

Indigenous Framework Year 1 Corporate Action Plan (2021/22)

The Year 1 Action Plan details how the City of Edmonton will begin to bring the 7 Commitments within the Indigenous Framework to life. It is meant to be the starting place for the City of Edmonton as we continuously learn and find new ways to incorporate the Indigenous Framework throughout the organization.

Commitment #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.

- Develop a suite of educational materials to assist staff in understanding how to do land acknowledgements, their importance and how to incorporate them into meetings and documents, where appropriate.
- Develop a suite of educational materials that help explain what UNDRIP, MMIWG Calls for Justice, and TRC are and demonstrate how the City taking action to align with these documents.

Commitment #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.

- Create a toolkit of resources for City staff to learn about the Indigenous Framework, build awareness about Indigenous issues, and understand how they can become an ally.

Commitment #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.

- Increase the use of Indigenous names as part of Edmonton's places, roads, buildings and other City infrastructure.
- Add appropriate Indigenous representation to external and internal marketing materials.
- Increase the amount of Indigenous art, pictures, exhibits, maps, or other appropriate visuals within CoE buildings, especially those accessed by the public.

Commitment #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.

- Begin developing a suite of educational materials on how to work with Elders, Knowledge Keepers, and Indigenous partners.
- Host online events with Elders, community partners and/ or youth for City staff to learn about Indigenous traditions, worldviews, and personal experiences.
- Identify ways to incorporate reflection time in Department, Branch, Section and/or Unit meetings to discuss elements related to the Indigenous Framework.
- Host a community of practice for City employees who have worked on or are interested in Indigenous-related initiatives.

Commitment #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.

- Develop a corporate-wide guideline that articulates how City staff can attend Indigenous events throughout the year.
- Identify the best approach to share Indigenous news and events with all City staff.
- Host quarterly gatherings to foster relationship building between Indigenous Elders and the Executive Leadership Team.

Commitment #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.

- Support and champion the policies, processes and resources from the Employee Services Action Plan across the entire organization.

Commitment #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.

- Host an annual gathering with Elders, Knowledge Keepers, youth, community partners, and City staff can discuss our progress, our collective successes, and where improvements in the relationships can be made.