Minutes – Executive Policy Committee – November 13, 2024

REPORTS

Item No. 6 Journey of Reconciliation – 2024 Annual Report

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

The Executive Policy Committee concurred in the recommendation of the Winnipeg Public Service and recommended to Council:

1. That this report be received as information.

DECISION MAKING HISTORY:

Moved by Councillor Rollins,

That the recommendation of the Winnipeg Public Service be concurred in and forwarded to Council.

Carried

ADMINISTRATIVE REPORT

Title: Journey of Reconciliation: 2024 Annual Report

Critical Path: Executive Policy Committee – Council

AUTHORIZATION

Author	Department Head	CFO	CAO
C. Sveinson	S. Armbruster	T. Graham	S. Armbruster

EXECUTIVE SUMMARY

The mission of the Indigenous Relations Division (IRD) is to *establish and maintain meaningful relationships and partnerships with and between Indigenous peoples, communities and governments to assist the City of Winnipeg in our commitments to Reconciliation.*

This report summarizes actions taken by the Public Service from October 1, 2023, to September 30, 2024, to support Indigenous Relations' mission and the implementation of the five Truth and Reconciliation Commission (TRC) Calls to Action relating to municipalities, the Missing and Murdered Indigenous Women, Girls and Gender Diverse Peoples (MMIWG2S+) Calls for Justice and other initiatives related to the City's Journey of Reconciliation.

Progress highlights for the reporting period include:

- ✓ Following the November 27 gathering of over 200 Accord partners, a final report featuring six key themes, 50 strategic recommendations, and over 200 actionable directives resulted in the creation of new and updated resource materials aimed to guide partner action plans and commitments.
- ✓ On June 21, approximately 150 dignitaries and guests celebrated the historic Abinojii Mikanah renaming with ceremony, music, dance, and truth-telling.
- ✓ 19 learning opportunities were provided to City staff throughout the reporting period, in conjunction with important dates of significance such as the National Day for Truth and Reconciliation; it is estimated **318 City employees** attended these workshops.
- ✓ Indigenous Relations responded to **over 145 unique requests** from City departments to provide leadership and guidance on City policies, processes, community engagement, etc. to advance the organization's Journey of Reconciliation commitments.
- ✓ **City Departments and Employees have been engaged on the 2019 National Inquiry into Missing and Murdered Indigenous Women and Girls, and Implemenation of the 231 Calls for Justice:** By engaging (32 percent) of departments and (1 percent) employees based on the recommendation of the National Inquiry and through community guidance, IRD is fostering cross-departmental and individual approaches to reconciliation and creating awareness necessary for transformative change.

RECOMMENDATIONS

That this report be received as information.

REASON FOR THE REPORT

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

IMPLICATIONS OF THE RECOMMENDATIONS

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

This report summarizes actions taken by the Public Service from October 1, 2023, to September 30, 2024, to support Indigenous Relations' mission and the implementation of the five Truth and Reconciliation Commission (TRC) Calls to Action relating to municipalities, the Missing and Murdered Indigenous Women, Girls and Gender Diverse Peoples (MMIWG2S+) Calls for Justice and other initiatives related to the City's Journey of Reconciliation.

HISTORY/DISCUSSION

The Truth and Reconciliation Commission of Canada summary final report, released in June 2015, identified 94 Calls to Action aimed at redressing the legacy of residential schools and advancing the process of reconciliation in Canada. The Federation of Canadian Municipalities recognized the significant work of the Truth and Reconciliation Commission (TRC) and called upon municipalities to work toward implementation of five TRC Calls to Action relating to municipal governments: Public Service Education; Archival records; Cemeteries and burial sites of residential school children; concepts related to the Doctrine of Discovery; and, the United Nations Declaration on the Rights of Indigenous Peoples.

On September 1, 2016, the National Inquiry into Missing and Murdered Indigenous Women and Girls officially commenced, with a mandate to look into and report on the systemic causes of all forms of violence against Indigenous women and girls, including sexual violence. This included examining the underlying social, economic, cultural, institutional, and historical causes that contribute to the ongoing violence and particular vulnerabilities of Indigenous women and girls in Canada.

Since this time, Indigenous Relations has been working with internal and external partners to collaborate on these five Calls to Action and identify action plans to guide the work of the City of Winnipeg in its Journey of Reconciliation. Key accomplishments since that time include:

- ✓ Winnipeg's Indigenous Accord established and unanimously adopted by Council (2017)
- ✓ Mandatory Indigenous Awareness training provided to over 9,000 employees in three years (2016-2019)

- ✓ Welcoming Winnipeg: *Reconciling our History* Policy created as a result of two phases of public engagement and unanimously adopted by Council (2020)
- ✓ An outdoor ceremony was held at City Hall to permanently raise the flags of Treaty One Nation, Dakota Nations, and the Métis Nation (2021)
- ✓ During a Special Meeting of Council, Inuit, Red River Métis, Treaty One, Cree, and Dakota Nation representatives gifted to the City sacred and cultural items for permanent display in the Council Chamber (2022)

This report summarizes actions taken by the Public Service from October 1, 2023, to September 30, 2024, to support Indigenous Relations' mission and the implementation of the five Truth and Reconciliation Commission (TRC) Calls to Action relating to municipalities, the Missing and Murdered Indigenous Women, Girls and Gender Diverse Peoples (MMIWG2S+) Calls for Justice and other initiatives related to the City's Journey of Reconciliation. The Indigenous Relations 2023 Annual Report has been attached as Appendix A for additional background information.

Progress highlights for the reporting period include:

- ✓ Following the November 27 gathering of over 200 Accord partners, a final report featuring six key themes, 50 strategic recommendations, and over 200 actionable directives resulted in the creation of new and updated resource materials aimed to guide partner action plans and commitments.
- ✓ On June 21, approximately 150 dignitaries and guests celebrated the historic Abinojii Mikanah renaming with ceremony, music, dance, and truth-telling.
- ✓ 19 learning opportunities were provided to City staff throughout the reporting period, in conjunction with important dates of significance such as the National Day for Truth and Reconciliation; it is estimated **318 City employees** attended these workshops.
- ✓ Indigenous Relations responded to **over 145 unique requests** from City departments to provide leadership and guidance on City policies, processes, community engagement, etc. to advance the organization's Journey of Reconciliation commitments.
- ✓ **City Departments and Employees have been engaged on the 2019 National Inquiry into Missing and Murdered Indigenous Women and Girls, and Implementation of the 231 Calls for Justice:** By engaging (32 percent) of departments and (1 percent) employees based on the recommendation of the National Inquiry and through community guidance, IRD is fostering cross-departmental and individual approaches to reconciliation and creating awareness necessary for transformative change.

#43 UNDRIP - *We call upon federal, provincial, territorial, and municipal governments to fully adopt and implement the United Nations Declaration on the Rights of Indigenous Peoples as the framework for reconciliation.*

Indigenous Gardens

June 2024 marked the ninth year of the Indigenous Medicine Gardens at City Hall; sage, sweetgrass, cedar and tobacco are planted for employee personal use, offerings to community, and for cultural workshops.

- On June 11, a Ground Blessing Ceremony was held prior to planting the medicines garden and heart garden at City Hall, **nine City employees** participated.
- In August, two workshops were held to harvest sacred medicines under the direction of a Knowledge Keeper. They provided teachings to **30 City employees** on how to harvest each of the medicines: tobacco, sweetgrass, cedar and sage.

An *Every Child Matters* heart garden was also planted at City Hall with signage in honour of children and families who suffered and those who never returned from Residential Schools.

Other Activities

The City of Winnipeg has engaged multiple parties as part of City infrastructure project plans, including First Nations and Métis representatives in discussions on the matter of a known burial site once fully containing Indigenous human remains, to identify ancestral relationships, and any next steps leading to protection of this significant heritage resource. City infrastructure plans were re-designed to avoid disturbances to the burial site.

These activities support the priorities of the First Nations, Inuit, and Red River Métis (FNIRRM) Council such as those members hosted a conference to address the need for Canadian federal legislation similar to the *Native American Graves Protection and Repatriation Act* (NAGPRA) in the United States to ensure the protection, control, disposition, and repatriation of ancestral remains and belongings.

Following the earlier recommendations from Indigenous representatives engaged in the City infrastructure project, a ceremony was held in August to honour the ancestors buried within the heritage resource area. Attendees included representatives from Treaty One, Water and Waste Department, Planning, Property and Development (PPD), project consultants (KGS), and project contractors (Tri-Cor). Dakota and Métis representatives were also invited but unable to attend.

#47 Doctrine of Discovery - *We call upon federal, provincial, territorial, and municipal governments to repudiate concepts used to justify European sovereignty over Indigenous peoples and lands, such as the Doctrine of Discovery and terra nullius, and to reform those laws, government policies, and litigation strategies that continue to rely on such concepts.*

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.

#57 Training - *We call upon federal, provincial, territorial, and municipal governments to provide education to public servants on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal–Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.*

Indigenous Awareness Training

The City of Winnipeg offers a half-day training session (W'daeb Awaewe) for all Public Service staff and a two-day training session (Chi Ki Ken Da Mun) for Public Service staff with direct reports; both of these sessions introduce participants to Indigenous cultures, perspectives and traditions, with a focus on the Residential School System and its impacts on Indigenous peoples.

- There was one session of Chi Ki Ken Da Mun offered, with **22 City employees** attending.
- There were seven sessions of W'daeb Awaewe offered, with **148 City employees** attending.

Another training session was developed to build on what participants learn in W'daeb Awaewe and Chi Ki Ken Da Mun. Wahkohtowin, which means kinships in the Cree language, is a full-day course that offers insight from both academic and Indigenous perspectives on stereotypes, discrimination, systemic barriers, cultural humility development, ally behavior, and Indigenous worldview awareness.

- There was one session offered, with **14 City employees** attending.

Cultural Workshops

The Indigenous Relations Division coordinates workshops with a focus on traditional Indigenous teachings and knowledge for City employees. Topics this year included, but were not limited to, solstice and equinox teachings from an Elder, participating in a sweat lodge ceremony, and the unveiling of interpretive signs acknowledging the renaming of Bishop Grandin Boulevard.

- There were seven workshops offered, with **76 City employees** attending.

Indigenous Employee Gathering

Generally, the Indigenous Employee Group (IEG) hosts a gathering for Indigenous employees every two years. These gatherings have been an opportunity for employees to come together for a day of cultural teachings, presentations, and networking.

On October 27, **19 Indigenous employees** attended to find out about the City's Indigenous Relations Division and Equity Office, hear the history of the City's IEG from its founding members, and learn about systemic racism.

#75 Cemeteries - *We call upon the federal government to work with provincial, territorial, and municipal governments, churches, Aboriginal communities, former residential school students, and current landowners to develop and implement strategies and procedures for the ongoing identification, documentation, maintenance, commemoration, and protection of residential school cemeteries or other sites at which residential school children were buried. This is to include the provision of appropriate memorial ceremonies and commemorative markers to honour the deceased children.*

On June 16, 2021, the Executive Policy Committee unanimously passed a Motion directing the Public Service to continue its work on this Call to Action (protection of residential school cemeteries and other sites where children may be buried).

In 2022, the FNIRRM Council identified five principles to guide their work and four priorities regarding efforts to find and commemorate missing children. The Council is co-chaired by the Southern Chiefs' Organization and the Province of Manitoba. During this reporting period:

- The Province arranged a gathering in November 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 identify Council's priority actions and areas of work.
- The FNIRRM Council formally adopted their traditional name through ceremony: Maamwi bigiiwewininaanig ginijaanishinaanig "Together we will bring them home".
- The Council continues to address priorities on its comprehensive workplan often constrained by capacity, resources, and existing legislation. Present focus, discussion, and actions related to Provincial Legislation and Departmental processes/practices have

been a priority for Council members and their communities' research efforts and significant concerns for protection of burial sites in Manitoba. The web of legislation, policies, and processes are extensively complex related to the search for missing children who attended residential schools and other institutions in Manitoba and Canada.

The City's Cemeteries Branch continues to digitize their records held by Brookside Cemetery to increase public access to family burial location and information. 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.

Assiniboia Residential School Legacy Group

The Assiniboia Residential School Legacy Group hired an Executive Director; as the organization has increased capacity and Indigenous Relations facilitated conversations to assist with the establishment of the Assiniboia Residential School Commemoration and Gathering Place which was unveiled last fall, it was mutually agreed that the administrative support is no longer needed by the organization.

#77 Archives - *We call upon provincial, territorial, municipal, and community archives to work collaboratively with the National Centre for Truth and Reconciliation to identify and collect copies of all records relevant to the history and legacy of the residential school system, and to provide these to the National Centre for Truth and Reconciliation.*

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.

Activities

- 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 and Special Collections), and the newly installed history panels at Sergeant Tommy Prince Place.
- 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.
- Assisted in the creation of special Winnipeg 150 exhibits for City Hall, libraries, and other public spaces. Exhibits included a range of content related to First Nations, Métis, and Inuit histories and contributions. They also highlighted recent work to advance reconciliation efforts in Winnipeg and identified resources to support further learning.
- Developed content for social media posts to mark National Indigenous History Month.

- Ongoing work with curator Vanda Fleury and StrongFront.tv to produce a digital version of the Story Seeds exhibit for the website *Pathways to Winnipeg History*. Story Seeds explores the significance of Indigenous plant traditions through story work that integrates archival sources, family photos, artifacts and other items.

Other Indigenous Relations Division strategies supporting the Journey of Reconciliation

Missing and Murdered Indigenous Women, Girls and Two-Spirit People (MMIWG2S+)

This annual progress submitted reflects the City of Winnipeg's commitment to the Journey to Reconciliation and tracks the City's ongoing efforts to implement the 231 Calls for Justice from the National Inquiry into Missing and Murdered Indigenous Women and Girls. Embracing the principle of "Nothing for Us Without Us," the report summarizes our collaborative progress with Indigenous communities, establishing a foundation to measure our advancements in addressing the Calls for Justice.

Progress Overview and Key Statistics

1. **Implementation of Calls for Justice**:
    - **Total Calls for Justice**: 231
    - **Calls for Justice Initiated by the City**: 12 (7 percent of 153 directed at all governments)
    - **Calls Specific to Municipalities**: 153, of which we have begun working on 12, marking a solid start in prioritizing key areas with immediate impact.

2. **City Departments Engaged**:
    - **Total City Departments**: Nine
    - **Engaged Departments**: Six (32 percent)
    - By engaging 32 percent of departments, including key areas like public safety, housing, and community services, we're fostering a cross-departmental approach to reconciliation and justice implementation.

3. **Employee Engagement**:
    - **Total City Employees**: 10,040
    - **Employees Engaged**: 67 (one percent)
    - While initial engagement is low, our awareness initiatives are gradually reaching more staff, with plans to continue to expand involvement in the coming year.

4. **Engagement Across Industry Sectors**:
    - **Total Relevant Industry Sectors**: Nine
    - **Sectors Engaged at the City of Winnipeg**: Four (44 percent)
    - Partnerships are underway with multiple sectors as we work towards comprehensive, city-wide commitment to the Calls for Justice.

Key Initiatives and Outcomes

1. **Community-Led Engagement**: Gigaanaawenimaanig, Winnipeg Indigenous Executive Circle, families, survivors, and advocates of MMIWG2S+ have taken lead and active roles in guiding discussions on safety, justice, and culturally responsive support systems. This advice guides policy and program development tailored to the unique needs of MMIWG2S+ community.

2. **Red Dress Alert System**: There have been significant steps toward launching the Red Dress Alert, a public safety initiative designed to enhance community response to missing Indigenous persons cases and raise awareness. By working with Gigaanaawenimaanig, we aim to increase visibility and provide wrap-around support for families and affected individuals.

3. **Wrap-Around Support Services**: We continue to integrate holistic support to Indigenous women, girls, Two-Spirit and Gender Diverse individuals.

4. **Capacity Building and Training**: To strengthen our workforce, we launched cultural competency training for vehicle-for-hire drivers in 2022, City employees, focusing on Indigenous histories, perspectives, and trauma-informed approaches. Ongoing training is crucial to fostering a more informed, sensitive, and responsive workforce.

5. **Cross-Sector Partnerships**: Our partnerships with community organizations, educational institutions, and government bodies ensure a coordinated response to the Calls for Justice. This cross-sector engagement helps us address complex issues with collaborative solutions rooted in Indigenous perspectives.

Moving Forward

With a commitment to tracking and reporting progress annually, the City of Winnipeg's Indigenous Relations Division will continue expanding its engagement with more departments, employees, and industry sectors. In alignment with "Nothing for Us Without Us," IRD pledges to work in partnership with families, survivor and advocates of Missing and Murdered Indigenous Women, Girls, Two Spirit and Gender Diverse Peoples (MMIWG2S+) with an emphasis on transparency and accountability.

Next year, IRD aims to increase the number of Calls for Justice addressed, broaden employee engagement, and deepen partnerships. By doing so, the Public Service are creating a sustainable framework for action, with the ultimate goal of ensuring the safety, dignity, and well-being of Indigenous women, girls, and Two-Spirit and Gender-diverse people across Winnipeg and Manitoba.

Summary of Calls for Justice implemented at the City of Winnipeg (2022-present)

Calls for Justice No.	**Area**	**Project/Activity**	**Partner**
1.1	Human Rights	Development and maintenance of CIP/Training	Community
1.3	Human Rights	HRCC recommendations and motion	Community
1.9	Education and Awareness Campaign	Training, Awareness, and Education	Community, Communications, WPL,
2.3	Safe Spaces	Rainbow Butterfly	Parks
	CoW Timeline (in Winnipeg)	Archives Project	

	Waterfront/Alexander Docks	RFP/Options	TBD
2.6	Training, Awareness, and Education	EDI Calendar (CityNet) and Learning Events (Winnipeg.ca)	EDO
4.4	Training, Awareness, and Education	Career Week / Skills Camps	WFPS
4.8	Safe Transportation	Building Cultural Competency Training	VFH
5.24	Training, Awareness, and Education Campaign	Self – Declarations	EDO
	Training, Awareness, and Education Campaign	Dashboard	IT
7.1	Training, Awareness, and Education Campaign	Men and Boys Awareness and Education	Empowermen Community
8.1	Safe Transportation	Building Cultural Competency Training	VFH
17.9	Safe Transportation	Building Cultural Competency Training	VFH
		University of Manitoba	Missing the Bus 2.0
18.18	Training, Awareness, and Education Campaign	Awareness Action Series	EDO

The Winnipeg Safe City Initiative

In 2013, Winnipeg was selected as the first city in Canada to join the UN Global Safe Cities Initiative to reduce sexual violence against women and girls. The Safe Cities Initiative supports innovative approaches to preventing and reducing harassment and sexual violence against women and girls in public spaces.

An update was not received by Indigenous Relations in time to include in this report.

Oshki Annishinabe Nigaaniwak, the City's Indigenous Youth Strategy

The mission of Oshki Annishinabe Nigaaniwak is to give Indigenous youth positive opportunities in the community and civic system by bridging and providing culturally appropriate programs and supports related to employment, literacy and recreation to increase resiliency, self-sustainability, pride and future opportunities.

Since 2008, this grant program has been providing funding to youth-serving agencies to deliver employment development and recreation programs, and partnering with City departments to

create opportunities for Indigenous youth such as internships, training programs, career camps, summer work placements, awards, and post-secondary scholarships.

Due to an increased allocation of funding in 2022-23, Indigenous Relations was able to provide the following additional programming to meet the needs of Indigenous youth and the youth-serving agencies that support them:

- 10 staff members from seven Partner Organizations participated in the Instructor training course in First Aid/CPR. All equipment was provided to the organization, allowing them to offer in-house training and support Indigenous youth in achieving their certificate.
- 59 individuals received certified training in one of the following: Nonviolent Crisis Intervention, Food Handlers, SafeTALK.

In the summer of 2024, Indigenous Relations coordinated:

- The Post-Secondary Scholarship, which awarded 17 Indigenous youth $1,000 scholarships to pursue their post-secondary education in Winnipeg
    - Note: 115 applications were received, demonstrating the real need for these types of supports.
- A full day of recreation and land-based activities for 13 Indigenous participants delivered by Waterways, an Indigenous-led organization.

The Oshki Annishinabe Nigaaniwak grant funding recommendation submitted to the City's 2024-27 budget process for consideration was approved by Council at their March 20, 2024, meeting.

Over the last year, the grants process has been streamlined to increase efficiency of funding agreement management and administration reducing the burden for both the grants administrator and grant recipients, and planning for data collection that is more informative to City strategies and Oshki Annishinabe Nigaaniwak programming.

New interim discussion and final report reporting templates have been created to guide more focused and efficient reporting requirements related to grant recipient program implementation, TRC Calls to Action, MMIWG2S+ Calls for Justice, and what grant recipients have learned/are learning about the experiences of Indigenous youth and the external factors contributing to the marginalization of Indigenous youth in Winnipeg:

- to transfer understanding to municipal government about the realities that contribute to the social, economic, cultural, and political marginalization of Indigenous youth in Winnipeg; and,
- to elevate Indigenous priorities and Indigenous-led solutions that could inform the City's Oshki Annishinabe Nigaaniwak grant program and the City's Poverty Reduction Strategy Life Pole: Indigenous Children, Youth, and Families.

Winnipeg's Indigenous Accord

As this initiative has its own reporting requirement, progress in this area will be identified in an annual report to Council each June.

Welcoming Winnipeg

Welcoming Winnipeg: *Reconciling our History* Policy Implementation

The Welcoming Winnipeg: *Reconciling our History* Policy was developed to guide the City in making decisions regarding requests to create new, add to or remove/rename historical markers and place names, and resolve the absence of First Nations, Red River Métis and Inuit perspectives, experiences and contributions in the stories remembered and commemorated.

Established in 2020, the Welcoming Winnipeg Committee of Community Members (CCM) is responsible for:

- Reviewing Welcoming Winnipeg requests and providing recommendations for consideration by the Executive Policy Committee and Council;
- Hosting delegations/community presentations;
- Providing input and advice to Indigenous Relations to align existing and newly created processes related to creating new, adding to or removing/renaming historical markers and place names.

The CCM remains a crucial resource to the implementation of the Welcoming Winnipeg Policy; without a group of subject-matter expert volunteers, the City would not be able to implement the policy as envisioned by Winnipeg residents and approved by Council. Four members' terms are set to expire on December 31, 2024. Per the Terms of Reference, they are all eligible to re-apply; nevertheless, it is important to recognize their significant contributions to-date. Indigenous Relations began preparations for the formal recruitment process and it is anticipated that the process will be completed by the end of the year.

As of October 1, 2023, the number of Welcoming Winnipeg requests that have been formally submitted to the process are as follows:

- 2020: Two (predated the policy)
  - Both are considered complete/closed

- 2021: 12 (this does not include the two motions made by the Executive Policy Committee (EPC) regarding the Bishop Grandin marker and renaming Bishop Grandin Boulevard and Grandin Street)
  - One has outstanding action(s) that need to be finished to be considered complete/closed (reduced from two outstanding requests reported last year)

- 2022: 13
  - Six have outstanding action(s) that need to be finished to be considered complete/closed (reduced from nine outstanding requests reported last year)

- 2023: Nine
  - Eight have outstanding action(s) that need to be finished to be considered complete/closed

- 2024: Five
  - All have outstanding action(s) that need to be finished to be considered complete/closed

Indigenous Relations' involvement in a request does not necessarily end with Council's decision to approve a request. For instance, several of the "outstanding" requests include a motion to

add supplementary signage or a new permanent marker to acknowledge a park renaming. Indigenous Relations is now responsible for drafting the text and identifying appropriate graphics and photos in consultation with the applicant(s) and CCM, working with a graphic designer, and coordinating the installation with the applicants of the request and other members of the Public Service, as required. A small allocation for these projects has been made within the Journey of Reconciliation budget. However, funding concerns have also contributed to challenges to fully process or close some requests.

Welcoming Winnipeg Successes

In February, Indigenous Relations received confirmation that they were successful applicants for a grant from the Gail Parvin Hammerquist Fund Heritage Research and Interpretive Grants to create two permanent interpretive panels that share the history of the Red River Indian Mission's existence and purpose, which was to develop First Nations missionaries to bring Christianity back to their home communities after completing their "education". This "school" was located in what is now St. John's Park.

On September 25, over 100 individuals that included representatives from the City of Winnipeg, the Royal Aviation Museum of Western Canada (RAMWC) and members of the Bunibonibee Cree Nation unveiled a monument to commemorate victims of a plane crash that occurred on June 24, 1972. The plane, carrying eight students attending residential schools in Stonewall and Portage la Prairie, was bound for Bunibonibee Cree Nation when it crashed in a vacant lot between 426 and 430 Linwood St. in Winnipeg. The pilot and students did not survive the crash.

Welcoming Winnipeg Challenges

The Welcoming Winnipeg policy and process is still relatively new and unique in Canada. There is no roadmap or best practice to replicate; all forms, resources, protocols and processes have had to be developed from inception, with many co-created by Indigenous Relations and the CCM. This includes:

- On November 25, 2021, Council directed the Public Service to draft guidelines, in consultation with the CCM, with respect to naming and renaming City assets (that fall within the scope of Welcoming Winnipeg) after an individual to assist the CCM's recommendation-making process, and report back for Council's consideration.
- Indigenous Relations (IRD) undertook a review of other Canadian municipal policies related to naming City assets after individuals. Taking inspiration from examples across the country, while also being mindful of the Welcoming Winnipeg Policy's unique mandate, IRD and the CCM developed guidelines, an assessment tool, and criteria with a scoring matrix. These were developed to guide discussions and inform the CCM's recommendation-making process.
- EPC did not concur in the recommendation of the Public Service and the CCM's guidelines and instead recommended to Council that the guidelines be referred for incorporation into the wider review of the Welcoming Winnipeg process in 2024, in order for the matter to be considered as a whole, which was approved.

The policy creation and implementation continue to be done within existing resources; on April 28, 2022, Council referred the establishment of a funding source for the implementation of the Welcoming Winnipeg Policy to the 2024-2027 Multi-year Budget Process but this request was not approved.

Indigenous Relations has been monitoring the process for areas of improvement and a wider review of Welcoming Winnipeg is in progress. Movement on this matter has been delayed due to competing priorities and changes in leadership.

Renaming Bishop Grandin Boulevard and Grandin Street

On March 23, 2023, Council unanimously approved, in principle, the recommendations of the Elders to:

- Rename Bishop Grandin Boulevard to Abinojii Mikanah
- Rename Bishop Grandin Trail to Awasisak Mēskanow
- Rename Grandin Street to Taapweewin Way

The Street Names By-law governs the process for the naming and renaming of streets and the assignment of honourary names to streets or portions of streets within the City of Winnipeg. In order to have Bishop Grandin Boulevard and Grandin Street renamed, a report had to be submitted to the designated committee by the designated employee, as defined in the by-law. This was done in November, which meant that Council provided formal direction to the Public Service to prepare a bylaw for renaming the streets and allowing the signage to change.

On April 25, Council officially approved the bylaw for the street name changes. A video that was planned by Indigenous Relations and filmed by Broadway Neighbourhood Centre's Just TV program was released in conjunction with Council's decision. It explains the reason for the renaming, the process undertaken, the significance of the new names, and how to pronounce them.

In May, notification was sent to property owners and occupants of homes and businesses impacted by the name changes; the new street signage installation began and was completed in June.

Two Ground Blessings were held in honour of the renamings, each included a Sharing Circle and Pipe Ceremony led by Cecil Sveinson, followed by a light feast.

- May 31 – Taapweewin Way held at Elzéar Goulet Park
- June 5 – Abinojii Mikanah and Awasisak Mēskanôw held at Glen Meadow Yard

A formal celebration of the Abinojii Mikanah naming took place on June 21 at Jules H. Mager Park, in lieu of a National Indigenous Peoples Day event at City Hall. The morning began with a sunrise pipe ceremony led by Elder Barbara Bruce.

Approximately 150 people were in attendance for a formal event that began with a Grand Entry and lighting of the Qulliq at 10 a.m. by Elder Martha Peet. Dignitaries from the Province, Treaty One Nation, City of Winnipeg, National Centre for Truth and Reconciliation, Assembly of Manitoba Chiefs, and Manitoba Métis Federation brought remarks.

Elders Joan Winning, Betty Ross and Frank Beaulieu, who have guided the renaming process, shared their experiences as residential and day school survivors and were gifted star blankets to reflect their contributions and commitment to doing this work in a good way.

Entertainment included Métis fiddler Luc Wrigley, Walking Wolf Singers and Dancers, and Inuit Throat Singer Aleatra Sammertok and Lucy Angnakok. The event ended with a takeaway feast/lunch to accommodate busy schedules.

Renaming Bishop Grandin Greenway Trail

Multiple meetings were held with the Elders of the Indigenous Knowledge Naming Circle to design new wayfinding signage (bollard signs) for Awasisak Mēskanôw. Once finalized, a one-page information leaflet was created to share the significance behind each design choice (Appendix B).

The Public Service anticipates that these will be installed in November.

To-date, 10 interpretive panels (maps) that promote the active transportation network across the city have been identified as needing to be updated with new trail and street names; Indigenous Relations is working with PPD and Parks and Open Space (Public Works Department) to determine costs and timelines, as all work to-date has been done within existing resources.

However, the following was completed this year:

- 3 trailhead signs along Awasisak Mēskanôw were updated with new design.
- Decals with updated names were placed on two interpretive panels (maps).

Creating New Historical Marker: Bishop Grandin

On April 21, 2021, EPC concurred in the recommendation of the Riel Community Committee, that the Winnipeg Public Service be directed to report back with a process for initiating the installation of a second historical marker at the entrance of the Bishop Grandin Greenway on Bishop Grandin Road at River Road, which acknowledges Bishop Grandin's troubling support of the residential school system in Canada.

On March 23, 2023, Council concurred in the recommendations of the Public Service to approach this project as a hybrid Welcoming Winnipeg process, with the drafting of the text to be done by Indigenous Relations with input and guidance from Elders, the CCM and support from the City's Heritage Officer.

Meetings with the Elders of the Indigenous Knowledge Naming Circle occurred over the last year to draft the text and meet with Vincent Design, the graphic designers of the interpretive panels.

On September 27, in advance of the National Day for Truth and Reconciliation and Orange Shirt Day, a foam core version of the interpretive panels was unveiled to employees at a lunch and learn. Elders Joan Winning, Betty Ross and Frank Beaulieu spoke to staff about the process that was undertaken to choose the new names, the significance of these names, and their experiences as residential and day school survivors.

The Public Service anticipates that the panels will be permanently installed along Awasisak Mēskanôw in early November.

Poverty Reduction and Affordable Housing

Although led by the Community Services Department, Indigenous Relations has been significantly involved in the City's Poverty Reduction Strategy (PRS), including reporting on the City's progress with respect to the 2021-23 Implementation Plan and developing the new 2024-27 Implementation Plan, and supporting the incorporation of Indigenous perspectives throughout development and implementation.

Progress on these areas will be reported through the PRS reporting schedule.

A new area of responsibility, Indigenous Relations is now involved in the City's ongoing work toward supporting Affordable Housing in Winnipeg through collaboration with community partners and the City's Housing Accelerator Program within the Office of the Chief Administrative Officer.

- Staff were involved in the development of the City's application to the Housing Accelerator Fund (HAF), which resulted in Winnipeg receiving $122 million dedicated to HAF initiatives, and continue to participate on the working group.

FINANCIAL IMPACT

Financial Impact Statement

Date: October 16, 2024

Project Name:
Journey of Reconciliation: 2024 Annual Report

COMMENTS:
There is no financial impact associated with receiving this report as information.

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

CONSULTATION

This Report has been prepared in consultation with:

- City Clerk's, Archives and Records Control Branch

OURWINNIPEG POLICY ALIGNMENT

OurWinnipeg 2045

1.7 Equitable Service Access
Identify and provide access to, a base level of municipal services to everyone, directly or facilitated through partnerships. Remove systemic barriers to participation, based on race, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, physical or mental ability, official language used, citizenship status, socio-economic status, geographic location or climate change vulnerability. ER, EP, HW, SE, CB

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

5.9 Heritage Conservation
Provide opportunities for heritage education, truth-telling, and reconciliation, through the commemoration, conservation, and stewardship of both tangible and intangible heritage

resources, including Indigenous land-based practices and artifacts, public names, places, and art, museum artifacts, and archived information. LG, HW

WINNIPEG CLIMATE ACTION PLAN ALIGNMENT

Consideration was given as to whether this report connects to the Winnipeg Climate Action Plan (CAP), and it was determined that the CAP is not applicable to this specific report.

WINNIPEG POVERTY REDUCTION STRATEGY ALIGNMENT

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

They embody the following Guiding Principles:

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

SUBMITTED BY

Department: Chief Administrative Office
Division: Indigenous Relations
Prepared by: D. Carriere
Date: October 17, 2024
File No: N/A

Attachments:

Appendix A: 2023 Indigenous Relations Annual Report

Appendix B: Awasisak Mēskanôw (Marker Explanation)