research ethics process for Indigenous research projects at this university.

- Continuing the development of an Affirming Indigenous Kinship and Community Connection policy. This policy will address the misrepresentations and/or fraudulent claims by individuals to Indigenous identity. UM acknowledges the need to develop and implement clear processes to mitigate the harms caused when misrepresented or fraudulent Indigenous identity claims occur within this institution.

- The Indigenous-led building of a new Sweat Lodge on the Fort Garry campus. Sincethen, we have offered 19 Sweat Lodge ceremonies to the UM community. In addition to ceremony, the Office of

the Vice-President (Indigenous) developed and delivered Sweat Lodge Preparation Sessions for those wanting to attend.

- Expanding the Office of the Vice-President (Indigenous) with the development of a new unit: the Indigenous Leadership Programming team. With a director, program coordinator and administrative assistant along with the generous support of the Mastercard Foundation, the team is working to expand Indigenous leadership programming at UM.

- Continuing to increase Indigenous representation in governance, including on all relevant Senate, Board of Governors and faculty committees, and in leadership in faculties and central administration.

- Continuing to offer training in response to Calls to Action 57 and 92 for all employees and students, and specific training for those in professional faculties such as nursing and law – Calls to Action 24 and 28. One example of this training is the Summer Institute on Literacy in Indigenous Content. Another example is the delivery of a Pathway to Reconciliation video and workshop that has been delivered to thousands of UM community members.

- Enhancing Indigenous community engagement and co-creating new initiatives in partnership with Indigenous youth and communities that drive systems change. An example of this includes the opening of a second Learning Hub on July 7, 2023 in Pine Creek First Nation. Since opening, Pine Creek has offered a range of academic and industry training programs from introductory trades to Indigenous-based addictions training.

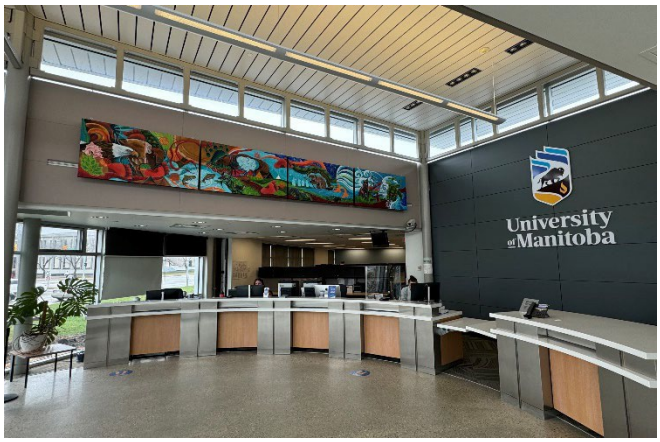
- The continued offering of Indigenous language courses and concentrations.

- The ongoing work of leadership within Rady Faculty of Health Sciences to respond to Calls to Action 19, 22 and 23, including to identify and advocate for the identification and sharing of health gaps and outcomes between Indigenous and non-Indigenous communities, enhance Indigenous content into curriculum, offer cultural competency training, and increase the recruitment and retention of Indigenous students.

- The continued development of physical and virtual spaces to reflect Indigenous peoples, languages and design.

    - On the UM's Bannatyne campus, a new example is the September 2023 unveiling of a new mural by Anishinaabe artist Blake Angeconeb in the Brodie Centre.

    - On the Fort Garry campus, the large canvas mural pieces by Ojibway artist Jackie Traverse in the lobby of the Welcome Centre.



- The continued development of a plan to achieve the goals of UNDRIP. An example of work that advances this is UM's new responsible investment policy, which commits to divest from investments that violate the rights of Indigenous peoples.

- Continuing to strengthen post-secondary collaboration and collaboration with K-12 educational partners in order to share best practices, build capacity, increase Indigenous student mobility and advocate in partnership with Indigenous communities on matters such as closing the digital divide.

- Creating a new centralized system of engaging with Elders-in-Residence. This means Elders will have a more customized job description based on their individual gifts and will be compensated at levels comparable to academic teaching staff.

- A total of $613,035 was awarded through the UM's Indigenous Initiatives Fund to support 17 projects throughout the university. An example of this is the School of Art Gallery (SoAG)'s development of Kiskithihta Mīthokwesowin: Discovering our Gifts. The program will inspire and activate the next generation of Indigenous artists by removing barriers, instilling confidence and providing opportunities to explore art-making as a means of telling their stories.

- Making strong, prominent Indigenous voices and perspectives accessible to the UM campus community through the 2024 Knight Lecture with The Honourable Jody Wilson-Raybould, former Minister of Justice and Attorney General of Canada. Free to attend, the annual Knight Lecture Series places emphasis on enhancing the quality of education at UM by supporting visits from a wide array of outstanding thinkers and innovative leaders on a variety of topical issues.

- Continuing to offer Indigenous-focused/-led programming and events to support, inform, celebrate and/or educate UM's students, staff and faculty. Examples include:
    - Fireside Chats: Talks on Indigenous Knowledge
    - Annual Traditional Graduation Pow Wow
    - Honouring our Indigenous Campus Community recognition ceremony
    - Indigenous Scholars Speaker Series
    - UM Indigenous Birding Club
    - National Day for Truth and Reconciliation events
    - Louis Riel Day events
    - Sweat Lodge Ceremony and Sweat Lodge Preparation Sessions
    - Territory Acknowledgement Statement Workshops
    - New Buffalo Education Gathering
    - Sharing Circles with Elders-in-Residence - For Community (weekly)
    - Zongiigabowin Men's Group (weekly)
    - Two-Spirits Talking (bi-weekly)
    - President's "What's the Big Idea?" podcast, occasionally featuring Indigenous guests
    - Bison Sports Spirit of the Bison

University of Winnipeg

Calls to Action: 1, 3, 4, 5, 6, 7, 8, 9, 10, 10.i, 10.ii, 10.iii, 10.iv, 10.v, 10.vi, 10.vii, 11, 12, 13, 14, 14.i, 14.ii, 14.iii, 14.iv, 14.v, 15, 16, 17, 62, 62.i, 62.ii, 62.iii, 62.iv, 63, 63.i, 63.ii, 63.iii, 63.iv, 64, 65, 66, 92

Calls for Justice: 11.1, 11.2, 18.5, 18.10

Goals:

University of Winnipeg is contributing to the fulfillment of the TRC Calls to Action through the content of courses across all disciplines and faculties, through sport, through curatorial practices, through governance, student recruitment and retention and through training and education for other institutions as well. The University of Winnipeg recognizes that we are located on Treaty One land, in the heart of the Métis homeland.

The future of Manitoba and our success as a province depends on the education system's ability to reach out to Indigenous people, nurture their talents and learn from and incorporate their traditional knowledge. Indigenization is about brining Indigenous people, perspectives, cultures and traditions into every aspect of the academy. For this reason, The University of Winnipeg is continuously seeking to advance reconciliation, incorporate Indigenous knowledge into our institution and implement the TRC Calls to Action identified by the Truth and Reconciliation Commission.

The University of Winnipeg is guided by both the TRC Calls to Action specifically, as well as an overarching commitment towards reconciliation and Indigenization. We use a holistic approach in working towards these goals. The Truth and Reconciliation Commission's Call to Action 63.iii in particular guides us as an institution; we strive towards increasing intercultural understanding, empathy and mutual respect. Throughout our courses and across our departments, this Call to Action is our aim. This includes continuing education and our programs for professional development and training such as Indigenous Insights.

With this holistic approach in mind, we have adopted several future goals that relate to specific TRC Calls to Action, including:

- Call to Action 16: The University has already achieved a great deal in regards to Call to Action 16, which calls upon post-secondary institutions to create programs in Aboriginal languages. We will further our commitment to this call to action by strengthening our pre-existing language programs, as well as pursuing new opportunities to expand the number of programs and courses offered at the University.
- Call to Action 11: While this Call to Action is directed specifically at the federal government, we believe that as an institution we can play an important role in supporting Indigenous students who are pursuing a postsecondary education. To this end, The University of Winnipeg provides Indigenous students with a wide range of supports. University of Winnipeg's Opportunity Fund assists students from traditionally underrepresented populations, such as inner-city and Indigenous students, access post-secondary education.

  To do our part to meet the 11th Call to Action, The University of Winnipeg will continue to provide a wide range of supports to Indigenous students. The University will also review funding structures to ensure that Indigenous students have the tools and supports they need to attend university.

Our Progress:

Guided by the Strategic Direction of Indigenization, University of Winnipeg has embarked efforts to support that direction by:

- Increasing Indigenous student enrolment
- Creating partnerships with First Nations, Metis, and Inuit leaders, elders, communities, and organizations
- Building pathways to education for Indigenous youth
- Creating pathways to graduate studies for Indigenous undergraduate students
- Incorporating Indigenous knowledge in curricula and teaching practice
- Responding to the TRC Calls to Action of the TRC and MMIWG2S
- Indigenous community engagement through free community programming and services

<u>Office of Indigenous Engagement (OIE):</u>

- Established eight new UW Indigenous Community Awards; these awards will recognize inspiring members of our community and thank them for their work as role models, mentors, and leaders who promote Reconciliation and strengthen Indigenous community at the University.
    - Up to two Indigenous staff members; one award for those under 10 years of service, and one for those over 10 years of service.
    - Up to four Indigenous students; two from undergraduate studies and two from graduate studies.
- Indigenous community consultations to start for the Indigenous Identity Working Group (IIWG). This group will guide the development of a policy for mitigating Indigenous identity fraud at the university and ensuring opportunities meant for Indigenous students, faculty, and staff go to these individuals. This policy will honour Indigenous sovereignty and will be created through an Indigenous-led, community-engaged process. As well as from UW faculty, staff, and students, the IIWG will seek advice from a variety of external groups including Elders, community members, and Indigenous government representatives.
- Truth and Reconciliation Week was held from September 25th – 29th; which was a series of special events, learning opportunities, and activities were dedicated to honouring Residential School Survivors and learning from Indigenous peoples and their perspective.
- Currently revising UW's land acknowledgement, Elder's policy and smudge and ceremonial medicines policy.
- OIE and Aboriginal Student Services Centre (ASSC) hosted their inaugural Two-Spirit & LGBTQ+ sweat lodge ceremony with the guidance of Elders Barbara Bruce and Charlotte Nolin. The sweat is open to all UW's Two-Spirited and gender diverse students, staff and faculty and will take place bi-monthly throughout the academic year.
- Hosted five Lunch & Learn events for staff, student and faculty to learn more about Indigenous culture. Elders and Knowledge Keeper were invited from the community to led the event on topics such as; Indigenous protocols, land acknowledgements, and Two-Spirit knowledge.
- University of Winnipeg recognized and celebrated its Indigenous students, faculty, and community at the 2023 Honouring Indigenous Achievement event. The ceremony highlighted the academic success and community contributions of four Indigenous community members and more than 40 Indigenous graduating students.

Cluster Hire:

- The University of Winnipeg (UW) announced the cluster hiring of nine Indigenous open-rank, tenure-track academic appointments representing various disciplines and career stages. These cluster hire appointments will contribute to Indigenous excellence across the University of Winnipeg Faculties and to the University of Winnipeg's commitment to fostering a culture of equity, diversity, and inclusion through increasing the representation of Indigenous academics. Hiring for:
    - Department of Anthropology: Indigenous Languages, Linguistics, Revitalization & Pedagogies
    - Department of Business & Administration
    - Department of Criminal Justice: Criminal Justice and Indigenous Law
    - Department of Indigenous Studies
    - Department of Kinesiology & Applied Health: Indigenous Studies in Kinesiology and Health
    - Faculty of Education
    - Department of Environmental Studies & Sciences (ESS) and the Master's in Development Practice: Indigenous Development (MDP) program

Indigenous Pathway Programs:

- Pathway to Graduate Studies (P2GS) has opened the door for dozens of Indigenous students to gain valuable research opportunities in science, technology, engineering, and mathematics. P2GS celebrated its milestone of five years with nine scholars and more than 20 facility members participated in the four-week program from May 1 to 26.
- The Indigenous Summer Scholars Program (ISSP) is hosted by the UW Faculty of Graduate Studies and invites senior undergraduate students and recent graduates of undergraduate programs who identify as Indigenous to explore the possibilities of graduate studies. This past year 20 scholars embarked on 12-week applied this summer in a variety of topics and fields of study with great success. The goals of the program are to strengthen the pathways for Indigenous students to move into advanced study and, ultimately, into leadership in the academy and in all sectors of society; to re-affirm the significance and centrality of Indigenous peoples, ways of knowing, and experiences at the UW; and to create a network of Indigenous scholars and allies on campus.
- Two P2GS Indigenous students created the Canadian Indigenous Science and Engineering Society - UW Chapter (.caISES), that will provide networking, peer support, and mentorship to Indigenous STEM students, opportunities to explore undergraduate and graduate opportunities, discover career pathways, engage with Indigenous STEM professionals, and network with scholarship-granting organizations and corporations looking to hire.
- P2GS & .caISES offers cultural programming for it's all students; activities such as medicine walks and cultural teachings from community Elders and Knowledge Keepers.

The Collegiate:

- The Truth & Reconciliation (TRC 21G) course for high school students includes working directly with Indigenous Elders, Knowledge Keepers and guest speakers, who worked with students and faculty in delivering our curriculum.
- Additionally, Collegiate students visited two indigenous sites including; Bear Paw Teaching and Healing, and the Residential School in Long Plains.

- Manitoba Education recognized the work the Collegiate put into the TRC 21G course curriculum; and asked to share with other schools in Manitoba.

Indigenous Studies Faculty:

- Five of Indigenous Studies courses are now being recognized as meeting general science degree requirements which will promote participation and visibility of Indigenous students in sciences and provide unique opportunity to Indigenous and non-Indigenous students to learn Indigenous scientific contributions in Turtle Island.
- Fifteen participants including faculty, master's students and staff of Indigenous Studies participated in National Gathering on Indigenous STEM; organized by First Nations Education Administrators' Association.
- New edition on Cree-English Cook book was published by Indigenous Studies through collaborative partnership with Fisher River Cree Nation.
- Invited Elder David Daniels to teach a fourth-year course "*Indigenous Pathways to Wisdom*", which introduced students to Annishinnabe ways of knowing and Indigenous pedagogies.

Aboriginal Student Service Centre (ASSC):

- Indigenous cultural and community events has been an intentional focus in ASSC. Examples of reoccurring events are:
    - Twice weekly beading club
    - Weekly Elders-in-Residence teachings and sharing circles
    - Monthly sweat lodge ceremonies
    - Monthly book club
    - Monthly pot luck luncheon
    - Annual UW graduation pow wow

- Elders-in-Residence program links the whole UW Community with the opportunity to respectfully learn about Indigenous culture and our connection to "All our Relations".
- ASSC has continuous Manitoba Metis Federation (MMF) staff on campus who is there to support the 500+ Metis students access MMF funding and build a strong community connection.
- ASSC offers the UPP program (University Preparation Program). Indigenous people from the community apply for the opportunity to study for their GED designation, write those tests and upon successful completion, enter the UW as a Mature Status student. UW covers the cost of the teachers, tutors, materials, and written test fees. A new program is about to launch to replace the GED testing.
- Indigenous medicines and smudge items are always available in ASSC for students, staff and faculty.

Master's Development Program (MDP) in Indigenous Development:

- MDP Orientation included Roseau River Anishinabe First Nation Pow Wow, Guided Metis walking tour of Historical sites in Winnipeg, Guided tour of Brokenhead First Nation Interpretive Trails and a welcome lunch at Elder Dan Thomas' lodge.

- MDP pre-departure workshop presented by Denise Tardifffor for field placements, called *Cultural Competency and Work Integrated Learning*.
- MDP hosted the Field Placement Symposium; where students present their projects and findings after their field placement to a community-wide audience. This past year there were 14 students placed in 13 organizations.
- Held Eight MDP seminars of various topics and nine courses offered to MDP students.

Indigenous Summer Scholars Program (ISSP):

- Celebrated another successful year of the program with 20 scholars that embarked on the 12-week applied research projects over the summer in a variety of topics and fields of study with great success. The program concluded with an ISSP Colloquium and Closing Ceremony, which saw each student researcher present their research project and answer questions.

Wii Chiiwaakanak Learning Centre:

- Annual Indigenous STEAM Camp was hosted on campus during the summer and is designed for students in Grades 1 to 8, giving children the opportunity to participate in a wide range of activities in science, technology, engineering, arts, and mathematics, while incorporating Indigenous knowledge from Indigenous knowledge keepers about many topics such as traditional medicines, star teachings, creation stories, traditional games, feasting ceremonies, water storage and more. We had 232 students participated in the camp.
- The Centre offerings weekly programming that is opening to all families and individuals; such as:
    - Powwow Club
    - Stem Explorers & Code Club
    - Learning Anishinaabemowin
    - Women's Self Defense
    - Indigenous Female & 2Spirit Craft & Cultural Group

Indigenous Languages:

- Teaching Indigenous Languages for Vitality Certificate (TILV) celebrated its inaugural cohort of 13 students; TILV enhances the effectiveness of Indigenous languages teaching and learning through training current and future Indigenous languages teachers in effective and culturally nourishing pedagogies. Graduates of this certificate program will have proficiencies required teach their Indigenous language to a wide range of learners. Students may apply their completed coursework for the Certificate to a future university degree such as a Bachelor of Arts or integrated Bachelor of Education.
- Wii Chiiwaakanak Learning Centre offers two 12-week language programs for parents, children and individuals of all ages with a chance to build Ojibwe language skills.
    - Learning Anishaabemowinn I
    - Learning Anishaabemowin II
- Indigenous Studies offered three language courses; Introduction to Ojibwe, Introduction to Cree and Intermediate Ojibwe, to University students. There were 28 students registered across the three courses over the year.

- UW is partnering with University of Manitoba's Indigenous studies to enhance participation of students in Indigenous language courses through reciprocity agreement.

Qualitative and other indicators of progress:

1. Opportunity Fund Results: Fall/Winter 2023-24

	All Opp Fund Student Categories	**Indigenous-Declared Students Only**
Bursaries	376/$381,954	107/$116,247
Donor Opp Fund Awards	95/$83,918	32/$22,897
Tuition Credit	2/$3750	0
Youth in Care Tuition Waiver	30/$140,393	16/$62,040
Walls to Bridges	44/$29,652	14/$7,155
Total # Awards/Value	**547/$639,667**	**169/$208,339**
Unique Recipients	307	97

2. Other Awards to Indigenous Students (excl. Opp Fund)
   - Indspire:
     - Building Brighter Futures Bursaries (Undergrad and Grad Studies) – 80/$352,000
     - Build From Within – 37/$156,994
   - Business Council of MB Aboriginal Education Awards: 32/$94,500
   - Louis Riel Bursary: 111/$195,104
   - Performance-Based Scholarships and Awards:
     - Special Entrance Scholarships, AP/IB – 41/$69,200
     - Academic Proficiency Scholarships – 65/$20,900
     - Dean's Honour List/Student of Distinction – 173 (recognition-only)
     - External Scholarships – 41/$85,210
     - Wesmen Athletic Scholarships – 5/$13,054
     - Donor-funded and/or Department Awards – 90/$202,586

3. MDP Courses & Seminars:
   - Fall 2023 courses:
     - MMIWG Online Course: 231 Calls to Justice- Developing community-based responses to systems impacting missing and murdered Indigenous women, girls and 2SLGBTQQIA persons. 1 graduate student, 2 undergraduate students and 20 PACE students
     - Gender and Sustainable Development – strong focus on Two-Spirit and Indigenous LGBTQQIA issues – 14 graduate students enrolled.
     - Indigenous Research Methods
     - Indigenous Self-Determination and Governance
   - Fall & Winter courses:
     - Indigenous Knowledge and Thought – Elder Dan Thomas
     - Capstone in Indigenous Development – Project on Youth Justice with MKO and Reciprocal Consulting

- Winter 2024 courses:
    - Indigenous Evaluation
    - Indigenous Economic Development
    - Environmental Sustainability

- MDP seminar - The challenges of realizing Indigenous peoples' right to education within the context of histories of assimilatory schooling: a comparative study between Australia & Canada - Samara Hand, Visiting Researcher, University of Manitoba
- MDP seminar – Elder Florence Paynter - Treaty Relations Commission of Manitoba
- MDP Seminar - Digital Storytelling as a Research Methodology- Roberts Stout
- MDP seminar- The Serious Business of Self-Indigenization- Rick Harp
- MDP seminar - "Sustainable Development", Fair Trade and Culture in Mongolia – Dr. Eric Thrift
- MDP seminar - Introduction to the Ărramăt project - Danika Billie Littlechild, Assistant Professor, Department of Law and Legal Studies, Carleton University
- MDP seminar - Indigenous Art Therapy – Wendy McNab, MMFT
- MDP seminar - Challenges and Acts of Resistance in Collaboration with my Seed Sisters - Caroline Chartrand

4. <u>ISSP Research Projects:</u>

- Bison on the Red: Meeting the Call to Action?
- CO2 Effects on Fishes
- Creating Context for the Two-Spirit Archives
- Constructing Stories of Health and Homicide in Manitoba, 1900-2007
- Exploring Mars and the Moon
- Indigenous Urban Planning, "Gifted" Historical Buildings, and the Settler Politics of Reconciliation
- The Impacts of Climate Change on Boreal Climate Cycling
- Indigenous Project Development for the TOYBOX
- Language Learning and Language Practices in the Lives of Inuit leaders
- The Manitoba Food History Project
- Morphometric Analysis of Teeth as an Indicator of Environmental Stress
- Movement Interaction Resilience and Adaptation in the Late Antiquity of the Balkan Peninsula
- The Neural Correlates of Number Word Knowledge in Preschool Children
- Practical Solutions to Long-term Drinking Water Advisories in Manitoba First Nations
- The Role of Epigenetic Control of Germline Specific Genes in the Sea Lamprey Genome in Sex Determination and Differentiation
- The Six Seasons of the Asiniskaw Īthiniwak
- Winnipeg Heart of the City Summer Creative Arts Performance Series 2023
- More details on the projects can be found here: https://www.uwinnipeg.ca/graduate-studies/issp/2023-issp-research-projects.html

5. <u>Indigenous Studies</u>
    - Indigenous studies educated 497 students on Indigenous arts, history, politics and governance through two of its first-year courses.

6. <u>Indigenous Language:</u>

- Learning Anishinaabemowin 1 - 73 students
- Learning Anishinaabemowin 2 - 46 students
- Introduction to Ojibwe, Introduction to Cree and Intermediate Ojibwe - 28 students registered across the three courses over the year.

7. News Links

- https://news.uwinnipeg.ca/uwinnipeg-adds-new-indigenous-community-awards/
- https://news.uwinnipeg.ca/uwinnipeg-recognizes-national-day-for-truth-and-reconciliation-with-a-week-of-campus-events/
- https://news.uwinnipeg.ca/new-initiative-to-bring-more-indigenous-faculty-to-uwinnipeg/
- https://news.uwinnipeg.ca/indigenous-science-students-form-uwinnipeg-aises-chapter/
- https://news.uwinnipeg.ca/uwinnipeg-certificate-equipping-teachers-of-indigenous-languages/
- https://news.uwinnipeg.ca/wii-chiiwaakanak-prepares-for-annual-indigenous-steam-summer-camp/
- https://news.uwinnipeg.ca/pathways-to-graduate-studies-program-celebrates-five-years/
- https://news.uwinnipeg.ca/uwinnipeg-honours-indigenous-achievements/

United for Literacy

Calls to Action: 3, 7, 8, 10.ii, 10.iii, 10.iv, 10.v, 10.vi, 10.vii, 12, 13, 14.iv, 30, 37, 38, 45.ii, 45.iii, 46.ii, 63, 63.i, 63.ii, 63.iii, 63.iv, 64, 69.iii, 79, 80, 92.ii, 92.iii,

Calls for Justice: 1.1

Goals:

United for Literacy (formerly Frontier College) Manitoba, in response to TRC Calls to Action #62, 63, 64, and 66, will work with partners in multiple community organizations in the city of Winnipeg. With our partners, United for Literacy will try to provide programming and resources that best fit the literacy needs of Indigenous and non-Indigenous learners. We will listen to the learners and will allow learners to follow their strengths as we support their learning around residential schools and Indigenous histories. We will provide learning opportunities through Truth and Reconciliation Summer Literacy Camps (when available) as well as through school year Truth and Reconciliation programs, as well as through other community workshops, Reading Tents, and attendance at special events. United for Literacy will also continue to add materials with high-quality Indigenous content to our programs, so that books and materials shared with Indigenous partners reflect the history and lives of the learners we serve. We will use our summer literacy camps to lessen summer learning loss and support children and youth in the upcoming school year, while still offering materials reflective of Indigenous history, culture and stories. United for Literacy will also increase the number of Indigenous content books that our Interns use in community programs. We will make ongoing efforts to purchase relevant books and materials for our office library, and then use those books to develop literacy activities connected to Indigenous themes.

Our Progress: Please see our annual report -

https://www.unitedforliteracy.ca/getmedia/ebf62199-25b8-42eb-ad23-a16a48028572/United-for-Literacy-2023-Annual-Report-Tagged.pdf

Education — School Divisions

Louis Riel School Division

Calls to Action: 63

Goals:

The Louis Riel School Division's goal for 2023-2024 is to further develop K–12 curricula, resources, and supports to further promote our understanding of Indigenous peoples and cultures in historical and contemporary contexts, the history and legacy of residential schools, our historical and contemporary relationships to Treaties, and Indigenous languages. This work will continue to be a collaborative effort with divisional Elders, our community council, the Indigenous Education team, school communities, and teams of teachers from across the division.

Our Progress:

The Louis Riel School Division is committed to Indigenous student success, families and community, and providing education to all students that promotes Indigenous history, culture, and knowledge systems to actively encourage intercultural understanding, empathy, and mutual respect. The Louis Riel School Division's commitment to TRC Call to Action 63 is guided via a multi-year strategic plan which is grounded in Indigenous ways of knowing and being and the circle of courage and supported by The Council of Grandmothers and Grandfathers.

The following actions reflect the on-going progress and commitment LRSD has made to decolonize and push for systemic change while challenging existing pedagogy and building capacity with all LRSD staff in the area of Indigenous Education.

- First Nations, Métis, Inuit course that is now taught at 7 high schools as well as the implementation of the grade 9-12 Language and culture course taught in 2 high schools with expansion to all 7 high schools in the following year.
- Offering land-based science walking tours for all grade 5-8 classrooms
- Ongoing growth and development of the Indigenous Education Portal which supports all aspects of learning around Indigenous Education for all LRSD staff and students.
- The creation of an Indigenous Education history Continuum to support Indigenous Education from K-12 in both official languages.
- Ininewak and Anishinaabe languages taught at 33 schools for all k-1 classrooms.
- Indigenous Education support staff supporting for 40 schools in developing capacity around indigenous perspectives, histories, and ways of knowing and being.
- The creation of a professional learning bundle that encompasses 5 half day professional learning opportunities for all staff members and schools: blanket exercise, Circle in the box, Treaties and land acknowledgements, Metis walking tour and Positioning Yourselves in Colonialism
- Indigenous Youth Leadership program offered to 8 high schools and 64 students once per month.
- Divisional Graduation Powwow to honour all graduating students in LRSD
- Powwow clubs to teach and build understanding about powwow to all students in LRS

- Multi-Year strategic plan grounded in Indigenous ways of knowing and being and the circle of courage

Pembina Trails School Division

Calls to Action: 7, 8

Goals:

As guided by the vision, commitments and principles of the Winnipeg Indigenous Accord, as partner, The Pembina Trails School Division is committed to:

1. Increase inter-cultural competence of all staff. (TRC Call to Action #57)
2. Promote Indigenous Educational Themes in curriculum including: Contributions and History of Indigenous Peoples, Decolonization, Human Rights, Treaties, Truth and Reconciliation and United Nations Declaration on the Rights of Indigenous Peoples. (TRC Call to Action #63)
3. Close the achievement gaps between Indigenous and non-Indigenous students.

Our Progress:

Pembina Trails, in the 2022-2023 school year, continues to significantly expand divisional, community and school-based Indigenous Education Plan.

This plan recognizes the importance of the role of: School and Divisional Leaders, Indigenous Elders and Knowledge Keepers, Indigenous Student Success Teachers, School Based Teacher Champions, and Catalyst Teachers who in turn support professional development, programming, teachings, Indigenous celebrations and commemorations, historical accuracy in our references and work, Manitoba Indigenous Youth Achievement Awards (MIYAA), and our divisional Anti-racism policy and implementation.

This year, Pembina Trails School Division has continued to move forward through:

1) The development of a divisional Anti-racism policy. Indigenous Strategies Consultant, Rebecca Chartrand guided our work to create an environment where Indigenous, Black, People of Colour (IBPOC) students feel included, supported, and valued. This work is deeply embedded in the divisional strategic plan which emphasizes: Student Success and Staff Wellness. Reducing and removing systemic barriers for all.
2) Enhanced participation in the MIYAA Awards (10 nominations)
3) Divisional Indigenous Education Gallery Walk involving multiple schools (18 schools)
4) St. Avila's Amisk Warming Hut Project and recognition
5) School Leadership focus on case scenarios to build confidence and competence in managing complex issues with current and accurate resources and references
6) Development and Implementation of Equity Leadership Series for School Leaders

7) Over 100 school collaborations with Indigenous Student Success Teachers, infusion of language with all collaborations
8) Over 80 Elder engagements
9) Multiple school based Pow Wow Programming in partnership with The Aboriginal School of Dance (5 Schools)
10) Middle Years and Senior Years Indigenous Youth Leadership Oskininiko nikaniwak
11) 2SLGBTQIA Divisional Committee
12) Partnerships with Indigenous Strategies, Shoal Lake 40, Treaty One, Brokenhead, Aboriginal School of Dance.
13) Development of Elder Protocols to honor and enhance the opportunity in schools.
14) Mamatawisiwin Framework-creating conditions in schools and classrooms for purpose, hope, belonging and meaning through educational experiences.
15) Update Land Acknowledgements
16) Valued partnership with Jordan's Principle
17) Arthur A. Leach Round Dance Evening
18) Anti-racism Series for all educators
19) Stole Ceremony Graduation offered to all Indigenous Graduates - Kistenitakosowin Kesikow
20) Indigenous Rights Blanket Exercise
21) School Based space created for Indigenous Student experience and community building
22) All Pembina Trails Schools have identified one or more Indigenous Teacher Champion(s) with focus and review of book Wayi Wah! Indigenous Pedagogies: An Act for Reconciliation and Anti-Racist Education by Jo Chrona.

River East Transcona School Division

Calls to Action: 10.ii, 10.vii, 45.iii, 63.ii

Calls for Justice: 11.1

Goals:

As part of River East Transcona School Division's commitment to Reconciliation and to Indigenous Youth and the community, we commit to the following goals:

- In relation to Call to Action #10, RETSD is committed to improving education levels and success rates for Indigenous Students by working alongside the Indigenous community in developing opportunities to support and engage FNMI youth in Senior years.

- In relation to Call to Action #45 (iii), RETSD is committed to fostering a safe and welcoming learning environment for all that is built on the Treaty principles of mutual recognition, respect

and shared responsibility for relationships today and into the future by committing to Treaty Education for all.

- Call for Justice #11.1, RETSD commits to educating and building awareness in regards to missing and murdered Indigenous women, girls, and 2SLGBTQQIA people, and about the issues and root causes of violence they experience. "Their Voices", which consists of 12 Indigenous girls from 2 Senior Years schools in the division, gave their final recommendations to the Senior Administration Team as to barriers that Indigenous girls face in the school and community setting, and how best we as a division can support them in being safe and secure. The division will use these suggestions when planning for future supports.

Our Progress:

The River East Transcona School Division will continue to promote Reconciliation, honor Indigenous Knowledge systems, and foster a culture of inclusivity, respect, and belonging within our schools. We strive to support a deeper appreciation of the rich heritage and contributions of Indigenous peoples, and create a culture of equity and diversity by recognizing the true history of the land on which we reside. We recognize that supporting Indigenous youth means investing in the preservation of culture, the advancement of Indigenous rights, and the cultivation of future Indigenous leaders.

In order to ensure that Indigenous youth have the tools, opportunities, and support they need to reach their full potential, RETSD has implemented and is continuing with the following:

- RETSD has partnered with St. Boniface Hospital in developing and implementing an Indigenous Youth Internship Program. This exciting program allows FNMI youth to explore various career opportunities available in the medical field and within the hospital workplace. This one credit course gives students deeper insight as to future careers available as they work alongside mentors in areas ranging from Cardiology to Pharmacology to Indigenous Relations.

- Self-Identified senior years Indigenous girls in RETSD participated in a 3-year project called "Their Voices", which completed its mandate in March 2024. This community based participatory action research project made recommendations to the Senior Administration Team as to what is needed in order for young Indigenous Women to feel safe and successful in school. The participants were actively involved in pride and identity Workshops and were mentored by female community leaders and Elders. Participants were trained in computer software programming and photography through the University of Winnipeg and were involved with data collection and thematic analysis to prepare for their final recommendation. RETSD is committed to honoring their voices and will incorporate their recommendations in future planning.

- Participants of "Their Voices" joined with Debwewin, the divisional student voice advocacy group. Since their recommendations are very much aligned, the youth will work together and, alongside the division, will develop a plan as to how best to implement their recommendations so that youth across the division are supported.

- Knowing that Indigenous Women experience disproportionate levels of intimate partner violence, RETSD increased Uncle and Grandmother in Residence visits within the Indigenous Spaces in senior

years schools. The purpose of these visits is to give teachings through drumming and the sharing of traditional knowledge on the sacredness of all and the importance that women have in the community.

- Manidoo Mashkikiwin is a new program in senior years that infuses literature and Indigenous Ways of Knowing and Being. Students learn traditional teachings as they work on building their personal bundles that will give them strength and connection to land as the continue on their journey in life.

- The RETSD Ribbon Skirt/Ribbon Shirt project supports students in grade 12 who are leaving the division in creating their own Ribbon Shirts and Skirts to wear as they walk in Grand Entry during an Honor Song at the RETSD Powwow. Knowledge Keepers and community members share with students traditional shirt and ribbon teachings and work alongside the youth from the choosing of fabric and ribbons to the creation of the Ribbon Skirts and Shirts. RETSD also will be providing Indigenous Grad Stoles for the students to wear during the school-based graduation ceremonies.

- The Indigenous Educators Connecting group is in its first year. This affinity group consists of self-identified Metis, First Nations, and Inuit teachers from across the division. The purpose of the group is to foster a sense belonging and connection, to share successes and concerns, and to support one another in advancing Indigenous Education. As well as meeting in person, the group also meets online for a monthly book talk on "Resurgence; Engaging with Indigenous Narratives and Cultural Expressions in and beyond the Classroom."

- As part of RETSD's ongoing commitment to creating a learning environment of Equity and Inclusion, a discussion group on the book "Wayi Wah! Indigenous Pedagogies: An Act for Reconciliation and Anti-Racist Education" takes place online monthly and consists of 42 non-Indigenous educators.

- Teachers, support staff, custodians and office staff from 8 schools across the division attended a full day professional development session on how to best support Indigenous youth and break down systemic barriers. Niigaanwewidam Sinclair facilitated the am session on Indigenous Pedagogy and Cadmus Delorme shared on nurturing relationships between the Indigenous and non-Indigenous community.

We continue with:

- Nanda Gikenin: This literacy and numeracy focused program gives Indigenous youth the opportunity to explore different Indigenous foods and to learn the teachings behind them.
- Ogichiidaakwe: This group is used to support and uplift Indigenous girls and give them a sense of belonging. The teachings of the Medicine Wheel, foods, plants, and the traditional roles and importance of Indigenous women in the community is explored.
- Truth, Reconciliation, and Resurgence Residencies: a Co-Teaching model that teaches students about the history of Turtle Island before Colonization, the effects of the Indian Act, and the resiliency and resurgence of the Indigenous community.
- The Walk With US, a colonization simulation, and more.

St. James Assiniboia School Division

Calls to Action: 63.i, 63.ii, 63.iii, 63.iv

Calls for Justice: 11.1

Goals:

St. James Assiniboia School Division's overarching priorities continue to include:

- The strengthening of the relationship between schools and Indigenous families and communities;
- The development of culturally safe spaces within our learning communities;
- Ensuring our students and staff are engaged in authentic learning experiences where Indigenous knowledges, histories, languages, and cultures are valued and respected;
- Growing the knowledge of our Divisional staff through targeted professional development.

Our Progress:

St. James-Assiniboia School Division (SJASD) is committed to providing rich, authentic learning experiences for all students. To ensure that schools are inclusive and culturally responsive, First Nations, Métis and Inuit perspectives are integrated into the curriculum and the school community.

SJASD has an Indigenous Education Team that works with both school division administration and school-based teams to provide support in the areas of curriculum and instruction. It is comprised of a Divisional Administrator of Indigenous Education, an Indigenous Inclusion coordinator, in-class support teachers, an Indigenous student success coach, and cultural programming support. They provide professional development to all divisional staff, and work in collaboration with school-based teams, divisional support teams, families, and local community groups.

St. James-Assiniboia School Division's commitment to Indigenous Education for all is reflected in our new Strategic Plan, specifically, the priority area entitled Ma Mawi Anokiitaw Miinawaa (We Will Work Together Again). We believe in creating safe and inclusive learning environments that are not only representative of Indigenous cultures, languages, and histories, but also demonstrate a commitment to Truth and Reconciliation. It is a priority to build partnerships that recognize the importance of Elders, Knowledge Keepers, and other Indigenous peoples playing a prominent role in the teachings that we bring to schools.

The work done by our school board is guided by the SJASD Indigenous Advisory Council, which is comprised of Indigenous community members who are parents, grandparents, and caregivers within our Division. IAC members provide guidance to the Board as it pertains to Indigenous education, well-being, and achievement, and act as a resource to provide authentic and current knowledge of First Nations, Métis, and Inuit perspective to support informed decision making.

Seven Oaks School Division

Calls to Action: 10 ii, 10.iii, 10 iv, 10.vi, 10.vii, 62 i, 62.iii, 62 iv, 63 i, 63 ii, 63 iii, 63 iv

Goals:

- Seven Oaks School Division is committed and dedicated to further the process of true reconciliation with Indigenous peoples by contributing to language revitalization, by honouring Indigenous history and culture in our teaching and ensuring that Indigenous students graduate from schools with lives rich with possibility. We also want to ensure that non-Indigenous students are graduating from schools with a strong understanding, respect, recognition and appreciation of Indigenous peoples and history.

- Seven Oaks School Division will continue to increase their efforts to revitalize and preserve Indigenous Languages through cultural and land-based teachings opportunities, language classes, courses, and events.

- Seven Oaks School Division will continue to increase their efforts to make age-appropriate curriculum on residential schools, Treaties, and Indigenous peoples historical and contemporary contributions to Canada a mandatory education requirement for kindergarten to grade 12 students.

Our Progress:

This past September, Seven Oaks in partnership with Manitoba Teachers Society released *Resistance on the Giimooch: The Life Story of Mary Courchene,* a comprehensive learning resource/curriculum that includes sixteen lesson plans and a teacher's guide which can be found at 7oaks.org and mbteach.org. Through storytelling both written and oral in videos, Mary Courchene, long time Elder in Residence for Seven Oaks shares her life and how history, family, culture, language, and ways of knowing preserved her spirit that shaped her life in both career and family. The curriculum was created to honour the truth of those who attended Indian Residential Schools and to motivate teachers to make fundamental changes necessary for real, enduring reconciliation to occur.

School plans for the 2023/24 were reflective of the provincial document "Mamahtawisiwin: The Wonder Are Born With" in working with staff, students, and families to further implement strategies within the framework. Schools continue to include elders and knowledge keepers in their classrooms, at school events and at divisional events. Elders and knowledge keepers are a regular presence in the 7 Oaks Anishinaabemowin program, and at the Aki Land Based Learning Center. By celebrating community events such as Treaty Days, solstice feasts, and other school events, communities have created welcoming spaces for elders and knowledge keepers where cultural and language teachings have become central to the work of all schools.

All K-8 schools are hosting Pow Wow, jigging clubs and drum groups who will be participating at our 15th Annual Divisional Graduation Pow Wow in June. We continue to offer experiences for students in high schools to engage in the planning and preparation of the grad pow wow. This divisional event is a community celebration for all of Seven Oaks staff, students, and families that honours and celebrates all Indigenous and non-Indigenous graduates of Seven Oaks.

School leaders continue to be encouraged to infuse an Indigenous lens learning into their school plans and professional development. Our schools are becoming places where Indigenous worldviews are integrated into classroom learning, where teachers are supported by elders, and all students become open to and curious about learning through Indigenous ways that is a strength in their educational journey. At our administrator meetings, we have delved into the Indigenous resistance and resurgence to inform how we support Indigenous reclamation to land, language, community, and culture. In addition to hearing from the Elders in residence, we have engaged with Indigenous role models and activists to help guide the work we do to decolonize and support Indigenous students' success. This past year at our Divisional PD Day for all staff, we welcomed renowned author Tomson Highway.

Indigenous representation and leadership have become a part of who we are. This year, we welcomed a new position of Assistant Superintendent of Indigenous Excellence in Education and with our increasing numbers of Indigenous administrators, teachers and staff provide us with voice and leadership across the entire division.

Indigenous youth entering high school continue to have opportunities to participate in activities that allow them to build strong identity and be firmly rooted in community. The Cultural Credit course allows youth to work towards credit attainment for participating in programming directly related to empowering Indigenous youth here on Turtle Island. The Indigenous Youth Community Support Connector directly supports our Indigenous Youth Leadership Program that is based on Mino Pimatisiwin (Living the Good Life) which is an extended school day program that is open to all Indigenous high school students. In partnership with CAHRD, youth have the opportunity to work towards summer employment through this program. We have also continued work with Kevin Chief as our Mentor in Residence this year and Jaimie Isaac as Scholar in Residence.

A priority for Seven Oaks is language revitalization and preservation through our Anishinaabemowin Program, the K-5 Ojibwe Bilingual Program at Riverbend Community School. Anishinaabemowin programs can now be found at our middle years levels with the goal of moving in our senior years level. We recognize the urgency of revitalizing Indigenous languages and have begun to partner with First Nations communities to bring language speakers to our schools as a way of promoting, celebrating and honouring language keepers.

Ozhaawashkwaa Animikii-Bineshi Aki Onji Kinimaagae Inun, which means Blue Thunderbird Land Based Teachings Learning Centre (a.k.a. the Aki Centre), continues to provide teachers and students with land based, hands on learning opportunities through Indigenous ways of being and knowing. The space hosts Indigenous land-based teachings and ceremonies through our 25-foot tipi, sweat lodge, Medicine Wheel Garden and Outdoor Circle classroom. The students from the K-8 Anishinaabemowin Programs and Senior Years Cultural Credit students are frequent visitors to this space where they have engaged in land-based teachings such as animal harvesting, rabbit snaring, tanning of moose, and deer hides and medicine harvesting. This space is utilized during the summer months as well to support the divisional programs and the Indigenous Youth Leadership Program. The Aki Centre is a symbol of land-back both in restoration and reclamation of Indigenous ways of being, doing and learning.

Winnipeg School Division

Calls to Action: 7, 10.i, 10.ii, 10.iii, 10.iv, 10.vii, 62.i, 62.ii, 63, 63.i, 63.ii, 63.iii, 63.iv

Calls for Justice: 11.1

Goals:

The Winnipeg School Division continues to support and address the requests of the community for Indigenous language instruction. In order to preserve the Ojibwe and Cree language and culture, Children of the Earth High School and Niji Mahkwa School were established 25 years a. Recently, the Cree and Ojibwe Bilingual Programming was established at Isaac Brock School to continue supporting this need and also aligns with the Truth and Reconciliation Commission of Canada: Calls to Action #14.1. Cree and Ojibwe language support is provided for classroom teachers along with evening Cree and Ojibwe language classes for students, staff and the community.

Our Progress:

1) Indigenous Academic Learning Series (Mamahtawisiwin: The Wonder We Are Born With): The 5 part learning series supports school teams to learn, plan, and share impacts from engaging with the provincial Inclusive Indigenous Education Policy Framework document Mamahtawisiwin. Staff members actively participate in this series, which focuses on Indigenous knowledge, culture, and ways of knowing. All 79 schools, including administrative teams and lead teachers, are engaged. Division leadership, including senior administration, Inclusion Support Services, Clinical Support Services, and the division Learning Support Team, also contribute. The impact is shifting teaching practices to include Indigenous knowledges and planning for student sense of belonging, meaning, purpose, and hope following the use of 4 actions and strategies.

2) Collaboration with Grandmothers and Grandfathers: Schools work alongside Indigenous elders to integrate best Indigenous pedagogical practices. This collaborative effort aims to enhance understanding and respect for Indigenous ways of knowing, being and doing. WSD has built and grown the Indigenous Circle of Grandparents, inviting Indigenous community members, Elders, Knowledge Keepers, to sit together to re-imagine and shift the school experience for Indigenous and non-Indigenous children. Schools have built relationships with Indigenous Grandparents, inviting them to share their knowledge, ideas, and gifts with Principals, Vice-Principals, Staff, students, and community. We currently have about 15 Grandparents that work in schools and support divisional planning for Indigenous education. We are seeing more and more schools include Indigenous knowledge in classroom programming as a result of this initiative.

3) Language Programs: WSD continues to expand Indigenous language programs. The Cree and Ojibwe bilingual program has now grown to include grade 8 at Isaac Brock School. Language programming is part of both Niji Mahkwa and Children of the Earth High School. Additionally, parent language classes and beading classes have gained popularity and participation. An increasing number of schools are also providing language programming for their students. Students are also gaining more

opportunities for high school credits through participation in the Special Language Exams for Cree, Ojibwe, and Michif.

4) Build From Within Indigenous Teacher Education Program: This program will graduate students from its first cohort in June 2025 to become certified teachers in WSD. In September 2024, Cohort 4 will embark on their journey toward becoming educators. The program is growing in strength and popularity, with 11 students in cohort 1, 12 students in cohort 2, 20 students in cohort 3, and 30 students registered to begin cohort 4 in the fall of 2024.

5) Impact of Indigenous Graduation Coaches and Learning Support Teachers: These professionals play a crucial role in shaping teacher practice and student success. Their efforts contribute to a more inclusive and culturally responsive learning environment. WSD currently has 10 Indigenous Graduation Coaches that support Indigenous students during the path through high school and future planning. The Indigenous Graduation Coaches have connections to all high schools in WSD and support divisional programming such as the Indigenous Youth Leadership Program, as well as Land Based Learning and Treaty Education. Indigenous Graduation Coaches also work in teacher partnerships to plan for Indigenous student success in the classroom. The 5 Indigenous Learning Support Teachers work in middle years grades to enhance the learning experience in classrooms for both Indigenous and non-Indigenous children to build empathy, understanding, and work towards teaching for reconciliation. The Indigenous Learning Support Teachers currently support 13 schools, as well as divisional professional learning for Indigenous education and Treaty Education.

6) New Division Positions: WSD has introduced two new positions this school year: Indigenous Service Director: Focused on enhancing Indigenous services and support. This position works alongside school administration in planning for Indigenous education and meeting the needs of Indigenous students. The Service Director connects the work of the Indigenous Education Team to support programming, planning, and learning in all schools. The Indigenous Leadership Mentor Coach: Supports professional growth and development in the context of reconciliation. This position supports divisional programming that enhances the learning and growth of staff and school leaders. The Indigenous Leadership Mentor Coach also works with the WSD Circle of Indigenous Grandparents in supporting schools with Indigenous learning.

7) Indigenous Ways of Life Teachers: The division has hired three new Indigenous Ways of Life Teachers. Their role is to assist staff in their ongoing journey of reconciliation. WSD's commitment to Indigenous education reflects its dedication to fostering understanding, respect, and positive outcomes for all students. The Indigenous Ways of Life Teachers support cultural learning and supporting teachers in becoming more comfortable and knowledgeable in infusing Indigenous knowledge in schools. The impact is seen through an increase in cultural programming in schools and students having more access to Indigenous knowledge, thus supporting identity building and an increased sense of belonging.

Education — Schools and Associations

Glenlawn Collegiate

Calls to Action: 12, 62, 62.i, 63, 63.i, 63.ii, 63.iii, 63.iv

Calls for Justice: 7.3, 11.1, 11.2

Goals:

- Revitalize our Indigenous student group, emphasizing a sense of belonging, learning, sharing, and relationship-building.
- Expand enrollment and interest in our Grade 10 First Nations, Métis, Inuit Studies course.
- Establish a dedicated space in our library for Indigenous resources, reflective of Indigenous peoples and perspectives.
- Introduce a new selection of Indigenous-themed/authored novels for staff to read and discuss.
- Create a resource package for new staff members to effectively incorporate Indigenous philosophies and content into their teaching practices.
- Implement experiential activities related to Indigenous perspectives for all Grade 9 and 10 students, prioritizing safety amid the ongoing pandemic situation.
- Reflect on the challenges faced in the previous year and strategize ways to address staff and student needs in the upcoming year.
- Further develop our school plan in alignment with the Circle of Courage philosophy, fostering a holistic approach to education and student well-being.

Our Progress:

As a participant in Winnipeg's Indigenous Accord, Glenlawn Collegiate Institute remains deeply committed to fulfilling its obligations to foster an inclusive environment for our young people. Guided by the TRC recommendations for public education, we are dedicated to playing our part in forging a harmonious future for all Canadians. Recognizing the pivotal role of education in our historical interactions with Indigenous communities, we view our educational institution as a catalyst for reconciliation and constructive relationships going forward.

Within our large school community, our ongoing involvement in Winnipeg's Indigenous Accord Working Committee underscores our commitment to inclusive participation, accountability, and catalyzing transformative change aligned with our objectives and pledges. As we progress beyond the initial signing of this accord, it is imperative that we remain vigilant and purposeful in charting our course forward.

In pursuit of our objectives, we adopt a comprehensive approach, guided by TRC recommendations 79, 62, and 63, ensuring that our initiatives address not only physical infrastructure but also support for our faculty and, crucially, the well-being of our students. This endeavor demands empathy, patience, and a steadfast commitment to continual learning and understanding.

Throughout the current year, we have diligently reinstated initiatives such as The Blanket Exercise and commit to their continuation in the upcoming academic term. Furthermore, we are integrating relevant literature into our English Language Arts curriculum and bolstering resources for Grade 9 and 11 social studies courses. Collaboration with our school division's Indigenous Education team remains paramount, reinforcing the collective impact of our endeavors.

Looking ahead, we eagerly anticipate the Graduation Powwow scheduled for June and remain dedicated to enhancing the educational experience for our most vulnerable youth in the forthcoming year.

Gonzaga Middle School

Calls to Action: 45, 45.i, 45.ii, 45.iii, 45.iv, 62, 62.i, 63, 63.i, 63.ii, 63.iii, 64

Calls for Justice: 11.1, 11.2

Goals:

Gonzaga Middle School (GMS) has developed four goals as participants in the Winnipeg Indigenous Accord and as part of our larger commitment to Reconciliation:

1. Infusing Indigenous perspectives across all curricula, teaching the Manitoba Treaty Relations curriculum and the history and legacy of residential schools at all grade levels;
2. Utilizing NCTR recommended books in "read aloud" programs in classrooms and novel studies;
3. Ensuring students can articulate treaty acknowledgement;
4. Encouraging an inclusive spiritual culture which allows all in the school community to respect their own spiritual tradition and to learn about other spiritual traditions including Indigenous traditions.

In addition, GMS has committed to developing and deepening staff and student's understanding and knowledge of the MMIDWG2S+ Calls to Justice.

Our Progress:

Gonzaga Middle School has continued to actively infuse Indigenous perspectives across all curricula and engage students and teachers in learning about reconciliation and the history and legacy of residential schools. All classrooms are rich with Indigenous, First Nation and Inuit literature, art and music. Daily all-school assemblies routinely include Indigenous perspectives including and beyond the Seven Teachings. All staff and students smudge regularly on Wednesday mornings and more frequently upon student request. The Manitoba Treaty Relations kit was actively used in the Grades 6 and 8 social studies classrooms and UNDRIP was discussed as part of Grade 7 Social Studies.

In late April, students participated in a drum workshop with the Four Sacred Hearts who also presented Indigenous teachings to students and staff. Students also participated in a drum-making session with Ma Ma Wi knowledge keepers.

In May, staff and students participated in a day of activities and story telling while also being present at the ceremony renaming the park at the site of the former Assiniboia Indian Residential School as Theodore Niizhotay Fontaine Park in honour of the late survivor, elder and activist Theodore Fontaine. Students also had an opportunity to be involved in tipi building.

In June, Staff and students participated in the round dance at Portage and Main in support of MMIWG. In June, several students and staff participated in an Indigenous Language gathering at Lower Fort Garry.

In the summer, students and staff participated in Mashkiki Babaamose: Medicine Walk at the Leaf in Assiniboine Park.

In September, in addition to neighbourhood Orange Shirt walks and ribbon tying, students and staff returned to Theodore Niizhotay Fontaine Park for Truth and Reconciliation day activities at the memorial for survivors of the Assiniboia Residential school, to learn about the life and experience of Theodore Fontaine and drumming. Staff and students were able to participated in Chanie Wenjack walk in October and GMS renewed its status as a Downie-Wenjack Legacy school. Also in October, the GMS drum group performed at the Fall Community Barbeque which also included students learning about and participating in traditional jigging thanks to the Norman Chief Dancers.

Several GMS students also participated in a basketball camp organized by Zaagi'idiwin Sport Performance which combines Indigenous teachings with basketball skills and coaching. Zaagi'idiwin Sport Performance also provided six basketball workshops after school at GMS through January and February. Students participated in ribbon skirt workshops.

Students and staff also participated in the Point Douglas Residents Association led community clean up activities in the spring and fall. Students and staff also learned about ceremonial dances from Ray Coco Stevenson at Festival du Voyageur .

Institut collégial Vincent Massey Collegiate

Calls to Action: 10, 57, 63, 63.iii

Calls for Justice: 11.1

Goals:

We are continuing to implement the Pembina Trails School Division's commitments to the City of Winnipeg Indigenous Accord initiative which includes:

1. To close the achievement gaps between Indigenous and no-Indigenous students (TRC calls to Action #10).
2. To increase inter-cultural competence of all staff (TRC Call to Action #57)
3. To promote Indigenous Educational Themes in the curriculum which include:
    a. Contributions and History of Indigenous Peoples, Decolonization, Human Rights, Treaties, Truth and Reconciliation and MMIWG.

b. UNDRIP United Nations Declaration on the Rights of Indigenous Peoples (TRC Call to Action #63)

Our Progress:

Throughout the 2023-2024 school year, our school community has participated and organized several events to support reconciliation, Indigenous education, mentoring programs, and to support professional development for our staff.

As we welcome students and staff into the building every morning, a land acknowledgment in French/English/Cree is played prior to the playing of O Canada.

During the TRC week, our school community honours the Residential School survivors by wearing orange shirts for Orange Shirt Day and creating messages for survivors which are displayed in our front school foyer along with other resources. Orange shirt pins created by our Indigenous Art class are made available with funds raised going to the Orange Shirt Society. Students and staff observed a moment of silence honouring and remembering those who attended residential schools and for those who did not come home. Other Indigenous days are also recognized and shared with our students and staff. They are, Bear Witness Day, Earth Day, and Moose Hide Campaign. We continue to be a Legacy school through the Downie-Wenjack Foundation.

Divisionally (Pembina Trails School Division), our teachers can access a Joint PD fund and four teachers and one administrator made a proposal as a professional learning team to read Indigenous materials and to have a guided tour of the National Centre for Truth and Reconciliation. We selected new reading materials which were discussed at afternoon meetings that expanded our knowledge on decolonization, racism, and teacher welfare which included working with the medicine wheel.

In February, Diversify, a student-led club within our school and supported by two of our teachers, put on their annual Diversify event. This year our Assistant Superintendent Coleen Roberts shared with the students and staff an Indigenous story of the courageous hummingbird and invitee Rylee Sandberg performed a Hoop Dance for the entire school.

As well, our teachers can access another Joint PD fund to purchase up to $500.00 professional development materials. Several teachers have purchased Indigenous reading materials, such as *Bad Cree* by Jessica Johns, that help them to delve and explore more deeply into Indigenous issues and knowledge.

One of our Indigenous teachers formed a fishing club with our students and they participated in a Winnipeg wide Fishing Derby in March of 2023. Several Indigenous students have joined the club and continue to fish during the spring and fall.

We also continue to nurture, grow and learn more about Indigenous gardening as we have a garden in the center part of our school with the medicinal plants of sage, sweetgrass, cedar. Our school youth both Indigenous and non-Indigenous work with our Métis teacher to weed, plant and learn about various medicines and foods. In April and May, the gardening group consulted a Métis knowledge keeper with Indigenous gardening knowledge to plant the crops of corn, beans and squash in order to make the Three Sisters stew.

This is the third year offering Indigenous Art Classes (10S-40S) upon which we have increased to three classes from the last scholastic year. Current Topics in First Nations, Métis and Inuit Issues (40S) was not offered this year to students, however, it remains within the current registration package. Students in the Indigenous Art Class learn to bead and create either Orange Shirt Pins or Red Dress Pins in honour of MMIWG (May 5th). Paddle-making remains as part of the beginner Indigenous Art class while our more senior students have now created their own beaded earrings and a hanging red cardinal ornament signifying the visit of ancestors.

Several of our staff have smudge bundles located in specific areas of our school and should a student need to learn how to smudge offer this teaching to them. Our Indigenous Art Classroom is one of the central areas for smudging which takes place during their classes. Students who wish to smudge and are not in the classes are welcome to smudge and are made aware of other locals whereby they can smudge.

Our English teachers have selected class novels with Indigenous themes which lead to research, watching documentaries and films, and activities related to Indigeneity. One teacher began the school year with a Star Blanket activity whereby, students used words on quilted cut outs to describe themselves. With the assistance of a dedicated Métis student in their class, the Star Blanket pieces were put together to create the star pattern. Some of the novels selected for classes to read are *Monkey Beach* by Eden Robinson, *Moon on Crusted Snow* by Waubgeshig Rice, *Indian Horse* by Richard Wagamese, *The Break* by Katerina Vermette, *Betty Osborne* by David Robertson, and *Five Little Indians* by Michelle Good.

Students in one of our English classes were honoured to hear Shirley Ewanchuk an Indigenous parent of a student in their class present the Indigenous legend *Two Old Women: An Alaskan Legend of Betrayal, Courage* and Survival which also involved the use and exhibition of several Indigenous artifacts. In April, professional storyteller and elder Duncan Mercredi met with fifteen of our classes to tell stories of how Grand Rapids Manitoba changed once hydro entered the community. Another story he told which mesmerized the students was entitled “Solitaire”.

Our English as an Additional Language 30S History class researched Indigenous plants and medicines and created their own book using **Book Creator** as their platform. Since “We are All Treaty People”, it is important that we help educate students new to the country in the accurate portrayal and history of our Indigenous Peoples. The teacher worked and invited the teacher-librarian and the divisional Media coordinator to assist in working within the program and to authenticate the information and graphics at hand. Students’ books were then sent out to the division for printing.

In our French Immersion History classes, Mme A. Singer, one of our Indigenous Teacher Champions had student work on the creation of a bulletin board display of an Indigenous Historic Timeline. Furthermore, her classes researched Indigenous topics which were presented as a gallery walk in the library. Student research projects played a crucial role in deepening their understanding of Indigenous struggle and resilience. Through their research, students uncovered the history of colonization, displacement, and cultural genocide that Indigenous communities have endured for generations. By delving into the stories and experiences of Indigenous peoples, students learned about the strength and resilience that has allowed these communities to survive and thrive in the face of adversity. Moreover, these projects helped to highlight the importance of incorporating Indigenous perspectives into education to promote reconciliation and understanding between different cultures. Teaching students about the struggles and triumphs of Indigenous peoples not only helps to educate them about these often-overlooked narratives, but also fosters empathy, respect, and a commitment to working towards reconciliation and justice. By integrating Indigenous perspectives into the

curriculum, students are encouraged to critically engage with the complexities of history and develop a deeper appreciation for the diverse cultures and experiences that make up the fabric of our society.

Our two Indigenous Teacher Champions are part of the Indigenous Teacher Champion divisional meetings and this year picked sage outside of Winnipeg, discussed the book *Wayi Wah*! (Jo Chrona) amongst their peers and listened to an Indigenous scholar. Our divisional Indigenous Student Success team has met with several teachers to collaborate further on Indigenous lessons and planning. One of these meetings has resulted in one of our teachers learning to lead the May Blanket Exercise which takes place in the library. In May, these two teachers will be bringing several students to the divisional Indigenous Gallery Walk which seeks to share Indigenous school-related projects and for students to speak to their research and outcomes.

On May 5th, we encourage students and staff to wear RED in honour of Missing and Murdered Women and Children. Red Dresses are displayed outside on our trees and in school by the library. Plain Red Dress felt Pins are offered to students to wear while Indigenous Art students create beaded ones as part of their learning.

Having planned our first, First Nations, Métis, Inuit (FNMI) graduation last year, we will be hosting another grad celebration to honour our grade 12 graduating students. These celebrations involve inviting the families of these students along with other honoured guests as the celebration is directed by an Indigenous member of the Winnipeg community.

As signatories to Winnipeg's Indigenous Accord, Institut collegial Vincent Massey Collegiate remains committed to education as a key to reconciliation.

Manitoba Teachers' Society

Calls to Action: 7, 8, 9, 10, 10.i, 10.ii, 10.iii, 10.iv, 10.v, 10.vi, 10.vii, 12, 13, 14, 14.i, 14.ii, 14.iii, 14.iv, 14.v, 15

Goals:

In response to the Truth and Reconciliation Commission's Call to Action #57 and #62 the Society work with education partners in Manitoba to provide professional learning opportunities for educators on the history, treaties and laws that impact Indigenous Peoples in Canada as well as training on intercultural competency, conflict resolution, human rights and anti-racism. Professional Learning will focus on:

- Creating an understanding of corrective history and the impact of colonization on Indigenous peoples.
- Supporting increased advocacy related to changes in policy, practices and curriculum to ensure the full inclusion of Indigenous educators, students, families and communities in Manitoba schools.
- Providing tools to support educators in teaching about human rights, anti-racist education and equity practices.

Our Progress:

The Manitoba Teachers' Society (The MTS) represents 16,000 teachers across the province. Our organization does not work directly with students but does provide professional learning to teachers and has worked to

address the TRC Calls to Action at an organizational level. As a result, we continue to promote Indigenous history, peoples and issues within its membership and the educational community at large for more than a decade. The list of activities for 2023-2024 include:

- Workshops focused on Indigenous education at our FAB 5 new teachers conference.
- Four meetings with our Indigenous Voice in Action Standing Committee (IVASC) continues to monitor and assess trends and developments in the area of Indigenous education, including preservation of Indigenous languages, culture, history, perspective and customary law as well as to make recommendations to the Provincial Executive related to such issues.
- One resolution forwarded by IVASC for consideration at our Annual General Meeting in May calls for the Society to establish an Elders Council and include that in the By-laws.
- The work of IVASC and The Manitoba Teachers' Society is supported through our Indigenous Chairs who are responsible to bring resources as well as new knowledge and information to our Locals across Manitoba.
- All staff and members of the board participated in the annual training for reconciliation.
- Two provincial seminars with Indigenous Chairs were held.
- Workshops were delivered both virtually and in person focused on Indigenous education, and anti-racism.
- The Manitoba Teachers' Society continues to work to ensure that our treaty acknowledgement better aligns the intentions and purposes of the acknowledgement with action.
- A new seminar will be held in June 2024. This leadership seminar is for members who identify as Indigenous. This land-based symposium will gather Indigenous participants who are in or are aspiring to be in leadership roles (both formal and informal). Participants will engage with Indigenous Elders and other Indigenous leaders to define and explore leadership using holistic frameworks as well as to learn how to navigate microaggressions, address compassion fatigue, and address dominant narratives about how to lead.

Southeast Collegiate

Calls to Action: 4.iii, 7, 10.ii, 10.iii, 23.i, 62.i

Goals:

At Southeast Collegiate, we recognize the importance of reconciliation, and the historical role of education to diminish indigenous culture and success. We are striving to heal intergenerational trauma creating better outcomes for our students and their families in the future. We are attempting to improve our resource base, form partnerships and create career exploration opportunities to help our students see what is possible.

To focus on these issues, we have put the following practices and programs into action:

- Providing students with regular cultural events and opportunities.
    - Seasonal Ceremonies
    - Feasts

    - Elder Visits with storytelling and medicinal content
    - Women's & Men's Teachings
    - Cultural presentations to both students and staff
    - Monthly school themes with indigenous perspectives
    - Providing sweat lodge opportunities
    - Landbased educational opportunities at provincial parks
- In the process of putting more supports and partnerships in place to provide options to students of career paths available to them.
    - Manitoba Construction Sector Council Business Management class
    - Manitoba Heavy Construction Safety course
    - Partnership with SCO's MCEP program
    - Senior Years Apprenticeship program
    - Indigenous Youth Mentorship programs
    - Post Secondary Club partnership with U of M
- Development of programs to broaden our student's horizons and give them valuable experience in different fields and areas of study or skill.
    - Environmental Eagles Club, dealing with climate change and living environmentally conscious lifestyles
    - School-initiated course for Native Wellness
    - Soaring Eagles Cooking Club for indigenous foods and cooking techniques
- We opened our doors to students in the Child Welfare system to give them a safe space to learn where they feel comfortable and receive culturally relevant learning.
- We continue to raise expectations of our students for what they can achieve and the routines and strategies they use for success.
- We are attempting to provide robust and culturally appropriate mental health support to improve educational outcomes and care for all parts the whole instead of just intellectually.

Our Progress:

This year we have focused on increasing care for our students on a holistic level, to combat issues that arise in the classroom, or distractions they struggle with outside of school. Moving forward we have put great efforts into securing resources for therapy, sport, and language promotion to give these students the confidence to achieve their goals. With these actions, we hope to see increased numbers of students attending post-secondary education and finding gainful employment after receiving their high school diploma.

Our students have seen many changes over the past few years and are becoming accustomed to higher expectations and recognize that mental health plays a large role in their ability to succeed.

We are working on improving our ability to meet the needs of our students and treat them in a way that aligns with the seven teachings, and the Principals of Learning by Dr. Brokenleg.

Success Skills Centre

Calls to Action: 63.iii, 66, 93

Goals:

Success Skills Centre (SSC) is committed to support the TRC calls to action # 63.iii and 93. SSC continues to:

1) provide regular training and orientation on Indigenous history and culture for board, staff and settler clients coming to the Centre,
2) nurture strong Indigenous-newcomer relations, and develop and maintain respectful relations,
3) promote the creation of a more equitable society in which everyone is welcomed, respected, has fair and equitable opportunity.

Our Progress:

Activities

In support of the TRC Calls to Action #93 and 63. iii, which focus our newcomer education and awareness of treaties, and an accurate and positive representation of Indigenous peoples, and in working with Indigenous youth:

SSC delivers regular employment diversity and inclusion workshops with its participating employers who provide internships for its immigrant professional, which includes not only newcomer onboarding, but also anti-racism.

All staff have participated in the KAIRO blanket exercise and training, led by our in-house elder, Dr. Albert McLeod. Several staff have taken the University of Alberta's Indigenous Canada online course. Any new staff are also encouraged to undertake this course.

For all Hands-On Practicum pre-employment training, our Welcome to Canada workshop is delivered by Elder Dr. Albert McLeod to familiarize them with Indigenous history, culture, economy, legacy of residential schools, and missing women. The intent is to build our clients' capacity for intercultural understanding, empathy, and mutual respect.

A similar session is delivered to our overseas pre-arrival clients. The Immigration Partnership Indigenous Tool Kit is a resource for our Indigenous awareness programming.

All SSC workshops, board meetings and special events begin with a Land Acknowledgement, as well as traditional territory sign-off in our e-mail signatures.

In the spring of 2023, SSC co-hosted the beginning of a free Cultural Café series at the Manitoba Museum, focusing on different cultural activities around the world.

Faith

Mennonite Central Committee Manitoba

Calls to Action: 10.ii, 48, 48.i, 48.ii, 48.iii, 48.iv, 59, 92.iii, 93

Calls for Justice: 15.2, 15.3, 15.5, 15.6, 15.7

Goals:

- In line with Call to Action 48.iii and MMIWG Call to Justice 15.4, we plan to continue to engage in ongoing public dialogue and actions to support the United Nations Declaration on the Rights of Indigenous Peoples.
- In line with Call to Action 59 and Call to Justice 15.2, we plan to continue to create ongoing education strategies for constituency church congregations about our church's role in colonization, the history and legacy of residential schools, and why apologies to former residential school students, their families, and communities were necessary.
- In line with Call to Action 61, we plan to provide funding towards various Indigenous community-controlled healing, reconciliation, culture-revitalization and economic livelihood opportunity projects.
- In line with Call to Action 93, we plan to continue to create educational opportunities for Newcomers to Canada and work with other organizations towards revising the information available for newcomers to Canada.
- In line with MMIWG Call to Justice 15.3, 6 (approx. 1/5) of MCC employees will commit to developing knowledge by reading the Final Report of the National Inquiry into Missing and Murdered Indigenous Women, Girls, and 2SLGBTQQIA people.

Our Progress:

The Indigenous Neighbours program of Mennonite Central Committee Manitoba (MCC) continues ongoing education efforts for affiliated churches in our constituency, in line with CTA 59 and CFJ 15.2. During this last year, 6 formal presentations were offered in churches and public settings on Treaties, Land acknowledgement, Doctrine of Discovery & Indigenous-Settler engagement, as well as 8 Kairos Blanket Exercise workshops--3 of which were with high school students. MCC also organized several internal trainings for staff on Microaggressions and White Supremacy.

In line with TRC CTA 93, a presentation was offered to newcomers on understanding colonial realities of Canada, and 3 Kairos Blanket Exercise workshops were facilitated with newcomers in partnership with Providence University.

In line with CTA 48iii and CFJ 15.4, MCC undertook several advocacy activities alongside hydro-impacted communities around Environmental Racism, Indigenous Rights, and Gendered impacts of Hydro development. This was partly facilitated by partnership with Interchurch Council on Hydropower, and in collaboration with impacted First Nations communities. In addition, the We Are all Treaty People Celebration 2023 included a focus on Water, including contributions from Treaty 3, Shoal Lake 40, and a water ceremony by Indigenous Elders from the Treaty Relations Commission of Manitoba.

In line with Call to Action 61, we have been working alongside Share The Gifts-Honour the Treaties (WIA member) in the development of a Reparations fund—the spending of which will be implemented by Indigenous people. And further to this call, in partnership with Mennonite Church Manitoba (WIA member), we organized a full-day conference called "Returning Wealth - Land Reparations and the Church" with a focus on conversations around relationship healing, economic reparation, and land return. MCC also provided funding to two Indigenous led organizations towards healing, reconciliation, and culture-revitalization.

Finally, in MCC's new building, a circular meeting room was created with the capacity for smudge cerem.

River East Church

Calls to Action: 59, 60, 61

Goals:

Goal 1: We will continue to have educational opportunities to focus on educating ourselves with knowledgeable speakers to teach us about the church's role in colonization, the history of residential schools and why apologies to former residential school students, their families and communities were necessary.

Goal 2: We will continue to inform our church attenders about public opportunities to learn more about the TRC and about the Residential School System and the influence of these on indigenous peoples. (Learn of opportunities through social media advertising, checking websites, contacts, and inform others through our bulletin, emails, announcements, social media, posters, etc.)

Goal 3: We have had the book, "It Starts with a Breath-a book about Mindful Breathing" translated into Anishinaabe and Cree. These two translated books are a free on-line resource to improve the mental and emotional health of children, youth and families who use these languages. We had the Cree version narrated and added to the online Cree version in Aug. 2023. The new goal is to have the Anishinaabe translation narrated and this added to the online version.

Goal 4: To build collaborative relationships with Indigenous spiritual leaders or other Indigenous people so that we can learn about Indigenous spirituality and other practices within that community.

Our Progress:

Goal 1: Kyle Mason, an Indigenous speaker, spoke twice at our church on Jan. 14/24 on the topic of Truth, one of the Seven Sacred Teachings. He spoke honestly and shared his perspective and teachings on the Indian Residential School System. We planned with him twice before Jan. 14th. A church member made a stained glass turtle, representing Truth, which was on display in January. We had two new books on Indigenous topics added to our library: Andrew Michael Stobo Sniderman. Valley of the Birdtail: An Indian Reserve, A White Town, And The Road To Reconciliation. HarperCollins, 2022; and Rupert Ross. Indigenous Healing: Exploring Traditional Paths. Penguin, 2014.

Goal 2: Information on the following topics/events was shared through our church bulletin: Red Dress Day (May 5th), a stained glass red dress was made and on display at church in May; The Treaty Relations

Commission's May weekly sessions on Agowiidiwanan (Treaties) Moving Forward Together; Siloam Mission's Truth and Reconciliation Gathering June 2-3; NAIITS conference (An Indigenous Learning Community) Symposium June 1-3 in Wpg. Theme was Ethnomusicology-Indigenous Heart Languages; June is National Indigenous History Month and June 21 was National Indigenous People Day; National Day for Truth and Reconciliation/Orange Shirt Day on Sept. 30, a stained glass orange shirt was made and was on display during September and October; Nov. 11- Conference on Returning Wealth, Land Reparations and the Church- organized by MCC and MCIS- Mennonite Coalition for Indigenous Solidarity; Valley of the Bird Tail book study by the Winnipeg Free Press on March 26th.

Goal 3: The Swampy Cree Version of the book: It Starts with A Breath, a book about Mindful Breathing was narrated and this was uploaded, added to the free online Swampy Cree version of this book. We will have the Anishinaabe version of this book narrated soon.

Goal 4: Using the Indigenous version of the New Testament and of the Lord's Prayer in our worship; one church member is a co-facilitator with the Circles for Reconciliation Program; one member walks with the Mama Bear Clan; we have supported the Sacred Fire Keepers and others at Camp Marcedes; when asked to help, we provided firewood and a prayer shawl to a woman who was keeping a fire in her yard for a family member; we hoped to connect with people from the Roseau River First Nation last summer, hopefully this can happen this year.

Youth for Christ Winnipeg

Calls to Action: 59

Goals:

As part of our mission to "see the hope and potential in every young person", the ongoing self-identified goal of Youth for Christ Winnipeg as a partner of the Winnipeg Indigenous Accord is to continue to ensure that all our staff and volunteers participate in appropriate educational experiences to learn about the history of colonization, the history and legacy of residential schools, and why apologies to former residential school students, their families, and communities were necessary (TRC Commitment #59).

Our goals for the upcoming year are to provide ongoing learning opportunities for staff to attend, both within YFC and in the community. We will participate in Circles for Reconciliation groups in and around Winnipeg as we are able, and continue to collaborate with Indigenous organizations that are already at work within our neighborhood. We want to ensure that as a part of the larger faith community, we are sharing our faith with youth in a respectful way, and giving them opportunities to engage if they choose.

Our Progress:

This last year, we continued to be led by an accountability group of staff which was advised by an Indigenous elder (Larry Wilson) as we pursued learning opportunities for staff.

Several of our staff were able to attend Siloam Mission's Reconciliation Gathering in June 2023 together to learn how to work towards reconciliation as individuals and as an organization.

One of our staff was able to attend the NAIITS: An Indigenous Learning Community annual conference in June 2023 to learn about how to do ministry in a way that honors and preserves Indigenous culture.
Two of our staff were able to support Circles for Reconciliation by volunteering at their Indigenous People's day event on June 21, 2023.

In September 2023, we challenged staff to educate themselves by watching a presentation by Murray Sinclair re: the TRC, looking up and learning whose land they currently live on, and by participating in local Orange Shirt day events, such as the annual gathering at the Forks.

In March 2024, YFC Canada facilitated a Zoom workshop teaching staff about the Doctrine of Discovery. Several of our staff got to hear 3 Indigenous speakers and scholars share their perspectives and experiences of how the Doctrine of Discovery has impacted them personally. Several of our staff have participated in Circles for Reconciliation groups around the Winnipeg area.

In February 2024, several staff gathered to watch and discuss the impact and message of the movie "Indian Horse". We continue to add Indigenous cultural resources to the library of books available to staff.

Health and Associations

Association of Regulated Nurses of Manitoba

Calls to Action: 18, 22, 23.i, 23.ii, 23.iii

Calls for Justice: 7.1, 7.2, 7.3, 7.6, 7.7

Goals:

Together with key stakeholders such as the Aboriginal Nurses Manitoba Inc., the Association of Regulated Nurses of Manitoba's overall goal is to improve health care experiences and health outcomes of Indigenous peoples. The Association is committed to increase our members' knowledge and skills related to cultural competency and sensitivity by providing professional development opportunities and workshops related to Calls to Action 18-24, set out by the Truth and Reconciliation Commission of Canada.

Our Progress:

ARNM reached out to the Indigenous community to find a community representative for our Board, and is pleased to welcome them for a 3-year term beginning April 15, 2024.

We have included a session on the impacts of Residential Schools on individual and community health in our annual conference.

Children's Hospital Foundation of Manitoba

Calls to Action: 18, 19, 21, 22, 92.iii

Goals:

- To form an Indigenous Advisory Committee to advocate for this, and communicate this information to our members.
- To advocate and allocate funding towards the creation of an Indigenous Community Healing Space ag the HSC for children and their families.
- To ensure CHFM staff and Board are trained and provided learning opportunities. To create a CHFM authentic land Acknowledgment.

Our Progress:

Grand Chief Cathy Merrick visits HSC Children's Hospital for a tour to learn about areas of need, endorsing support for the nephrology unit that predominantly cares for Indigenous children.
Assembly of Manitoba Chiefs unanimously endorse advocating for $2M in funding at federal level of government for creating a centre of excellence for nephrology at HSC Children's and Children's Hospital Research Institute of Manitoba (CHRIM).

Foundation engages with Southern and Northern Chiefs' Organization to collaborate on ways to further support areas of need at HSC Children's Hospital.

Foundation CEO meets at HSC Children's with Manitoba Métis Federation to learn more about Métis community and begin collaboration.

Foundation team engages Indigenous designer to develop graphic components for use in communication materials that represent the Indigenous populations we serve.

Children's Hospital Foundation staff visit Turtle Lodge, alongside members of the Indigenous Advisory Circle (IAC), to learn about Indigenous worldviews and incorporating traditional practices into health care.

Indigenous Community Healing Space project continues, with continued community consultations. Foundation recognizes Orange Shirt Day with an update to all donors on #ReconcilACTION.

Foundation attends the Assembly of Manitoba Chiefs Jingle Mingle, celebrating holidays alongside Indigenous community.

Indigenous Advisory Committee members provide valuable input and feedback on Foundation program and fundraising initiatives at regular committee meetings.

Rebecca Chartrand, Chair and Heather Berthelette, Vice Chair sit on Foundation Board providing direction and feedback and with an Indigenous lens.

Indigenous Input in creating HSC Childrens Hospital, first ever Indigenous healing space. See here: https://www.youtube.com/watch?v=4HurlzFSTHc

College of Registered Psychiatric Nurses of Manitoba

Calls to Action: 23.iii, 92, 92.iii

Goals:

Ensuring cultural safety and humility through the implementation of the relevant TRC recommendations has been identified as a strategic priority for the College of Registered Psychiatric Nurses of Manitoba (CRPNM). Recognizing that reconciliation requires education and dialogue about the history and legacy of residential schools, Treaties, and Indigenous rights, as well as the historical and contemporary contributions of Indigenous peoples to Canadian society, the CRPNM's 2022-2023 Winnipeg Indigenous Accord goal relates to TRC 93 (iii) by providing all staff and board members opportunity to participate in Manitoba Indigenous Cultural Safety Training (MICST) program.

Our Progress:

The College of Registered Psychiatric Nurses of Manitoba (CRPNM) implemented a mandatory Health Equity and Cultural Humility jurisprudence module in 2023. This learning module provides our registrants with an opportunity to learn about health equity and cultural humility and to explore the potential impact of conscious and unconscious bias in their professional practice and the delivery of health care services. Approximately 1100 Registered Psychiatric Nurses would have completed this learning module in 2023.

The CRPNM Council approved the terms of reference for an Equity, Diversity and Inclusion committee in 2023. The EDI Committee is a strategy focused committee of the Council. The Committee's mandate is to embed the Council's commitment to equity, diversity, and inclusion and the advancement of reconciliation efforts into the College's organizational culture and amongst its members.

Enabling Access Inc.

Calls to Action: 23, 23.i, 23.ii, 23.iii, 24, 92, 92.i, 92.ii, 92.iii

Goals:

Goal 1: Staff Training & Recruitment Goal Statement: We will continue to provide an inclusive and diverse work environment, which includes arming our staff with awareness and knowledge by implementing cultural awareness, anti-racism and sensitivity training. This will include educating them about the history of Indigenous peoples, as well as the impacts of residential schools. Related Truth and Reconciliation Commission of Canada Call(s) to Action:

- #23 – "We call upon all levels of government to: i. Increase the number of Aboriginal professionals working in the health-care field. ii. Ensure the retention of Aboriginal health-care providers in Aboriginal communities. iii. Provide cultural competency training for all health-care professionals"
  #24 – "We call upon medical and nursing schools in Canada to require all students to take a course dealing with aboriginal health issues, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, and Indigenous teachings and practices. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism."
  #92 ii. - "Ensure that Aboriginal peoples have equitable access to jobs, training, and education opportunities in the corporate sector, and that Aboriginal communities gain long-term sustainable benefits from economic development projects"
  #92 iii. – "Provide education for management and staff on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations. This will require skills based training in intercultural competency, conflict resolution, human rights, and anti-racism.

  Action Items:
  1) Continue to notify all staff of commitment, goal statements, planned training, and relevant procedures/expectations.

2) Continue to implement Manitoba Indigenous Cultural Safety Training (MICST) as core training for all employees within the first year of work and provide same for 50% of existing employees by the end of Year 3.
3) Develop and include Indigenous recruitment strategies and diversity/inclusion statement(s) in HR policy manual and job postings.

Goal 2: Partnership with Indigenous Communities Goal Statement: We will continue to work to identify Indigenous organizations and communities throughout Manitoba to learn about their healthcare priorities, identify gaps in public healthcare (specific to occupational therapy) and build relationships to support future partnerships. Related TRC Call(s) to Action:

- # 92 i. – "Commit to meaningful consultation, building respectful relationships, and obtaining the free, prior, and informed consent of Indigenous peoples before proceeding with economic development projects."

Action Items:

i. Identify OT-related issues (accessibility and disability) that might be unique to or overrepresented in Indigenous communities and populations.
ii. Schedule and participate in engagement sessions with Indigenous individuals and groups representing people with disabilities in Manitoba to further our continued learning.
iii. We will review our corporate giving plan and include a recipient with Indigenous connection.
iv. Recruit new member who is First Nations, Métis, or Inuit to our Disability Advisory Committee.

Our Progress:

We funded additional external training for staff to include Culturally Safer Cognitive Testing and Dementia Case-Finding for Older First Nations Adults hosted by CAOT. The staff in attendance then used the teach-back method to share this knowledge and application of a new Cognitive Assessment tool that focuses on Indigenous experience with our clinical team.

We continue to provide all new staff members with copies of the CAOT Position Statement: Occupational therapy and Indigenous peoples, TRC Calls to Action, UN Declaration on the Rights of Indigenous Peoples, and MMIWG Calls to Justice documents and provide paid time to review these important documents. We continue to provide Manitoba Indigenous Cultural Safety Training (MICST) to our current staff and new hires.

We have taken on more work with the Prairie Mountain Health Authority and Manitoba Public Insurance to provide Occupational Therapy services to clients in First Nations communities as well as off-reserve Indigenous peoples living in Winnipeg and other urban settings.

We have implemented new hiring strategies to focus on recruitment for diversity and inclusion, and this year hired another new staff member who is Indigenous. In addition to this, we have added self-declaration statements to our staff profiles on our company website, for the 20% of our staff that is Indigenous. We continue to learn from their unique experiences on how we can self-reflect on our privilege and better address the needs of Indigenous staff and clients.

KIDTHINK Children's Mental Health Centre Inc.

Calls to Action: 23.iii, 92, 92.i, 92.iii

Calls for Justice: 7.6

Goals:

Over the next year, the KIDTHINK aim towards greater Indigenous and non-Indigenous interactions at KIDTHINK. Our objectives are to foster a sense of belonging and respect among Kidthink employees, as well as to ensure that they understand how colonialism's legacy, as well as resiliency, affect mental health and substance use, and that they recognize their responsibility to actively and daily carry out the work of reconciliation. and to establish metrics reporting on attaining our goal-aligned benchmarks.

Metrics:

- Land acknowledgment in all buildings.
- Staff orientation materials reflect reconciliation.
- Indigenous Cultural Safety and anti-racism training for all staff and physicians.
- All policies and practices reviewed with a lens of anti-racism, reconciliation and Indigenous Cultural Safety.

Our Progress:

KIDTHINK aim towards greater Indigenous and non-Indigenous interactions at KIDTHINK. Our objectives are to foster a sense of belonging and respect among Kidthink employees, as well as to ensure that they understand how colonialism's legacy, as well as resiliency, affect mental health and substance use, and that they recognize their responsibility to actively and daily carry out the work of reconciliation and to establish metrics reporting on attaining our goal-aligned benchmarks.

- Land acknowledgment is visible in all buildings.
- Staff orientation and training materials reflect reconciliation.

We continued our search for meaningful paths toward genuine reconciliation with the Indigenous and Métis Peoples of Treaty One and Canada.

Continue to provided Indigenous Awareness Training to new and existing staff.

Continue to ensure that land acknowledgement appears on marketing and communications materials and is shared at events and meetings.

Continue to develop partnerships that advance building a workforce that reflects the diversity of the communities that we live and operate within.

Life's Journey Inc.

Calls to Action: 33, 57, 92.ii, 92.iii

Calls for Justice: 7.1, 7.2, 7.6, 7.8, 15.2, 15.7, 18.11

Goals:

- Life's Journey Inc. supports Indigenous peoples' cultural revitalization and integrating Indigenous knowledge systems, oral histories, laws, protocols, and connections to the land into the reconciliation process are essential.
- Life's Journey Inc. respectfully seeks to amend harm caused from the impacts of historical events, intergenerational trauma and prevent any further systemic oppression, discrimination, or inequalities to Indigenous peoples.

Calls to Action: 33, 57, 92.ii, 92.iii

Address and Prevent Fetal Alcohol Spectrum Disorder #33

- Life's Journey Inc. primary mandate is to provide voluntary, individualized, and lifelong services that are clinically informed and culturally relevant. Supports focus on wellness and empowerment and are delivered to increase the quality of life of persons living with Fetal Alcohol Spectrum Disorder (FASD) and other neuro developmental and Cooccurring disorders.
- Participants and staff have accessible and appropriate cultural services to provide traditional healing and wellness activities, reducing and addressing experiences of trauma and disconnection.

Professional Development and Training for Public Servants # 57

- Life's Journey Inc. self-identified goal for TRC Calls to Action # 57 is to educate and train Life's Journey staff, board of directors, government and community collaterals in cultural knowledge, teachings, healing practices and the impact of Indigenous historical events.
- Partnerships and collaborations occur between the agency and community agencies to increase the strength and knowledge of our communities surrounding common areas of focus.

Business and Reconciliation #92 ii

- Life's Journey Inc. is committed to increasing the representation of Aboriginal people ensuring that services offered are delivered by people who are representative of the Aboriginal community. Life's Journey Inc Aboriginal Workforce strategy was developed by Diane Carriere in 2015.
- Ongoing investments by the agency to a representative workforce and trainings on traditional knowledge for existing staff to provide culturally responsive supports.

Business and Reconciliation 92 iii

- Cultural considerations are integrated throughout the agency, including support plans, events and activities, mediation services, wellness supports for both participants and staff, training and orientation programs and the physical work and programming.

Calls to Justice - 7.1, 7.2, 7.6, 7.8, 15.2, 15.7, 18.11

Calls for Health and Wellness Service Providers:

- **7.1** Partnerships and collaborations occur between the agency and community members, governing bodies, community agencies and advisory committees to increase the strength and knowledge informing policies, facilitating community developments, and reflecting community input.
- **7.2** Participants and staff have accessible and appropriate cultural services to provide traditional healing and wellness activities, reducing and addressing experiences of trauma and disconnection
- **7.6** Partnerships and collaborations occur between the agency and community agencies to increase the strength and knowledge of our communities surrounding common areas of focus.
- **7.8** Ongoing investment by the agency to a representative workforce, and trainings on traditional knowledge for existing staff to provide culturally responsive supports.

Calls for Justice for All Canadians: 15.2, 15.7 and 18.11

- **15.2** Life's Journey is committed to maintaining and developing relationships using an individualized strengths-based approach whilst considering the larger cultural context in which we all live and work. The ethics and values at the core of our services are informed by diverse traditional indigenous teachings, practices, and worldviews.
- **15.7** Life's Journey is committed to maintaining and developing relationships using an individualized strengths-based approach whilst considering the larger cultural context in which we all live and work. The ethics and values at the core of our services are informed by diverse traditional Indigenous teachings, practices, and worldviews.
- **18.11** At the base level, it is Life's Journey's intention to have all services provided in a considerate and accessible manner to meet an individual's needs.

Our Progress:

At Life's Journey Inc., Miikana Pimatiziwin, we are invested in a community where our participants can seek balance, realize their goals, and be their true selves. We aim to support the pursuit of balance between spiritual, physical, intellectual, and emotional wellbeing by individuals with neuro-diversities, including (FASD) Fetal Alcohol Spectrum Disorder, along with their families and communities. Our agency supports focus and inspires on the agency's values: Hope, Well-Being, Relationships, Dignity and Respect. Our wide range of services are individualized to support each person as they find hope in their path forward.

One of the many services offered at Life's Journey Inc., is the Indigenous Spiritual Care Services (ISCS). The ISCS team collaborates with other Life's Journey programs, services, and community agencies to provide Indigenous cultural care services that are sensitive to the cycle of historic and ongoing trauma for Indigenous people. Our Indigenous healing methods and teachings focus on cultural reconnection while using a non-judgmental, culturally safe, and empowering approach. We, as an agency, strive for the participants to feel that they have a purpose and meaningful life by honoring their Indigenous identity and receive cultural care as an absolute right.

The ISCS provides a holistic cultural support service utilizing a Medicine Wheel Philosophy approach to healing: spiritually, emotionally, physically, and intellectually. In each direction of the Medicine Wheel the agencies values are intergraded.

EAST: SPIRITUAL – IDENTITY – CULTURAL CEREMONIES. (HOPE): Cultural ceremonies and identity continue to be a foundational element of ISCS. The ISCS accommodated a variety of diverse ceremonies, such as naming,

sweatlodge, chiiby (grief and loss), solstice and equinox, sundance, full moon, house blessing, windigo-con and ghost dance ceremonies.

The Solstice and Equinox ceremonies were well attended and celebrated by staff, participants, and invited guests this past year. Each ceremony started with a sacred fire, pipe ceremony, feast food and water blessing, teaching, and agency community feast.

- The summer solstice and fall equinox ceremonies were held at the ceremonial grounds in Elie, MB, Treaty 1 territory. 100 participants, staff and guests attended the summer solstice, and 120 participants, staff and guests attended the fall equinox.
- The winter solstice pipe ceremony was held at our offices in Winnipeg, Treaty 1 Territory and Brandon, Treaty 2 territory. The Honourable Nahanni Fontaine, Minister of Families, Nellie Kennedy, MLA for Assiniboia, the Province of Manitoba, FASD Programs, and CLDS staff attended. 180 participants, staff and guests attended.
- The spring equinox pipe ceremony was held at our offices in Winnipeg, Treaty 1, and Brandon Treaty 2 territory. Nellie Kennedy, MLA for Assiniboia, Housing, Addictions and Homelessness, Deputy Minister, Catherine Gates, and the Province of Manitoba, FASD Programs staff attended. 150 participants, staff and guests attended.

ISCS continues to honour the Rights of Passage teachings for participants, staff and participant family members who have experience trauma and/or loss. ISCS works together with the Critical Incident Stress Management Committee members to offer staff a culturally safe space to debrief and process critical incidents with Chiiby (Grief & Loss) ceremony practices.

  - This year CISM/ISCS facilitated 10 CISM/Chiiby ceremonies with staff.
  - ISCS conducted 29 Chiiby (Grief and Loss) ceremonies for participant's who experienced relation losses. On May 22nd Nookomis conducted a community funeral service for a participant and their family members.
- Participants and staff also had an opportunity to attend biweekly sweatlodge ceremonies, 330 attended. Full moon ceremonies were conducted monthly at St Norbert Arts Centre, 226 attended.
- 57 participants and staff attended Fisher River Cree Nation and Turtle Lodge Sundance ceremonies.
- 16 participants and staff attended the ghost dance and windigo-con ceremonies held at the Behavioural Health Foundation cultural grounds.
- In August 2023, the ISCS celebrated its 7th year anniversary of delivering cultural programing to the programs and services offered at Life's Journey. A sacred fire, pipe ceremony, water blessing and community feast celebration were conducted to honour and celebrate teamwork. 155 participants, staff and guests attended.

SOUTH: EMOTIONS – CONNECTION – CULTURAL ACTIVITIES. (WELLBEING): The ISCS team offers Indigenous focused one-on-one spiritual counselling, cultural activities, and access to traditional medicines. ISCS facilitates weekly programming that includes sharing, wellness, and drumming circles.

- During the summer months, the ISCS participated in medicine picking and successfully harvested sage, cedar, red willow and weekay. In June, the ISCS team secured an opportunity for participants and staff to join a free Anishinaabemowin speaking challenge class held every Monday on zoom. During the winter months, the ISCS team held several cultural teaching activities such as: Ribbon skirt, Spirit name and clan collage art, MMIWG-2SP thunderbird red dress, Dream catcher, and Seven grandfathers' art teaching. ISCS also hosted monthly cultural activities at the cluster houses, Elie and Steinbach MB offices.
- Life's Journey offers participants an opportunity to be employed as spiritual helpers. The roles and responsibilities of a spiritual helper includes maintaining spiritual grounds year-round, assisting as fire

keepers, and ensuring we have picked only what we need for the year such as traditional medicines and grandfathers.

WEST: PHYSICAL – BELONGING – COMMUNITY INVOLVEMENT (RELATIONSHIPS): The ISCS staff and participants are involved on various committees in the community or may be requested to attend events for cultural ceremony assistance.

- This year the Manitoba FASD Coalition, Looking After Each Other committee held it's first in person gathering at Camp Manitou, Headingly, MB. ISCS staff and participants provided fire keeping and traditional drumming.
- The Winnipeg FASD Coalition invited Life's Journey ISCS to participate in the Care Giver Appreciation event on March 1st. ISCS shared traditional drumming and songs with the children and families in attendance.
- The ISCS team continues to provide cultural services to two external agencies.
- The ISCS program grandmother "Nookomis" provided an opening song and prayers for the 2024 Baby Steps, Continued Professional Development conference held by the U of M, Rady Faculty of Health Sciences.
- The ISCS team is also active with the Red River College Polytech, Child Youth Care Advisory Committee that meets twice a year. This year the ISCS team welcomed one practicum students from Ka Ni Kanichihk Inc.
- ISCS are also involved in the MB FASD Strategy Elders Advisory Circle and MB FASD Provincial training.

NORTH: INTELLECTUAL – EMPOWERMENT – CULTURAL TEACHINGS. (DIGNITY & RESPECT): This year the following cultural teachings was facilitated with Life's Journey agency programs, management, and board of directors:

- Positive Relations training and teachings – Agency program,
- A Tree of Life teaching and activity – Agency program,
- Teachings with Elder, Wally Swain "Gifts of a Human Being, Seven Phases of life, and Sacred Tree" – Senior management and board of directors,
- Talking Stick teaching and activity - Senior management and board of directors,
- 21 Things You Didn't Know About the Indian Act – Board of directors.

Truth and Reconciliation:

In 2021, in honour of National Truth and Reconciliation Day, our agency officially designated September 30th as a day to remember the children who attended the Indian Residential Schools (IRS), and it's impacts on their family members.

- This year, our agency scheduled September 25th – October 4th, 2023, a week of learning and refection where videos and information about Indian Residential Schools, impacts of their families and resources for healing were released to agency staff daily to learn and reflect upon.

- On September 28th Life's Journey Truth and Reconciliation Committee organized an Orange Shirt Day event to honour the children who attended IRS, the children who did not return to their families and the impact Indian Residential Schools has had on generations of families. Events were held at our offices in Winnipeg, Treaty 1 and Brandon, MB, Treaty 2 territory. A pipe ceremony, water blessing, and feast food dish was offered into the sacred fire followed by an agency community feast. The committee shared Phyllis Webstad's story of her orange shirt with over 150 participants, staff, and guests in attendance. Throughout the day, attendees were able to smudge and offer tobacco prayer

ties into the sacred fire in honour of the children. Participants, staff, and guests were gifted beautiful Orange Shirt Day cookies that were designed and decorated by one of our Life Journey staff. The ISCS staff shared stories about how the Residential Schools impacted their family and community. The participants had an opportunity to design and decorate their own orange shirts to wear home. We invited guests from the Province of Manitoba, FASD Programs and Services and Bernadette Smith, MLA, Point Douglas were in attendance.

- On Orange Shirt Day, Saturday, September 30th the agency was invited to facilitate a fundraising event held at Sobeys Unicity store located on Portage Ave to raise funds for the ISCS Cultural Programming. The ISCS program was able to purchase three sewing machines from the funds that were donated.

Our Agency acknowledged May 5, National Day of Action for Murdered and Missing Indigenous Women and Girls and 2SLGBTQQIA People, June 21, National Indigenous Peoples Day, Oct 4, MMIWG and 2SLGBTQQIA People Manitoba Awareness Day, Nov 8, National Indigenous Veterans Day, Nov 16, Louis Riel Memorial Day, Jan 4, National Ribbon Skirt Day, Feb 14th, The Annual Memorial March for Missing and Murdered Indigenous Women and Girls and 2SLGBTQQIA People, and Feb 19, Louis Riel Day.

In closing, the ISCS team gives thanks to all Participants, Life Journey staff, Participant Advisory Committee, Indigenous Advisory Council Circle, and Board of Directors as we continue to move forward with Reconciliation. Sincere thanks and acknowledgement for the support received from End Homelessness Winnipeg "Reaching Home".

Manitoba College of Social Workers

Calls to Action: 1.III, 1.IV, 22, 57

Calls for Justice: 7.6, 15.1, 15.3, 15.4, 15.5, 15.6, 15.7, 18.4ii, 18.17, 18.26

Goals:

The Manitoba College of Social Workers ("MCSW", "the College") continues in its commitment to reconciliation, implementing specific Calls to Action since signing Winnipeg's Indigenous Accord in August 2017.

Goals identified include:

i. Promote knowledge within the social work profession related to Indigenous Peoples, including their history, culture and spirituality.
ii. Continue to promote active participation of Indigenous representatives in the work of the College and on the Board/committees of the College.
iii. Engage in formal and informal reconciliation efforts, including the continued partnership with the Winnipeg Indigenous Accord
iv. Establish its 2022 – 2027 Strategic Plan with an Indigenous and anti-racist lens that furthers the principles of inclusivity, diversity and equity and includes:

- strategies and actions to continue forward on path to reconciliation in accordance with the recommendations of the Truth and Reconciliation Commission of Canada: Calls to Action;
- strategies and actions to establish meaningful Anti-Racism Action Plan

v. Complete a comprehensive review of Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls to identify specific goals to advance progress on the MMIWG2S+ Calls for Justice.

Our Progress:

Promote knowledge within the social work profession related to Indigenous Peoples, including

(i) **the history, culture and spirituality of Indigenous peoples,**
(ii) **Canada's relationship with Indigenous peoples, and**
(iii) **reconciliation, mutually respectful relationships, and cultural safety**

The Social Work Profession Regulation requires all Practicing members to engage in learning specific to the history, culture and spirituality of Indigenous Peoples; Canada's relationship with Indigenous Peoples; and reconciliation, mutually respectful relationships and cultural safety. The College supports this requirement by providing and/or promoting relevant learning opportunities for social workers.

As of March 2024, the College had 2814 members, many of whom are public/civil servants and are employed in various sectors including health care services and child welfare. MCSW highlighted, recognized and distributed the following information in its member communications:

- May 2023 – Bear Witness Day
- May 2023 – Dr. Cindy Blackstock's "Spirit Bear's Guide to Reconciling History"
- June 2023 – National Indigenous Peoples Day
- June 2023 – National Indigenous History Month
- June 2023 – Indigenous Grandparents' Walk
- June 2023 – Buffalo Riders Early Intervention Program for First Nations Youth
- June 2023 – Canadian Multiculturalism Day
- September 2023 – Indigenous Scholar Speaker Series
- September 2023 – Orange Shirt Day
- September 2023 – National Day for Truth and Reconciliation
- November 2023 – National Indigenous Veterans Day
- November 2023 – Treaty Promises: Rekindling Indigenous-Crown Land Relationships in Canada, David Suzuki
- February 2023 – Decolonizing Social Work
- February 2023 – Systemic Racism and Discrimination in Canada's Legal System
- March 2024 – Reconciliation through Education Series

In addition, MCSW maintains a Reconciliation and Anti-Racism Resource Hub, which provides core knowledge resources and event information for social workers and the public.

Throughout the year, the MCSW delivered and /or supported its federation partner, the Canadian Association of Social Workers (CASW), the following workshops/initiatives/statements:

- April 2023 – Indigenous Approaches to Child Welfare (566 participants)
- May 2023 – Response to Open Letter re: Fair and Equitable Funding for Indigenous Child & Family Services
    - Open-Letter-Fair-and-Equitable-CFS-funding-FINAL.pdf (mcsw.ca)
- April 2023 – Celebration of Amended Child Welfare Agreement
- September 2023 – Honouring the National Day for Truth and Reconciliation
- September 2023 – Bridging Worlds: Navigating Settler-Indigenous Relationship, Allyship and the Road to Reconciliation and Decolonization (386 participants)
- September 2023 – The Power of Ceremony: Indigenous Contemplative Practices, Neurocolonization and Indigenous Mindfulness (148 participants)
- October 2023 – MCSW Education Event
    - Our Home on Native Land, Mobilizing Social Justice in Social Work Practice - Jennifer Meixner (74 participants)
- December 2023 – The Importance of Funding, Structure and Accountability in First Nations Child and Family Services (134 participants)
- March 2024 – CASW Code of Ethics: Pursuing Truth and Reconciliation (1057 participants)

Continue to promote active participation of Indigenous representatives in the work of the College and on the Board/committees of the College.

Indigenous Social Workers are important members of the Board of Directors and the College's committees with 29% representation on the Board, as well as Indigenous representation on the Executive, Inquiry, Continuing Competence and Land Acknowledgement Committees. The College continues in its efforts to increase diversity and engagement with Indigenous members and partners:

- April 2023 – Approved Program Policy was revised to recognize social work programs accredited by the National Indigenous Accreditation Board (NIAB)
- Executive Director meets regularly with Indigenous Elder/Knowledge Keeper to guide and inform planning and decision-making
- College events include opening by Elder/Knowledge Keeper/Indigenous representative
- Specific outreach to Indigenous representatives, organizations and partners for membership on the Board and Committees
- Board of Directors engaged with Indigenous consultants, elders and grandmother in development of Strategic Plan
- MCSW Executive Director/Registrar and President collaborated with the Association of Social Work Boards to promote the participation of Indigenous social workers in the Social Work Census

Engage in formal and informal reconciliation and advocacy efforts, including the continued partnership with the Winnipeg Indigenous Accord

- April 2023 – MCSW Board of Directors and Staff of MCSW participated in the Turtle Island Project
- June 2023 - MCSW Executive Director/Registrar, staff and President volunteered and participated at the Circles for Reconciliation National Indigenous Peoples Day Event
- September 2023 – MCSW Executive Director/Registrar hosted Reflection Runs, inviting members to run, walk, bike and take time to reflect on reconciliation in their social work practice. On September 30, 2023 the Executive Director/Registrar participated in the Reconciliation Run beginning at the ruins of the former residential school in Birtle, Manitoba.
    - Reconciliation Run Reflections.pdf (mcusercontent.com)
- November 2023 – MCSW Executive Director/Registrar and President attended the Indigenous Accord Gathering
- In January 2024, the Canadian Association of Social Workers, along with its federation partners, including the Manitoba College of Social Workers, introduced the New Code of Ethics developed through the lens of the Truth and Reconciliation principles, with a new value highlighting the profession's commitment to uphold the rights of First Nation, Métis, and Inuit Peoples and by acknowledging Indigenous world views in their practice with Indigenous people. The MCSW Executive Director/Registrar served on the Code of Ethics revision Committee throughout the revision process to support this important initiative.
- MCSW Executive Director/Registrar is a member of the national Anti-Racism Working Group of the Canadian Council of Social Work Regulators to examine the role of professional regulators in supporting anti-racist social work practice
- March 2024 – International Women's Day - MCSW Executive Director/Registrar participated in the Round Dance/March and Call for Action in honour of MMIWG
- The Land Acknowledgement Sub-Committee continues its work in developing a renewed land acknowledgement for the College. To begin the process in a good way, Members heard teachings and were led by Elder Allen Sutherland through smudging and a pipe ceremony.

Establish Strategic Plan with an Indigenous and anti-racist lens that furthers the principles of inclusivity, diversity and equity

In October 2023, MCSW introduced its new Mission, Vision and Values along with the 2023-2028 Strategic Plan which defines MCSW's vision for the future and identifies organizational goals and objectives. The MCSW Strategic Plan is guided by the values of the College and the Seven Sacred Teachings as foundational and interrelated principles. The College's values of accountability, social justice, competence, interrelatedness, communication and ethical practice intertwine with long- standing teachings of honesty, courage, wisdom, humility, respect, love and truth. The College is committed to moving forward in a good way as we continue to support the profession in the interest of the public.

Strategic Plan development highlights:

- Consultation included surveys, focus groups and interviews, which included outreach to and participation of Indigenous representatives and groups.
- The College established a contract with strategic planning consultant group comprised of 50% Indigenous representation, including an Indigenous Manitoba social worker
- The Board of Directors established the Strategic Planning Working Group, which was comprised of 50% Indigenous representation, including an Elder and an Indigenous Grandmother
- The Board of Directors held Strategic Planning sessions facilitated by First Nations consultant
- MCSW worked with an Indigenous owned and led marketing company, Vincent Design, to launch of the new Strategic Plan

Complete a comprehensive review of Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls to identify specific goals to advance progress on the MMIWG2S+ Calls for Justice

MCSW completed a review of The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls and identified commitments to a number of specific Calls for Justice.

New Goal:

Promote knowledge and raise awareness within the social work profession to combat violence against Indigenous women, girls and 2SLGBTQQIA people.

Throughout the year, the MCSW delivered and /or supported its federation partner, the Canadian Association of Social Workers (CASW) in providing the following workshops/initiatives/statements:

- May 2023 – MCSW hosted free webinar with Sheila North – In Recognition of the National Day of Missing and Murdered Indigenous Women and Girls (525 participants)
- May – June 2023 – MMIWG Documentary Screening (340 participants)
- June 2023 – Addressing Anti-2SLGBTQIA+ Hate: The Role of Social Workers (494 participants)
- July 2023 – Introduction to Gender and Sexual Diversity (372 participants)
- September 2023 – Statement on 2SLGBTQIA+ Children and Youth
- October 2023 – MCSW Education Event - 2SLGBTQ+ Diversity and Inclusion Training, Erika Reis, Sexuality Education Resource Centre
- November 2023 – Submission to Standing Committee on Health: Women's Health Study
- December 2023 – Addressing Trans Suicide (216 participants)

MCSW highlighted, recognized and distributed the following information in its member communication e-bulletin:

- April 2023 – International Day of Pink
- May 2023 – Pride Season
    - Pride Winnipeg
    - Rainbow Resource Centre
- May 2023 - National Day of Awareness for Missing and Murdered Indigenous Women and Girls
    - 2023 National Week of Action for MMIW
    - MMIWG2S+ Walk for Justice
    - The Federal Pathway
- October 2023 – MMIWG2S+ Awareness Day
- January 2024 – The Needs of Transgender and Gender Diverse People in our Healthcare System
- March 2024 – Call to Prairie Provinces to Declare Intimate Partner Violence an Epidemic

Participating in the Winnipeg Indigenous Accord supports the Manitoba College of Social Workers ongoing social justice efforts and affirms the College's commitment to reconciliation. The College is grateful for the opportunity to evaluate and quantify our reconciliation efforts.

Sincerely,

Jennifer Meixner, RSW

President

Barb Temmerman, MSW, RSW

Executive Director/Registrar

Rady Faculty of Health Sciences

Ongomiizwin- Indigenous Institute of Health and Health and Healing

Our Goals:

Ongomiizwin- Indigenous Institute of Health and Health and Healing was established in 2017 at the Rady Faculty of Health Sciences as a commitment to building respectful relationships with Indigenous people and to creating pathways to Indigenous health, healing and achievement. The Rady Faculty of Health Sciences acknowledges that the perspectives, understanding and practices of Indigenous Elders and traditional Knowledge Keepers are integral to long-term healing and reconciliation. Ongomiizwin commits to supporting First Nation, Metis and Inuit people's cultural revitalization and integration of Indigenous Knowledge systems. These systems, which include oral histories, protocols, and connections to the land are essential in curriculum transformation, research and health service delivery models guided by elders and knowledge keepers.

To honor relationships, inspire minds and contribute to health and well-being of First nations, Metis and Inuit children, families and communities.

To support and enhance the potential for success of First Nations, Metis and Inuit students in health education faculties, and programs at University of Manitoba Rady Faculty of Health Sciences.

To promote Indigenous Health research and provide mentorship opportunities to support First Nations, Metis students in the development of sustained programs of excellence at the University of Manitoba.

Our Progress:

Ongomiizwin Indigenous Institute of Health and Healing is proud to report achievements in recruitment, retention and involvement of First Nations and Metis people in all aspects of the organization. There have been significant improvements in hiring practices and recruitment of Indigenous students from across Canada.

Members of our department work in collaboration with First Nations, Metis and Inuit communities on a regular basis to further meet and respond to the priorities set in Rady Faculty of Heath Sciences Reconciliation Action Plan. Working in partnership with communities is key to realizing the calls to action as listed in MMIWG2S and Truth and Reconciliation Commission documents. Rady Faculty of Health Sciences recognizes and supports the importance of creating departments lead by Indigenous people to respond to the unique needs of the community it serves.

St. Boniface Hospital

Calls to Action: 18, 19, 20, 22, 23, 23.i, 23.ii, 23.iii, 24

Calls for Justice: 7.1, 7.2, 7.3, 7.4, 7.5, 7.6, 7.7, 7.8, 7.9

Goals:

Our Commitment:
St. Boniface Hospital is committed to the truth and reconciliation work that is required. We recognize the importance of acknowledging and addressing the historical inequalities faced by Indigenous peoples in Canada. Our goal is to create a safe and inclusive environment that promotes healing, understanding, and respect. As a faith-based institution, our truth and our path towards reconciliation includes addressing our connection with the Catholic Church and the public health-care system. Given the historical legacy of the residential school system, we recognize our responsibility to correct harms of the past and to move forward in the right way.

We will journey to become an equitable, diverse and inclusive hospital, building respectful relationships, and interrupting and dismantling inter-personal and systemic barriers of all kinds. We will seek and respect new

and diverse voices, expertise, and perspectives on this journey. We will work with humility towards becoming a reconciled organization. We are committed to learning how we can become a more responsible steward of the environment, and to care for this land, where our hospital is located, that we are honored to call home.

Through education, collaboration, and engagement we aim to contribute to an improved health care experience for Indigenous patients and their families at St. Boniface Hospital.

Our Target Goals: TRC Recommendations (Truth and Reconciliation Commission)

TRC Action 1: Hire a newly created Truth and Reconciliation Specialist Position.

- Hired in May 2023. This position is the first of its kind and will take the lead on all truth and reconciliation efforts at St. Boniface Hospital. Reporting directly to the President and CEO of the St. Boniface Hospital. The Truth and Reconciliation Specialist is a member of executive management team and works closely with human resources, Indigenous health team, and provides subject matter expertise to clinical and non-clinical operations.

TRC Action 2: Establish a baseline of Indigenous staff through a self-identification survey.

- Distribute a culturally specific staff survey that clearly explains to staff why we are collecting this demographic data. This data will assist the executive team in prioritizing Indigenous recruitments for positions at all levels of staff, and to set measurable hiring targets.

TRC Action 3: Communicate our TRC commitments and efforts with staff.

- Hold TRC-specific session at our "all managers meeting". Communicate our commitments and efforts with staff, invite ideas and feedback. Involve front-line staff in planning and executing initiatives. This will be done through memos, meetings and other communication channels.

TRC Action 4: Offer better connection to the land and to our home near the Red River, by developing an outdoor Indigenous ceremonial space.

- Location to be determined, landscape design will have Indigenous cultural significance. Accessible by patients and staff. Integrate outdoor ceremonial space into health care services as a standard practice.

TRC Action 5: Engage with larger community with respect to our Truth and Reconciliation efforts.

- Sign Winnipeg's Indigenous Accord.
- Partner with the Canadian Museum for Human Rights for a possible Indigenous art exhibit within our Buhler Gallery.

TRC Action 6: Ensure an environment of cultural safety for Indigenous patients, friends and families, as well as Indigenous staff, volunteers and students.

- Achieve 100 % completion rate for SBH management staff who have completed the Manitoba Indigenous Cultural Safety Training.
- Executive leadership and St. Boniface Hospital Board members all participated in the Turtle Island Project group exercise. Enhanced their understanding of the Indigenous culture, perspectives, and health practices.
- Create an annual Indigenous newsletter for staff and patients.

TRC Action 7: Educate managers and staff about Indigenous Health patient and family services.

- New handout materials for staff to be created and distributed by Indigenous Health team.

- Enhanced communication with direct care staff members to ensure Indigenous patients have access to Indigenous Health services in a timely manner based on their level of care and needs.

TRC Action 8: Demonstrate an understanding of the truth with respect to the hospital's relationship with Indigenous people over the years.

- Create display for a high-visibility public area with land acknowledgement and extract from Pope's apology. Two versions, one digital via monitor, and other will be a metal plaque.

TRC Action 9: Work with our post-secondary partners, high schools and other community contacts to continue building transformative learning opportunities for trainees, from a diversity of backgrounds and constituencies.

- New partnerships established with educational institutions to provide opportunities for students at the hospital and/or research centre. Indigenous Internship program is being implemented for the 2023-2024 school year. Indigenous students will have the opportunity to gain insight into working within health care.

Our Progress:

The St. Boniface Hospital is committed to understanding, respecting, and demonstrating our support for all of our Truth and Reconciliation efforts. Each member of our executive team has demonstrated a level of promise to do better and lead our healthcare facility on the right path forward. St. Boniface Hospital hired an Indigenous person as their newly created truth and reconciliation specialist position. This person is also a member of the executive management team. This position will lead all truth and reconciliation initiatives.

We are incorporating the Indigenous culture, perspectives, and traditional healing practices within our hospital. We have a new plaque with our new land and water acknowledgement being installed on a stone façade near the main entrance in spring 2024. We have a digital display in the atrium that showcases various Indigenous content and information. We can add various content to the display such as special day acknowledgments, Indigenous people's day and Sept 30th, Indigenous words of the day, and other creative cultural ideas.

We are focusing on enhancing our community partnerships specifically with Indigenous organizations. St. Boniface Hospital has partnered with the River East Transcona School Division, and we have established a new Indigenous Student Work Experience Program. We have 8 students in grade 11/12 participating in the program this school year (2023-2024). The program is 17 weeks long which started on February 6th, 2024, and will be completed on June 4th, 2024. Students are on site one day per week.
Each student completed 2 sessions of hospital orientation and will have completed 15 weeks of clinical and support services job shadowing and job placements. Each student will have worked in various areas of the hospital such as Indigenous Health Services, Pharmacy, Food Services, Social Work, Diagnostic Imaging, Cardiac Surgery Inpatient Unit, Buhler Art Gallery, Finance, Volunteer Services, Executive, Medicine, Operating Room and labor & delivery. We are planning to continue this program next year with 12 students. This kind of program is quite special as the students get a wide range of experience and learn about different career paths they might want to pursue after they graduate from high school.

We are integrating Indigenous culture within St. Boniface Hospital. We hold once a month, a communal smudge in our atrium. We gather in a circle with staff, patients, guests, and anyone who wants to participate. Our facility staff ensure smoke alarms are sectioned off to allow the lighting of our medicines during the

smudge. Our facility has a dedicated smudge room to allow daily smudging services to patients, staff, and guests of the hospital. We have hosted two Indigenous craft markets in the atrium over the past year with great positive feedback.

During the week of September 30th, we had two Indigenous guest speakers, local drum group perform in our atrium. We changed the light bulb color on our rooftop cross ORANGE to show our support. We raised a every child matters flag on one of the flag poles outside the main entrance. We created and installed a framed display of the Pope's Apology during his visit to Canada in 2022. The full version of his apology in text is included as well as two pictures of the pope and Indigenous leaders. Both English and French Versions are being displayed.

We are pleased so far with our progress, and we already are on our way for next year.

Winnipeg Regional Health Authority

Calls to Action: 18, 19, 20, 22, 23, 23.i, 23.ii, 23.iii, 24

Calls for Justice: 7.1, 7.2, 7.3, 7.4, 7.5, 7.6, 7.7

Goals:

The WRHA Board, President and CEO, and Executive Management are committed to providing high quality, culturally safe health care that is free of racism for First Nations, Inuit and Metis people. The organizations Goals for 2024/25 are:

1) Establish an Advisory structure of community partners to lead the development of a 5-year Strategic Plan in Indigenous Health.
2) Co-develop a Strategic Plan with WRHA Indigenous Health, and First Nations, Metis and Inuit organizations, communities and peoples.
3) Develop an action plan and policy to address racism and all other forms of discrimination for patients, clients and residents of WRHA services, and for employees working in the health system.
4) Implement Indigenous Cultural Awareness Workshops across the organization with front-line staff.
5) Develop action plans to address the TRC Calls to Action and UNDRIP.

Our Progress:

In 2023/24 the WRHA accomplished several goals set for the year and has defined concrete actions to complete in 2024/25.

The hiring of the Chief Operating Officer Indigenous Health in January 2024 was a significant achievement for the organization. The organization involved First Nations, Metis, Inuit and urban Indigenous partners in the hiring process from the beginning. The collaboration involved preparing the job posting, identifying the leadership qualities, and participation on the interview panel. The COO Indigenous Health reports directly to

the WRHA President and CEO and is a key member of the Senior Executive Team and Executive liaison to the Indigenous Health Committee of the Board of Directors.

The WRHA Indigenous Health Committee of the Board was strengthened in 2023/24. The Committee members participated in numerous learning events at partner sites, and provided effective oversight of the Region's actions and plans in regard to addressing the TRC Calls to Action. One of many important achievements in 2023/24 was the collaborative development of a new Land Acknowledgement for the organization. The extensive implementation across the organization, and involvement of the Region's partners was recognized as an important step forward for the WRHA.

With Executive leadership in place and Board commitment, the WRHA has begun laying the groundwork for co-developing a 5-year Strategic Plan for First Nations, Metis, Inuit and urban Indigenous health with partner organizations and communities. Planning is underway for an Advisory structure that will guide the process and involve partners from communities and organizations. The priorities and measures of success will be determined collaboratively. It is noteworthy that in 2023/24, the Region developed leadership position to lead the work and planning associated with the Truth and Reconciliation Calls to Action.

In 2023/24 the organization began to plan concrete actions to address racism. The WRHA has participated in provincial tables tasked with identifying strategies and actions to address Indigenous specific racism. Internally, the Region has begun the work of developing an anti-racism policy under the leadership of the new COO Indigenous Health.

The Lung Association, Manitoba

Calls to Action: 19, 20, 23.i, 69.i, 69.ii, 69.iii, 79, 92, 92.ii, 92.iii

Calls for Justice: 1.1

Goals:

The Calls to Actions for our organization will be formed primarily around health, as stated in Calls to Action 19 and 20, in addition to addressing and incorporating the primary principles of reconciliation and relationship building.

Our Progress:

This past year was a period of redevelopment for the Manitoba Lung Association due to retirement and end of term of staff and volunteer leaders, respectively. This change of pace was taken as an opportunity to continue our reconciliation journey as well as a time of reflection and recalibration of our efforts with the aim of increasing impact of reconciliation efforts in the future under the direction of new leadership.

Specific actions taken this year included:

- Engagement of an Indigenous artist to design corporate thank-you gifts.

- Revision of our treaty land acknowledgement statement to include an opportunity of personal meaning and updating to include reference to Anishininiimowin (formerly Oji-Cree) treaty lands.
- Participation of senior staff in the Winnipeg Indigenous Accord All Partner Gathering.
- Participation of staff in relevant webinars on Indigenous health topics presented by the National Collaborating Centre for Indigenous Health.
- Production of a ceremonial vs commercial tobacco education resource for youth.
- Assisted in the development of a professional development program for TB related health care workers with input from Indigenous community members.
- Production of a TB awareness resource for youth.
- Continued support for the Manitoba Indigenous TB History Project including support for production of a guidebook for assisting family members of Indian Hospital and TB Sanitarium patients in accessing historical records and archived information.
- Education of new staff on the history of Indian Hospitals and Indigenous care in TB Sanatoria in Manitoba.

Indigenous Knowledge and Excellence

Tribal Councils Investment Group of Manitoba Ltd.

Calls to Action: 3, 7, 14, 14.i, 14.ii, 14.iii, 14.iv, 14.v, 18, 19, 20, 22, 23, 23.i, 23.ii, 23.iii, 33, 43, 47, 53, 53.i, 53.ii, 53.iii, 53.iv, 57, 75, 80, 81, 82, 89, 92, 92.i, 92.ii, 92.iii

Calls for Justice: 1.1, 1.4, 4.1, 4.4, 4.7, 7.1, 7.2, 7.3, 7.6, 7.7, 7.8, 13.1, 15.1, 15.2, 15.3, 15.4, 15.5, 15.6, 15.7, 15.8, 16.23, 17.3, 17.24, 17.26, 18.2, 18.18, 18.26, 18.27, 18.28

Goals:

As a business organization representing a financial investment made by the seven Tribal Councils of Manitoba, it is our goal to advance economic reconciliation by forming meaningful business partnerships with other businesses in Winnipeg. The Truth and Reconciliation call to action #92 ask that we all participating in od economic relationships with other businesses. As an Indigenous owned company operated with an Indigenous world view, we will assist all partners with their corporate policies, operations and employment and training inclusion, on the path to reconciliation.

Our Progress:

Over the past year, the Tribal Council Investment Group (TCIG) has made some great strides in our commitment to reconciliation. Across our family of companies (consisting of Spirit Healthcare Group of Companies, First Canadian Health Management, and First Canadian Pharmaceutical Services), we continue to put resources into Indigenous communities and improve access to essential services in those communities.

Throughout the last year, we have been actively encouraging Indigenous and non-Indigenous employees to get out in the community to support and celebrate Indigenous culture. When there are special events such as Powwows, Art Festivals, and museum exhibits, employees are encouraged to save the date and attend. Further, the TCIG family of companies encourages participation in volunteer opportunities, such as Ma Mawi Wi Chi Itata Centre's Christmas Hamper Drive last December. We send out email communications throughout the year on important dates such as Red Dress Day, Orange Shirt Day, and National Indigenous History Month. We are excited to have accepted the Community Based Research Centre's Call to Action, and honour 2-Spirit and LGBTQIA+ Celebration and Awareness Day each year on the same date as the Spring Equinox.

TCIG encourages growth, and provides current Indigenous employees with opportunities for career growth and professional development. Throughout the last year we have seen our Indigenous employees grow their careers and excel within the TCIG family of companies, and with our partners; We have granted opportunities to Indigenous employees to take courses and upgrade their skills outside of the office. Through our partnership with Express Scripts Canada/CIGNA and Hartford University, we offer a Virtual MBA Cohort Program, through which employees can attend university accredited programs to enhance and build on their career trajectories as it relates to the core business objectives. We also have opened opportunities for professional development in Indigenous communities through the Dave Traverse Scholarship Fund established by TCIG. In honour of late Chief Dave Traverse, the fund will provide a $2,500.00 scholarship to both The University College of the North and Yellowquill University College. We have also made our $10,000.00 yearly donation in sponsorship of the Manito Ahbee Pow Wow, an annual celebration of arts, culture, and music held in Winnipeg each year. We are invested in our current Indigenous employees, and the surrounding Indigenous community. We are proud to have provided First Nations, Métis, and Inuit

peoples with opportunities for career growth throughout the last year, both in the TCIG family of companies and the job market in general, and are excited about the opportunities we can provide in the future.

The Spirit Healthcare Group of Companies, comprised of Spirit Healthcare Products and Spirit Rx Services, has advanced in their goal to become a national Indigenous-owned distributor of medical supplies, advocating with the Government and Indigenous Services Canada to support the 'Spirit' branded line of medical supplies and equipment. Spirit Rx Services has provided prescriptions to clients in communities all over Manitoba, and this year did integral work to improve supports for pharmacy products and services covered by Non-Insured Health Benefits.

First Canadian Health has maintained a 50% Indigenous employee headcount this year, and through their recruitment efforts approximately 35% of employees across the TCIG family of companies identify as Indigenous. The partnership with Express Scripts Canada continues, in which First Canadian Health provides HR and payroll services needed to administer the Non-Insured Health Benefits claims program, and is ensuring Indigenous representation in the employee base to meet Aboriginal Business Requirements. FCH sits on ESC's monthly PAR committee, supporting the company in deeper commitment with the Indigenous community. With FCH employees working in ESC's Claims department, Call Centre, and Customer Service department, we are able to provide employment opportunities to Indigenous employees, and circle resources back to Indigenous communities in the actual administering of Indigenous peoples' health claims.

FCH has further enhanced their partnership with Express Scripts Canada this year by collaborating with the Downie-Wenjack Fund to launch a new Legacy Space in ESC's Toronto office. The launch of the space was celebrated with an Elder present on National Day for Truth and Reconciliation. We have also helped launch an Indigenous Work Stream Committee with ESC, providing Indigenous and non-Indigenous employees with an opportunity to come together and share ideas about ways we can increase awareness of Indigenous cultures and traditions. Further, in our partnership with ESC, First Canadian Health has been able to donate over 200 laptops to organizations such as Ka Ni Kanichihk and Northern Connect, helping Indigenous women seeking employment.

The TCIG family of companies also participate in traditional territory and land acknowledgments. We acknowledge that our offices in Winnipeg are located on beautiful Treaty One territory, the traditional territory of the Anishinaabeg (Ojibwe), the Inninew (Cree), Oji-Cree, Dakota, Dene Peoples, and the birthplace and homeland of the Red River Métis.

First Canadian Health acknowledges that the land in which they conduct their business on is the traditional territory of many nations including the Mississaugas of the Credit, the Anishnabeg, the Chippewa, the Haudenosaunee and the Wendat peoples and is now home to many diverse First Nations, Inuit and Métis peoples from across Turtle Island. We also acknowledge that Toronto is covered by Treaty 13 with the Mississaugas of the Credit. FCH is grateful to have the opportunity to work on this land.

Ka Ni Kanichihk

Calls to Action: 5, 21, 40, 66, 92, 92.ii, 92.iii

Calls for Justice: 1.8, 2.2.ii, 3.1, 3.2, 3.7, 4.2, 4.3, 4.4, 4.7, 5.6, 5.6.ii, 7.1, 7.9

Goals:

To actively advance as many TRC Action Call areas as we can and to continue to work towards #92 to inform, educate and orientate business, community and government to Indigenous inclusion and reconciliation through partnership and collaborative initiatives which provides training to diverse groups in Indigenous histories and Indigenous Ways of Being.

Our Progress:

Ka Ni Kanichihk continues to be a trusted resource for the Winnipeg Indigenous community.

- We have expanded programming in 2023-24 in the areas of community education, Indigenous health & wellness, and in providing a 24/7 safe space for women.
- We are in the midst of a building expansion at Ka Ni Kanichihk's 455 McDermot St. location which will increase the number of spaces available for programming and educational opportunities, triple the number of day care spaces available in the area, and create a dedicated ceremonial space which will foster greater understanding and reconciliation between all Winnipeg communities to connect, learn and participate together in creating a strong Winnipeg future for all.

Share the Gifts - Honour the Treaties

Calls to Action: 46.ii, 46.iv, 48, 61

Calls for Justice: 15.2, 15.4

Goals:

Goal 1: related to Calls to Action 46 ii (repudiating the Doctrine of Discovery); 46 iv (renewal or establishment of Treaty relationships based on principles of mutual recognition, mutual respect, and shared responsibility for maintaining those relationships into the future) and 48 (education and action to support the UN Declaration on the Rights of Indigenous Peoples) to continue and expand our education work developing presentations/workshops including integrating information received through our multi-faith consultation.

Goal 2: related to Call to Action 61— (…to establish permanent funding to Aboriginal people …) and respecting Principle #7 of the Winnipeg Indigenous Accord to continue to explore and understand the role of money in colonization and ways of decolonizing money in the process of establishing our reparations fund as advised to do at our most recent Elders' consultation.

Goal 3: related to Calls for Justice for All Canadians 15.2 (decolonize by learning true history...) and 15.4 (become a strong ally) to continue expanding own understandings and the information on our website concerning MMIWG including seeking blog posts by those involved in MMIWG advocacy and expanding understanding of and acting on structural reparations--advocacy on issues related to MMIWG.

Our Progress:

Goal 1: related to Calls to Action 46 ii (repudiating the Doctrine of Discovery), 46 iv (renewal or establishment of Treaty relationships based on principles of mutual recognition, mutual respect and shared responsibility for maintaining those relationships into the future) and 48 (education and action to support the UN Declaration on the Rights of Indigenous Peoples) to continue and expand our education work developing presentations/ workshops including integrating information received through our multi-faith consultation.

- Meeting with Commissioner Loretta Ross of the Treaty Relations Commission of Manitoba to brief and explore opportunities to work together and to consult with the Elders' Circle.
- Offering an information and display table at the We Are All Treaty People Celebration held at The Forks at which copies of the UN Declaration on the Rights of Indigenous Peoples were distributed.
- Attendance and presenting two workshops at Decolonizing Wealth conference with keynote speaker Sarah Augustine of the Coalition to Dismantle the Doctrine of Discovery.
- Held a workshop development meeting to develop introductory and specific workshops to offer.
- Individual members of the Circle of Keepers offered workshops about Share the Gifts-Honour the Treaties to several groups interested in reparations, including a zoom course for people working on reparations worldwide interconnecting reparations for Indigenous colonization and genocide, reparations for the enslavement enterprise and climate reparations for peoples experiencing severe climate emergency.
- Wrote and uploaded a blog describing the WIA education day.

Goal 2: related to Call to Action 61 (…to establish permanent funding to Aboriginal People for various purposes…) and respecting Principle #7 of the Winnipeg Indigenous Accord, to continue to explore and understand the role of money in colonization and ways of decolonizing money in the process of establishing our Reparations Fund as advised to do at our most recent Elder's consultation.

- Continued exploration of various resources to deepen our understanding of the role of money in colonialism and exploring ways of decolonizing money.
- Presentations resulted in two local organizations committing to annual reparations including through contributions to our Reparations Fund. One organization back-dated its contributions to 2017.
- Explored other national and regional models of reparations funds.
- Continued articulating differences between charity and reparations contributions and why Share the Gifts-Honour the Treaties is not a charity.
- Established e-transfer capacity as an additional and easy way for individuals and organizations to make reparations payments to the Reparations Fund.
- Continued planning next Elders' gathering.

Goal 3: related to Calls for Justice for All Canadians 15.2 (decolonize by learning true history…) and 15.4 (using what learned to become a strong ally) to continue expanding our own understandings and the information on our website concerning MMIWG including seeking blog posts by those involved in MMIWG advocacy and expanding understanding of and acting on structural reparations advocacy on issues related to MMIGW.

- Continued education of members of the Circle of Keepers on accurate history.
- Included information on MMIWG at the display table at the We Are All Treaty People Celebration.
- Individual members of the Circle of Keepers supported and reported on support of Camp Marcedes and a recently returned Indigenous woman who had been missing, and then her family when she was murdered.

Winnipeg Boldness Project

Calls to Action: 1, 1.ii, 1.iv, 5, 12, 18, 19, 21, 22, 23, 23.i, 23.ii, 23.iii, 24, 27, 55, 55.iii, 55.iv, 55.v, 57, 61, 61.i, 61.ii, 61.iii, 61.iv, 62, 62.ii, 62.iii, 63, 63.iii, 63.iv, 66, 92, 92.i, 92.iii

Goals:

The project's goals are centered around community wisdom, prototyping possibilities, and embodying reconciliation. Focusing on centering the deep knowledge and lived experiences within the community, embodied in the Child Centered Model, an Indigenous framework that serves as our transformative Theory of Change. This model provides a roadmap for nurturing the wholistic well-being of children and families, integrating physical, emotional, mental, and spiritual aspects. We know that cultivating this wholistic approach will catalyze positive outcomes for all children.

Through collaborative prototyping, the Winnipeg Boldness Project aims to help the community experience the transformative potential of community-driven solutions. Co-creating community-designed scalable models that can be adopted by governments and cross-sector stakeholders in response to the TRC's Calls to Action. The project itself follows the reconciliation spirit, weaving together many of the Calls to Action and paving the way forward in a good way.

This past year, Boldness has made progress on several Calls to Action, including reducing Indigenous kids in care through the Gwekaanimad consortium, building the capacity of parents, caregivers, community leaders, and service providers through the Hub of Strength initiative, worked on addressing transportation equity, and exploring best practices and opportunities to maximize children's potential in the early years through the Building the Village prototype. Supporting the Indigenous Learning Circle in the development of best practices around cultural safety and training through sharing a Truth and Reconciliation Healing Bundle, and co-creating a Leadership Bundle for emerging community leaders.

Our Progress:

This past year, Boldness has made progress on several Calls to Action, including reducing Indigenous kids in care through the Gwekaanimad consortium, building the capacity of parents, caregivers, community leaders, and service providers through the Hub of Strength initiative, worked on addressing transportation equity, and exploring best practices and opportunities to maximize children's potential in the early years through the Building the Village prototype. Supporting the Indigenous Learning Circle in the development of best practices around cultural safety and training through sharing a Truth and Reconciliation Healing Bundle, and co-creating a Leadership Bundle for emerging community leaders.

Call to Action #1: Gwekaanimad
Gwekaanimad is a consortium of partner organizations to address child welfare concerns in Manitoba, aiming to prevent family separation and involvement with CFS. It follows a Child Centered Model with our co-creating partner organizations (Mount Carmel Clinic, Andrews Street Family Centre, Blue Thunderbird Family Care Inc, and Wahbung Abinoonjiiag) connecting with vulnerable families experiencing crisis and wrapping them in an extra layer inner circle of 24 hour support with the Community Helpers Initiative (CHI) which provides access to diverse community programs and services and 24 hour on-call support. The innermost

circle of this model includes two Granny's House(s), a culturally appropriate respite space for children who are not under the care of CFS. They serve as a safe haven for children during times of crisis or when the family needs childcare to attend appointments or to prioritize mental health. Participants have remarked it, “Feels like family” reinforcing the impact of solidifying family unity.

Call to Action #5 #22 #23 #25 #27: Hub of Strength
Fostering secure attachment, identity, and belonging from the earliest stages is pivotal for positive early childhood development outcomes. Elders share that identity is key to mental, physical, emotional, and spiritual aspects of human development. Identity is developed through relationships with family, extended family, community and connection to territorial lands, language, and cultural ceremony. Cultural identity is vital to the healing of Indigenous people and critical to the promotion of a sense of belonging, connectedness, and wholeness.
The Hub of Strength initiative focuses on capacity-building for parents, caregivers, community leaders, and service providers working with children. In collaboration with the Indigenous Learning Circle (ILC), Boldness developed three prototype activity areas:

Community Leadership Training
Traditional Indigenous Parenting in Today's World
Indigenous Evaluation Framework

Through the partnership with the ILC, Boldness supports the development of best practices around cultural safety and training. The scope extends beyond medical, nursing, and legal institutions to benefit from the best practices and training manuals being developed. With decades of experience in cultural competency work, ILC members can instrumentally train on best practices in cultural safety with adequate support. The goal is to explore how this partnership can impact systems.
Ongoing support is provided to the ILC to establish it as a sustainable organization that preserves, documents, and shares traditional teachings through Indigenous leadership capacity-building activities.

Over the past year, the Indigenous Learning Circle has worked on developing a Leadership bundle to provide sustainable cultural support to emerging leaders in the North End. Boldness documents ideas and solutions generated by the community to help governments achieve these Calls to Action. As the next generation of community leaders emerges, the bundle aims to equip them with knowledge, skills, teachings, and tangible items to support their positive leadership. While bundles hold various teachings, for us, a bundle is both sacred and tangible. Our vision is to create a bundle tailored for emerging leaders, containing items that aid their work alongside relevant teachings and insights. The project is ongoing, recent months have involved ongoing discussions with ILC to explore enhancements in omitted themes, such as HR practices.

Other ILC initiatives include the Truth, Reconciliation and Healing Bundle. Tobacco was passed to Elder Helen Robinson-Settee to ask for a Pipe Ceremony and name for this project. The name given was Truth, Reconciliation, and Healing. We reflected on Cree translations and selected ᑕᐯᐧᐃᐧᑐ ᑲᐧᔭᐢᑲᑎᓯᐃᐧᑐ ᓈᑕᐃᐧᐦᐅᐃᐧᑐ or Tapwewin Kwayaskatisiwin Nâtawhowin which translates back to Truth, Setting Things Straight, and Healing Medicine in English. Tapwewin Kwayaskatisiwin Nâtawhowin Bundle has been completed and documented to share culturally relevant training materials with the community. This bundle was shared with a feast amongst community partners, and plans to test this bundle further are in the planning stages with strategic community partners.

Call to Action #7: Canada Learning Bond (CLB)
Through prototyping a person-centered CLB enrollment process, Boldness identified barriers such as identification obtainment, financial literacy gaps, distrust of financial institutions, and the absence of a college-bound identity for Indigenous youth. Evaluation and learnings were documented, and knowledge

transfer tools developed to support scaling activities. Boldness remains open to emerging opportunities from this collaboration to further advance this work.

Call to Action #12: Early Childhood Engagement (ECE)
Building the Village is focused on exploring best practices and opportunities to maximize children's potential in the early years. Under the guidance of our Steering Committee, Boldness has developed a prototype in discovery phase named “Building the Village” This prototype bundle includes a series of community gatherings that will take place in various locations around Point Douglas and incorporate cultural learnings, celebration, early childhood & social-emotional learning with space for families to be connected to urgently needed community supports. The River of Ideas document was completed in support of this prototype.

Call to Action #18, #19, #89: Transportation/Active Transportation
Boldness is currently focused on addressing transportation equity through the lens of active transportation; and access to physical activity as a fundamental element of health and wellbeing. In collaboration with Dr. Jon McGavock, this research examines equitable access to active transportation and physical activity for Type 2 Diabetes prevention and management in youth. Through regular conversations with community and partners, persistent barriers were identified, and we are moving to the next stage of community-led design that could significantly impact how people access the North End.

Circles for Reconciliation

Calls to Action: 7, 8, 10.i, 10.ii, 10.iii, 10.iv, 10.v, 10.vi, 10.vii, 11, 12, 13, 14, 14.i, 14.ii, 14.iii, 14.iv, 14.v, 15, 16, 17, 18, 19, 20, 22, 23, 23.i, 23.ii, 23.iii, 24, 26, 27, 28, 30, 31, 35, 36, 38, 41.ii, 42, 43, 44, 45, 45.i, 45.ii, 45.iii, 45.iv, 46, 46.i, 46.ii, 46.iii, 46.iv, 46.v, 46.vi, 47, 48, 48.i, 48.ii, 48.iii, 48.iv, 49, 50, 51, 52, 52.i, 52.ii, 53, 53.i, 53.ii, 53.iii, 53.iv, 54, 55.i, 55.ii, 55.iii, 55.iv, 55.vii, 56, 57, 58, 59, 60, 61, 61.i, 61.ii, 61.iii, 61.iv, 62, 62.i, 62.ii, 62.iii, 63.i, 63.ii, 63.iii, 63.iv, 64, 66, 67, 69.i, 69.ii, 69.iii, 70.i, 70.ii, 71, 72, 73, 74, 75, 76, 76.i, 76.ii, 76.iii, 77, 78, 79, 79.i, 79.iii, 80, 81, 82, 84.i, 84.ii, 84.iii, 85.i, 85.ii, 87, 88, 90.i, 90.iii, 90.iv, 92, 92.i, 92.ii, 92.iii, 93

Calls for Justice: 1.2, 1.2.iv, 1.2.v, 1.3, 1.4, 1.7, 1.8, 1.9, 2.1, 2.2, 2.2.ii, 2.3, 2.4, 2.5, 2.6, 2.7, 3.1, 3.2, 3.3, 3.4, 3.5, 3.6, 3.7, 4.1, 4.2, 4.3, 4.4, 4.5, 5.1, 5.4, 5.5.iv, 5.6, 5.6.i, 5.6.ii, 5.6.iv, 5.7.ii, 5.12, 5.16, 5.18, 6.1, 6.1.i, 6.1.ii, 6.1.iii, 7.1, 7.4, 7.5, 7.6, 7.7, 7.8, 10.1, 10.1.i, 10.1.ii, 12.2, 12.3, 12.4, 12.5, 12.6, 12.11, 13.2, 15.1, 15.2, 15.3, 15.4, 15.5, 15.6, 15.7, 15.8, 16.1, 16.2, 16.3, 16.4, 16.5, 16.6, 16.7, 16.11, 16.18, 17.1, 17.3, 17.4, 17.7, 17.10, 17.21, 17.26, 18.6, 18.7, 18.10, 18.24, 18.25, 18.28

Goals:

We continue to expand at an increasing rate in Winnipeg and we have exceeded our goal of 100 circles, each meeting ten times. Because we have already completed many circles and the momentum is growing, one of our new goals is to extend our reach even more into seven rural communities in Manitoba (including in Carmen, Flin Flon, Headingley, Neepawa, Selkirk, Steinbach, Rolling River, Brandon and Thompson). Our expansion across Canada, we continue to respond to requests from individuals and organizations. We are beginning with Rankin Inlet, their circles start May 1, 2024. Circles for Reconciliation is addressing the back log of over 1000 participants waiting for a circle with the help of a new Loran student internship.

We will expand our use/reach of social media significantly. This will include developing video clips to accompany the texts associated with our 31 themes, used as the basis of knowledge transmission in all of our

circles. We are significantly increasing our Instagram and Facebook presence. We will introduce our project to First Nations, Inuit, and Métis people by adding a video introduction to our circles on our website in Cree, Ojibway, Ojibway-Cree, Dakota, Michif and Dene.

Our Progress:

In the last year, prior to the pandemic Circles for Reconciliation (CFR) had 45 physical sharing circles in pending mode. During this last year, CFR moved all the circles. We coordinated new Zoom circles as we have a Province of Manitoba contract for 18 circles. Not to mention, we have other host locations and are planning new circles. Last year, we hosted our 1st National Indigenous Peoples Day Free BBQ and Event where over 600 people attended. This event was in pursuit of reconciliation for all Winnipeg communities. Here we had elementary schools, community resource agencies, libraries, and artisans at the event. Please visit www.circlesforreconciliation.ca for our drone video coverage of the event.

We also held numerous presentations, webinars, workshops and Journey One sharing circles. CFR participates every September 30, for the National Day of Truth and Reconciliation Walk that is held in Winnipeg. CFR has many community attachments to many elementary schools, community resources, youth resources, Honouring Indigenous Peoples Committee (Rotary Club). CFR has many partners, that include Red River College Polytechnic, First Nation Communities, Province of Manitoba and many more partnerships. CFR will be having the 2nd Annual National Indigenous Peoples Day Free BBQ Event on Friday, June 21, 2024 at Sergeant Tommy Prince Place, 90 Sinclair St, Winnipeg North End from 11:00am to 2:30pm. CFR is one of the few organizations that has signed this accord in partnership meaning one non-Indigenous and one First Nation CFR member.

Media

Winnipeg Free Press

Calls to Action: 86

Calls for Justice: 6.1, 6.1.i, 6.1.ii, 6.1.iii, 6.1.iv

Goals:

Building on the foundation laid in 2017 when the Winnipeg Free Press became the first major Canadian daily newspaper to make a treaty land acknowledgment, the newspaper commits to finding more opportunities for Indigenous voices to be heard via our pages and pixels.

As part of a commitment to mark the newspaper's 150th anniversary in 2022, our newsroom is taking steps to become more reflective of the community we serve. That commitment has involved hiring more Indigenous journalists and we will work to bring even more aboard.

Beyond that commitment to diversity and inclusion, our newsroom is responding to Call to Action 86 by ensuring ongoing discussions and education so our journalists have the understanding necessary to better cover a wide-range of Indigenous issues.

Our Progress:

Indigenous stories are frequently in the headlines in our city and province. But the Free Press recognized the importance of doing more than simply covering news conferences on Indigenous issues, court challenges from First Nations, or protests involving the search for the landfill.

To that end, we want to highlight three initiatives:

- the first was a series of profiles of the cases of Indigenous women and girls who were still missing. This series was written by Shelley Cook, who is a member of Brokenhead Ojibway Nation.
- the second was a series of profiles on Indigenous knowledge keepers, again written by Shelley Cook.
- finally, in advance of the Manitoban's electing Wab Kinew as its first First Nations premier, we undertook a deep dive into the life of John Norquay, the province's first Metis premier.

Museums and Galleries

Canadian Museum for Human Rights

Calls to Action: 68

Goals:

The Canadian Museum for Human Rights (CMHR) commits to continue developing innovative and collaborative museum practices related to Indigenous content, stories and programming by integrating the rights outlined in the Truth and Reconciliation Commission of Canada's Calls to Action and the United Nations Declaration on the Rights of Indigenous Peoples. The CMHR will keep sharing stories of those working towards reconciliation, providing a space for discussion and dialogue. Additionally, as a national museum devoted to human rights education, we are committed to playing a meaningful role in sharing the truth of the genocide committed against Indigenous peoples in Canada as we work towards reconciliation.

Our Progress:

From May 5th to May 7th the Museum held a temporary exhibition in partnership with loved ones from the MMIWG2S community. Items from the sacred bundle of the National Inquiry into Missing and Murdered Indigenous Women, Girls and 2SLGBTQQIA+ people were shared as part of a special display to mark the National Day of Awareness for MMIWG2S+. The sacred bundle includes hundreds of artistic expressions created by family members, friends, survivors, artists and others during the national inquiry. It was entrusted and welcomed to the care of the CMHR in 2021.

The Museum has continued its work with Two-Spirit Elders and leaders. In September the Museum's Canadian Journeys gallery was updated by adding the story of Albert Mcleod, a Two-Spirit Elder, educator and activist. It was at this time that a pipe ceremony was held at the Museum, led by Two-Spirit Elders. This was a significant marker in our journey to create a more equitable museum.

In October the Museum hosted a temporary exhibit. A community copy of Treaty #3 from 1873 was displayed to mark the 150th anniversary of its signing, which was on October 3rd, 2023. The document was part of a larger exhibit called Treaty #3: Manidoo Mazina'igan – The Sacred Document, created by Grand Council Treaty #3 in partnership with Library and Archives Canada and The Muse Indigenous Advisory Committee. Since its signing, the document has been cared for by Chief Paabamasagaa of Naotkamegwanning First Nation and his descendants.

Throughout the year Marilyn Dykstra, the Museum's Indigenous Liaison, held a series of Cree teachings and workshops. These events were held once a month and explored moon, pole and tea teachings in the Cree tradition. This series of workshops is called Wahkowtowin – which translates to kinship – highlights how relationships, communities and the natural world are all interconnected. Participants discovered and reflected on their connections with each other, with balance and with human rights through teachings and a traditional tea. She has also focused on advancing Human Rights, and commitment to reconciliation. This includes the Indigenous community, CMHR staff and all other Canadians. Marilyn has consulted with American museums and relayed the information back to the CMHR staff to increase knowledge and international consultation.

Le Musée de Saint-Boniface Museum

Calls to Action: 62, 67, 80, 92

Goals:

Our 2022-2023 Goals:

- Collaborate with Indigenous Communities to provide exhibition space.
- Provide basic museum training opportunities to Indigenous Communities.
- Collaborate with Indigenous Communities to create an appropriate Repatriation Policy.
- Create opportunities for Indigenous Students/Youth to work in a museum setting.
- Collaborate with Indigenous Communities to plan, develop, and evaluate museum activities including: exhibits, educational programs, public programs.
- Include Land Acknowledgment on the website and in the museum.
- Observe National Day for Truth and Reconciliation with an appropriate event.
- Engage with Indigenous Communities as part of our Strategic Planning Process.

Our Progress:

Le Musée de Saint-Boniface Museum (MSBM) hosted three exhibits and related programming through the creation of partnerships and relationships:

- StoryShifters, with the StoryShifter Sisters (Chris Larsen, Linda Manitowabi, Victoria McIntosh, Cheryl Bird, Pauline Hince, Patricia Caribou).
- Korboo, The legend of the White Raven with Emile Chartier
- HEHO, Le festival with Marc Beaudry
- Honouring our Mothers, with Tracy Fehr

Many of these activities gathered the community, staff, board members to ceremonies, to cultural events and gatherings to learn and discover the artists lives, their stories and experiences and their ways of honouring the past and their positive outlooks on the future.

The museum signed a memorandum of understanding with Manitoba First Nations and Education Resource Centre with the outlook of collaboratively working towards knowledge sharing in our respective fields and growing each others resources and networks.

The museum continues to participate in cultural programming during events such as:

- Louis Riel Day in February in collaboration with the MMF and LRI.
- Indigenous Day in June with APTN
- Reconciliation Week in September with the StoryShifters and with UNMSJM
- Commemoration of Riel's death in November with the MMF

Manitoba Children's Museum

Calls to Action: 10.ii, 10.iii, 10.vi, 10.vii, 63, 63.i, 63.ii, 63.iii, 66, 69.iii

Goals:

The Children's Museum is committed to providing a safe and inclusive space for all, as well as developing and maintaining valued community partnerships. To that end, we will:

- Host and participate in one or more Circles for Reconciliation.
- Recruit an Indigenous artist to instruct one or more of our Free2Play Access Program STEAM Clubs.
- Celebrate National Indigenous Peoples Day on June 21, 2024.
- Observe National Day for Truth and Reconciliation on September 30, 2024.
- Continue to translate key museum information into Ininimowin (Western/Plains Cree and Central/Swampy Cree), Anishinaabemowin (Ojibwe), Dakota, Dene, Anishinimowin (Ojibwe-Cree), Michif, and Inuktitut.

Our Progress:

On June 21, 2023 we celebrated National Indigenous Peoples Day. Guests experienced the beauty of Indigenous culture through creating traditional artwork, a drumming and hoop dancing workshop led by Elder Barb Nepinak, and a Storytelling and Visual Arts workshop led by Graffiti Art Programming and Elder Barb Nepinak. We also launched our complimentary admission program to Indigenous Peoples including First Nations, Métis, and Inuit.

On September 30, 2023 we observed National Day For Truth & Reconciliation. We offered complimentary admission to all our guests acknowledging the importance of offering age-appropriate opportunities for education and reflection that are as accessible as possible. Our event expanded in 2023 to feature even more special guests, including: Amy McPherson who showcased a touch table of furs and samples of her beadwork; Louis Riel Institute with the popular Métis Paper Vest workshop, author David Robertson who read his book “When We Were Alone”; the Treaty Relations Commission of Manitoba provided educational information; and Ivana Yellowback delivered storytelling sessions. A young Indigenous dancer and drumming workshop rounded out the impactful event. It was a day of learning, sharing, and reflection. As in previous years, we provided orange shirts to all our staff to wear while working and/or attending events in the community. We ordered these shirts from Dreamcatcher Promotions to support a local, 100% Indigenous-owned business.

In the fall we welcomed the opportunity to again host a Circles for Reconciliation session. Over ten weeks, members of the community, including several of our staff, established respectful, trusting, and meaningful relationships in discussion circles. Themes included getting to know each other, dispelling misconceptions, the meaning of land, and reconciliation.

We are pleased to share that we have also hosted story times over Spring Break with children’s stories written by Indigenous authors; learned about Canadian animals, including their Anishinaabe names, on Canada Day with Parks Canada; and added a traditional territory and land acknowledgement to our website and organizational documents.

Translation of key visitor information into Ininimowin (Western/Plains Cree and Central/Swampy Cree), Anishinaabemowin (Ojibwe), Dakota, Dene, Anishinimowin (Ojibwe-Cree), Michif, and Inuktitut continues.

Manitoba Lacrosse Hall of Fame and Museum

Calls to Action: 87, 88

Goals:

The objective of the Manitoba Lacrosse Hall of Fame and Museum is to remember and recognize those who have brought honour and distinction to Lacrosse in Manitoba as players, builders, player/builders and teams. The Hall of Fame and Museum is a registered non-profit organization at the Federal and Provincial level. The Manitoba Lacrosse Hall of Fame and Museum is proud to participate in the City of Winnipeg Indigenous Accord. We believe we hold a very special position in recognizing the sport of Lacrosse as both The Creator's Game and Canada's national summer sport.

We have self-identified the following Truth and Reconciliation Calls to Action: #87 and #88, and our goals in this regard are as follows:

1. Become a signatory to the City of Winnipeg Indigenous Accord. COMPLETED
2. Create a permanent seat on the Manitoba Lacrosse Hall of Fame and Museum Board of Directors to be filled by a member representing our Indigenous communities. COMPLETED – but due to death, actively seeking one or more Indigenous board members.
3. Review all Manitoba Lacrosse Hall of Fame inductees to compile a list of Indigenous members. IN PROCESS
4. Forward this list of Indigenous inductees to Sport Manitoba for inclusion in their records. IN PROCESS
5. Identify a section on our website and in our museum that recognizes and tells the story of our Aboriginal athlete inductees. IN PROCESS
6. Ensure our website, museum and all events provide acknowledgement and public education on the important heritage and cultural history of Lacrosse as both a Medicine Game and The Creator's Game. IN PROCESS
7. To encourage and recognize long-term Aboriginal athlete development and growth in the sport of Lacrosse in conjunction with the Manitoba Lacrosse Association and their respective disciplines. IN PROCESS

Our Progress:

Manitoba Lacrosse Hall of Fame and Museum (MHOFAM)

There have been no recent events or activities held by the MHOFAM. Internally, we continue our work on identifying Indigenous inductees for recognition in a special section of our website and museum. We are also working on creation of an introduction to lacrosse that explains and honours the Indigenous history, culture and tradition of the Creator's Game.

The Manitoba Museum

Calls to Action: 63, 65, 66, 67, 68, 69, 92

Goals:

- Collaborate with Indigenous communities on research, collection, presentation, interpretation and representation of Indigenous peoples of Manitoba;
- Collaborate with Indigenous communities to plan, develop, and evaluate various Museum activities such as exhibitions, publications, public programs, and cultural policies, as well as access to information and collections;
- Develop hiring and HR policies that provide a supportive environment for Indigenous job candidates and employees;
- Establish training programs to empower Indigenous staff members/trainees and interns to participate in the presentation of Indigenous stories;
- Establish Manitoba Museum's training programs for wider audiences to gain a better and more accurate representation of historical and contemporary Indigenous perspectives and worldviews.
- Support and promote Indigenous languages through the incorporation of these languages in our exhibitions, publications, and programs.
- Update our "First Peoples in Manitoba" school program based on Bringing Our Stories Forward gallery renewal.
- Continue to offer our popular workshop series on Indigenous arts and skills repatriation.
- Ensure contemporary Indigenous perspectives continue to be integrated into new galleries and exhibitions, while providing important historical contributions of Indigenous peoples.
- As we consider the long-term renewal and assessment of our remaining older galleries, Arctic/Subarctic and Boreal Forest Galleries, continue working with the Museum's Indigenous Advisory Circle; and continue to build and establish relationships with Chief and Councils and community leaders in numerous First Nations and Inuit communities located within regions to initiate discussions on the existing galleries; begin working with Cree, Dene, and Inuit communities to develop and incorporate Indigenous language exhibits and First Nations story lines for these galleries.
- Develop collaborative research relationships with Indigenous academics and research groups working on
- repatriation, Indigenous learning methodologies, object based historical research and Indigenous language research.
- Engage with contemporary Indigenous artists as research on ceramics continues.
- Engage with communities in the Boreal Forest as lithic research on collections continues. Consider means to hire and train Indigenous summer students to work on cataloging Indigenous collections.

Our Progress:

GOVERNANCE

At the June 2023 AGM, the Manitoba Museum membership approved an important change to the Museum's Bylaws in accordance with the TRC Calls to Action and UNDRIP recognizing it must ensure its governance structure is reflective of the Indigenous groups, communities, and peoples that the Museum aims to represent in all facets of its work. Therefore, and in keeping with the fundamental principle of self-determination underpinning the Declaration and building upon the Museum's truth and reconciliation efforts, the Board formalized their commitment to shared governance as reflected in section 3.02 of By-Law No. 1, and as operationalized in this Indigenous Governors Policy. Doing so has the intention to contribute to a more creative and diverse Board, leading to improved strategic decision-making for the Museum.
Indigenous Governors:

1) Pursuant to section 3.02 of By-Law No. 1, and as vacancies occur on the Board, the Board shall accept the Indigenous Advisory Circle's (the IAC) Chair elect to the Board, and strive for additional Governors who are members or citizens of one or more Indigenous groups, communities, or peoples, with priority given to members or citizens of Indigenous groups, communities or peoples located in the Province of Manitoba.
2) The IAC shall elect their chair.
3) The Nominating & Governance Committee of the Board shall accept the IAC Chair elect as a nominee for the Board and consult and cooperate with the IAC to identify other potential applicants for the Board in accordance with section 3 of this policy.

MUSEUM-WIDE INITIATIVES

The Museum recently posted a new term position for a Museum Advisor for Indigenous Relations and Reconciliation, a position new are very much looking forward to bring onto the Museum team.
The Museum revisited the following policies to align with continued endeavours for Indigenous inclusion and decolonization:

- Repatriation Policy
- Exhibition Policy
- Sacred and Sensitive Indigenous collections Policy (new)

CURATORIAL EDUCATION AND MENTORSHIP

During the previous fiscal year, the Museum established a partnership with the Manitoba Métis Federation and the University of Winnipeg Curatorial Practices program to host two Indigenous students from the program to develop practical skills in curation and exhibition development. This internship was led by Dr. Amelia Fay, Curator of Anthropology and the HBC Museum Collection, and Candace Hogue, Curator for the Red River Metis Heritage Centre, and it concluded with the opening of a temporary exhibit ooshitawiin avek lamoor/Made with Love curated by Adrienne Laroque and Emma de Sousa, which was displayed in the Museum's foyer from June 2023-February 2024.

The ongoing Indigenous Scholars in Residence program continues under Dr. Fay's supervision with one University of Manitoba graduate student receiving funding during their winter semester to attend weekly discussions at the museum and engage with the collections as part of their graduate research.
The Curators also provided presentations and guest lectures to various high schools, universities, and colleges. These opportunities ensure we share the collections and related research with a broad audience and engage with students of varying educational levels on topics related to Indigenous history and

museology. This is related to working with Museum volunteers, many of whom are university students learning about Manitoba's heritage by researching and helping to maintain Museum collections.

Dr. Fay continues to support the Learning & Engagement team in the Museum's Reconciliation-based learning programs by delivering the History of Canadian Colonialism tour, which explores the deep history of colonization in what is now Canada from the Doctrine of Discovery through today and debunks the romanticized versions of the fur trade and Canadian history.

COLLECTIONS ACCESS

Museum staff continued to ensure collections access to Indigenous communities, scholars, artists and makers. Requests for access are prioritized and guidance and support are provided when needed. Access to collection is through in-person visits, but also virtual collections visits, sharing information electronically when in-person visits are not feasible. We also provide behind-the-scenes collections visits for participants who register for workshops throughout the year, sharing relevant collections to give new makers an opportunity to study and build on historical examples for their contemporary works.

This fiscal year, Dr. Fay initiated a new collections access program called Collections for Community to provide community members with dedicated time to view museum collections on a weekend day since the typical Monday through Friday research hours can be restrictive for many. These sessions were limited to 10-12 participants, with preference given to First Nations, Inuit, or Metis individuals. Each session included guest artists whom the participants could chat with and learn from as they explored the Anthropology and HBC Museum Collections. Tashina Houle-Schlup, Head of Indigenous Programming and Engagement, co-hosted the first session in June, but for the second she attended as a guest artist alongside her brother to share their vast knowledge and experience with various artistic forms. The Museum intends to continue this program 3-4 times per year, so far community reception and feedback for the program has been very positive.

Dave Finch, Curator of Archaeology, has facilitated several tours for community members from Manitoba First Nations to view collections from their regions. He has also advised on methods of protecting heritage sites that are at risk from development or other activity. In January 2024, he and Seema Hollenberg also attended an information session on CentrePort South and the St. James Mound, providing information on Indigenous heritage sites in the city.

Tashina Houle-Schlup, Head of Indigenous Programming & Engagement, works in partnership with the Learning & Engagement and Research, Collections and Exhibitions (RCE) teams to increase community access to collections and develop new and innovative Indigenous programming across the Museum Galleries, the Science Gallery, and in the Planetarium. Along with her work in programming, she has worked closely with the Curator of Anthropology and the HBC Museum Collection, Dr. Fay, to facilitate Collections Access Days, where Indigenous artists are invited to share their knowledge with participants in the collection's storage.

Carol Beaulieu, who has been on staff with us for several years working in Indigenous program development, has transitioned into a new museum-wide role of Indigenous Protocols Advisor. Carol's role provides ongoing oversight and care for the sacred collections at the Museum, supports the Museum team in integrating Indigenous content into programming and exhibitions and advises on Indigenous protocols in all areas of Museum work.

RESEARCH

Dave Finch and Dr. Fay are partners on the Connecting Land, Healing and Heritage Project run by University of Manitoba researchers. This is a three-year research program funded by the Canadian Institutes for Health Research (CIHR) that works with youth and community groups in the Churchill area on heritage-related social

determinants of health. The partners are creating opportunities for Inuit, Dene, and Cree youth to engage with their cultural heritage through on-the-land programming. The research also documents archaeological resources in the region to help Indigenous communities better engage with and direct research on their histories.

A Métis Master's student from University of Saskatchewan spent time studying the Museum's collection of Métis hooked rugs, and included them in her final thesis.

REPATRIATION/REMATRIATION

The Human History Curators have also been reviewing collections records, donor files, and conducting further research to flag potential repatriation candidates within the Museum's collections and note where additional research is needed. This is ongoing work as part of the Museum's commitment to the TRC calls to action and UNDRIP.

The Director of RCE, and members of the Human History team have been involved with the Inter-institutional Respectful Repatriation/Rematriation Group. This is a body of multiple institutions in Manitoba working on engagement with Indigenous communities, sharing information between partners, and coordinating possible repatriation of archaeological collections.

In February 2024, CEO Dorota Blumczyńska, Director of RCE Seema Hollenberg, and Curator of Archaeology Dave Finch participated in the Protecting Our Ancestors conference in Winnipeg. The three-day event was organized by Manitoba Keewatinowi Okimakanak (MKO) and Sioux Valley Dakota Nation, and addressed the potential role for federal legislation around burial sites and heritage objects.

PROGRAMS, LEARNING & ENGAGEMENT

In 2023-2024, Learning & Engagement offered various programming opportunities, both virtual and in-person, to local, regional, national, and international audiences. Programming included professional development opportunities for adults, school programming for children in grades K-12, and public programming for the general public. We provided guided experiences for people of all ages and backgrounds, with themes ranging from Indigenous motherhood, Indigenous sky stories, the Indigenous history of Winnipeg to Indigenous artistic traditions.

Hands-on art workshops, such as mukluk and gauntlet making, continue to be excellent additions to Museum programming. They provide community access to collections, a welcoming space for learning and promote the desire to continue practicing and revitalizing traditional skills. This year, we were fortunate to collaborate with some incredibly talented artists, such as Gloria Beckman and Cynthia Boehm.

In the Museum Galleries, we continue to offer the specialized "Indigenous Focus Tour" both for high school and adult audiences, tailoring them to specific interests. In the summer we offered the "Reconciling Our History Neighbourhood Tour" where participants discovered public monuments in the Exchange District and the stories they tell, with a focus on the Indigenous perspectives that are absent. This program was developed in partnership with the City of Winnipeg, Indigenous Relations Division and has been a catalyst for important dialogue among participants. In the fall, we launched the new First Peoples and the Bison school program, developed by Tashina Houle-Schlup, Head of Indigenous Programming and Engagement. This program was immediately popular with Grade 5 classes and has been well booked.

The Planetarium premiered Worlds of Ice, narrated by Beatrice Deer. The show focuses the importance of ice and climate change and gives voice to Inuit communities who have for generations weaved an intricate relationship with ice and are now first-hand witnesses working to mitigate the effects of this dramatic shift. To launch this show, we had a great event with the local Inuit community. As part of Tunngasugit's special

family programming, up to 50 members of the Winnipeg Inuit community joined us for a special presentation of the show, followed by important discussions on Inuit artifacts, programming and exhibitions. This event allowed us to connect with those from the Inuit community who can guide us and collaborate with us on future projects involving Inuit content. We continued to feature the very popular Planetarium show, Legends of the Northern Sky, which showcases Indigenous sky storytelling from across the western plains. The show features Ocek the Fisher and the giant bear Mista Maskwa, among others, and Manitoba-based Cree Astronomer Wilfred Buck was a consulting expert on the show's development. The Cree language features prominently in the narration, and we've received many positive reviews from audiences of all ages.

To commemorate the National Day for Truth & Reconciliation on September 30th, we offered complimentary admission from September 30th to October 2nd. During this time, we hosted "Orange Shirt Days @ the Manitoba Museum", an event supported by the Province of Manitoba, which attracted 9,370 visitors. Many visitors expressed appreciation for the opportunity to learn, reflect, and respond to the legacy of Indian Residential Schools as part of our collective journey toward Truth and Reconciliation. Special programming highlighted various permanent exhibits connected to the Truth and Reconciliation Commission (TRC) Calls to Action, extended our content on the history of Residential Schools, and amplified Indigenous voices, including those of our partners at the National Centre for Truth and Reconciliation and the Manitoba Indigenous Cultural Education Centre. The MICEC shared their work and taught some Anishinaabemowin to visitors. We also commissioned a young Anishinaabe woman, Sunshine Levasseur, to design a special logo inspired by the day and Anishinaabe art and culture, which will be used for years to come. Orange Shirt Days also featured powwow performances, where visitors could watch and learn three different powwow dance styles, participate in a Q&A, and dance in the friendship dance. Dancers included Preston Cleveland, Shawna Olson, and Jason Parenteau.

In March, in honour of World Water Day, we hosted more than 300 participants for a day-long student conference and evening talk for the public which spotlighted Manitoba's newest Indigenous Protected and Conserved Area–the Seal River Watershed. These events included a showing of Worlds of Ice, presentations from CEO of the Seal River Watershed Alliance, Stephanie Thorassie, and Eli Enns, an internationally recognized expert on Indigenous-led conservation, and inspired dialogue on how we can work together to better protect our land and our waterways.

<u>EXHIBITIONS</u>

- manidoo miiniigooizowin: A Gift from the Creator

Dr. Fay has been steadily working with SCO contract Curator Amanda McLeod to co-curate this exhibition celebrating the 25th anniversary of the Southern Chiefs' Organization (SCO), scheduled to open on March 23rd. Manidoo miiniigooizowin: A Gift from the Creator features objects representing the thirty-four SCO member Nations, and serves as a celebration of the past, present, and future. Many of the objects on display have been shared by individuals and families who proudly represent their respective Nations. All were designed and/or made by the Anishinaabe and Dakota citizens of the SCO member Nations. This exhibition will be featured in the Museum's Discovery Room from March 23rd, 2024 through March 2025.

- ooshitawiin avek lamoor/Made with Love

The temporary exhibit ooshitawiin avek lamoor/Made with Love curated by Adrienne Laroque and Emma de Sous, in the Museum's foyer ran from June 2023-February 2024.This internship was led by Dr. Amelia Fay, Curator of Anthropology and the HBC Museum Collection, and Candace Hogue, Curator for the Red River Metis Heritage Centre.

- Prairie Gallery: Prairie Perspectives – Métis Trapper

Dr. Roland Sawatzky, Curator of History collaborated with Métis trapper, the late Donny Racine and his family at Turtle Mountain to produce a video interview of Mr. Racine. This will be included in the permanent "Prairie Perspectives" exhibit within the Prairies Gallery, which highlights diverse voices from Manitoba's southwestern regions. We are so grateful to have known and worked with Donny.

Winnipeg Railway Museum

Calls to Action: 63.iii

Our Progress:

Our president attended workshops and webinars from the National Trust for Canada, the Saskatchewan Intercultural Association and the Manitoba Métis Federation about Diversity, Equity and Inclusion; and about Truth and Reconciliation. The president also visited the Agowiidiwinan Centre at The Forks to learn more about Indigenous History and Numbered Treaties.

We are gathering cultural awareness to develop a framework to help all visitors to our museum feel welcome. We are starting to explore how to include stories about the railway history of the prairie provinces from more perspectives.

II. Shared Indicators of Progress

II. Shared Indicators of Progress

43 key performance indicators

What are we measuring? We are measuring annual progress based on the activities we have implemented over this past year and related to our individual goals and commitments involving the TRC Calls to Action and MMIWG2S+ Calls for Justice.

This is a simple quantitative data collection process to identify, collect, compile, and present collective data under each of the key performance indicators. This provides a method for some comparability among Accord Partner activities for the purpose of featuring aspects of our collective progress over this past year. This method does not feature the quality or depth of progress being made.

This year, 99 of 114 (87%) Accord partners submitting a narrative report of progress also contributed specific quantitative data related to various key performance indicators most aligned to the types of activities they implemented producing outputs. Our collective data is organized by sector in the following pages of this section, as follows:

- Arts, Culture and Heritage
- Business and Associations
- City of Winnipeg
- Community Organizations
- Education – Post-Secondary Institutions
- Education – Schools and Associations
- Education – School Divisions
- Faith
- Health and Associations
- Indigenous Knowledge
- Media
- Museums and Galleries

Arts, Culture, and Heritage

- **Number of partners reporting data on key performance indicators: 10 of 10**

- Calls to Action: 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94

- Calls for Justice: 1.1, 1.1.i, 1.1.ii, 1.10, 1.11, 1.2, 1.2.i, 1.2.ii, 1.2.iii, 1.2.iv, 1.2.v, 1.3, 1.4, 1.5, 1.6, 1.7, 1.8, 1.9, 2.1, 2.2, 2.2.i, 2.2.ii, 2.3, 2.4, 2.5, 2.6, 2.7, 3.1, 3.2, 3.3, 3.4, 3.5, 3.6, 3.7, 4.1, 4.2, 4.3, 4.4, 4.5, 4.6, 4.7, 4.8, 5.1, 5.2, 5.10, 5.11, 5.12, 5.13, 5.14, 5.15, 5.16, 5.17, 5.18, 5.19, 5.20, 5.21, 5.22, 5.23, 5.24, 5.25, 5.3, 5.4, 5.4.i, 5.4.ii, 5.5, 5.5.i, 5.5.ii, 5.5.iii, 5.5.iv, 5.6, 5.6.i, 5.6.ii, 5.6.iii, 5.6.iv, 5.6.v, 5.7, 5.7.i, 5.7.ii, 5.7.iii, 5.8, 5.9, 6.1, 6.1.i, 6.1.ii, 6.1.iii, 6.1.iv, 7.1, 7.2, 7.3, 7.4, 7.5, 7.6, 7.7, 7.8, 7.9, 8.1, 9.1, 9.10, 9.11, 9.2, 9.2.i, 9.2.ii, 9.2.iii, 9.2.iv, 9.3, 9.3.i, 9.3.ii, 9.3.iii, 9.3.iv, 9.3.v, 9.3.vi, 9.3.vii, 9.4, 9.4.i, 9.4.ii, 9.4.iii, 9.5, 9.5.i, 9.5.ii, 9.5.iii, 9.5.iv, 9.5.v, 9.5.vi, 9.5.vii, 9.6, 9.7, 9.8, 9.9, 10.1, 10.1.i, 10.1.ii, 10.1.iii, 11.1, 11.2, 12.1, 12.10, 12.11, 12.12, 12.13, 12.14, 12.15, 12.2, 12.3, 12.4, 12.5, 12.6, 12.7, 12.8, 12.9, 13.1, 13.2, 13.3, 13.4, 13.5, 14.1, 14.10, 14.11, 14.12, 14.13, 14.2, 14.3, 14.4, 14.5, 14.6, 14.7, 14.8, 14.9, 15.1, 15.2, 15.3, 15.4, 15.5, 15.6, 15.7, 15.8, 16.1, 16.10, 16.11, 16.12, 16.13, 16.14, 16.15, 16.16, 16.17, 16.18, 16.19, 16.2, 16.20, 16.21, 16.22, 16.23, 16.24, 16.25, 16.26, 16.27, 16.28, 16.29, 16.3, 16.30, 16.31, 16.32, 16.33, 16.34, 16.35, 16.36, 16.37, 16.38, 16.39, 16.4, 16.40, 16.41, 16.42, 16.43, 16.44, 16.45, 16.46, 16.5, 16.6, 16.7, 16.7.i, 16.7.ii, 16.7.iii, 16.8, 16.9, 17.1, 17.10, 17.11, 17.12, 17.13, 17.14, 17.15, 17.16, 17.17, 17.18, 17.19, 17.2, 17.20, 17.21, 17.22, 17.23, 17.24, 17.25, 17.26, 17.27, 17.28, 17.29, 17.3, 17.4, 17.5, 17.6, 17.7, 17.8, 17.9, 18.1, 18.10, 18.11, 18.12, 18.13, 18.14, 18.15, 18.16, 18.17, 18.18, 18.19, 18.2, 18.20, 18.21, 18.22, 18.23, 18.24, 18.25, 18.26, 18.27, 18.28, 18.29, 18.3, 18.30, 18.31, 18.32, 18.4, 18.4.i, 18.4.ii, 18.4.iii, 18.5, 18.6, 18.7, 18.8, 18.9

Indicator	Number
# of public servants who participated in education sessions about the history and legacy of residential schools, UNDRIP, Treaties and Aboriginal rights, Indigenous law, or Aboriginal-Crown relations. Decolonizing by learning the true history of Canada, and learning First Nations, Métis, and Inuit history in your local area.	21
# of collaborations with First Nations, Métis, Inuit, and 2SLGBTQQIA people, Elders, Knowledge Keepers, and Cultural Providers to develop and/or implement curriculum, strategies, protocols, processes, projects, or programs.	226
# of advisory committees established having representation of First Nations, Métis, Inuit, and 2SLGBTQQIA people and assembled to inform planning and decision-making within my organization or group, or within the development and implementation of a regional or local strategy.	10
# of partnerships with or between First Nations, Métis, and Inuit, groups or governments that resulted in the creation of agreements, policies, legislation, processes, or programs.	43
# of activities initiated by my group or organization to formally advocate for First Nations, Métis, Inuit, and 2SLGBTQQIA rights (justice, economic	7

Indicator	Number
development, child welfare, legal, denounce violence, education, environment, languages, housing, or health and healing).	
# of activities / events to increase the visibility of First Nations, Métis, and Inuit contributions, experiences, values, culture, languages, and/ or teachings to bridge understanding between Indigenous and non-Indigenous communities.	343
# of First Nations, Métis, Inuit, and 2SLGBTQQIA people currently represented in our workforce	76
# of K-12 students participating in age-appropriate curriculum on residential schools, Treaties, and First Nations, Métis, and Inuit histories and contemporary contributions to Canada.	5761
# of K-12 students building capacity for intercultural understanding, empathy, and mutual respect	6518
# of First Nations, Métis, or Inuit language courses or programs created or enhanced.	1
# of public servants who participated in comprehensive Metis-specific training in such areas as trauma care, cultural safety training, anti-racism training, and understanding of Métis culture and history.	21
# of service providers who participated in mandatory cultural competency training, including First Nations, Métis, Inuit studies, cultural awareness training, trauma-informed care, anti-oppression training, and training on 2SLGBTQQIA inclusion within a First Nations, Métis, Inuit context (including an understanding of 2SLGBTQQIA identities and First Nations, Métis, Inuit understandings of gender and sexual orientation).	56
# of services or processes established for the purpose and necessity of creating cultural-safety through inclusion of First Nations, Métis, and Inuit languages, laws and protocols, governance, spirituality, or religion.	53
# of K-12 students participating in age-appropriate curriculum on gender and sexual identity, including 2SLGBTQQIA identities, in schools.	2868
# of employees or members who participated in education sessions about the history and legacy of residential schools, UNDRIP, Treaties and Aboriginal rights, Aboriginal-Crown relationship, distinct histories, cultures, laws, and present-day experiences of First Nations, Métis, Inuit. Decolonizing by learning the true history of Canada, and learning First Nations, Métis, and Inuit history in your local area.	617
# of amended or new, practices or policies adopted by my organization that recognize Indigenous rights, respond to the priorities of First Nations, Métis, and Inuit, and increase access and inclusion of First Nations, Métis, and Inuit,	10

Indicator	Number
including the rights, priorities, and inclusion of Indigenous women, girls, and 2SLGBTQQIA people.	
# of First Nations, Métis, Inuit, and 2SLGBTQQIA people currently represented in our governance and leadership system.	8
# of First Nations, Métis, Inuit, and 2SLGBTQQIA people newly hired by our organization this year.	30
# of K-12, Adult Learning, and Post-Secondary teaching professionals who participated in education sessions to utilize First Nations, Métis, and Inuit knowledge and teaching methods in the classroom.	146
# of social work and associated professionals who participated in education and training sessions or courses about the history and impacts of residential schools. Decolonizing by learning the true history of Canada, and learning First Nations, Métis, and Inuit history in your local area.	3
# of journalism stories or editorials; film or play productions; or publications created by media outlets, unions or associations; journalists and bloggers; film, theatre, and music industry writers, producers and promoters taking decolonizing approaches in their work, productions, and publications for the purpose of appropriately educating Canadians about First Nations, Métis, Inuit women, girls, and 2SLGBTQQIA people by: - ensuring authentic and appropriate representation within media to address negative and discriminatory stereotypes; - ensuring Indigenous people are supported in a trauma-informed and culturally sensitive way when sharing their stories; and - taking meaningful steps to break down stereotypes that hyper-sexualize and demean Indigenous women, girls, and 2SLGBTQQIA people.	15
# of employees or members who committed to developing knowledge and read the Final Report of the National Inquiry into Missing and Murdered Indigenous Women, Girls, and 2SLGBTQQIA people, including the report section on “Defining Genocide”.	11
# of K-12, Adult Learning, and Post-Secondary students 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.	150

Business and Associations

- **Number of partners reporting data on key performance indicators: 28 of 30**

- Calls to Action: 3, 7, 10, 11, 12, 14, 18, 19, 22, 23, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 53, 55, 57, 61, 62, 63, 75, 76, 80, 81, 82, 83, 89, 92

- Calls for Justice: 1.1, 1.2.v, 1.8, 2.1, 2.2, 2.2.i, 2.2.ii, 2.3, 3.1, 3.3, 3.5, 3.7, 4.1, 4.2, 4.3, 4.6, 5.1, 5.2, 5.3, 5.4, 5.4.i, 5.4.ii, 5.5, 5.5.i, 5.5.ii, 5.5.iii, 5.5.iv, 5.6, 5.6.i, 5.6.ii, 5.6.iii, 5.6.iv, 5.6.v, 5.7, 5.7.i, 5.7.ii, 5.7.iii, 5.8, 5.9, 5.10, 5.11, 5.12, 5.13, 5.14, 5.15, 5.16, 5.17, 5.18, 5.19, 5.20, 5.21, 5.22, 5.23, 5.24, 5.25, 6.1, 6.1.i, 6.1.ii, 6.1.iii, 6.1.iv, 7.1, 7.2, 7.3, 7.4, 7.5, 7.6, 7.7, 7.8, 7.9, 11.1, 11.2, 12.1, 12.2, 12.3, 12.4, 12.5, 12.6, 12.7, 12.8, 12.9, 12.10, 12.11, 12.12, 12.13, 12.14, 12.15, 15.1, 15.2, 15.3, 15.4, 15.5, 15.6, 15.7, 15.8, 16.2, 16.4, 17.29, 18.2, 18.1, 18.6, 18.7, 18.8, 18.10, 18.11, 18.19, 18.26, 18.27, 18.28, 18.31

Indicator	Number
# of employees or members who participated in education sessions about the history and legacy of residential schools, UNDRIP, Treaties and Aboriginal rights, Aboriginal-Crown relationship, distinct histories, cultures, laws, and present-day experiences of First Nations, Métis, Inuit. Decolonizing by learning the true history of Canada, and learning First Nations, Métis, and Inuit history in your local area.	6502
# of collaborations with First Nations, Métis, Inuit, and 2SLGBTQQIA people, Elders, Knowledge Keepers, and Cultural Providers to develop and/or implement curriculum, strategies, protocols, processes, projects, or programs.	179
# of advisory committees established having representation of First Nations, Métis, Inuit, and 2SLGBTQQIA people and assembled to inform planning and decision-making within my organization or group, or within the development and implementation of a regional or local strategy.	23
# of partnerships with or between First Nations, Métis, and Inuit, groups or governments that resulted in the creation of agreements, policies, legislation, processes, or programs.	148
# of amended or new, practices or policies adopted by my organization that recognize Indigenous rights, respond to the priorities of First Nations, Métis, and Inuit, and increase access and inclusion of First Nations, Métis, and Inuit, including the rights, priorities, and inclusion of Indigenous women, girls, and 2SLGBTQQIA people.	33
# of activities initiated by my group or organization to formally advocate for First Nations, Métis, Inuit, and 2SLGBTQQIA rights (justice, economic development, child welfare, legal, denounce violence, education, environment, languages, housing, or health and healing).	26

Indicator	Number
# of activities / events to increase the visibility of First Nations, Métis, and Inuit contributions, experiences, values, culture, languages, and/ or teachings to bridge understanding between Indigenous and non-Indigenous communities.	176
# of First Nations, Métis, Inuit, and 2SLGBTQQIA people currently represented in our workforce	1882
# of First Nations, Métis, Inuit, and 2SLGBTQQIA people currently represented in our governance and leadership system.	41
# of First Nations, Métis, Inuit, and 2SLGBTQQIA people newly hired by our organization this year.	982
# of services or processes established for the purpose and necessity of creating cultural-safety through inclusion of First Nations, Métis, and Inuit languages, laws and protocols, governance, spirituality, or religion.	25
# of employees or members who committed to developing knowledge and read the Final Report of the National Inquiry into Missing and Murdered Indigenous Women, Girls, and 2SLGBTQQIA people, including the report section on “Defining Genocide”.	103
# of journalism stories or editorials; film or play productions; or publications created by media outlets, unions or associations; journalists and bloggers; film, theatre, and music industry writers, producers and promoters taking decolonizing approaches in their work, productions, and publications for the purpose of appropriately educating Canadians about First Nations, Métis, Inuit women, girls, and 2SLGBTQQIA people by: - ensuring authentic and appropriate representation within media to address negative and discriminatory stereotypes; - ensuring Indigenous people are supported in a trauma-informed and culturally sensitive way when sharing their stories; and - taking meaningful steps to break down stereotypes that hyper-sexualize and demean Indigenous women, girls, and 2SLGBTQQIA people.	1
# of legal professionals who participated in cultural competency training including the history and legacy of residential schools, UNDRIP, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations. Including First Nations, Métis, Inuit cultures and histories, and contemporary realities.	689
# of health care professionals who participated in cultural competency training to support and recognize the value of First Nations, Métis, Inuit healing practices and to use them in the treatment of First Nations, Métis, Inuit patients in collaboration with First Nations, Métis, Inuit healers and Elders.	23
# of outreach activities / events to increase the visibility of sports as an essential component of health and well-being	20

Indicator	Number
# of health service providers who participated in learning sessions about the realities and needs of 2SLGBTQQIA people and recognizing substantive human rights dimensions to health service for 2SLGBTQQIA people.	23
# of service providers who participated in mandatory cultural competency training, including First Nations, Métis, Inuit studies, cultural awareness training, trauma-informed care, anti-oppression training, and training on 2SLGBTQQIA inclusion within a First Nations, Métis, Inuit context (including an understanding of 2SLGBTQQIA identities and First Nations, Métis, Inuit understandings of gender and sexual orientation).	8
# of First Nations, Métis, or Inuit language courses or programs created or enhanced.	1

City of Winnipeg

- **Number of partners reporting data on key performance indicators: 10 of 13**
- Calls to Action: 43, 47, 57, 75, 77
- Calls for Justice: 1.1, 1.1.i, 1.1.ii, 1.10, 1.11, 1.2, 1.2.i, 1.2.ii, 1.2.iii, 1.2.iv, 1.2.v, 1.3, 1.4, 1.5, 1.6, 1.7, 1.8, 1.9, 2.1, 2.2, 2.3, 2.5, 2.6, 2.7, 3.1, 3.2, 3.6, 3.7, 4.1, 4.2, 4.5, 4.6, 4.7, 4.8, 5.1, 5.4.ii, 6.1.i, 8.1, 15.1, 15.2, 15.3, 15.4, 15.5, 15.6, 15.7, 15.8, 16.1, 17.9

Indicator	Number
# of employees or members who participated in education sessions about the history and legacy of residential schools, UNDRIP, Treaties and Aboriginal rights, Aboriginal-Crown relationship, distinct histories, cultures, laws, and present-day experiences of First Nations, Métis, Inuit. Decolonizing by learning the true history of Canada, and learning First Nations, Métis, and Inuit history in your local area.	2753
# of collaborations with First Nations, Métis, Inuit, and 2SLGBTQQIA people, Elders, Knowledge Keepers, and Cultural Providers to develop and/or implement curriculum, strategies, protocols, processes, projects, or programs.	15
# partnerships with Indigenous groups or individuals that resulted in the creation of agreements, policies, processes, or programs.	17

Indicator	Number
# of amended or new, practices or policies adopted by my organization that recognize Indigenous rights, respond to the priorities of First Nations, Métis, and Inuit, and increase access and inclusion of First Nations, Métis, and Inuit, including the rights, priorities, and inclusion of Indigenous women, girls, and 2SLGBTQQIA people.	12
# of employees or contract-for-hire service providers who completed training to identify and respond to sexual exploitation and human trafficking including the rights, priorities, and inclusion of Indigenous women, girls, and 2SLGBTQQIA people.	775
# of activities / events to increase the visibility of First Nations, Métis, and Inuit contributions, experiences, values, culture, languages, and/ or teachings to bridge understanding between Indigenous and non-Indigenous communities.	37
# of advisory committees established having representation of First Nations, Métis, Inuit, and 2SLGBTQQIA people and assembled to inform planning and decision-making within my organization or group, or within the development and implementation of a regional or local strategy.	4
# of best practices and information exchanges shared with others on teaching curriculum related to residential schools and First Nations, Métis, and Inuit histories.	6
# of activities initiated by my group or organization to formally advocate for First Nations, Métis, Inuit, and 2SLGBTQQIA rights (justice, economic development, child welfare, legal, denounce- violence, education, environment, languages, housing, or health and healing).	59
# of services or processes established for the purpose and necessity of creating cultural-safety through inclusion of First Nations, Métis, and Inuit languages, laws and protocols, governance, spirituality, or religion.	5

Community Organizations

- **Number of partners reporting data on key performance indicators: 14 of 16**
- Calls to Action: 1, 5, 6, 10, 12, 13, 14, 16, 20, 21, 22, 27, 40, 43, 44, 46, 48, 49, 53, 57, 59, 60, 62, 63, 66, 80, 86, 90, 92, 93, 94
- Calls for Justice: 1.1, 1.6, 1.8, 2.1, 2.3, 2.5, 3.1, 3.3, 3.5, 3.7, 4.1, 4.2, 4.3, 4.6, 5.1, 5.2, 5.3, 5.4, 5.4.i, 5.4.ii, 5.5, 5.5.i, 5.5.ii, 5.5.iii, 5.5.iv, 5.6, 5.6.i, 5.6.ii, 5.6.iii, 5.6.iv, 5.6.v, 5.7, 5.7.i, 5.7.ii, 5.7.iii, 5.8, 5.9, 5.10, 5.11,

5.12, 5.13, 5.14, 5.15, 5.16, 5.17, 5.18, 5.19, 5.20, 5.21, 5.22, 5.23, 5.24, 5.25, 6.1, 6.1.i, 6.1.ii, 6.1.iii, 6.1.iv, 7.1, 7.2, 7.3, 7.4, 7.5, 7.6, 7.8, 7.9, 11.1, 11.2, 12.1, 12.2, 12.3, 12.4, 12.5, 12.6, 12.7, 12.8, 12.9, 12.10, 12.11, 12.12, 12.13, 12.14, 12.15, 13.5, 15.1, 15.2, 15.3, 15.4, 15.5, 15.6, 15.7, 15.8, 18.1, 18.2, 18.4.ii, 18.6, 18.7, 18.8, 18.10, 18.17, 18.18, 18.19, 18.26, 18.27, 18.28, 18.31

Indicator	Number
# of employees or members who participated in education sessions about the history and legacy of residential schools, UNDRIP, Treaties and Aboriginal rights, Aboriginal-Crown relationship, distinct histories, cultures, laws, and present-day experiences of First Nations, Métis, Inuit. Decolonizing by learning the true history of Canada, and learning First Nations, Métis, and Inuit history in your local area.	1769
# of congregation members who participated in education strategies about their church's role in colonization, the history and legacy of residential schools, and why apologies to former residential school students, their families, and communities were necessary	10
# of clergy and student clergy who participated in education curriculum that included respecting First Nations, Métis, and Inuit spirituality, the history and legacy of residential schools and the role of churches in that system, the history and legacy of religious conflict in Indigenous families and communities, and the responsibility churches have to mitigate such conflicts and prevent spiritual violence.	3
# of collaborations with First Nations, Métis, Inuit, and 2SLGBTQQIA people, Elders, Knowledge Keepers, and Cultural Providers to develop and/or implement curriculum, strategies, protocols, processes, projects, or programs.	524
# of advisory committees established having representation of First Nations, Métis, Inuit, and 2SLGBTQQIA people and assembled to inform planning and decision-making within my organization or group, or within the development and implementation of a regional or local strategy.	28
# of partnerships with or between First Nations, Métis, and Inuit, groups or governments that resulted in the creation of agreements, policies, legislation, processes, or programs.	36
# of activities / events to increase the visibility of First Nations, Métis, and Inuit contributions, experiences, values, culture, languages, and/ or teachings to bridge understanding between Indigenous and non-Indigenous communities.	72
# of First Nations, Métis, Inuit, and 2SLGBTQQIA people currently represented in our workforce	191
# of First Nations, Métis, Inuit, and 2SLGBTQQIA people currently represented in our governance and leadership system.	30

Indicator	Number
# of First Nations, Métis, Inuit, and 2SLGBTQQIA people newly hired by our organization this year.	56
# of outreach activities / events to increase the visibility of sports as an essential component of health and well-being	4
# of employees or members who committed to developing knowledge and read the Final Report of the National Inquiry into Missing and Murdered Indigenous Women, Girls, and 2SLGBTQQIA people, including the report section on “Defining Genocide”.	90
# of social work and associated professionals who participated in education and training sessions or courses about the history and impacts of residential schools. Decolonizing by learning the true history of Canada, and learning First Nations, Métis, and Inuit history in your local area.	21
# of amended or new, practices or policies adopted by my organization that recognize Indigenous rights, respond to the priorities of First Nations, Métis, and Inuit, and increase access and inclusion of First Nations, Métis, and Inuit, including the rights, priorities, and inclusion of Indigenous women, girls, and 2SLGBTQQIA people.	10
# of activities initiated by my group or organization to formally advocate for First Nations, Métis, Inuit, and 2SLGBTQQIA rights (justice, economic development, child welfare, legal, denounce violence, education, environment, languages, housing, or health and healing).	25
# of students, staff, children in care, or members participating in First Nations, Métis, or Inuit language classes.	19
# of First Nations, Métis, or Inuit language courses or programs created or enhanced.	61
# of service providers who participated in mandatory cultural competency training, including First Nations, Métis, Inuit studies, cultural awareness training, trauma-informed care, anti-oppression training, and training on 2SLGBTQQIA inclusion within a First Nations, Métis, Inuit context (including an understanding of 2SLGBTQQIA identities and First Nations, Métis, Inuit understandings of gender and sexual orientation).	201
# of services or processes established for the purpose and necessity of creating cultural-safety through inclusion of First Nations, Métis, and Inuit languages, laws and protocols, governance, spirituality, or religion.	31
# of public servants who participated in education sessions about the history and legacy of residential schools, UNDRIP, Treaties and Aboriginal rights, Indigenous law, or Aboriginal-Crown relations. Decolonizing by learning the true history of Canada, and learning First Nations, Métis, and Inuit history in your local area.	17

Indicator	Number
# of K-12 students participating in age-appropriate curriculum on residential schools, Treaties, and First Nations, Métis, and Inuit histories and contemporary contributions to Canada.	170
# of best practices and information exchanges shared with others on teaching curriculum related to residential schools and First Nations, Métis, and Inuit histories.	83
# of health care professionals who participated in cultural competency training to support and recognize the value of First Nations, Métis, Inuit healing practices and to use them in the treatment of First Nations, Métis, Inuit patients in collaboration with First Nations, Métis, Inuit healers and Elders.	10
# of K-12 students building capacity for intercultural understanding, empathy, and mutual respect	62
# of K-12, Adult Learning, and Post-Secondary teaching professionals who participated in education sessions to utilize First Nations, Métis, and Inuit knowledge and teaching methods in the classroom.	11
# of First Nations, Métis, Inuit people accessing traditional healing practices and programs within the local Canadian health care system; and through First Nations, Métis, and Inuit healing centres or lodges.	1376
# of health service providers who participated in learning sessions about the realities and needs of 2SLGBTQQIA people and recognizing substantive human rights dimensions to health service for 2SLGBTQQIA people.	7
# of K-12, Adult Learning, and Post-Secondary students 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.	70
# of K-12 students participating in age-appropriate curriculum on gender and sexual identity, including 2SLGBTQQIA identities, in schools.	62
# of awareness and education programs implemented for First Nations, Métis, and Inuit children and youth about the issues of child grooming for exploitation and sexual exploitation.	25

Indicator	Number
# of law students who participated in required course Indigenous people and the law: history and legacy of residential schools, UNDRIP, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations	4
# of legal professionals who participated in cultural competency training including the history and legacy of residential schools, UNDRIP, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations. Including First Nations, Métis, Inuit cultures and histories, and contemporary realities.	3
# of academic institutions teaching journalism, creative communications, film and music, theatre production, or social media and media programs that are taking decolonizing approaches in their program curriculum for the purpose of appropriately educating Canadians about First Nations, Métis, Inuit women, girls, and 2SLGBTQQIA people.	1
# of journalism stories or editorials; film or play productions; or publications created by media outlets, unions or associations; journalists and bloggers; film, theatre, and music industry writers, producers and promoters taking decolonizing approaches in their work, productions, and publications for the purpose of appropriately educating Canadians about First Nations, Métis, Inuit women, girls, and 2SLGBTQQIA people by: - ensuring authentic and appropriate representation within media to address negative and discriminatory stereotypes; - ensuring Indigenous people are supported in a trauma-informed and culturally sensitive way when sharing their stories; and - taking meaningful steps to break down stereotypes that hyper-sexualize and demean Indigenous women, girls, and 2SLGBTQQIA people.	210

Education - Post-Secondary Institutions

- **Number of partners reporting data on key performance indicators: 5 of 7**
- Calls to Action: 1, 3, 4, 5, 6, 7, 8, 9, 10, 10.i, 10.ii, 10.iii, 10.iv, 10.v, 10.vi, 10.vii, 11, 12, 13, 14, 14.i, 14.ii, 14.iii, 14.iv, 14.v, 15, 16, 17, 18, 19, 22, 23, 24, 28, 30, 37, 38, 44, 45, 45.ii, 45.iii, 46.ii, 48, 57, 62, 62.i, 62.ii, 62.iii, 62.iv, 63, 63.i, 63.ii, 63.iii, 63.iv, 64, 65, 66, 68, 69.iii, 76, 77, 79, 80, 84, 85, 92, 92.ii, 92.iii, 93
- Calls for Justice: 1.1, 1.4, 7.2, 7.3, 7.7, 11.1, 11.2, 15.2, 15.3, 15.4, 15.5, 18.5, 18.10

Indicator	Number
# of employees or members who participated in education sessions about the history and legacy of residential schools, UNDRIP, Treaties and Aboriginal rights, Aboriginal-Crown relationship, distinct histories, cultures, laws, and	7440

Indicator	Number
present-day experiences of First Nations, Métis, Inuit. Decolonizing by learning the true history of Canada, and learning First Nations, Métis, and Inuit history in your local area.	
# of best practices and information exchanges shared with others on teaching curriculum related to residential schools and First Nations, Métis, and Inuit histories.	4
# of social work and associated professionals who participated in education and training sessions or courses about the history and impacts of residential schools. Decolonizing by learning the true history of Canada, and learning First Nations, Métis, and Inuit history in your local area.	24
# of clergy and student clergy who participated in education curriculum that included respecting First Nations, Métis, and Inuit spirituality, the history and legacy of residential schools and the role of churches in that system, the history and legacy of religious conflict in Indigenous families and communities, and the responsibility churches have to mitigate such conflicts and prevent spiritual violence.	13
# of collaborations with First Nations, Métis, Inuit, and 2SLGBTQQIA people, Elders, Knowledge Keepers, and Cultural Providers to develop and/or implement curriculum, strategies, protocols, processes, projects, or programs.	2427
# of advisory committees established having representation of First Nations, Métis, Inuit, and 2SLGBTQQIA people and assembled to inform planning and decision-making within my organization or group, or within the development and implementation of a regional or local strategy.	31
# of amended or new, practices or policies adopted by my organization that recognize Indigenous rights, respond to the priorities of First Nations, Métis, and Inuit, and increase access and inclusion of First Nations, Métis, and Inuit, including the rights, priorities, and inclusion of Indigenous women, girls, and 2SLGBTQQIA people.	25
# of activities / events to increase the visibility of First Nations, Métis, and Inuit contributions, experiences, values, culture, languages, and/ or teachings to bridge understanding between Indigenous and non-Indigenous communities.	214
# of activities initiated by my group or organization to formally advocate for First Nations, Métis, Inuit, and 2SLGBTQQIA rights (justice, economic development, child welfare, legal, denounce violence, education, environment, languages, housing, or health and healing).	37
# of First Nations, Métis, Inuit, and 2SLGBTQQIA people currently represented in our workforce	386

Indicator	Number
# of First Nations, Métis, Inuit, and 2SLGBTQQIA people currently represented in our governance and leadership system.	30
# of First Nations, Métis, Inuit, and 2SLGBTQQIA people newly hired by our organization this year.	22
# of employees or members who committed to developing knowledge and read the Final Report of the National Inquiry into Missing and Murdered Indigenous Women, Girls, and 2SLGBTQQIA people, including the report section on “Defining Genocide”.	33
# of academic institutions teaching journalism, creative communications, film and music, theatre production, or social media and media programs that are taking decolonizing approaches in their program curriculum for the purpose of appropriately educating Canadians about First Nations, Métis, Inuit women, girls, and 2SLGBTQQIA people.	2
# of employees or contract-for-hire service providers who completed training to identify and respond to sexual exploitation and human trafficking.	7
# of health care students who participated in required course on First Nations, Métis, and Inuit health issues, the history and legacy of residential schools, UNDRIP, Treaties and Aboriginal rights, and First Nations, Métis, and Inuit health and healing practices.	2952
# of public servants who participated in education sessions about the history and legacy of residential schools, UNDRIP, Treaties and Aboriginal rights, Indigenous law, or Aboriginal-Crown relations. Decolonizing by learning the true history of Canada, and learning First Nations, Métis, and Inuit history in your local area.	2327
# of journalism and media students who participated in education sessions on the history of First Nations, Métis, and Inuit, including the history and legacy of residential schools, UNDRIP, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations. Decolonizing by learning the true history of Canada, and learning First Nations, Métis, and Inuit history in your local area.	442
# of partnerships with or between First Nations, Métis, and Inuit, groups or governments that resulted in the creation of agreements, policies, legislation, processes, or programs.	75
# of First Nations, Métis, Inuit people accessing traditional healing practices and programs within the local Canadian health care system; and through First Nations, Métis, and Inuit healing centres or lodges.	92
# of students, staff, children in care, or members participating in First Nations, Métis, or Inuit language classes.	287

Indicator	Number
# of First Nations, Métis, or Inuit language courses or programs created or enhanced.	13
# of public servants who participated in comprehensive Metis-specific training in such areas as trauma care, cultural safety training, anti-racism training, and understanding of Métis culture and history.	150
# of service providers who participated in mandatory cultural competency training, including First Nations, Métis, Inuit studies, cultural awareness training, trauma-informed care, anti-oppression training, and training on 2SLGBTQQIA inclusion within a First Nations, Métis, Inuit context (including an understanding of 2SLGBTQQIA identities and First Nations, Métis, Inuit understandings of gender and sexual orientation).	6241
# of journalism stories or editorials; film or play productions; or publications created by media outlets, unions or associations; journalists and bloggers; film, theatre, and music industry writers, producers and promoters taking decolonizing approaches in their work, productions, and publications for the purpose of appropriately educating Canadians about First Nations, Métis, Inuit women, girls, and 2SLGBTQQIA people by: - ensuring authentic and appropriate representation within media to address negative and discriminatory stereotypes; - ensuring Indigenous people are supported in a trauma-informed and culturally sensitive way when sharing their stories; and - taking meaningful steps to break down stereotypes that hyper-sexualize and demean Indigenous women, girls, and 2SLGBTQQIA people.	1330
# of K-12 students building capacity for intercultural understanding, empathy, and mutual respect	4095
# of K-12 students participating in age-appropriate curriculum on residential schools, Treaties, and First Nations, Métis, and Inuit histories and contemporary contributions to Canada.	225
# of K-12, Adult Learning, and Post-Secondary students 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.	16088

Indicator	Number
# of K-12, Adult Learning, and Post-Secondary teaching professionals who participated in education sessions to utilize First Nations, Métis, and Inuit knowledge and teaching methods in the classroom.	111

Education - School Divisions

- **Number of partners reporting data on key performance indicators: 5 of 6**
- Calls to Action: 7, 8, 10.i, 10.ii, 10.iii, 10.iv, 10.vi, 10.vii, 45.iii, 62, 62.i, 62.ii, 62.iii, 62.iv, 63, 63.i, 63.ii, 63.iii, 63.iv
- Calls for Justice: 11.1

Indicator	Number
# of employees or members who participated in education sessions about the history and legacy of residential schools, UNDRIP, Treaties and Aboriginal rights, Aboriginal-Crown relationship, distinct histories, cultures, laws, and present-day experiences of First Nations, Métis, Inuit. Decolonizing by learning the true history of Canada, and learning First Nations, Métis, and Inuit history in your local area.	1740
# of collaborations with First Nations, Métis, Inuit, and 2SLGBTQQIA people, Elders, Knowledge Keepers, and Cultural Providers to develop and/or implement curriculum, strategies, protocols, processes, projects, or programs.	465
# of advisory committees established having representation of First Nations, Métis, Inuit, and 2SLGBTQQIA people and assembled to inform planning and decision-making within my organization or group, or within the development and implementation of a regional or local strategy.	18
# of partnerships with or between First Nations, Métis, and Inuit, groups or governments that resulted in the creation of agreements, policies, legislation, processes, or programs.	17
# of amended or new, practices or policies adopted by my organization that recognize Indigenous rights, respond to the priorities of First Nations, Métis, and Inuit, and increase access and inclusion of First Nations, Métis, and Inuit, including the rights, priorities, and inclusion of Indigenous women, girls, and 2SLGBTQQIA people.	16
# of activities initiated by my group or organization to formally advocate for First Nations, Métis, Inuit, and 2SLGBTQQIA rights (justice, economic	142

Indicator	Number
development, child welfare, legal, denounce violence, education, environment, languages, housing, or health and healing).	
# of activities / events to increase the visibility of First Nations, Métis, and Inuit contributions, experiences, values, culture, languages, and/ or teachings to bridge understanding between Indigenous and non-Indigenous communities.	252
# of employees or members who committed to developing knowledge and read the Final Report of the National Inquiry into Missing and Murdered Indigenous Women, Girls, and 2SLGBTQQIA people, including the report section on “Defining Genocide”.	2020
# of K-12 students participating in age-appropriate curriculum on residential schools, Treaties, and First Nations, Métis, and Inuit histories and contemporary contributions to Canada.	33696
# of K-12 students building capacity for intercultural understanding, empathy, and mutual respect	33642
# of best practices and information exchanges shared with others on teaching curriculum related to residential schools and First Nations, Métis, and Inuit histories.	448
# of K-12, Adult Learning, and Post-Secondary teaching professionals who participated in education sessions to utilize First Nations, Métis, and Inuit knowledge and teaching methods in the classroom.	3539
# of students, staff, children in care, or members participating in First Nations, Métis, or Inuit language classes.	3831
# of First Nations, Métis, or Inuit language courses or programs created or enhanced.	26
# of service providers who participated in mandatory cultural competency training, including First Nations, Métis, Inuit studies, cultural awareness training, trauma-informed care, anti-oppression training, and training on 2SLGBTQQIA inclusion within a First Nations, Métis, Inuit context (including an understanding of 2SLGBTQQIA identities and First Nations, Métis, Inuit understandings of gender and sexual orientation).	241
# of journalism stories or editorials; film or play productions; or publications created by media outlets, unions or associations; journalists and bloggers; film, theatre, and music industry writers, producers and promoters taking decolonizing approaches in their work, productions, and publications for the purpose of appropriately educating Canadians about First Nations, Métis, Inuit women, girls, and 2SLGBTQQIA people by: - ensuring authentic and appropriate representation within media to address negative and discriminatory stereotypes; - ensuring Indigenous people are supported in a	600

Indicator	Number
trauma-informed and culturally sensitive way when sharing their stories; and - taking meaningful steps to break down stereotypes that hyper-sexualize and demean Indigenous women, girls, and 2SLGBTQQIA people.	
# of First Nations, Métis, Inuit, and 2SLGBTQQIA people currently represented in our workforce	699
# of First Nations, Métis, Inuit, and 2SLGBTQQIA people currently represented in our governance and leadership system.	38
# of First Nations, Métis, Inuit, and 2SLGBTQQIA people newly hired by our organization this year.	32
# of K-12, Adult Learning, and Post-Secondary students 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.	12440
# of K-12 students participating in age-appropriate curriculum on gender and sexual identity, including 2SLGBTQQIA identities, in schools.	11840
# of awareness and education programs implemented for First Nations, Métis, and Inuit children and youth about the issues of child grooming for exploitation and sexual exploitation.	4
# of services or processes established for the purpose and necessity of creating cultural-safety through inclusion of First Nations, Métis, and Inuit languages, laws and protocols, governance, spirituality, or religion.	52

Education - Schools and Associations

- **Number of partners reporting data on key performance indicators: 3 of 6**
- Calls to Action: 4.iii, 7, 8, 9, 10, 10.i, 10.ii, 10.iii, 10.iv, 12, 13, 14, 23.i, 8, 9, 12, 13, 14, 14.i, 14.ii, 14.iii, 14.iv, 14.v, 15, 45, 45.i, 45.ii, 45.iii, 45.iv, 57, 62, 62.i, 63, 63.i, 63.ii, 63.iii, 63.iv, 64, 66, 93
- Calls for Justice: 7.3, 11.1, 11.2

Indicator	Number
# of employees or members who participated in education sessions about the history and legacy of residential schools, UNDRIP, Treaties and Aboriginal rights, Aboriginal-Crown relationship, distinct histories, cultures, laws, and present-day experiences of First Nations, Métis, Inuit. Decolonizing by learning the true history of Canada, and learning First Nations, Métis, and Inuit history in your local area.	128
# of employees or members who committed to developing knowledge and read the Final Report of the National Inquiry into Missing and Murdered Indigenous Women, Girls, and 2SLGBTQQIA people, including the report section on "Defining Genocide".	128
# of collaborations with First Nations, Métis, Inuit, and 2SLGBTQQIA people, Elders, Knowledge Keepers, and Cultural Providers to develop and/or implement curriculum, strategies, protocols, processes, projects, or programs.	16
# of activities / events to increase the visibility of First Nations, Métis, and Inuit contributions, experiences, values, culture, languages, and/ or teachings to bridge understanding between Indigenous and non-Indigenous communities.	20
# of service providers who participated in mandatory cultural competency training, including First Nations, Métis, Inuit studies, cultural awareness training, trauma-informed care, anti-oppression training, and training on 2SLGBTQQIA inclusion within a First Nations, Métis, Inuit context (including an understanding of 2SLGBTQQIA identities and First Nations, Métis, Inuit understandings of gender and sexual orientation).	70
# of services or processes established for the purpose and necessity of creating cultural-safety through inclusion of First Nations, Métis, and Inuit languages, laws and protocols, governance, spirituality, or religion.	7
# of social work and associated professionals who participated in education and training sessions or courses about the history and impacts of residential schools. Decolonizing by learning the true history of Canada, and learning First Nations, Métis, and Inuit history in your local area.	3
# of advisory committees established having representation of First Nations, Métis, Inuit, and 2SLGBTQQIA people and assembled to inform planning and decision-making within my organization or group, or within the development and implementation of a regional or local strategy.	5
# of partnerships with or between First Nations, Métis, and Inuit, groups or governments that resulted in the creation of agreements, policies, legislation, processes, or programs.	6
# of amended or new, practices or policies adopted by my organization that recognize Indigenous rights, respond to the priorities of First Nations, Métis, and Inuit, and increase access and inclusion of First Nations, Métis, and Inuit,	1

Indicator	Number
including the rights, priorities, and inclusion of Indigenous women, girls, and 2SLGBTQQIA people.	
# of activities initiated by my group or organization to formally advocate for First Nations, Métis, Inuit, and 2SLGBTQQIA rights (justice, economic development, child welfare, legal, denounce violence, education, environment, languages, housing, or health and healing).	3
# of First Nations, Métis, Inuit, and 2SLGBTQQIA people currently represented in our workforce	57
# of First Nations, Métis, Inuit, and 2SLGBTQQIA people currently represented in our governance and leadership system.	9
# of First Nations, Métis, Inuit, and 2SLGBTQQIA people newly hired by our organization this year.	10
# of K-12 students participating in age-appropriate curriculum on residential schools, Treaties, and First Nations, Métis, and Inuit histories and contemporary contributions to Canada.	1140
# of K-12 students building capacity for intercultural understanding, empathy, and mutual respect	1140
# of K-12, Adult Learning, and Post-Secondary teaching professionals who participated in education sessions to utilize First Nations, Métis, and Inuit knowledge and teaching methods in the classroom.	35
# of K-12, Adult Learning, and Post-Secondary students 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.	1000
# of K-12 students participating in age-appropriate curriculum on gender and sexual identity, including 2SLGBTQQIA identities, in schools.	500
# of best practices and information exchanges shared with others on teaching curriculum related to residential schools and First Nations, Métis, and Inuit histories.	32
# of First Nations, Métis, Inuit people accessing traditional healing practices and programs within the local Canadian health care system; and through First Nations, Métis, and Inuit healing centres or lodges.	80
# of outreach activities / events to increase the visibility of sports as an essential component of health and well-being	5
# of students, staff, children in care, or members participating in First Nations, Métis, or Inuit language classes.	5

Indicator	Number
# of First Nations, Métis, or Inuit language courses or programs created or enhanced.	1
# of awareness and education programs created with or by Inuit to: - combat the normalization of domestic violence and sexualized violence against Inuit women, girls, and 2SLGBTQQIA people; - to educate men and boys about the unacceptability of violence against Inuit women, girls, and 2SLGBTQQIA people; and - to raise awareness and education about the human rights and First Nations, Métis, Inuit rights of Inuit.	4
# of public servants who participated in comprehensive Inuit- specific training in such areas as trauma care, cultural safety training, anti-racism training, and education.	128
# of public servants who participated in comprehensive Metis- specific training in such areas as trauma care, cultural safety training, anti-racism training, and understanding of Métis culture and history.	128

Faith

- **Number of partners reporting data on key performance indicators: 3 of 3**
- Calls to Action: 10.ii, 48, 48.i, 48.ii, 48.iii, 48.iv, 59, 60, 61, 92.iii, 93
- Calls for Justice: 15.2, 15.3, 15.5, 15.6, 15.7,

Indicator	Number
# of employees or members who participated in education sessions about the history and legacy of residential schools, UNDRIP, Treaties and Aboriginal rights, Aboriginal-Crown relationship, distinct histories, cultures, laws, and present-day experiences of First Nations, Métis, Inuit. Decolonizing by learning the true history of Canada, and learning First Nations, Métis, and Inuit history in your local area.	2
# of congregation members who participated in education strategies about their church's role in colonization, the history and legacy of residential	781

Indicator	Number
schools, and why apologies to former residential school students, their families, and communities were necessary	
# of collaborations with First Nations, Métis, Inuit, and 2SLGBTQQIA people, Elders, Knowledge Keepers, and Cultural Providers to develop and/or implement curriculum, strategies, protocols, processes, projects, or programs.	13
# of activities initiated by my group or organization to formally advocate for First Nations, Métis, Inuit, and 2SLGBTQQIA rights (justice, economic development, child welfare, legal, denounce violence, education, environment, languages, housing, or health and healing).	3
# of activities / events to increase the visibility of First Nations, Métis, and Inuit contributions, experiences, values, culture, languages, and/ or teachings to bridge understanding between Indigenous and non-Indigenous communities.	3
# of K-12 students participating in age-appropriate curriculum on residential schools, Treaties, and First Nations, Métis, and Inuit histories and contemporary contributions to Canada.	118
# of services or processes established for the purpose and necessity of creating cultural-safety through inclusion of First Nations, Métis, and Inuit languages, laws and protocols, governance, spirituality, or religion.	2

Health and Associations

- **Number of partners: 10 of 11**
- Calls to Action: 1.iii, 1.iv, 18, 19, 20, 21, 22, 23.i, 23.ii, 23.iii, 24, 33, 53, 57, 59, 60, 61, 69, 69.i, 69.ii, 69.iii, 79, 92, 92.i, 92.ii, 92.iii
- Calls for Justice: 1.1, 7.1, 7.2, 7.3, 7.4, 7.5, 7.6, 7.7, 7.8, 7.9, 15.1, 15.2, 15.3, 15.4, 15.5, 15.6, 15.7, 18.4ii, 18.11, 18.17, 18.26

Indicator	Number
# of employees or members who participated in education sessions about the history and legacy of residential schools, UNDRIP, Treaties and Aboriginal rights, Aboriginal-Crown relationship, distinct histories, cultures, laws, and present-day experiences of First Nations, Métis, Inuit. Decolonizing by learning the true history of Canada, and learning First Nations, Métis, and Inuit history in your local area.	5873

Indicator	Number
# of health care students who participated in required course on First Nations, Métis, and Inuit health issues, the history and legacy of residential schools, UNDRIP, Treaties and Aboriginal rights, and First Nations, Métis, and Inuit health and healing practices.	827
# of health care professionals who participated in cultural competency training to support and recognize the value of First Nations, Métis, Inuit healing practices and to use them in the treatment of First Nations, Métis, Inuit patients in collaboration with First Nations, Métis, Inuit healers and Elders.	3989
# of public servants who participated in education sessions about the history and legacy of residential schools, UNDRIP, Treaties and Aboriginal rights, Indigenous law, or Aboriginal-Crown relations. Decolonizing by learning the true history of Canada, and learning First Nations, Métis, and Inuit history in your local area.	1096
# of social work and associated professionals who participated in education and training sessions or courses about the history and impacts of residential schools. Decolonizing by learning the true history of Canada, and learning First Nations, Métis, and Inuit history in your local area.	2038
# of collaborations with First Nations, Métis, Inuit, and 2SLGBTQQIA people, Elders, Knowledge Keepers, and Cultural Providers to develop and/or implement curriculum, strategies, protocols, processes, projects, or programs.	1158
# of advisory committees established having representation of First Nations, Métis, Inuit, and 2SLGBTQQIA people and assembled to inform planning and decision-making within my organization or group, or within the development and implementation of a regional or local strategy.	11
# of partnerships with or between First Nations, Métis, and Inuit, groups or governments that resulted in the creation of agreements, policies, legislation, processes, or programs.	60
# of amended or new, practices or policies adopted by my organization that recognize Indigenous rights, respond to the priorities of First Nations, Métis, and Inuit, and increase access and inclusion of First Nations, Métis, and Inuit, including the rights, priorities, and inclusion of Indigenous women, girls, and 2SLGBTQQIA people.	23
# of activities initiated by my group or organization to formally advocate for First Nations, Métis, Inuit, and 2SLGBTQQIA rights (justice, economic development, child welfare, legal, denounce violence, education, environment, languages, housing, or health and healing).	35
# of activities / events to increase the visibility of First Nations, Métis, and Inuit contributions, experiences, values, culture, languages, and/ or teachings	2926

Indicator	Number
to bridge understanding between Indigenous and non-Indigenous communities.	
# of First Nations, Métis, Inuit, and 2SLGBTQQIA people currently represented in our workforce	809
# of First Nations, Métis, Inuit, and 2SLGBTQQIA people currently represented in our governance and leadership system.	54
# of First Nations, Métis, Inuit, and 2SLGBTQQIA people newly hired by our organization this year.	22
# of First Nations, Métis, Inuit people accessing traditional healing practices and programs within the local Canadian health care system; and through First Nations, Métis, and Inuit healing centres or lodges.	6537
# of employees or members who committed to developing knowledge and read the Final Report of the National Inquiry into Missing and Murdered Indigenous Women, Girls, and 2SLGBTQQIA people, including the report section on "Defining Genocide".	559
# of services or processes established for the purpose and necessity of creating cultural-safety through inclusion of First Nations, Métis, and Inuit languages, laws and protocols, governance, spirituality, or religion.	25
# of best practices and information exchanges shared with others on teaching curriculum related to residential schools and First Nations, Métis, and Inuit histories.	20
# of health service providers who participated in learning sessions about the realities and needs of 2SLGBTQQIA people and recognizing substantive human rights dimensions to health service for 2SLGBTQQIA people.	923
# of service providers who participated in mandatory cultural competency training, including First Nations, Métis, Inuit studies, cultural awareness training, trauma-informed care, anti-oppression training, and training on 2SLGBTQQIA inclusion within a First Nations, Métis, Inuit context (including an understanding of 2SLGBTQQIA identities and First Nations, Métis, Inuit understandings of gender and sexual orientation).	25
# of legal professionals who participated in cultural competency training including the history and legacy of residential schools, UNDRIP, Treaties and	16

Indicator	Number
Aboriginal rights, Indigenous law, and Aboriginal-Crown relations. Including First Nations, Métis, Inuit cultures and histories, and contemporary realities.	
# of K-12, Adult Learning, and Post-Secondary teaching professionals who participated in education sessions to utilize First Nations, Métis, and Inuit knowledge and teaching methods in the classroom.	25
# of K-12, Adult Learning, and Post-Secondary students 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.	400

Indigenous Knowledge and Excellence

- **Number of partners reporting data on key performance indicators: 4 of 5**

- Calls to Action: 1, 1.ii., 1.iv, 3, 5, 7, 8, 10.i, 10.ii, 10.iii, 10.iv, 10.v, 10.vi, 10.vii, 11, 12, 13, 14, 14.i, 14.ii, 14.iii, 14.iv, 14.v, 15, 16, 17, 18, 19, 20, 21, 22, 23, 23.i, 23.ii, 23.iii, 24, 26, 27, 28, 30, 31, 33, 35, 36, 38, 40, 41.ii, 42, 43, 44, 45, 45.i, 45.ii, 45.iii, 45.iv, 46, 46.i, 46.ii, 46.iii, 46.iv, 46.v, 46.vi, 47, 48, 48.i, 48.ii, 48.iii, 48.iv, 49, 50, 51, 52, 52.i, 52.ii, 53, 53.i, 53.ii, 53.iii, 53.iv, 54, 55, 55.i, 55.ii, 55.iii, 55.iv, 55.v, 55.vii, 56, 57, 58, 59, 60, 61, 61.i, 61.ii, 61.iii, 61.iv, 62, 62.i, 62.ii, 62.iii, 63.i, 63.ii, 63.iii, 63.iv, 64, 66, 67, 69.i, 69.ii, 69.iii, 70.i, 70.ii, 71, 72, 73, 74, 75, 76, 76.i, 76.ii, 76.iii, 77, 78, 79, 79.i, 79.iii, 80, 81, 82, 84.i, 84.ii, 84.iii, 85.i, 85.ii, 87, 88, 89, 90.i, 90.iii, 90.iv, 92, 92.i, 92.ii, 92.iii, 93

- Calls for Justice: 1.1, 1.2, 1.2.iv, 1.2.v, 1.3, 1.4, 1.7, 1.8, 1.9, 2.1, 2.2, 2.2.ii, 2.3, 2.4, 2.5, 2.6, 2.7, 3.1, 3.2, 3.3, 3.4, 3.5, 3.6, 3.7, 4.1, 4.2, 4.3, 4.4, 4.5, 4.7, 5.1, 5.4, 5.5.iv, 5.6, 5.6.i, 5.6.ii, 5.6.iv, 5.7.ii, 5.12, 5.16, 5.18, 6.1, 6.1.i, 6.1.ii, 6.1.iii, 7.1, 7.2, 7.3, 7.4, 7.5, 7.6, 7.7, 7.8, 7.9, 10.1, 10.1.i, 10.1.ii, 12.2, 12.3, 12.4, 12.5, 12.6, 12.11, 13.1, 13.2, 15.1, 15.2, 15.3, 15.4, 15.5, 15.6, 15.7, 15.8, 16.1, 16.2, 16.3, 16.4, 16.5, 16.6, 16.7, 16.11, 16.18, 16.23, 17.1, 17.3, 17.4, 17.7, 17.10, 17.21, 17.24, 17.26, 18.2, 18.6, 18.7, 18.10, 18.18, 18.24, 18.25, 18.26, 18.27,18.28

Indicator	Number
# of employees or members who participated in education sessions about the history and legacy of residential schools, UNDRIP, Treaties and Aboriginal rights, Aboriginal-Crown relationship, distinct histories, cultures, laws, and present-day experiences of First Nations, Métis, Inuit. Decolonizing by learning the true history of Canada, and learning First Nations, Métis, and Inuit history in your local area.	300
# of health care professionals who participated in cultural competency training to support and recognize the value of First Nations, Métis, Inuit healing practices and to use them in the treatment of First Nations, Métis, Inuit patients in collaboration with First Nations, Métis, Inuit healers and Elders.	30

Indicator	Number
# of collaborations with First Nations, Métis, Inuit, and 2SLGBTQQIA people, Elders, Knowledge Keepers, and Cultural Providers to develop and/or implement curriculum, strategies, protocols, processes, projects, or programs.	250
# of advisory committees established having representation of First Nations, Métis, Inuit, and 2SLGBTQQIA people and assembled to inform planning and decision-making within my organization or group, or within the development and implementation of a regional or local strategy.	6
# of partnerships with or between First Nations, Métis, and Inuit, groups or governments that resulted in the creation of agreements, policies, legislation, processes, or programs.	95
# of amended or new, practices or policies adopted by my organization that recognize Indigenous rights, respond to the priorities of First Nations, Métis, and Inuit, and increase access and inclusion of First Nations, Métis, and Inuit, including the rights, priorities, and inclusion of Indigenous women, girls, and 2SLGBTQQIA people.	51
# of activities initiated by my group or organization to formally advocate for First Nations, Métis, Inuit, and 2SLGBTQQIA rights (justice, economic development, child welfare, legal, denounce violence, education, environment, languages, housing, or health and healing).	131
# of activities / events to increase the visibility of First Nations, Métis, and Inuit contributions, experiences, values, culture, languages, and/ or teachings to bridge understanding between Indigenous and non-Indigenous communities.	131
# of law students who participated in required course Indigenous people and the law: history and legacy of residential schools, UNDRIP, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations.	1
# of legal professionals who participated in cultural competency training including the history and legacy of residential schools, UNDRIP, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations. Including First Nations, Métis, Inuit cultures and histories, and contemporary realities.	1
# of journalism and media students who participated in education sessions on the history of First Nations, Métis, and Inuit, including the history and legacy of residential schools, UNDRIP, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations. Decolonizing by learning the true history of Canada, and learning First Nations, Métis, and Inuit history in your local area.	2
# of First Nations, Métis, Inuit, and 2SLGBTQQIA people currently represented in our workforce	56
# of First Nations, Métis, Inuit, and 2SLGBTQQIA people currently represented in our governance and leadership system.	15

Indicator	Number
# of First Nations, Métis, Inuit, and 2SLGBTQQIA people newly hired by our organization this year.	15
# of First Nations, Métis, Inuit people accessing traditional healing practices and programs within the local Canadian health care system; and through First Nations, Métis, and Inuit healing centres or lodges.	25
# of outreach activities / events to increase the visibility of sports as an essential component of health and well-being	3
# of students, staff, children in care, or members participating in First Nations, Métis, or Inuit language classes.	4
# of employees or members who committed to developing knowledge and read the Final Report of the National Inquiry into Missing and Murdered Indigenous Women, Girls, and 2SLGBTQQIA people, including the report section on "Defining Genocide".	20
# of congregation members who participated in education strategies about their church's role in colonization, the history and legacy of residential schools, and why apologies to former residential school students, their families, and communities were and are necessary.	20
# of academic institutions teaching journalism, creative communications, film and music, theatre production, or social media and media programs that are taking decolonizing approaches in their program curriculum for the purpose of appropriately educating Canadians about First Nations, Métis, Inuit women, girls, and 2SLGBTQQIA people.	4
# of service providers who participated in mandatory cultural competency training, including First Nations, Métis, Inuit studies, cultural awareness training, trauma-informed care, anti-oppression training, and training on 2SLGBTQQIA inclusion within a First Nations, Métis, Inuit context (including an understanding of 2SLGBTQQIA identities and First Nations, Métis, Inuit understandings of gender and sexual orientation).	65
# of public servants who participated in education sessions about the history and legacy of residential schools, UNDRIP, Treaties and Aboriginal rights, Indigenous law, or Aboriginal- Crown relations. Decolonizing by learning the true history of Canada, and learning First Nations, Métis, and Inuit history in your local area.	180
# of social work and associated professionals who participated in education and training sessions or courses about the history and impacts of residential schools. Decolonizing by learning the true history of Canada, and learning First Nations, Métis, and Inuit history in your local area.	20
# of clergy and student clergy who participated in education curriculum that included respecting First Nations, Métis, and Inuit spirituality, the history and	5

Indicator	Number
legacy of residential schools and the role of churches in that system, the history and legacy of religious conflict in Indigenous families and communities, and the responsibility churches have to mitigate such conflicts and prevent spiritual violence	
# of services or processes established for the purpose and necessity of creating cultural-safety through inclusion of First Nations, Métis, and Inuit languages, laws and protocols, governance, spirituality, or religion.	51
# of best practices and information exchanges shared with others on teaching curriculum related to residential schools and First Nations, Métis, and Inuit histories.	6
# of awareness and education programs created with or by Inuit to: - combat the normalization of domestic violence and sexualized violence against Inuit women, girls, and 2SLGBTQQIA people; - to educate men and boys about the unacceptability of violence against Inuit women, girls, and 2SLGBTQQIA people; and - to raise awareness and education about the human rights and First Nations, Métis, Inuit rights of Inuit.	4
# of K-12 students participating in age-appropriate curriculum on residential schools, Treaties, and First Nations, Métis, and Inuit histories and contemporary contributions to Canada.	30
# of K-12 students building capacity for intercultural understanding, empathy, and mutual respect.	30
# of K-12, Adult Learning, and Post-Secondary teaching professionals who participated in education sessions to utilize First Nations, Métis, and Inuit knowledge and teaching methods in the classroom.	10
# of K-12, Adult Learning, and Post-Secondary students 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.	10
# of journalism stories or editorials; film or play productions; or publications created by media outlets, unions or associations; journalists and bloggers; film, theatre, and music industry writers, producers and promoters taking decolonizing approaches in their work, productions, and publications for the purpose of appropriately educating Canadians about First Nations, Métis, Inuit women, girls, and 2SLGBTQQIA people by: • ensuring authentic and appropriate representation within media to address negative and discriminatory stereotypes; • ensuring Indigenous people are supported in a trauma-informed and culturally sensitive way when sharing their stories; and	4

Indicator	Number
• taking meaningful steps to break down stereotypes that hyper-sexualize and demean Indigenous women, girls, and 2SLGBTQQIA people.	

Media

- **Number of partners reporting data on key performance indicators: 1 of 1**
- Calls to Action: 86
- Calls for Justice: 6.1, 6.1.i, 6.1.ii, 6.1.iii, 6.1.iv

Indicator	Number
# of journalism stories or editorials; film or play productions; or publications created by media outlets, unions or associations; journalists and bloggers; film, theatre, and music industry writers, producers and promoters taking decolonizing approaches in their work, productions, and publications for the purpose of appropriately educating Canadians about First Nations, Métis, Inuit women, girls, and 2SLGBTQQIA people by: - ensuring authentic and appropriate representation within media to address negative and discriminatory stereotypes; - ensuring Indigenous people are supported in a trauma-informed and culturally sensitive way when sharing their stories; and - taking meaningful steps to break down stereotypes that hyper-sexualize and demean Indigenous women, girls, and 2SLGBTQQIA people.	20
# of First Nations, Métis, Inuit, and 2SLGBTQQIA people currently represented in our workforce	6
% of First Nations, Métis, Inuit, and 2SLGBTQQIA people currently represented in our workforce	10

Museums and Galleries

- **Number of partners reporting data on key performance indicators: 6 of 6**
- Calls to Action: 10, 10.ii, 10.iii, 10.vi, 10.vii, 62, 63, 63.i, 63.ii, 63.iii, 65, 66, 67, 68, 69, 69.iii, 80, 87, 88, 92
- Calls for Justice: none reported

Indicator	Number
# of employees or members who participated in education sessions about the history and legacy of residential schools, UNDRIP, Treaties and Aboriginal rights, Aboriginal-Crown relationship, distinct histories, cultures, laws, and present-day experiences of First Nations, Métis, Inuit. Decolonizing by learning the true history of Canada, and learning First Nations, Métis, and Inuit history in your local area.	41
# of activities / events to increase the visibility of First Nations, Métis, and Inuit contributions, experiences, values, culture, languages, and/ or teachings to bridge understanding between Indigenous and non-Indigenous communities.	984
# of First Nations, Métis, Inuit, and 2SLGBTQQIA people currently represented in our workforce	32
# of First Nations, Métis, Inuit, and 2SLGBTQQIA people currently represented in our governance and leadership system.	12
# of First Nations, Métis, Inuit, and 2SLGBTQQIA people newly hired by our organization this year.	4
# of employees or members who committed to developing knowledge and read the Final Report of the National Inquiry into Missing and Murdered Indigenous Women, Girls, and 2SLGBTQQIA people, including the report section on "Defining Genocide".	134
# of collaborations with First Nations, Métis, Inuit, and 2SLGBTQQIA people, Elders, Knowledge Keepers, and Cultural Providers to develop and/or implement curriculum, strategies, protocols, processes, projects, or programs.	55
# of advisory committees established having representation of First Nations, Métis, Inuit, and 2SLGBTQQIA people and assembled to inform planning and decision-making within my organization or group, or within the development and implementation of a regional or local strategy.	3
# of amended or new, practices or policies adopted by my organization that recognize Indigenous rights, respond to the priorities of First Nations, Métis, and Inuit, and increase access and inclusion of First Nations, Métis, and Inuit,	5

Indicator	Number
including the rights, priorities, and inclusion of Indigenous women, girls, and 2SLGBTQQIA people.	
# of K-12 students participating in age-appropriate curriculum on residential schools, Treaties, and First Nations, Métis, and Inuit histories and contemporary contributions to Canada.	21989
# of K-12 students building capacity for intercultural understanding, empathy, and mutual respect	20568
# of K-12, Adult Learning, and Post-Secondary students 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.	603
# of best practices and information exchanges shared with others on teaching curriculum related to residential schools and First Nations, Métis, and Inuit histories.	3
# of partnerships with or between First Nations, Métis, and Inuit, groups or governments that resulted in the creation of agreements, policies, legislation, processes, or programs.	5
# of services or processes established for the purpose and necessity of creating cultural-safety through inclusion of First Nations, Métis, and Inuit languages, laws and protocols, governance, spirituality, or religion.	3

III. Listing of Accord Partners

ACCORD PARTNERS
PARTENAIRE DE L'ENTENTE

1JustCity
Aboriginal Council of Winnipeg
Aboriginal Peoples Television Network (APTN)
Albert House Inc.
Anglican Diocese of Rupert's Land
Art City Inc.
Assembly of First Nations, Manitoba Region
Assembly of Manitoba Chiefs
Assiniboine Credit Union
Assiniboine Park Conservancy
Association of Fundraising Professionals, Manitoba Chapter
Association of Manitoba Archives
Association of Regulated Nurses of Manitoba
Balmoral Hall School
Bernadette Smith, MLA for Point Douglas
Bernard Wood
Booth University College
Boys and Girls Clubs of Winnipeg
Brokenhead Ojibway Nation, Chief Jim Bear
Building Urban Industries for Local Development (BUILD)
Canada Life
Canadian Footwear
Canadian Museum for Human Rights
CAO, on behalf of the City of Winnipeg
Career Trek
CentrePort Canada
Chartered Professional Accountants of Manitoba
Chartered Professionals in Human Resources Manitoba
Cheryl Gork
Children's Hospital Foundation of Manitoba
Circle of Life Thunderbird House
Circles for Reconciliation
Christian Labour Association of Canada Manitoba
College of Registered Psychiatric Nurses of Manitoba
Community of Big Hearts
Continental Travel Group
Councillor Brian Mayes
Councillor Cindy Gilroy
Councillor Devi Sharma
Councillor Janice Lukes
Councillor Jason Schreyer
Councillor Jeff Browaty
Councillor John Orlikow
Councillor Kevin Klein
Councillor Markus Chambers
Councillor Matt Allard
Councillor Ross Eadie
Councillor Scott Gillingham
Councillor Sherri Rollins
Councillor Vivian Santos
Creative Manitoba
Crescent Fort Rouge United Church
Crisis & Trauma Resources Institute
Cushman & Wakefield | Stevenson
Downtown Winnipeg Biz
Economic Development Winnipeg
Education Canada Group - Robertson College
Elder Lucy Guiboche
Emerge Knowledge Design Inc.
Enabling Access Inc.
End Homelessness Winnipeg
FASD Life's Journey Inc.
Festival du Voyageur
First Nations Child & Family Caring Society of Canada
Folklorama
Frontier College
ft3 Architecture Landscape Interior Design
Futurpreneur Canada

New Partners in Bold (November 2023)

243 Total Partners

ACCORD PARTNERS
PARTENAIRE DE L'ENTENTE

Gas Station Arts Centre
Glenlawn Collegiate
Gonzaga Middle School
Green Action Centre Inc.
High Tea Bakery
HTFC Planning & Design
Immigrant and Refugee Community Organization of Manitoba
Immigrant Centre Manitoba
Immigration Partnership Winnipeg
Indigeno Travel
Indigenous Chamber of Commerce
Infinyt Development Group
Inspire Community Outreach
International College of Manitoba
International Institute for Sustainable Development
Investors Group
James Allum, MLA
Japanese Cultural Association of Manitoba Inc.
Jeff Palmer
Jessica Dumas Coaching & Training
John G. Stewart School (RETSD)
Ka Ni Kanichihk
KAIROS Canada Cambrian Agassiz Region
KIDTHINK Children's Mental Health Centre Inc.
Kimberley Puhach
Klinic Community Health
Knowledge Bureau
KPMG LLP
Le Musee de Saint-Boniface Museum
Legal Centre of Winnipeg Inc.
Lindsay Somers Lifestyle Health
Little Bluestem Landscape Architecture + Design
LM Architectural Group
Long Plain First Nation, Chief Dennis Meeches
Louis Riel School Division
Manitoba Aboriginal Sports & Recreation Council
Manitoba Aerospace
Manitoba Archaeological Society
Manitoba Association of Parent Councils
Manitoba Bar Association
Manitoba Blue Cross
Manitoba Buddhist Temple
Manitoba Chamber Orchestra
Manitoba Chambers of Commerce
Manitoba Children's Museum
Manitoba College of Social Workers
Manitoba Construction Sector Council
Manitoba Heavy Construction Association
Manitoba Institute of Trades and Technology
Manitoba Inuit Association
Manitoba Keewatinowi Okimakanak
Manitoba Lacrosse Hall of Fame and Museum
Manitoba Lodges and Outfitters Association
Manitoba Northwestern Ontario Synod-Evangelical Lutheran Church in Canada
Manitoba Opera
Manitoba Teachers' Society
Manitobah Mukluks
Marcia and Myla Anderson
Marymound
Matt Wiebe, MLA for Concordia
Mayor, on behalf of the City of Winnipeg
Mediation Services
Mennonite Central Committee Manitoba
Mennonite Church Manitoba
Mentoring Artists for Women's Art (MAWA)
Mex Y Can Association of Manitoba
MMIWG2S+ Advisory Committee
Momenta Inc.

New Partners in Bold (November 2023)

243 Total Partners

ACCORD PARTNERS
PARTENAIRE DE L'ENTENTE

Mosaic Newcomer Family Resource Network
Mother Earth Recycling
Nahanni Fontaine, MLA for St. Johns
Ndinawemaaganag Endaawaad Inc
North End Community Renewal Corporation
North End Family Centre
North Point Douglas Women's Centre
Number Ten Architectural Group
Ogniwo Polish Museum
Opportunities for Employment
Payworks
Pembina Active Living 55+
Pembina Trails School Division
Prairie Theatre Exchange
Purpose Construction
Rady Faculty of Health Sciences, University of Manitoba
RBC Convention Centre Winnipeg
Reconciliation Thunder Inc
Red River College
Red River Lacrosse Association
Red Road Lodge
Returning to Spirit - Reconciliation Workshops
Richard Craig (Individual)
River East Church
River East Transcona School Division
Rob Altemeyer, MLA for Wolesely
Rotary Club of Winnipeg
Royal Aviation Museum of Western Canada
Royal Manitoba Theatre Centre
Royal Winnipeg Ballet
Running Deer Resources
Salvation Army
Sandy Bay Ojibway First Nation, Chief Lance Roulette,
Sara Riel Inc.
Sarasvati Productions
Seed Winnipeg
Seven Oaks School Division
Share the Gifts-Honour the Treaties
Siloam Mission
Sioux Valley Dakota Nation
Social Planning Council
Solara Remote Data Delivery Inc.
Southeast Collegiate
Southern Chiefs' Organization
Sport Manitoba
St. Andrews Society of Winnipeg
St. Boniface Hospital
St. James Anglican Church
St. James Assiniboia School Division
St. Boniface Street Links
Stantec
Success Skills Centre
Summit Search Group
Taylor McCaffrey LLP
The First Unitarian Universalist Church of Winnipeg
The Forks Renewal Corporation
The Lung Association, Manitoba
The Manitoba Museum
The North West Company
The Rainbow Harmony Project Choir
The Winnipeg Art Gallery
The Winnipeg Foundation
The WRENCH
TIPI Group of Companies
Transcona Museum
Treaty One
Treaty One Development Corporation
Treaty Relations Commission of Manitoba
Tribal Councils Investment Group of Manitoba Ltd.
Tunngasugit

New Partners in Bold (November 2023)

243 Total Partners

ACCORD PARTNERS
PARTENAIRE DE L'ENTENTE

Two-Spirited People of Manitoba Inc.
U Multicultural
United Way of Winnipeg
Universite de Saint-Boniface
University of Manitoba
University of Winnipeg
Urban Systems Ltd.
Victor Mager - Dakota Collegiate Community Gardens
Vincent Massey Collegiate
Wab Kinew, MLA Fort Rouge
WAPSO-IFPTE 162
West Broadway Community Organization
Westminster Housing Society
Willowlake Baptist Church
Winnipeg Airports Authority
Winnipeg Arts Council
Winnipeg Boldness Project
Winnipeg Chamber of Commerce
Winnipeg Committee for Safety (City of Wpg)
Winnipeg Fire Paramedic Service
Winnipeg Folk Festival
Winnipeg Free Press
Winnipeg Police Service
Winnipeg Railway Museum
Winnipeg Regional Health Authority
Winnipeg School Division
Winnipeg Symphony Orchestra
Winnipeg Trails Association
Winnipeg Transit
Winnipeg United Churches' TRC Action Group
Wolseley Family Place
Women Healing for Change
World Trade Centre Winnipeg
Young Lungs Dance Exchange`
Youth for Christ Winnipeg
Youth1st Lacrosse

New Partners in Bold (November 2023)

243 Total Partners

Prepared by

Indigenous Relations
Relations avec les Autochtones

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