

Purpose

The Truth and Reconciliation Calls to Action Subcommittee was formed in February 2019 to develop a recommended action plan for consideration and discussion by Council. The recommendations prepared by this Subcommittee are being presented to the Committee of the Whole for discussion and feedback on next steps.

Timeline to Date

- **February 12, 2019** - Truth and Reconciliation Calls to Action Sub-Committee Terms of Reference were approved. Councillors Jensen, Kobasiuk and Hollands were appointed as sub-committee members.
- **March 26, 2019** – First sub-committee meeting
- **April 25, 2019** – Second sub-committee meeting
- **June 6, 2019** – Third sub-committee meeting
- **October 15, 2019** – Fourth sub-committee meeting
- **December 3, 2019** – Proposed Action Plan presented to Committee of the Whole

Subcommittee Recommendations

Note: not listed in any particular order of preference or recommendation.

- 1. Establish an interactive display in the Parkland County Centre front lobby celebrating the pioneers of Parkland County.**
 - a. This display could allow visitors and staff to watch a video about the history of Indigenous peoples and other pioneers in Parkland County and area. It could also include historic artifacts and art pieces already owned by the County.
 - b. The video created for this display could also be added to the Parkland County website and used for staff training.
 - c. The subcommittee is recommending an interactive display instead of commissioning a new piece of artwork.
 - d. Next steps would be to scope out potential costs and vendors for an interactive display in the front lobby.
- 2. Fly the flags for Metis and Treaty 6 at Parkland County Centre.**
 - a. The flags would be added outside the entrance to Parkland County Centre as well as in Council Chambers.
- 3. Formally accept the Truth and Reconciliation Commission recommendations.**
 - a. Formally accept the recommendations of the Commission, specifically the nine Calls to Action for municipalities and all levels of government.
- 4. Participate on a Truth and Reconciliation Committee.**
 - a. Determine the need for and, if applicable, structure of a committee.
 - b. Some municipalities have established full committees that include members of indigenous communities in the region as well as other key public members.

- c. Organizers of a tri-regional reconciliation initiative, which already includes the mayors from Parkland County, Spruce Grove, and Stony Plain, have expressed interest in having Parkland County participate more actively in the Reconciliation Circle and a potential reconciliation committee, for which planning is underway. The Reconciliation Circle was an initial discussion between the tri-region and representatives from Alexis Nakota Sioux First Nation, Alexander First Nation, Enoch Cree Nation, Michel Band and the Metis Nation. This is Administration's recommended approach as it builds upon the existing structure and relationships rather than starting anew.
5. **Support socio-economic opportunities for regional Indigenous organizations.**
 - a. Preliminary research has been conducted on regional Indigenous business associations (e.g., NAABA in Fort McMurray).
 - b. As a first step, Parkland County could host a dinner or focus group to discuss ways Parkland County can help to support establishing a local Indigenous business association in the Parkland region.
 6. **Integrate land acknowledgement into all formal Parkland County meetings.**
 - a. Council and Committee of the Whole meetings would start with a land acknowledgement.
 - b. County Administration's 'All Staff' meetings would also start with a land acknowledgement.
 7. **Enhance Indigenous consultation in applicable projects and activities.**
 - a. County projects should include consultation with affected Indigenous communities. The process for this can be outlined through a new directive or policy.
 - b. Should Council choose to establish a Parkland County-specific Truth and Reconciliation Committee, key stakeholders from the Paul Band, Enoch Cree Nation and other Indigenous partners should be invited to participate in all future Truth and Reconciliation Committee meetings.

Further Learning Opportunities

A number of opportunities have been identified to further knowledge and understanding of the history, challenges, and opportunities of Indigenous communities.

- University of Alberta Massive Open Online Course: Indigenous Canada.
- Indigenous Awareness workshops and Blanket Exercises for senior administration and residents.
- Staff training, both online and in-person, about the history and impact of colonialism on Indigenous people.

Environmental Scan

A jurisdictional scan of economic development and other support entities, and of actions taken by other municipalities toward Truth and Reconciliation (including Committee composition options) is appended.

Environmental Scan

Part 1: Economic Development Entity

Northeastern Alberta Aboriginal Business Association (NAABA)

- Is a non-profit organization that consists of a growing interest group of Aboriginal Businesses, committed to enhancing and creating an environment, which promotes businesses, jobs, and training for the betterment of all aboriginal people in the region.
- Association certifies that all Full Members are qualified by at least 51% aboriginal ownership and majority controlled businesses, and are local to the Wood Buffalo region.
- Regional Municipality of Wood Buffalo is an associate member.

Region One Aboriginal Business Association (ROABA)

- ROABA is a non-profit organization that consists of Aboriginal businesses within the Region One area.
- Full members of ROABA are at least 50% aboriginally owned and majority controlled business.
- Lac La Biche County is an associate member.

Other Business and Economic Development Agencies and Services (Edmonton)

Aksis-Edmonton's Aboriginal Business and Professional Association

- Funded by the City of Edmonton, Aksis is a membership driven, not-for-profit organization created to serve as a central meeting point that inspires Edmonton's Aboriginal business and professional community to connect, collaborate & create.
- Aksis is governed by a voluntary Board of Directors comprised of recognized leaders from Edmonton's Aboriginal business community. The Board convenes monthly and represents voting members (Aboriginal business and professionals), associate members (local business and government partners) and student members.

Alberta Indian Investment Corporation

- Owned by all First nation communities in the province of Alberta.
- Provided First nation owned business source of loan and equity financing and has been instrumental in business development activities throughout Alberta, within First Nation's economic development sector.
- Office located in Enoch.

Alberta Women Entrepreneurs Next Step Program for Aboriginal Women

- The NextStep to Success Business Planning Series is designed to provide guidance, expertise, and peer mentoring at an early start-up phase of business to women who are ready to develop a comprehensive business plan that could be used for financing purposes.
- They work in partnership with local band and economic development agencies to deliver the training series.
- Office also in Calgary.

Apeetogosan (Metis) Development Inc.

- Apeetogosan is committed to providing profitable and sustainable financial services and support to clients who seek the means to attain economic self-sufficiency. Services provided include: small business loans, access to small business grant, support service programs, and business advisory services.

Council for the Advancement of Native Development Officers (Cando)

- Cando is a federally registered, non-profit society that is Aboriginal controlled, community based, and membership driven.
- Cando is directed by a national regionally represented volunteer board of elected EDOs representing every region of Canada.

First Nations (AB) Technical Services Advisory Group (TSAG)

- TSAG is a not-for-profit provider of quality technical service and training for First Nations in Alberta.

Metis Settlements Strategic Training Initiatives Society (MSSTI)

- MSSTI is a society formed by the Metis Settlements to provide training and educational opportunities to Metis Settlement Members.

Settlement Investment Corporation

- Settlement Investment Corporation (SIC) is 100% owned by Settlement Sooniyaw Corporation, which in turn is owned by the Métis Settlements General Council on behalf of the members of the eight (8) Métis Settlements in Alberta.

FCM's First Nations-Municipal Community Economic Development Initiative (CEDI)

Works with the Council for the Advancement of Native Development Officers to help municipalities and neighbouring First Nations create joint economic development and land management partnerships.

1. Friendship Accord

- Town of The Pas and the Rural Municipality of Kelsey, MB, and the Opaskwayak Cree Nation.
- Formed a tri-council to work in collaboration on common infrastructure and land use challenges.
- Launched a website to help attract new investments to the region.

2. Memorandum of Understanding on Cooperation and Communication

- Cheam First Nation, District of Kent, Scowlitz First Nation, Seabird Island Band, Stó:lo Tribal Council, Sts'ailes First Nation and Village of Harrison Hot Springs, BC.

3. Sioux Lookout Friendship Accord

- Municipality of Sioux Lookout, Lac Seul First Nation, Cat Lake First Nation and Slate Falls First Nation, ON.
- Principle-based relationship agreement and provides the framework for the development of subsequent agreements.

4. Joint Friendship Accord

- City of Edmundston and Madawaska Maliseet First Nation, NB.
- Purpose of the accord is to develop mutual protocols and activities that engage First Nations leaders or their representatives on issues of initiatives of community economic development, and other matters that respect the heritage, the provision of services tailored to the culture and inclusive social participation. This may include a range of sectors, including: recreation, tourism, business and wellness.

5. Slave Lake Region Friendship Accord

- Sawridge First Nation, Town of Slave Lake and Municipal District of Lesser Slave River.
- Formed a Tri-Council.
- Numerous Collaborative Projects: Regional Waterline, economic development, affordable and adequate housing, Firesmart, repaired and improved infrastructure, health and wellness, and Legacy Centre.

6. Kipawa Tourism

- Eagle Village First Nation, Town of Témiscaming and Municipality of Kipawa, QB developed a joint tourism strategy.

Part 2: Other Municipalities

Reconciliation Regina

- **Reconciliation Regina** is comprised of community leaders, organizations, educators, Elders/Knowledge Keepers, newcomers, survivors, healers, cultural and arts organizations, governments, youth, businesses, service agencies, faith groups and individuals committed to working in partnership to create a strengthened, healthy, vibrant, inclusive community.
- Reconciliation Regina began in April 2017 with a meeting of 80 community organizations. Since that time the group has worked together to create a **Mission, Values, Vision Statement**, Steering Committee, and Subcommittees (Governance, Communications and Community Action Plan Circles).
- The group is now working toward two main goals:
 1. A public awareness campaign to ensure people in the community understand the meaning of reconciliation, so they will be able to identify their journey in Reconciliation and participate in the healing process.
 2. Assisting the community to move forward with commitments to fulfill the Truth & Reconciliation Commission's Calls to Action by way of a Community Action Plan.

Reconciliation Saskatoon

- **Reconciliation Saskatoon** is a community of 98 organizations, non-profits, businesses, faith-communities and partners who have come together to initiate a citywide conversation about reconciliation and provide opportunities for everyone to engage in Calls to Action.

Heart of Treaty 6 Reconciliation

- **Heart of Treaty 6 Reconciliation** is a group of individuals, community-based organizations, governments, and businesses from Onion Lake Cree Nation, Lloydminster, Frog Lake First

Nation, and Poundmaker Cree Nation who have come together, discussing Reconciliation and what the Calls to Action can look like in the North West of Saskatchewan.

- The group has been meeting regularly since December 2016 and committing to work together on two priorities:
 1. Education and awareness
 2. Healing the effects of Colonization

Prairie Rivers Reconciliation Committee

- Prairie Rivers Reconciliation Committee is a group of more than 40 members from Warman, Martensville, One Arrow First Nation, Dalmeny, Osler, Mistawasis First Nation, Aberdeen, Corman Park and Duck Lake.
- The group has been meeting regularly since 2018 and has made education a priority – for the committee, the organizations they represent and for the communities at large.
- An internal educational opportunity is organized each meeting and has included everything from Elder teachings and ways to measure the impacts of the reconciliation group, to anti-racist education and creating an inclusion and diversity strategy.
- Hosts an annual Rural Reconciliation Conference.

City of Winnipeg

- Indigenous Relations Division (IRD) was created in 2013 to coordinate Indigenous specific programs and initiatives.
- IRD has been tasked with leading the design and implementation of the five Truth and Reconciliation Calls to Action relating to municipalities, the development of the Urban Accord (Winnipeg Indigenous Accord), and other initiatives related to the Year of Reconciliation (2016).
- Created the Mayor's Indigenous Advisory Circle to help build bridges between the city's Indigenous and non-Indigenous communities.

Regional Municipality of Wood Buffalo (RMWB)

- Letters of engagement were sent to all six First Nation Chiefs, six Métis leaders, one non-status group and the Nistawoyou Friendship Centre in November 2016.
- In December 2016, the Municipality developed the TRC steering Committee made up of members from the RMWB departments.
- The RMWB held a session for the TRC Steering Committee on the historical context of TRC and the next steps identifying Calls to Action that the Municipality can influence in January 2017.
- Council approved further engagement with Indigenous partners about TRC and the Calls to Action in February 2017.
- The committee identified 14 of 94 Calls to action that the Municipality would have the jurisdiction and ability to implement or influence in June 2017. It also hosted its first "Calls to Action Symposium."
- An additional 9 Calls were added in March 2019 for a total of 23 Calls that the Municipality can help influence or implement.
- A TRC report is currently in development that will detail RMWB's response to the identified Calls to Action. They are hosting another regional symposium on October 23, 2019 to highlight feedback from the past year and next steps moving forward.
- Other RMWB Initiatives: TRC Workshop for RMWB Employees, RMWB 2018-2021 Strategic Plan Priorities, Partnerships for Commemoration and Awareness, and TRC E-learning Module.

City of Spruce Grove

- “New Beginnings” was initiated in spring of 2016 to ensure a coordinated, culturally appropriate response to the increasing number of Indigenous families and individuals seeking social services in the region.
- A diverse group of stakeholders convened to review the key findings from the project, and from them develop a number of specific actionable initiatives to improve the engagement with Indigenous community members living in the Parkland County region.
- The Urban Aboriginal Strategy (UAS), developed courtesy of Alberta Native Friendship Centres and InSync Consulting, was used as a framework.
- Indigenous Awareness Training for all Tri-Regional Council Members was held in January 2018.
- Increased involvement of Indigenous Elders and Knowledge Keepers in City programs, initiatives and events, including the Five Year Strategy to Reduce Poverty and Homelessness.
- “Treaty 6 Acknowledgement and Elder Protocol Guidelines” has been drafted as an internal document for City staff as a guide on protocol, relationships, and Treaty acknowledgement based on best practice research and individual teachings by local community Elders. Further development and ultimate finalization of the document will involve formal engagement with local Elders specifically for that purpose.
- A traditional Listening Circle has been offered in partnership with the SGPL, facilitated by local Elders and Knowledge Keepers in the spirit of sacred ceremony.

Calgary Aboriginal Urban Affairs Committee (CAUAC)

- CAUAC is a collaborative effort between The City of Calgary and the Indigenous community to address and resolve issues pertaining to urban Aboriginal residents.
- CAUAC is authorized on behalf of City Council to investigate areas of concern to people of Aboriginal ancestry and make recommendations on policies.
- In July 2015, CAUAC developed the White Goose Flying Report, a local adaptation of the Truth and Reconciliation Commission’s report. It identified 18 calls to action that can be influenced locally.
- In 2017, City Council adopted the Indigenous Policy Framework to help guide The City’s efforts to be responsive to the White Goose Flying Report and the needs of Indigenous people in Calgary.

City of Whitehorse

- Advisory committee for the Coalition of Inclusive municipalities was established to advise City Council and Administration on ways to eliminate racism and discrimination in the development, implementation and operations of the City’s plans, policies, services and facilities.
- The Kwanlin Dün First Nation, Ta’an Kwäch’än Council, and the City adopted a Declaration of Commitment.
- Include acknowledgement of First Nation transitional territories in electronic signature blocks.
- Mandatory for staff to complete the Yukon First Nations 101 course offered by the Yukon College.
- Mayor and Council hold regular intergovernmental meetings with each First Nation

Part 3: Committee Composition Structure Options

Committee composition will be determined based on the decision of whether or not a committee is desired, if a Parkland County-specific committee will be created, or if activity will move forward from a tri-regional perspective utilizing the New Beginnings committee (or other similar structure). Should a tri-regional committee approach be selected, approved internal (i.e., Parkland County specific) activities as described in this action plan will be managed by Administration and brought forth to Council as they become ready for implementation.

Parkland County Committee

Should a new Parkland County committee be desired, the following is a sample structure that could be used as a basis of developing a committee that is fit for Parkland County's needs (reference: Lethbridge's *Reconciliation Lethbridge Advisory Committee*)

a. Voting Members

- Mayor and Deputy Mayor
- Two (2) Community at Large
- Two (2) Education Sector representatives, rotating on a two year term, nominated by:
 - One (1) from the University of Lethbridge or Lethbridge College; and
 - One (1) from Holy Spirit Catholic School Division or Lethbridge Public School Division 51
- Two (2) Business Sector representatives nominated by the Lethbridge Chamber of Commerce
- Seven (7) Indigenous community nominated by LISN

b. Non-voting Members

- Elders – Blackfoot Confederacy (ex-officio)
- Director of Planning and Development
- City of Lethbridge Administration, as required

Tri-Regional Committee

The New Beginnings Committee was established by Spruce Grove Family and Community Support Services (FCSS) in 2016 to ensure a coordinated, culturally appropriate response to Indigenous families and individuals seeking social services in the region. Its objectives have since been expanded include improving the relationships between Indigenous communities (including First Nations, Metis Nation, and Inuit communities) and the municipal service providers via a number of strategic initiatives. New Beginnings has grown to include elected officials from Parkland County, Spruce Grove, and Stony Plain in Indigenous Awareness Training and Indigenous Elders and Knowledge Keepers in City programs, initiatives and events, strategies, such as the development of "Treaty 6 Acknowledgement and Elder Protocol Guidelines" and the offering of a traditional Listening Circle.

Administration's recommendation: Given the expanded scope of this committee and the work is has undertaken to-date, this Committee would allow Council to leverage the existing structure rather than establishing a separate entity specifically for Truth and Reconciliation activity.