

Title: Amiskwacyi-wâskahikan
Artist: MJ Belcourt

City of Edmonton Indigenous Framework - Annual Update

Edmonton

May 30, 2022
edmonton.ca/IndigenousFramework

The City of Edmonton acknowledges the traditional land on which we reside today, Treaty 6 Territory.

We would like to thank the diverse Indigenous Peoples whose ancestors' footsteps have marked this territory for centuries, such as nêhiyaw (Cree), Dené, Anishinaabe (Saulteaux), Nakota Isga (Nakota Sioux), and Niitsitapi (Blackfoot) peoples.

We also acknowledge this as the Métis' homeland and the home of one of the largest communities of Inuit south of the 60th parallel. It is a welcoming place for all peoples who come from around the world to share Edmonton as a home. Together we call upon all of our collective, honoured traditions and spirits to work in building a great city for today and future generations.

Welcome



Title: "City as Advocate"
Artist: Dawn Marie Marchand

Kinship Relationships

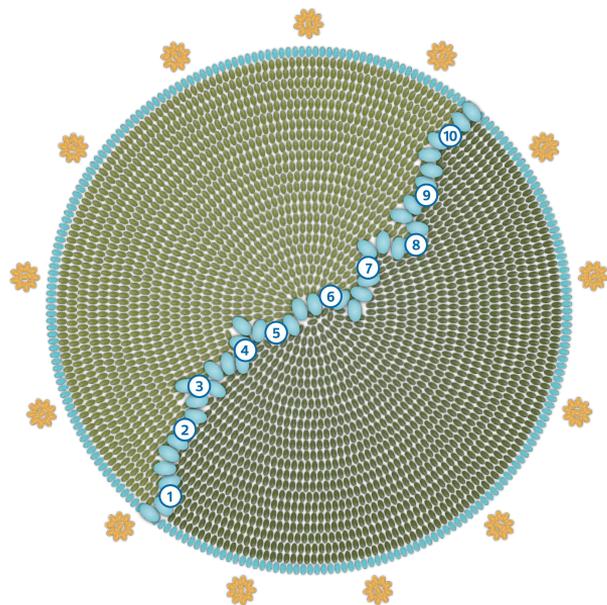
Wahigicicobi

wâhkôhtowin

waungkodiwin

ndah' nda'jih'ne'

ilagiit



Guiding Principles:

Relationships, Agreements, Celebrations, Renewal



4 Roles:

Listener, Connector, Advocate, Partner



7 Commitments

Four Roles of the Framework

LISTENER

We listen, with open hearts and minds, when Indigenous Peoples share their stories and experiences.

CONNECTOR

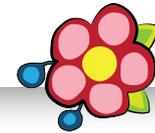
We connect Indigenous Peoples to the programs, services, people and resources that enrich the community and foster relationships to create positive change.

PARTNER

We work in partnership with Indigenous peoples on initiatives to improve the physical, mental, spiritual and emotional well-being of Indigenous Peoples in Edmonton.

ADVOCATE

We stand with Indigenous Peoples to create a safe and inclusive city where everyone is treated with dignity and respect.



Seven Commitments

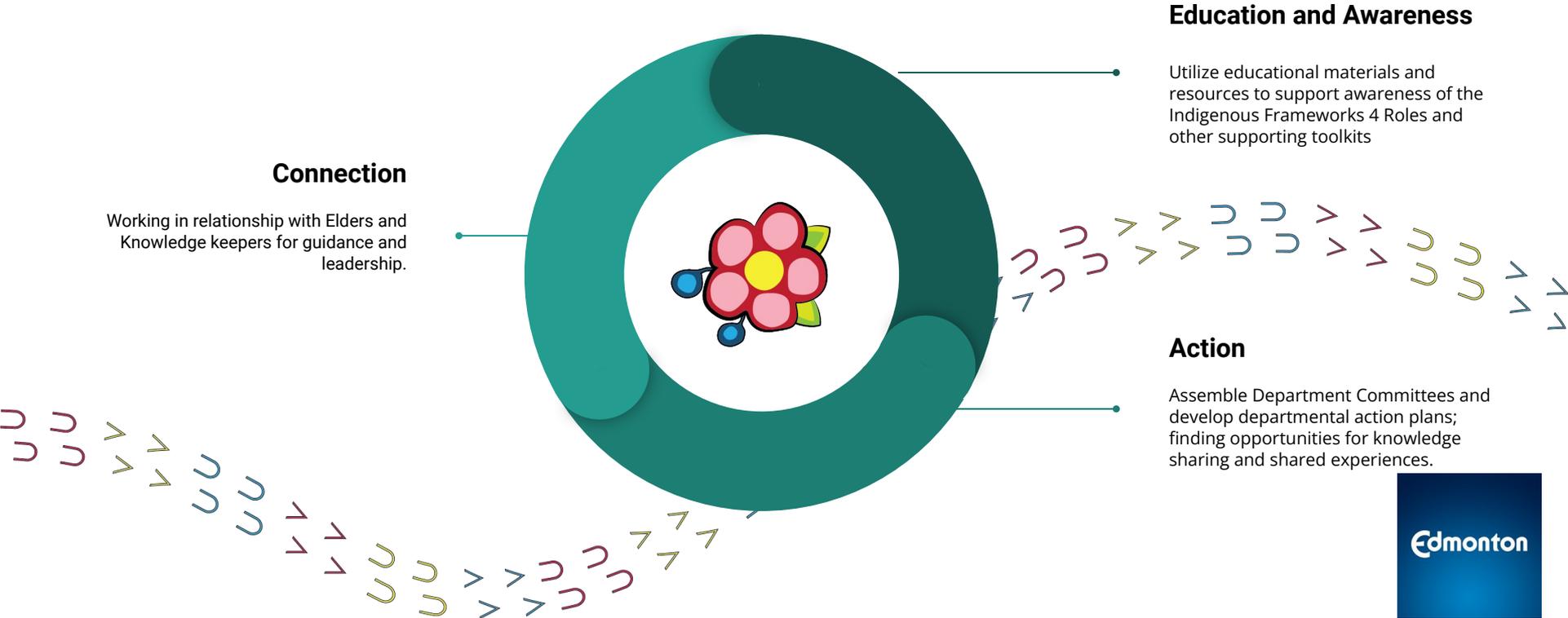
Each City of Edmonton Department will be responsible for creating and implementing an action plan detailing how it will fulfill each of the following corporate-wide commitments:

1. Support the journey of Reconciliation by applying the Truth and Reconciliation Calls to Action, the Missing and Murdered Indigenous Women and Girls Calls for Justice and the United Nations Declaration on the Rights of Indigenous Peoples as a foundation for the Indigenous Framework.
2. In partnership with organizations, businesses, academic institutions, other orders of government, and individual citizens, eliminate the systemic racism and discrimination that Indigenous Peoples face in Edmonton.
3. Identify and implement ways to make City spaces and buildings welcoming and safe for Indigenous Peoples and ensure they can see themselves reflected in the City's spaces and places.
4. Support all City staff to build relationships that honour the framework's four roles within their interactions with Indigenous Peoples and increase staff's knowledge of Indigenous cultures, traditions, and worldviews through education and learning opportunities.
5. Host and participate in events where the City of Edmonton, including Council, senior leadership and all levels of administration, and Indigenous Peoples can build relationships, and celebrate our journey together.
6. Identify and remove the systemic barriers that exist for Indigenous people in gaining employment with the City of Edmonton and create career development opportunities for Indigenous employees.
7. Ensure Indigenous Peoples and City staff are informed and engaged, when appropriate, on actions the City of Edmonton takes in relation to the Indigenous Framework.



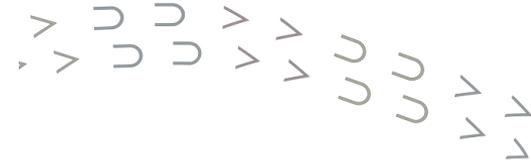
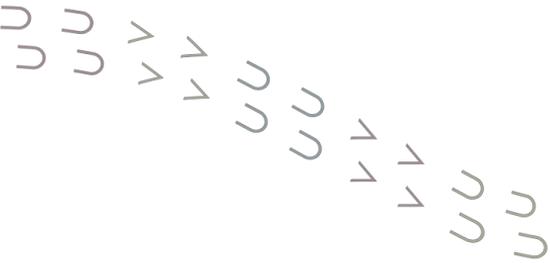
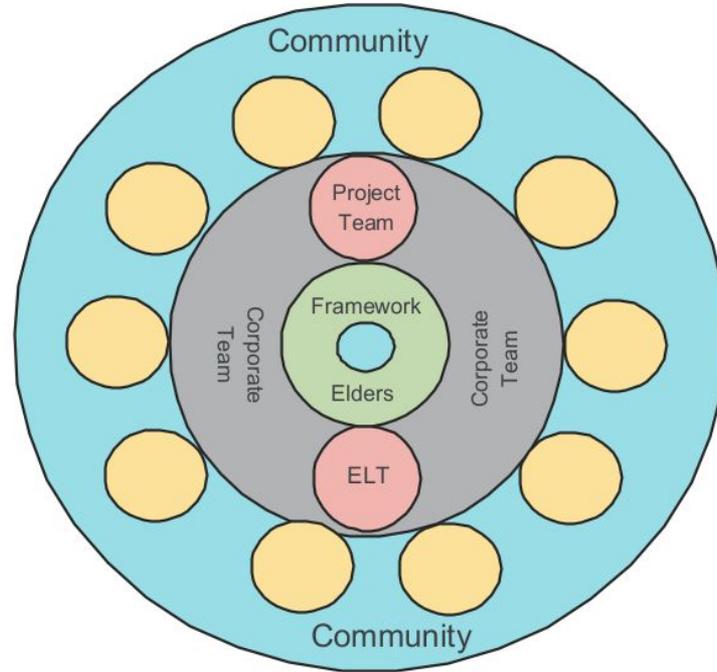
Artist: Brad Crowfoot
Title: "Heart Beat of a Nation"

Building a Foundation: Year 1

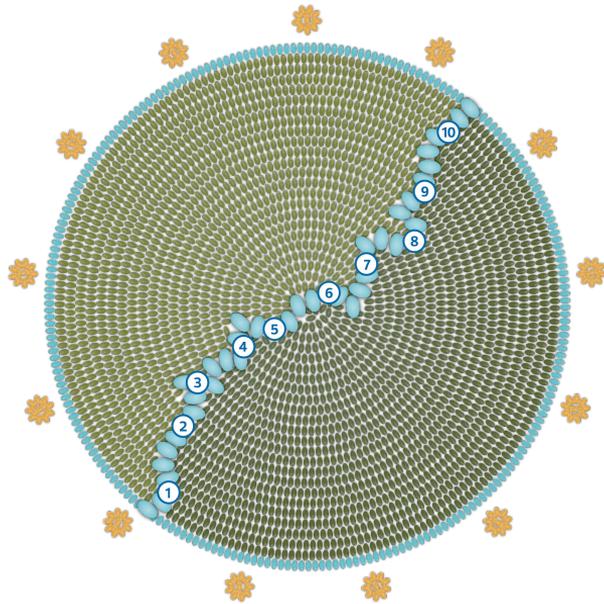




Indigenous Framework Structure



2021/2 Elders & Knowledge Keepers Relationship Building



Ceremony

Education and Awareness

Review of materials and toolkits

Ongoing Relationship Building, guidance, and advice

2021-2022 Progress Report

Corporate Commitment	Year 1 Corporate Actions (highlights)	Status	Timeline
#1	<ul style="list-style-type: none"> Land Acknowledgement Guide (included in Toolkit #1) 	Complete	June 21, 2021
#2	<ul style="list-style-type: none"> Toolkit #1 - Indigenous Framework Introduction 	Complete	June, 2021
#3	<ul style="list-style-type: none"> Indigenous Framework art display & exhibit in City Hall 	In Progress	Sept, 2022 for unveiling at City Hall
#4	<ul style="list-style-type: none"> Elders and Knowledge Keepers teachings, speaker panels, circle conversations, lunch and learns, video series Community of Practice - knowledge sharing & dialogue 	Ongoing	Fall 2021 to present
#5	<ul style="list-style-type: none"> National Day for Truth and Reconciliation / Orange Shirt Day - observed by City of Edmonton with paid day of leave for all staff. Sacred Fire Ceremony at City Hall Plaza Elders and Executive Leadership Team (City Managers) sharing opportunities Indigenous Framework Resources for City Employees online 	Ongoing	Fall of 2022
#6	<ul style="list-style-type: none"> Reviewing hiring practices and employment requirements Creating and enhancing hiring marketing materials Promoting employment opportunities through educational institutions and Indigenous specific publications GBA+ with specific Indigenous lens on recruitment and development programs 	In progress	TBD
#7	<ul style="list-style-type: none"> Interior Community Check-ins 	Completed	Feb 2022



Looking forward – 2022 and beyond

Connecting

Checking in with Elders & Knowledge Keepers involved in creating the Framework (ongoing)

Community gathering TBD

Circling back to the Community in Fall with a 2022 update

Learning

Reviewing feedback from the Virtual Check-in sessions

Reviewing feedback from Indigenous Framework Staff Retreat

Rolling out Toolkit #2 learning opportunity

Continued Educational opportunities

Doing

Reviewing Year 1 Actions

Finish Year 1 action plans and develop Year 2 - 3 priorities, Year 2 Actions

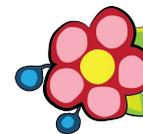
Assisting Department Committees with governance and action plan implementation

TRC Response & MMIWG2S+ Response Plans

Celebrating

Continued support for Indigenous community events

Hosting an annual gathering in with Indigenous community members, partners, youth, and Elders



Next Steps

Our commitment is provide Council with an Annual Update on the implementation of the Indigenous Framework

We have committed to hosting an Annual Gathering for the Indigenous Framework - inviting Community, City Staff, and City Council

We will also increase communications about community events and opportunities for participation.



Title: pisiskapahtam
Artist: Lana Whiskeyjack

Thank you!

edmonton.ca/IndigenousFramework

The logo for the City of Edmonton, featuring the word "Edmonton" in white text on a dark blue square background.