Winnipeg



Indigenous Relations Division 2023 Annual Report

April 2024



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About Us

The City of Winnipeg strives to be a vibrant and healthy city which places its highest priority on quality of life for all its citizens. The City has supported Indigenous specific projects and initiatives since 2000. The Indigenous Relations Division (IRD) was created in 2013 to coordinate Indigenous specific programs and initiatives.

Our Vision: A vibrant and healthy Winnipeg in which all Indigenous peoples and communities achieve the highest quality of life grounded in the spirit of truth, understanding, reconciliation, equality, and self-determination.

Our Mission: The Indigenous Relations Division establishes and maintains meaningful relationships and partnerships with and between Indigenous peoples, communities, and governments to assist the City of Winnipeg in our commitments to reconciliation.

Our Values:

Trust – We build trust and credibility through respect, accountability, transparency, and transformation.

Respect – We grow and maintain respectful relationships rooted in honesty, empathy, kindness, generosity, and reciprocity.

Learning – We embrace ongoing learning to seek and share truth, understanding, knowledge, and experiences.

Courage – We are courageous in leading (influencing) meaningful change within the organization because it is the right thing to do.

Relationships – We form, build, and maintain relationships rooted in honesty, empathy, kindness, generosity, and reciprocity.

2023 REQUEST LOG SUMMARY

220+
UNIQUE REQUESTS

21
CITY INITIATIVES / PROGRAMS enhanced because of IRD contributions

59
REQUESTS FOR LEADERSHIP and experience from Indigenous perspectives

154
INTERNAL REQUESTS

INDIGENOUS RELATIONS TEAM


Aron Skworchinski


Carole Frechette


Cecil Sveinson


Danielle Carriere


Heaven-Lee Lundberg


Jacquie Lylyk


Jessica Paley


Tracey Cechvala


Trevor Prystupa

Message from the Manager

I am encouraged by the positive strides that the City of Winnipeg has made in 2023 regarding our Journey of Reconciliation. Winnipeg has begun to see significant changes being made to its landscape thanks to the continued implementation of the Welcoming Winnipeg: Reconciling our History Policy, which seeks to ensure that the contributions, experiences, and perspectives of First Nations, Métis, and Inuit are reflected truthfully in our stories, historical markers, and place names. One of many highlights this year was the instillation of a beautiful, Indigenous-designed educational panel for the unveiling of the newly renamed Tikina'gaan Park. Another wonderful success was City Council unanimously approving the proposed renaming of Bishop Grandin assets to Abinojii Mikanah, Awasisak Mēskanôw, and Taapweewin Way. The Indigenous Relations Division continues to work with Elders in the planning of these exciting, history-making and fast-approaching unveiling events.



Cecil Sveinson
Manager, Indigenous Relations Division

The Indigenous Relations Division has also become a member of the Giganawenimaanaanig (formerly the MMIWG2S+ Implementation Advisory Committee), which translates to "we all take care of them." Through advice and guidance from this committee, families and survivors, Indigenous Relations began the development and implementation of a now mandatory Building Cultural Competency - Vehicle for Hire Training. It is estimated that of over 300 drivers have already completed this training and the division is working hard to adapt the training for all City of Winnipeg employees.

Alongside these wonderful successes, I must also acknowledge the challenges we have faced in 2023. The national MMIWG2S+ crisis, poverty, and systemic racism are only a few of the increasingly devastating issues Indigenous people in Winnipeg continue to face. The nature of these struggles and their increasing impact on community has generated a shift towards a greater need for Indigenous representation within our civic systems. The Indigenous Relations Division recognizes this shift and has begun navigating the changes in function that it has created for our division. In 2023, the division supported community member attendance and participation in 8 different Committee of Council and Council meetings. Our division has cultivated a safe space for Elders and community members who wish to attend and speak in delegation at these meetings. To support participants our team has arranged transportation or paid for parking, provided refreshments and bannock, and offered medicines for smudging. The division has also registered community members to speak, advocated for them to be put ahead of other speakers, provided guidance around City Council processes, and even created a video setup in our boardroom for Elders uncomfortable with going to Council Chambers. We will continue to work hand-in-hand with community and remain flexible as we face these ever-changing challenges head on.

In the spirit of "Walking Together", 2023 saw an emphasis on the continued collaborative nature of the Division's work. IRD continues to support our Oshki Annishinabe Nigaaniwak community partners, funding programs and offering training to youth and staff. Collaboration was the focus of the 2023 Indigenous Accord partner event. This year's event aimed at fostering collaboration, understanding, and accountability between the City of Winnipeg, Accord partners, and First Nations, Inuit, and Métis peoples. The event boasted a number of amazing speakers, meaningful dialogue and an Indigenous vendors market. The keynote speaker, Dr. Marcia Anderson expressed the notion that all of Winnipeg must strive to carry their own copper pots, reinforcing that the journey to reconciliation is a path we must all walk together.

On a final note, I would like to publicly commend the members of my incredibly dedicated team here at the Indigenous Relations Division as this past year has been challenging for them. They come to work daily knowing that they represent their families, clans, communities and Nations and as such, work hard to do the best for them. Thanks to the relationships they have built, they are accountable to the Elders, leaders, advocates and the community at large. This drives the hard and heart work they do and I want to thank them for that.

On behalf of the Indigenous Relations team – Ekosani, Miigwech, Marsi and Thank You.

Cecil Sveinson
Manager, Indigenous Relations Division

Journey of Reconciliation

INDIGENOUS GARDENS AT CITY HALL

June 2023 marked the eighth year of the Indigenous Medicine Gardens at City Hall. These gardens are planted for employee's personal use, offerings to community and for cultural workshops to raise awareness of Indigenous knowledge and worldview.

An additional flower garden planted at City Hall honours the Medicine Wheel, which is used as a holistic teaching tool. It consists of four quadrants that relate to the cardinal directions: East, South, West, and North. Each direction is represented by specific teachings and emblems, such as four colours, four seasons, and the four stages of life.

The medicine garden was also planted to honour the Medicine Wheel and to grow Sacred Medicines associated with the directional teachings. There are four Sacred Medicines: tobacco, cedar, sage, and sweetgrass. These traditional medicines have physical qualities for medicinal purposes and a spiritual aspect used in traditional healing and ceremonies. On September 7, 2023 the sacred medicines were harvested by 15 City employees under the direction of a Knowledge Keeper. Staff then had the opportunity to learn how to braid sweetgrass and took part in related medicine teachings.



Medicine Wheel garden at City Hall

An orange heart garden was also planted within the courtyard at City Hall in honour and memory of the survivors and family members of the residential school system, and in memorial for all the children who didn't make it home. These gardens will continue to be replanted annually at City Hall for Winnipeg residents to enjoy.





JOURNEY OF RECONCILIATION
LES CHEMINS DE LA RÉCONCILIATION

NATIONAL INDIGENOUS PEOPLES DAY

Held annually on June 21, National Indigenous Peoples Day is a day of celebration where we recognize and honour the achievements, histories, and languages of First Nations, Inuit, and Métis peoples in our city and across Canada. In 2023, the City marked the occasion with an event at City Hall for employees featuring cultural performances and activities. This year's activities included bannock making over an open fire in the City Hall courtyard, medicine pouch making with Carole Frechette, tea making with natural medicine mixtures by Medicine Garden Society and bison smokies! The event also showcased performances by Renée Yetman, the Norman Chief Memorial Dancers, drum songs by the Walking Wolf Singers and a pow wow troupe led by Ray "Coco" Stevenson.







ASSINIBOIA RESIDENTIAL SCHOOL EXHIBIT

In 2018, the Assiniboia Residential School Display was created as a reconciliation project that provides an opportunity for City of Winnipeg employees and the public to learn about a local Residential School. The display showcases renewed perspectives and understandings of Winnipeg's collective history to help strengthen relationships with Indigenous and non-Indigenous peoples.

There were 17 Indian Residential Schools in Manitoba which included the Assiniboia Indian Residential School located in Winnipeg. This school operated from 1958 until June 1973 and still stands today, now functioning as the Canadian Centre for Child Protection including Child Find Manitoba located at 615 Academy Road in River Heights. In 2023, the display appeared at Kelvin High School, providing an estimated 650 students the opportunity for continued education, dialogue and reflection on the history and lasting impacts of the Residential School system.



The Assiniboia Residential School exhibit on display in the Susan A. Thompson building

The display was also prominently displayed at City Hall in the Susan A. Thompson building for the weeks leading up to and after National Day for Truth and Reconciliation.

JOURNEY OF RECONCILIATION
LES CHEMINS DE LA RÉCONCILIATION

Welcoming Winnipeg

WELCOMING WINNIPEG POLICY

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

The City of Winnipeg's Welcoming Winnipeg Committee of Community Members (CCM) is responsible for reviewing requests and providing recommendations for consideration by the Executive Policy Committee (EPC) and then final decision by Council. 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 it was envisioned.

The Welcoming Winnipeg policy and process is still relatively new and unique in Canada. There is no roadmap or best practice to replicate; all forms, resources, protocols and processes have had to be developed from square one. There have been limited opportunities to enhance existing processes or explore new ones as the daily administration of the process and the division's other significant responsibilities restrict staff capacity to do so. However, Indigenous Relations will continue looking for possible improvements and addressing requests.

2023 WELCOMING WINNIPEG REQUESTS

Throughout the course of 2023, the following requests were received, either through the online Welcoming Winnipeg request form or through direction of the Executive Policy Committee (EPC):

- Renaming Lachance Park to Ken Gordon Park
- Renaming Weston Park to Ron Keller Park
- Creating a new historical marker – Bunibonibee Cree Nation
- Renaming Central Park
- Adding to an existing historical marker – Order of Knights of Rizal
- Naming new park to James Peebles Park
- Creating a new historical marker – Assiniboine Forest
- Creating Freedom Forest of Life and Reflection

In 2023, 11 Welcoming Winnipeg requests that had outstanding action(s) from previous years were closed.

RENAMING BISHOP GRANDIN BOULEVARD AND GRANDIN STREET

In late May 2021, the Tk'emlúps te Secwépemc First Nation revealed that preliminary findings from a survey of the grounds at the former Kamloops Indian Residential School uncovered the remains of 215 children buried at the site. This announcement gained international attention, renewing calls from the community in Winnipeg to address how the City currently commemorates Bishop Vital-Justin Grandin with Bishop Grandin Boulevard. On June 16, 2021, the Executive Policy Committee directed the Indigenous Relations Division to engage in consultations with Indigenous people, including but not limited to residential school survivors, Elders, knowledge keepers, as well as Indigenous governments and community organizations to bring forward their proposal for re-naming Bishop Grandin Boulevard and Grandin Street. In response, and with the guidance of the Welcoming Winnipeg Committee of Community Members, IRD created the Indigenous Naming Knowledge Circle to bring members of the Indigenous community together for this consultation process and to propose names that honour Indigenous experience, culture and history.

The Elders of the Indigenous Knowledge Naming Circle expressed their wish for the new names to be inclusive and safe for both Indigenous and non-Indigenous residents and visitors. With this in mind, the group proposed three new names and in March of 2023, Council unanimously approved the following name changes:

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

Translated, Abinojii means child in Anishinaabemowin (Ojibwe) and Awasisak means children in Ininimowin (Cree). As one Elder shared, this is meant to represent "all of the children, including us residential school survivors". Mikanah (Anishinaabemowin) and Mēskanôw (Ininimowin) both mean road and represent the "journey" that was discussed during the consultation process. Taapweewin is the Michif word for truth. As it has been said by many Elders and residential school survivors, we cannot have reconciliation before or without truth. Uncovering the remains of Indigenous children in unmarked graves is part of Canada (and the world) learning the truth of its past. The Circle felt it was important to honour this journey with this word and thought it appropriate to rename Grandin Street to recognize the ancestral language of the Red River Métis.



Elders of the Indigenous Knowledge Naming Circle: Betty Ross, Joan Winning, Frank Beaulieu (left to right, not pictured: Eliza Beardy)



Elder Joan Winning, Councillor Matt Allard, Reanna Merasty and Elder Betty Ross unveil the new Tikina'gaan Park signage

TIKINA'GAAN PARK

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

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

Council concurred in the recommendation of the Executive Policy Committee and Welcoming Winnipeg CCM to support this renaming request with the addition that a territorial acknowledgment accompany the park signage, and that the public service develop an educational resource to share with the local community about the cultural significance of the tikina'gaan.

On June 5, 2023, the new Tikina'gaan Park signage was unveiled to the public. The day began with an opening prayer and was followed by words from Councillor Matt Allard and Chair of the Welcoming Winnipeg CCM, Reanna Merasty. The Elders who proposed the new name also spoke to the significance and thought behind Tikina'gaan Park.

CREATING A NEW HISTORICAL MARKER AT ASSINIBOIA RESIDENTIAL SCHOOL

On February 12, 2021, a formal Welcoming Winnipeg request form was unveiled to the public; a request to create a new historical marker in the form of three interpretive panels acknowledging the site of the former Assiniboia Residential School. These panels would be installed permanently and provide a sacred space in the community in tribute to all those who attended Assiniboia Residential School as a place of healing, remembrance and education.

The Assiniboia Residential School Commemoration and Gathering Place dedicated to the former students, Survivors, Thrivers, and families of the school was formally unveiled at a September 30 gathering at Theodore Niizhotay Fontaine Park, one of several gatherings in Winnipeg honouring the National Day for Truth and Reconciliation. Staff attended the event which included Survivors and their families, the sounds of the Drum, Songs, and traditional dances. Mayor Gillingham and other dignitaries were in attendance to hear Survivors share their stories and the significance of the Gathering Place and Monument in Winnipeg.



The new interpretive panels at the site of the former Assiniboia Residential School (615 Academy Road)

KOMAGATA MARU PARK

The SS Komagata Maru sailed from Hong Kong to Vancouver in the spring of 1914. Most of the passengers on board were Sikh men. As British citizens, their entrance to Canada should have been uncontested. However, their arrival challenged Canada's racist immigration policies that promoted the exclusion of racialized immigrants

When the ship docked in the Vancouver harbour in May 1914, Canadian officials refused to allow the passengers to disembark, and the travelers sued to enter the country. While awaiting a ruling on the passengers' entry to Canada, Canadian officials severely rationed food and water supplies to the ship. Two months after its arrival, a panel of judges decided against the immigrants and the ship was escorted out of Canadian waters. On April 28, 2022, City Council voted to rename Singh Trail Park to Komagata Maru Park to acknowledge this incident of national significance.

On May 23, 2023 the new Komagata Maru Park educational panel was unveiled to the community. Although not an incident that directly impacted First Nations, Red River



Komagata Maru Park unveiling held on June 6, 2023

Métis or Inuit, this event highlights Canada's racist colonial policies of the time to limit or exclude the movement of certain groups of people. This practice also extended to Indigenous peoples. The pass and permit system, beginning in 1885, restricted the freedom of movement and economy of First Nations in the Canadian prairies for over fifty years.

Winnipeg's Indigenous Accord

Unanimously adopted by Council in 2017, the Winnipeg Indigenous Accord sets out the vision, commitments and principles in building an ongoing process of reconciliation in Winnipeg. One of the City of Winnipeg's key actions in supporting reconciliation was creating the Accord so that organizations and individuals can come together to share their journey of reconciliation, engage in continuous learning to build greater understanding, and actively contribute to making our city a better place to live based on mutual respect, equal opportunity, and hope.

ALL PARTNER GATHERING AND SIGNING CEREMONY

The Winnipeg Indigenous Accord has grown annually and today has 243 partners from multiple sectors and organizations establishing commitments to the TRC Calls to Action and MMIWG2S+ Calls for Justice. Accord partners include Giganawenimaanaanig ("we all take care of them"), Treaty One, Treaty One Development Corp, Sioux Valley Dakota Nation, Tunngasugit, Southern Chiefs' Organization, Manitoba Keewatinowi Okimakanak, Assembly of Manitoba Chiefs, and Manitoba Inuit Association.



Participants at the All Partner Gathering

The Winnipeg Indigenous Accord held a significant all partner gathering on November 27, 2023 at the prestigious Canadian Museum for Human Rights. This event aimed at fostering collaboration, understanding, and accountability between the City of Winnipeg, Accord partners, and First Nations, Inuit, and Métis peoples. The theme of the event was "Empowering Change Through Accountability and Impact", and gave purpose to the discussions and dialogue that occurred throughout the day.

Beginning the day in ceremony and with guidance from Elders Mae-Louise Campbell and Elder Robert Greene, Pipe Carriers, singers, cultural providers, and prayers ensured our day begin in a good way. Chief Gordon Bluesky opened the event welcoming all to Treaty One Territory, along with Mayor Scott Gillingham and CAO Michael Jack bringing encouragement, support, and enthusiasm for the day ahead together.



Dr. Marcia Anderson presenting

The keynote presentation was given by Dr. Marcia Anderson speaking on rights-based reconciliation. Dr. Anderson stated, "When I talk about reconciliation I come back to this teaching from The Honourable Murray Sinclair. 'Reconciliation will never succeed so long as one side sees it as a question of rights, and the other side sees it as an act of benevolence.'" Dr. Anderson asked participants to "always be keeping in mind your foundational commitments and obligations that this is not the thing that looks 'nice to do' but this is actual obligations each of you have by virtue of living on our homelands."

Dr. Anderson also spoke to "Culture shifts and the 'Indian Problem.' Collectively what has been the hard, painful work of accountability and the necessary paradigm and culture shifts that need to happen in each of your organizations? And what about you personally, what hard, painful work have you done in confronting how you've been taught to think, feel, and act in relation to the 'Indian problem' and how are you leading differently because of that personal internal work?"

The day also involved a panel discussion moderated by Niigaan Sinclair, with panel members including Bradley West, Sandra Delaronde, Charlene Hallett, and Anny Chen. In the spirit of economic reconciliation, over 30 Indigenous artists and entrepreneurs participated in an Indigenous vendors market at the event to showcase their creations and be part of a movement that elevates Indigenous entrepreneurship, fosters unity, and strengthens cross-cultural and industry bonds across our city.

The Accord event was planned through a collaborative partnership between the City's Indigenous Relations Division and Indigenous Strategy, CEO Rebecca Chartrand.



Fostering Allyship and Confronting Anti-Indigenous Racism panel discussion

ANNUAL ACCORD PARTNER GOALS AND PROGRESS REPORT

In 2023, 116 reports were received from Accord partners and compiled in the sixth annual report of progress involving 89 of 94 TRC Calls to Action and 101 of 231 MMIWG2S+ Calls for Justice. This includes nine reports from City departments involving the TRC Calls to Action, six reports from Members of Council, and a progress update on the City's commitments to the MMIWG2S+ Calls for Justice.



HIGHLIGHTS FROM THE REPORT

23,145
EMPLOYEES AND MEMBERS

have participated, and are continuing to participate in education and training in response to Calls to Action 1, 23, 24, 27, 28, 57, 59, 60, 92; and Calls for Justice 6.1, 7.6, 8.1, and 15.2;

57,400
STUDENTS

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

3,086
EMPLOYEES AND MEMBERS

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" in response to Call for Justice 15.3.

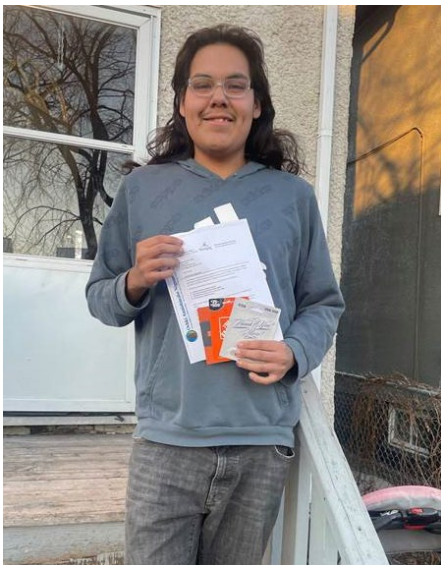
Oshki Annishinabe Nigaaniwak

Oshki Annishinabe Nigaaniwak, (pronounced Awsh-kay Anish-a-nob-bay Nee-ga-nee-walk) which means "Young Indigenous People Leading" in Anishinaabemowin (Ojibwe), is the City of Winnipeg's Indigenous Youth Strategy. The mission of Oshki Annishinabe Nigaaniwak is to give Indigenous youth positive opportunities in the community and civic system by providing culturally appropriate programs and supports. These include opportunities related to employment, education, training, literacy and recreation. The Indigenous Relations Division's goal in providing these opportunities is for Indigenous youth in Winnipeg to be able to increase their resiliency, self-sustainability, and personal strengths, and to achieve their goals and dreams for the future!

Sign up to our email distribution list for the latest updates and opportunities that Oshki Annishinabe Nigaaniwak and partner organizations have to offer at **winnipeg.ca/indigenous/oan**

NEXT STEP AWARD

The Next Step Award is a financial assistance program designed to assist Indigenous youth aged 15-30 in pursuing either educational or employment goals. Each summer, awards up to $1,000 are given to successful candidates distributed through Oshki Annishinabe Nigaaniwak funded community partners. In 2023, 8 award winners from 4 organizations were granted awards up to $1,000 to support their next step in either education or employment goals.



Next Step award recipient, Elrond S.

POST-SECONDARY SCHOLARSHIP

Oshki Annishinabe Nigaaniwak funds a Post-Secondary Scholarship to assist Indigenous youth aged 15-30 with their post-secondary tuition expenses. Scholarships in the amount of $1,000.00 were awarded to Indigenous students who are enrolled in full-time post-secondary education at a recognized post-secondary institution in Winnipeg. In 2023, 132 applications were received. 21 applicants were selected to receive $1,000.00 scholarship.

" This means a lot to me and will be a great help for me and my family."

– Emily McEwan
2023 Oshki Annishinabe Nigaaniwak Post-Secondary Scholarship recipient

" I am so extremely grateful for the scholarship, and it has further motivated me to keep working hard in school and to keep being a leader in my community."

– Jory Thomas
2023 Oshki Annishinabe Nigaaniwak Post-Secondary Scholarship recipient

BUILDING BRIDGES

On July 31, 2023, the Indigenous Relations Division in partnership with the Community Services, Commu-nity Development Division hosted "Building Bridges." This event provided an opportunity to bring newcomer and Indigenous youth together for a day of cultural learning experiences and canoeing on the Red River. Waterways, an organization that delivers culturally rele-vant canoe programs that promote wellness, hosted the event. Youth received water safety training, introduction to canoeing, played traditional Métis games and partici-pated in a plant walk.

A second summer event was held at Kildonan Park Pool on August 25, 2023 for an end of summer pool party. Youth and their families were invited to participate in a day of swimming, BBQ, sharing circles, and recreational games.



– Click to play video –

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

GRANT PROGRAM AND COMMUNITY PARTNERS

Adopted by Winnipeg City Council in 2008, Oshki Annishinabe Nigaaniwak has provided grant funding to community-based organizations serving Indigenous youth in Winnipeg. Since then, the Grant Program has supported urban youth programs and services aligned to the focus areas of (i) employment and employment development; (ii) physical, culture, and leisure; (iii) literacy and lifelong learning; and (iv) community connections. This Request for Proposals process invites applications from community-based organizations that respond to the needs and priorities of urban Indigenous youth in Winnipeg, and is aligned to the focus areas of the Grant Program, and the priorities identified in the Final Reports of the Truth and Reconciliation Commission and the Inquiry into Missing and Murdered Indigenous Women, Girls, and Two-Spirited peoples.

Our community partners have a common goal to improve youth access to positive opportunities in Winnipeg. Our partners are experts in helping youth explore and tap into their own unique strengths. All youth in our city deserve the opportunity to gain valuable skills, grow to their full potential, and be engaged and involved in our community.

Please see below to learn more about our partners' programs!

ASSEMBLY OF MANITOBA CHIEFS SECRETARIAT INC.

Eagle's Nest

This program works with Indigenous youth aged 15 to 30 who are out-of-school or unemployed. The program offers youth support and guidance for them to return to school, enroll in training opportunities or obtain employment.

BOYS & GIRLS CLUBS OF WINNIPEG INC.

Youth Recreation Activity Worker Program

This program is open to young people aged 18 to 29 who live in Winnipeg's core area. It offers formal training while being positive role models and recreation leaders to children and youth who attend after-school programs. Ultimately, the aim of the program is to empower students to obtain work in community-based youth serving agencies!

BROADWAY NEIGHBORHOOD CENTRE INC.

Just TV

This program provides youth aged 16 to 24 opportunities to express themselves through multimedia in a safe and creative environment while also exploring career options within this exciting field! Participants engage in all facets of the audio and video industry from script writing to production while making personal videos based on their lives as well as work aimed at dissuading young children from drugs, crime and gang activity. All videos and projects are showcased at a year-end celebration for friends, families, and supporters!

INDIGENOUS LEADERSHIP DEVELOPMENT INSTITUTE INC.

Introductory Carpentry Program

This program allows Indigenous participants access to meaningful employment and apprenticeship opportunities in the trades industry. The program provides training and skill development relevant to many trades within the construction industry, which results in Level 1 Accreditation in Carpentry and a Mature Student Diploma. Many graduates apply their newly acquired skills in apprenticeships within the fields of carpentry, plumbing, electrical, plastering, drywall and painting!

KA NI KANICHIHK INC.

Honouring Gifts

This program works with Indigenous mothers up to age 30 to discover their gifts and talents and to create individualized life plans and set career aspirations. The program helps develop skills through training, employment or education and to explore career options, gain exposure to workplaces and educational options, complete on-site work internships and receive certification in a variety of areas. The program takes place in a safe environment including culturally authentic opportunities to connect to Indigenous history and community!

MA MAWI WI CHI ITATA CENTRE INC.

Future is Yours

This program provides youth aged 15 to 21 with employability skills, volunteer experience, job shadowing, training and mentorship to improve their employment potential! The program offers a variety of personal development and Indigenous cultural awareness opportunities too.

NDINAWEMAAGANAG ENDAAWAAD INC.

Youth Resource Centre Recreation Program

The recreation program allows youth participants opportunities to participate in recreation and wellness activities that contribute to their health and wellbeing. Along with recreational activities, the program also provides visual and audio art, cultural activities and personal supports to ensure basic needs are met.

RESOURCE ASSISTANCE FOR YOUTH INC.

Growing Opportunities

This program works with street-entrenched and homeless youth to overcome obstacles to employment. The program provides assistance with addressing barriers such as lack of personal supports, relevant identification, education, experience and/or varied personal circumstances. Workers help youth identify their goals, seek training opportunities, find supportive work placements and sustain employment once it is obtained.

SPENCE NEIGHBORHOOD ASSOCIATION INC.

First Jobs 4 Youth (FJ4Y)

FJ4Y is a paid summer and fall work experience and employment training program for Spence neighbourhood youth aged 16 to 18. During the summer work program, participants gain certificates, skills and experience while completing workshops and assisting with the organization's programs or community gardens. The following fall when classes resume, successful participants are offered part-time work placements with local businesses, agencies or institutions.

UNIVERSITY OF WINNIPEG

Inner-City Work Study Program

The Program provides 20 university students paid work and voluntary learning in Winnipeg's inner-city and North End communities. The Program aims to provide students with opportunities to learn about community practice in the context of reconciliation by incorporating Indigenous perspectives though the program including inviting Elders and Indigenous facilitators as guest speakers.

MANITOBA INSTITUTE OF TRADES AND TECHNOLOGY

YouthBuild

The Program provides participants skills to be an entry Level 1 Carpenter and Essential Skills upgrading. Participants will achieve their accredited training component of Level 1 Carpentry Certification, essential skill training and their Mature Grade 12 certificate.

URBAN CIRCLE TRAINING CENTRE INC.

Apprenticeship Training and Employment Program

The Program will prepare participants for employment in the construction skilled trades industry through training and experience. The program will provide training to achieve their Mature Grade 12 Pre-Apprenticeship Diploma as well as safety training certificates.

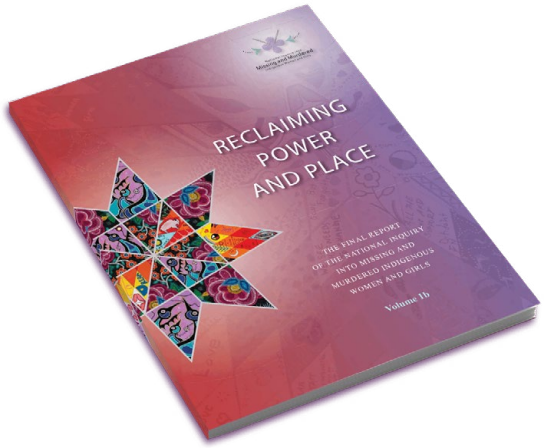
Missing and Murdered Indigenous Women and Girls, and Two-Spirited Peoples (MMIWG2S+)

Implementation of the 231 Calls for Justice and the National Action Plan

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 guidance from MMIWG2S+ leadership, families, survivors and is now a member of Giganaawenimaanaanig – the family, advocate and survivor led MMIWG2S+ Implementation Committee, which in English translates to "we all take care of them." This group is responsible for co-development and implementation of a civic implementation plan to end violence against Indigenous women and gender-diverse peoples. Their guidance has asked that the City's implementation plan will work to ensure that:

- Urban Indigenous women and two-spirit voices are heard, as they are required to lead solutions.
- Appropriate mechanisms of responsibilities and accountability are created. These mechanisms are paramount to ending violence, as the City's responsibilities directly impact urban Indigenous people.
- "Nothing about us, without us" is honoured as 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. Co-development, coordination and collaboration are key to ensuring real change and prevention.
- Safe Transportation, Training & Awareness, and Safe Spaces are emphasized as key components of the plan.



Winnipeg has become known by MMIWG2S+ advocates, survivors and families as ground zero, marked by the death of Tina Fontaine, and recently has gained international attention by the deaths of Rebecca Contois, Mercedes Myran, Morgan Harris and Buffalo woman which have drawn focus to the ongoing crisis of violence and discrimination faced by Indigenous women and gender-diverse people. Addressing this crisis in Winnipeg requires a multi-faceted approach that encompasses strong support services, collaboration and education.

Thank you to all those who have contributed their hearts, advice, and guidance to achieve transformative and meaningful change.

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 service providers, and the community, to consult and engage on the lived experiences that passengers have had using vehicles for hire 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 that has been translated for understanding.

By late 2022, the Vehicle for Hire office made this training mandatory for all drivers in the industry in order to maintain their licensing or registration. In 2023, the Indigenous Relations Division began working closely with Giganaawenimaanaanig 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 peoples and the traditional roles of women as well as how colonization impacted these roles. Lived-experiences, development and discussions on resources and when to use them are also a part of the training.

During the course of 2023, there were 10 sessions offered with over 330 vehicle for hire trainers participating, 15 city staff and 22 owners and managers from taxi companies also took part. There are over 3,000 vehicle for hire drivers to be trained and with this, it is anticipated training will be complete by 2026.

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:

1. **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.**
2. **Discussions and drafting of front-line support packages to better support citizens experiencing trauma, in a safe manner. This included:**
    a. Updated "Who to Call" (for support) posters and cards in City facilities and spaces
    b. Updates to the City website
    c. Identifying priority facilities for front-line support packages
    d. 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
3. **All Winnipeg Public Libraries will hang Signs of Trafficking posters from the Joy Smith Foundation.**

Members of the MMIWG2S+ Internal Implementation Group met 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:

- Including MMIWG2S+ voices and risk prevention in City of Winnipeg emergency and extreme weather responses (Community Services Department).
- 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.
- 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.

TRAINING AND AWARENESS CAMPAIGN (CALLS FOR JUSTICE 1.8, 15.1-15.4)

The Indigenous Relations Division has created an awareness campaign that promotes education on MMIWG2S+, Calls to all Canadians, activities and the National Action Plan, Final Report and the 231 Calls for Justice.

The City continues to promote community events to all City staff when acceptable. In 2023, days of awareness included:



Women's Memorial March in honour of MMIWG2S+



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



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



Provincial Day of Awareness for MMIWG2S+



Day of Commemoration for Helen Betty Osborne

On May 5th and October 4th, the Indigenous Relations Division and Winnipeg Public Libraries hung red dresses at City Hall and all 20 Winnipeg Public Libraries. Additional resources were also shared on the significance of the red dress and how to be an ally.

Building off the Vehicle for Hire Building Cultural Competency training, the Indigenous Relations Division continues to work with subject matter experts to develop a training menu to formulate MMIWG2S+ training for all City staff. This training can be customized for subject areas and industries.

In October 2023, the Indigenous Relations Division extended the Story Map experience as training to 25 City staff enabling the insight to further MMIWG2S+ training development. By November, 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.



Members of the Indigenous Relations Division team on May 5, 2023

IDENTIFY ACCESSIBLE SPACES FOR MMIWG2S+ (CALLS FOR JUSTICE 2.3, 15.6)

The Indigenous Relations Division continues to work with Collective Voices to place Rainbow Butterfly in her permanent home, this work is on-going.

In reference to safe spaces, it is important to note that time and care is required in addressing the national crisis of Missing and Murdered Indigenous Women, Girls and Two-Spirit Peoples. It is imperative for internal and external partners to understand the importance of showing up as it pertains to the intentional and consistent presence of individuals in building safe and meaningful relationships, especially with Indigenous women, and gender-diverse peoples.

Cultivating safe relationships necessitates the acknowledgement of power imbalances and actively works towards dismantling them. This could look like supporting Indigenous women, initiatives and projects while recognizing Indigenous women's and gender-diverse people's sovereignty and self-determination.

Ultimately, the science of showing up serves as a framework for non-Indigenous individuals and organizations to be active allies in the pursuit of justice, equity and safety for Indigenous women and girls. By being present, you are being accountable to communities through continuous learning and growth that will contribute to meaningful and transformative relationships that support healing, empowerment and positive change.

Poverty Reduction Strategy

Throughout 2023, the Indigenous Relations Division has been significantly involved in the City's Poverty Reduction Strategy (PRS) by participating in the ongoing progress of the 2021-2023 Implementation Plan as well as assisting with the development of the new 2024-2027 Implementation Plan. On November 23rd, 2023 Council approved the Implementation Plan 2024-2027. This implementation plan includes 103 specific actions across City departments, with several that will be led and assisted by IRD. The focus of the Indigenous Children, Youth and Families Life Pole in the PRS was highlighted so that ongoing efforts can continue as the City works towards reducing poverty in Winnipeg.



Affordable Housing

A new area of responsibility, the Indigenous Relations Division is now involved in the City's ongoing work toward supporting Affordable Housing in Winnipeg. In 2023, the Government of Canada and the City of Winnipeg entered into a funding agreement, under the Housing Accelerator Fund (HAF), to provide over $122 million in funding for new housing in Winnipeg. The funding being provided under HAF will support seven specific housing initiatives intended to modernize zoning rules, increase density near major transit and transportation routes, and incentivize the construction of more housing, with a focus on affordable housing.

Indigenous Awareness Training and Cultural Workshops

The Indigenous Relations Division offers a number of Indigenous Awareness Training and Cultural Workshop opportunities to City employees each year. These offerings are rooted in Truth and Reconciliation Call to Action #57, which calls upon all levels of government to provide education to public servants on the history of Indigenous peoples. In 2023, workshop and training opportunities included:

- Traditional Equinox and Solstice teachings
- Welcoming Winnipeg Walking Tour
- Louis Riel Day & Red River Métis workshop
- Red Dress Pin Making
- Current Realities MMIWG2S+
- Building Cultural Competency
- Sweat Lodge ceremony

CHI KI KEN DA MUN

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

W'DAEB AWAEWE

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

CULTURAL WORKSHOPS

The Cultural Committee coordinates workshops with a focus on traditional Indigenous teachings and knowledge for City employees. Topics this year included, but were not limited to: MMIWG2S+, Louis Riel Day, Cultural Competency, as well as solstice and equinox teachings from an Elder. There were 22 course offerings, with 407 City employees attending.

WHAT WE HEARD...

> 100% - everyone should experience such a wonderful course.
>
> **City employee on Sweat Lodge ceremony teachings**

> I am not sure what I was expecting but the course was very interesting and provided a lot of information I was not previously aware of.
>
> **City employee on Chi Ki Ken Da Mun (So You Should Know)**

Truth and Reconciliation Commission of Canada: **Call to Action #57**

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

> The course provided a base to encourage learning and educating oneself on Indigenous history and Indigenous issues within Canada, which is something that I plan to do after taking this course.
>
> **City employee on W'daeb Awaewe (The Truth as We Know It)**

> This course went above and beyond my expectations. The Elder provided information that was useful while also connecting with us on a personal, every day level.
>
> **City employee on Summer Solstice teachings**

> I wish it could have been in person and a little longer because I didn't want it to end.
>
> **City employee on Winter Solstice teachings**



Prepared by



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