

PRELIMINARY - TRC Municipal Response Plan<sup>1</sup>

## Awareness

Broad Action	Alignment (TRC, MMIWG2S+)	Corporate Commitment to Action (working list of specific actions to respond)	Status	Indigenous Framework (IF) Alignment Roles and Commitments Outlined <a href="#">here</a>	Resource Requirements and Alignment with 2023-2026 Budget Service Packages
<b>Immediate Actions</b>					
<b>Staff Training and Education</b> such as training sessions, lunch and learns, topic specific learning.	TRC 57  MMIWG2S+ (multiple)	Provide Indigenous Awareness Training to City staff.	Underway and Ongoing	Role: Listener Commitment: #4	No additional resources needed; resourced through Employee Services currently.
		Ensure training opportunities are available for City Council: <ul style="list-style-type: none"> <li>Indigenous Canada Course</li> <li>Learning opportunities (reading materials such as books, copies of TRC reports etc.)</li> </ul>	Underway	Role: Listener Commitment: #4	Currently funded through existing budget. Administration is bringing forward a funded TRC Service Package as part of the 2023-2026 Operating Budget to assist in ensuring additional opportunities can be provided.
		Host online learning events with Elders, community partners and/or youth for City staff to learn about Indigenous traditions, worldviews and personal experiences.	Underway and Ongoing	Role: Listener Commitment: #4 <i>Corporate Action</i>	Historically funded existing budget; services packages will allow continued and/or enhanced efforts.
		Provide an Indigenous Framework Tool Kit for Land Acknowledgments.	Complete	Role: Listener Commitment: #1 <i>Corporate Action</i>	Sample <a href="#">land acknowledgments</a> complete; employee guide is developed and included in Indigenous Framework Toolkit #1.

<sup>1</sup> This document is a preliminary working document for the City of Edmonton. It has yet to be discussed with a multitude of stakeholders.

		Host a community of practice for City employees who have worked on or are interested in Indigenous-related initiatives.	Underway	Role: Listener Commitment: #4 <i>Corporate Action</i>	Work is underway with current resources.
		Provide Indigenous Framework Department Learning Opportunities (panels, lunch and learns, tool kits) on Indigenous Framework, United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), MMIWG2S+ Calls for Justice and the TRC Calls to Action.	Underway	Role: Listener Commitment: #7 <i>Corporate Action</i>	<b>TRC Service Package</b> includes funding for Indigenous Framework implementation.
		Create an Indigenous Framework Tool Kit for Working with Elders, Knowledge Keepers, and Indigenous Partners.	Not started	Role: Partner Commitment: #4 <i>Corporate Action</i>	<b>TRC Service Package</b> includes funding for Indigenous Framework implementation.
<b>Mid-to-Long Term Actions</b>					
<b>Build relationships and partner with Post-Secondary and Early Education Partners</b> to advance training, curriculum for students and teachers. As well as increase educational achievements among Indigenous people.	TRC 10, 62	Host a gathering (Fall Summit) with post-secondary partners with a focus on reconciliation. <ul style="list-style-type: none"> <li>Share experience and expertise</li> <li>Identify opportunities to support Indigenous learners in Edmonton</li> </ul>	Underway	Role: Partner Commitment: #4	No additional resources needed; ongoing meetings scheduled already.

<p><b>Work with Newcomer Agencies that the city partners with</b> to increase opportunities for learning about history of diverse Indigenous Peoples (while advocating for official documents to change).</p>	<p>TRC 93</p>	<p>Work with internal and external partners to bridge gaps between Indigenous and Newcomer Communities, such as:</p> <ul style="list-style-type: none"> <li>• City of Edmonton Historians Laureate Program currently includes a partnership between Indigenous and Newcomer/Immigrant communities.</li> <li>• Social Identity and Social Inclusion and IRO working together</li> <li>• The Family and Community Support Services (FCSS) Program and funded program interconnections</li> <li>• External organizations like Institute for Canadian Citizenship and other local community programs.</li> </ul>	<p>Underway</p>	<p>Role: Connector Commitment: #1 Commitment: #2</p>	<p>No additional resources needed.</p>
<p><b>Build relationships and collaborate with Public Schools</b> to support any education on comparative religious studies including a segment on TRC Indigenous spiritual beliefs and practices (developed with Elders).</p>	<p>TRC 64</p>	<p>Explore processes with Government of Alberta Partners.</p>	<p>Ongoing</p>	<p>Role: Advocate Commitment: #4</p>	<p>No additional resources needed at this time.</p>
<p><b>Work with Indigenous Peoples and sport organizations</b> to advance opportunities and reduce barriers for Indigenous participation in sports.</p>	<p>TRC 87, 88, 89, 90</p>	<p>Support (elevate and fund) the Alberta Indigenous Games and tell the story of Indigenous sport in Edmonton.</p> <ul style="list-style-type: none"> <li>• As directed by Community and Public Services Committee on June 27, 2022, Administration is bringing forward an unfunded service package to the 23-26 budget deliberations for signature events, WinterCity program, micro grants for smaller festivals and events and other event capacity building.</li> <li>• Pursue the North American Indigenous Games as a Host City in 2027 with Indigenous partners</li> </ul>	<p>Underway</p>	<p>Role: Partner Commitment: #3</p>	<p><b>TRC Service Package</b> includes sponsorship funding.</p> <p>The <b>Festival Support and Growth Service Package</b> is being brought forward as unfunded for consideration.</p>

		Support (elevate and fund) Nîkânîw Indigenous Aquatic Leadership program and other Indigenous sport programs.	Underway	Role: Connector Commitment: #3	<b>TRC Service Package</b> includes funding for Nîkânîw . Administration is bringing forward a funded <b>MMIWG2S+ Service Package</b> to the 23-26 budget deliberations that includes grant funding.
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## Addressing

Broad Action	Alignment (TRC, MMIWG2S+)	Corporate Commitment to Action (working list of specific actions to respond)	Status	Indigenous Framework (IF) Alignment Roles and Commitments Outlined <a href="#">here</a>	Resource Requirements and Alignment with 2023-2026 Budget Service Packages
<b>Immediate Actions</b>					
<b>National Day for Truth and Reconciliation</b> including public commemoration of the history and legacy of residential schools as a vital part of reconciliation.	TRC 80	Declare September 30 the National Day for Truth and Reconciliation (NDTR).	Complete Sept 30, 2021	Role: Listener Commitment: #1	Complete with current resources.
	MMIWG2s+ 15.2	Provide ongoing opportunities on the National Day for Truth and Reconciliation to learn and reflect, engage with Indigenous communities, and repair relationships impacted by residential schools. <ul style="list-style-type: none"> <li>Learning events, facilitating access to the Indigenous Peoples Experience in 2021 and 2022, relationship building events/opportunities</li> </ul>	Underway and Ongoing	Role: Listener Role: Partner Commitment: #4	<b>TRC Service Package</b> includes ongoing funding for NDTR and Indigenous Framework.
<b>Residential School National Monument</b> to be commissioned by each capital city in a publicly accessible and highly visible place.	TRC 82	Support the funding and building of a Residential School monument in Edmonton.	Not yet started	Role: Partner Commitment: #1	<b>TRC Service Package</b> includes funding for the National Monument.
		Support the creation and unveiling of the Treaty 6 Monument at the Alberta Legislature to commemorate the admission to Treaty Six that occurred at Fort Edmonton in 1877.	Complete August 2022	Role: Partner Commitment: #1	Complete with current resources.
<b>Funding prevention, education/awareness and ensuring access</b> to priority programs and services.	TRC 5, 12, 38  MMIWG2S+ (multiple)	City currently provides FCSS and other community grants funding to Indigenous preventive programs. In particular: head start, culturally appropriate parenting programs, and programs to access language and culture.	Underway	Role: Partner Commitment: #7	FCSS provides funding for prevention. <b>TRC Service Package</b> includes sponsorship funding. <b>MMIWG2S+ Service Package</b> includes grant funding.
		Facilitate structured and intentional conversations about barriers	Underway and	Role: Listener	No additional funding required;

		Indigenous people face when accessing programs and services.	Ongoing	Role: Partner Commitment: #2 <i>IIS Action</i>	conversations can be worked into current operations.
		Fund and develop mentorship opportunities through existing programs and services for Indigenous youth: <ul style="list-style-type: none"> <li>Nîkânîw aquatic program</li> <li>Indigenous Internship with IRO (will expand to corporate after the program is tested); ongoing work is being done in Employee Services to develop internships.</li> </ul>	Underway	Role: Partner Commitment: #6 <i>CS Action</i> <i>ES Action</i>	<b>TRC Service Package</b> includes funding for Nîkânîw position and <b>MMIWG2S+ Service Package</b> includes funding for two Indigenous internship positions.
<b>Sustainable Funding Source</b> for Responses to Historical Colonialism and Violence.	TRC 40, 66	Develop an Indigenous Grant Program with identified priorities (that may change over time to be responsive to community needs).	Not yet started	Role: Partner Commitment: #2	<b>MMIWG2S+ Service Package</b> includes grant funding.
	MMIWG2S+ (multiple)	Continue to fund City programs such as Nîkânîw, partnerships with youth organizations and Alberta Indigenous Games.	Underway	Role: Partner Commitment: #2	<b>TRC Service Package</b> includes sponsorship funding and funding for Nîkânîw.
<b>Mid-to-Long Term Actions</b>					
<b>Implement the Indigenous Framework</b> into all aspects of the City work (repudiate concepts used to justify European sovereignty over Indigenous peoples and lands, such as the Doctrine of Discovery and terra nullius, and to reform those laws, government policies, and litigation strategies that continue to rely on such concepts.)	TRC 47	Launch the Indigenous Framework.	Complete Feb 2021	Role: Listener Commitment: #1	<a href="#">Framework</a> has been launched. No further funding needed for development.
	MMIWG2S+ 2.1	Implement the Indigenous Framework across the corporation through department committees (additional business area specific actions); including awareness presentations for all business areas.	Underway	Role: All Commitment: #7 <i>Corporate Action</i>	<b>TRC Service Package</b> includes funding for IF Implementation.
		Report annually on the progress of the Indigenous Framework. <ul style="list-style-type: none"> <li>May 30, 2022 City Council unanimously approved the first Indigenous Framework Annual Report.</li> </ul>	Underway and Ongoing	Role: All Commitment: #7 <i>ES Action</i>	Work is underway and ongoing with current resources.
		Host an annual gathering with Elders, Knowledge Keepers, youth, community partners, and city staff where Administration can report progress, opportunities, and attendees can share in cultural exchange	Underway	Role: All Commitment: #7 <i>Corporate Action</i>	<b>TRC Service Package</b> includes funding for IF Annual Gathering.

		and learning.			
		Host quarterly gatherings to foster relationship building between Indigenous Elders and the Executive Leadership Team.	Underway	Role: Listener Commitment: #5 <i>Corporate Action</i>	<b>TRC Service Package</b> includes funding for IF Annual Gathering.
<i>(If created)</i> Review and consider <b>supporting relevant elements of a GoC National Action Plan</b> to achieve goals and principles of UNDRIP.	TRC 43, 44, 48, 49, 92  MMIWG2S+ 1.1, 1.2	Build relationships and implement where possible to work with faith groups and partners to advocate.	Underway	Role: Connector Commitment: #2	No additional resources needed at this time.
		Provide culturally accessible spaces and places in Edmonton: <ul style="list-style-type: none"> <li>Zoning Bylaw Update to allow traditional cultural practices, ceremony, gathering, and spiritual practices in city parks and other public lands</li> </ul>	June 2021	Role: Connector Commitment: #3	Unaware of any additional resources needed at this time.
		Create culturally welcoming spaces: <ul style="list-style-type: none"> <li>Build spaces for ceremony (i.e. Milner Library Thunderbird House)</li> <li>Increase smudging in City facilities (City Hall, Recreation Centers, Attractions )</li> <li>Look for opportunities to create new spaces in other city spaces (i.e. City Hall)</li> </ul>	Underway	Role: Connector Commitment: #3	<b>Additional funding would be needed</b> for new opportunities following project design and budget development.
<b>Equitable Data</b> Policy and Inclusive Approaches.	TRC 39  MMIWG2S+ (multiple)	<i>Potential Opportunity:</i> Consider adding a data equity unit or team as part of the Anti-Racism Strategy.	Not yet started	Role: Listener Commitment: #2	No additional resources at this point in time; to be integrated as part of the Anti-Racism Strategy if recommended by community advisory.
		Develop a Data Equity Policy.	Underway	Role: Connector Commitment: #6	No additional resources required at this time.
		Gather race-based and disaggregated data: <ul style="list-style-type: none"> <li>Community table with Social Identity and Social Inclusion section within the City of Edmonton</li> </ul>	Underway	Role: Partner Commitment: #2	No additional resources needed at this time.
		Provide opportunities for self-identification of indigeneity, gender identity and other identifiers.	Underway	Role: Listener Commitment: #2	Work underway in Employee Services.

<b>Track and report on progress</b> and be held accountable on the Calls for Justice and Calls to Action.	TRC 55 MMIWG2S+ 15.8	Collect relevant information and data to report on progress on an ongoing basis. <ul style="list-style-type: none"> <li>Approved CSWB Funding will allow for two Full Time Equivalents to project manage both files (one for TRC implementation and one for MMIWG2S+ implementation)</li> </ul>	Underway	Role: Listener Commitment: #1	No additional resources needed at this time.
		Evaluate and track data metrics for the Indigenous Framework actions and outcomes.	Not yet started	Role: Connector Commitment #6 <i>ES Action</i>	<b>TRC Service Package</b> includes funding for IF Implementation.
<b>Advance research</b> in critical areas impacting Indigenous people (in particular women, girls, and 2SLGBTQIA people).	TRC 18 MMIWG2S+ 5.25, 18.3, 18.15	Invest in research in the critical areas impacting Indigenous people (and in particular women, girls and 2SLGBTQIA people).	Not yet started	Role: Listener Role: Partner Commitment: #2	<b>TRC Service Package</b> includes engagement and sponsorship funding. <b>MMIWG2S+ Service Package</b> includes grant funding.
Work with the National Centre for Truth and Reconciliation to <b>identify and collect copies of all records re: residential school system.</b>	TRC 77	Work with the City Archives to determine if we have documentation to provide or share with the National Centre for Truth and Reconciliation: <ul style="list-style-type: none"> <li>City Archivist has indicated that no information was gathered by the Indian Residential School in Edmonton</li> <li>The City has a photograph collection which does have Indigenous people as subjects and TRC Archives project is aware of this</li> </ul>	Complete	Role: Listener Role: Partner Commitment: #1	No additional resources needed at this time.
<b>Invest in recruitment and capacity building of Indigenous people</b> and to <b>eliminate educational and employment gaps between Indigenous and non-Indigenous Canadians.</b>	TRC 7 MMIWG2S+ (multiple)	Develop an Indigenous Framework Department Action Plan for Employee Services (to reduce bias and discrimination in hiring and recruitment, address gaps in hiring). <ul style="list-style-type: none"> <li>Employee Services Indigenous Framework Action Plan has comprehensive actions for this call to action.</li> </ul>	Underway	Role: Listener Commitment: #6 <i>ES Actions</i>	<b>TRC Service Package</b> includes funding for IF Implementation.  Significant work has already occurred with current resources.
		Develop an Indigenous Procurement Strategy.	Underway	Role: Connector Commitment: #6 <i>Corporate Action</i>	No additional resources needed at this time.



Develop a <b>reconciliation framework for Canadian heritage and commemoration of City of Edmonton spaces and places</b>	TRC 79	Develop a Commemorative Policy for commemorative projects within the City of Edmonton's jurisdiction (historic sites, commemorating residential school sites).	Underway	Role: Connector Commitment: #3	Unsure if funding is needed at this time.
Advocate for and implement <b>Jordan's Principle.</b>	TRC 3  MMIWG2S+ 17.22	Build relationships and gather with partners to discuss ways that City services can be implemented in ways that support the on-going implementation of Jordan's principle.	Not yet started	Role: Advocate Commitment: #1	No additional resources needed at this time.

## Resurgence

Broad Action	Alignment (TRC, MMIWG2S+)	Corporate Commitment to Action (working list of specific actions to respond)	Status	Indigenous Framework (IF) Alignment <small>Roles and Commitments Outlined here</small>	Resource Requirements and Alignment with 2023-2026 Budget Service Packages
<b>Immediate Actions</b>					
<b>Fund Indigenous People</b> to support the work required to revitalize and restore Indigenous culture , languages, and access to culture and identity.	TRC 83  MMIWG2S+ (multiple)	Support, fund and attend priority events such as, but not limited to: <ul style="list-style-type: none"> <li>• Indigenous Peoples History Month</li> <li>• Ben Calf Robe Pow Wow</li> <li>• Edmonton Indigenous Peoples Festival</li> <li>• National Day for Truth and Reconciliation</li> <li>• Red Dress Day</li> <li>• Walk a Mile in a Ribbon Skirt</li> </ul>	Ongoing	Role: Partner Commitment: #5	<b>TRC Service Package</b> includes engagement and sponsorship funding. <b>MMIWG2S+ Service Package</b> includes grant funding.
<b>Enable residential school survivors and families to reclaim names</b> changed by the Residential School System. Waive any costs.	TRC 17	Work across the corporation to assess the ability for people to change their names in relation to city processes and services.	Not yet started	Role: Listener Commitment: #2	No additional resources needed at this time.
Provide support for (and eliminate barriers to) the <b>development of healing lodges.</b>	TRC 35	Provide funding support to current healing lodges in Edmonton.	Not yet started	Role: Partner Commitment: #3	<b>TRC Service Package</b> includes engagement and sponsorship funding. <b>MMIWG2S+ Service Package</b> includes grant funding.
<b>Mid-to-Long Term Actions</b>					
<b>Increase Indigenous Representation</b> in multiple aspects of City	TRC 85	Develop media initiatives that inform and educate the Canadian public and connect Indigenous and Non-Indigenous Canadians. <ul style="list-style-type: none"> <li>- Indigenous Edmonton blogs</li> </ul>	Underway and Opportunity for Growth	Role: Listener Commitment: #3	<b>MMIWG2s+ Service Package</b> includes funding for a Public Information Officer specifically for

business.	MMIWG2S+ 6.1				TRC/MMIWG2S+.
		Add appropriate Indigenous representation to external and internal marketing materials so that the programming and organizational culture reflects diverse cultures, languages and perspectives of Indigenous people (in particular women, girls and 2SLGBTQIA people).	Not yet started	Role: Listener Commitment: #3 <i>Corporate Action</i>	<b>TRC Service Package</b> includes funding for Indigenous Framework implementation.
<b>Ensure protection and revitalization</b> of Indigenous (Inuit, Métis and First Nation) cultures.	TRC 8  MMIWG2S+ 16.2, 16.4, 17.25, 17.26	Provide ongoing support to the Indigenous Artist-in-Residence <a href="#">program</a> .	Underway and Ongoing	Role: Partner Commitment: #3	Ongoing program runs with current resources (in partnership with the Edmonton Arts Council).
		Fund Indigenous Knowledge and Wisdom Centre to operate and program <a href="#">kihciy askiy</a> for land-based learning.	Underway	Role: Partner Commitment: #3	<b>kihciy askiy has a service package.</b>
		Increase the amount of Indigenous art, pictures, exhibits, maps, or other appropriate visuals within City buildings, especially those accessed by the public: <ul style="list-style-type: none"> <li>Indigenous Framework Artwork to be displayed publicly</li> <li>Rig and Bus Wrap Initiatives with local artists/community organizations</li> <li>Ensure equitable art policy</li> </ul>	Underway	Role: Partner Commitment: #3 <i>Corporate Action</i>  <i>CS, CO and IIS Action</i>  <i>CO and CMO Action</i> <i>IIS Action</i>	<b>TRC Service Package</b> includes funding for Indigenous Framework implementation as well as sponsorship funding.
		Initiate a process to scope Traditional Land Use Studies, which could include identification of particular cultural or heritage sites for recognition / preservation for integration into the City's planning documents.	Underway	Role: Connector Commitment: #3  <i>UPE Action</i>	This work will require additional resources to continue.
<b>Provide safe and dedicated ceremony and cultural spaces/healing spaces</b> for Indigenous People (in	TRC 21  MMIWG2S+ 18.8, 18.10	Fund Indigenous Knowledge and Wisdom Centre to operate and program kihciy askiy for land-based learning.	Underway	Role: Partner Commitment: #3	<b>kihciy askiy has a service package.</b>
		Provide support to EndPovertyEdmonton (EPE) in the development of an Indigenous Culture and Wellness Centre (ICWC).	Underway	Role: Partner Commitment: #3	EPE has received funding and support from City Council.

particular 2SLGBTQQIA youth and adults and for residential school survivors) and support networking and community building for 2SLGBTQQIA people.		Provide community-based projects/partnership opportunities for ceremony and cultural spaces/healing spaces.	Not started	Role: Partner Commitment: #3	IRO is working with communities to identify opportunities.
		Develop smudging policies and procedures for existing City facilities (identify facilities where smudges can be done and test for feasibility and improvements).	Underway	Role: Listener Commitment: #3 <i>CS Action</i>	Work is currently underway to identify and test facilities.
		Review regulatory framework and permitting processes relative to Indigenous peoples and perspectives, events and activities.	Not yet started	Role: Connector Commitment: #2 <i>UPE and CS Action</i>	<b>TRC Service Package</b> includes funding for Indigenous Framework implementation.
<b>Recognize Indigenous Language</b> as an Indigenous right and support efforts for Indigenous language revitalization.	TRC 13, 14	Identify and implement ways to make city spaces and building welcoming and safe for Indigenous peoples and ensure they see themselves reflected in the City's spaces and places (Indigenous Framework #3). <ul style="list-style-type: none"> <li>Ward names in Council Chambers</li> </ul>	Underway	Role: Connector Commitment: #3	No additional resources needed at this time. Continue with resources available (and/or work it into new project costs).
		Undertake community Renaming Projects: <ul style="list-style-type: none"> <li>Oliver Community League (in progress)</li> <li>Government Centre (Grandin) LRT Station (in progress)</li> <li>MEIP Park (Alberta Avenue - in progress)</li> </ul> Completed projects: <ul style="list-style-type: none"> <li>Maskekosihk Trail (complete)</li> <li>Iniw River Lot 11 Art Park (complete)</li> </ul>	Underway	Role: Partner Role: Connector Role: Listener Commitment: #3  <i>CO and IIS Action</i>	<b>TRC Service Package</b> includes funding to begin Government Station renaming and commemoration.
		Increase the use of Indigenous names as part of Edmonton's places, roads, buildings and other City infrastructure: <ul style="list-style-type: none"> <li>Land acknowledgment in buildings</li> <li>Indigenous art within operating spaces (such as ETS Bus Shelters)</li> </ul>		Role: Listener Commitment: #3 <i>Corporate Action</i>  <i>CO Action</i>	No additional resources needed at this time. Continue with resources available (and/or work it into new project costs).
		Rename the 12 City Wards.	Complete 2021	Role: Partner Commitment: #3	<b>Completed;</b> No additional resources needed at this time.

		Update City Policy C509B - Naming Development Areas, Parks, Municipal facilities, Roads and Honorary Roads to ensure focus and historical relevance on Indigenous place names in Edmonton.	Complete 2021	Role: Connector Commitment: #3	<b>Completed;</b> No additional resources needed at this time.
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## Advocacy

The TRC Calls to Action call on everyone to advocate for reconciliation. The [Indigenous Framework](#) also calls upon City employees to be advocates, to use the power and privilege we possess, the learning and growth we obtain, and our relationships to advocate to other governments, organizations, businesses and education institutions for the necessary changes that will create an inclusive city.

In the course of its intergovernmental work, the City of Edmonton can respond to this call by creating spaces for discussion of the issues raised by the TRC. Whenever appropriate, leaders are encouraged to ask about reconciliation in their interactions with other governments and governmental associations — this is also prompted in formal materials prepared for Council by Intergovernmental Affairs. Open, collaborative and relationship-focused discussions might sound like, “As part of the City of Edmonton’s commitment to reconciliation, are there ways that our work on [policy issue] can advance the calls to action of the TRC, the principles of the UNDRIP, or the recommendations of the National Inquiry into MMIWG2S+? Are there ways the City of Edmonton can help advance this work in our city?” With Canada’s second largest urban Indigenous population, the City of Edmonton is volunteering the community to pilot any new reconciliation-related programs contemplated by the provincial and federal governments.

Should there be appetite for detailed discussion, Administration can prepare further advice on advancing collaborative discussions, taking into account the current environment and various parties’ efforts to advance the work recommended by the TRC.