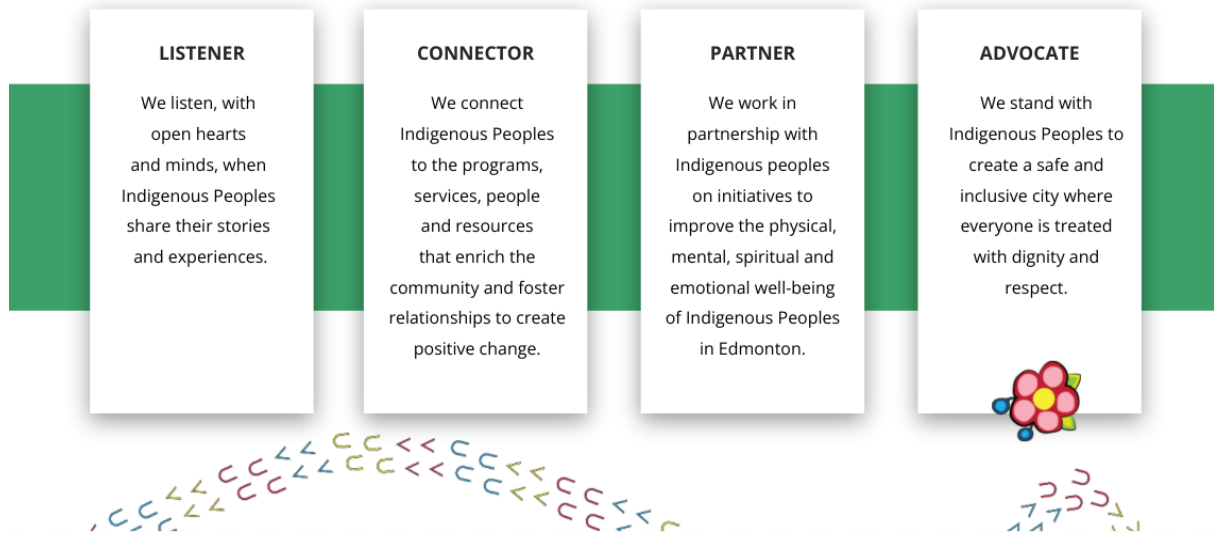


Indigenous Framework Structure Overview

Four Roles of the Framework



The four roles of the framework outline how City of Edmonton employees live out the four roles within our everyday work activities will widely vary across the Departments, Branches, and Sections. Similar to how the Cultural Commitments are viewed within our organization, we are thousands of people doing our jobs in a multitude of different ways. The roles are not meant to be prescriptive, rather they serve as guideposts to show how each of us can contribute to building kinship relationships with Indigenous Peoples in Edmonton, and with one another as colleagues.

Regardless of whether you are a bus driver or a recreational facility attendant, a planner, a social worker, or an engineer there are things you can do as a public servant to live out those roles as a listener, a connector, a partner, and an advocate.

Seven Commitments

The seven commitments were identified through a process of community engagements with Indigenous partners to bring these 4 roles to life. This work is about changing individuals and the system. These commitments together with the four roles are intended to shape the entire organization (programs, services,

policies, the culture). Each City of Edmonton Department is responsible for creating and implementing an action plan detailing how it will fulfill each of the seven commitments.

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:

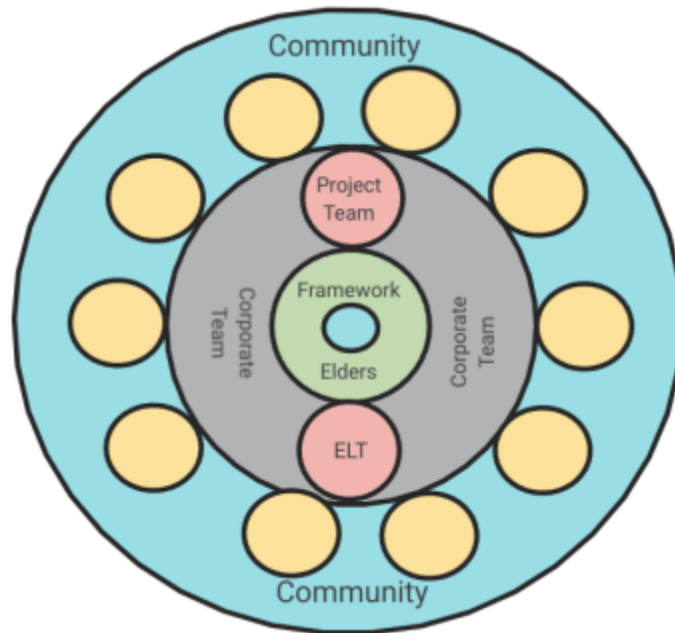
1. Support the journey of Reconciliation by applying the Truth and Reconciliation Calls to Action, the Missing and Murdered Indigenous Women and Girls Calls for Justice and the United Nations Declaration on the Rights of Indigenous Peoples as a foundation for the Indigenous Framework.
2. In partnership 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"

The Indigenous Framework Organizational Structure

The Indigenous Framework is lived, actioned, and leveraged throughout the corporation through the building of relationships between all City departments. In order to change hearts and minds across the corporation, a multi-sectoral group of staff from each City department was needed to form a relationship-building and implementation structure.



The following are descriptions of the role and function of each group of the Indigenous Framework:

- **Department implementation Teams (yellow):** who activate the Framework within their respective departments by creating and implementing department-specific action plans that fulfill each of the seven commitments
- **Corporate Team (grey):** lead staff from each department team who support the coordination among department teams in relationship building and in implementing their action plans
- **Project Sponsors/ELT:** from the Executive Leadership Team who provide

corporate support, advocacy, and advice to the project where needed

- **Project Team:** Indigenous Relations staff with staff from other strategic sectors who provide the coordination and administrative support to the Framework Structure
- **Circle of Elders and Knowledge Keepers:** who provide ceremony, wisdom, and guidance in the development and ongoing implementation of the Indigenous Framework in addition to
- **Indigenous community partners:** who are routinely engaged and involved in the Framework as it takes root in the City.
- **Community of Practice:** A welcoming space where City staff may network with others to learn, seek guidance and feedback from other shared experiences or lessons learned.
- **An Indigenous Art Working Group:** staff involved with increasing the amount of Indigenous art, pictures, exhibits, maps, and other visuals within City buildings, especially those accessed by the public