

MISSING AND MURDERED INDIGENOUS WOMEN AND GIRLS ACTION PLAN

RECOMMENDATION

That the November 21, 2022, Community Services report CS01218, be received for information.

Requested Council Action		Information only	
ConnectEdmonton's Guiding Principle		ConnectEdmonton Strategic Goals	
CONNECTED		Healthy City	
City Plan Values	BELONG.		
City Plan Big City Move(s)	Inclusive and compassionate	Relationship to Council's Strategic Priorities	Community safety and well-being
Corporate Business Plan	Serving Edmontonians		
Council Policy, Program or Project Relationships	<ul style="list-style-type: none">• Truth and Reconciliation Commission (TRC) Municipal Response Plan• Anti-Racism Strategy• City of Edmonton Indigenous Framework• Community Safety & Well-being Strategy		
Related Council Discussions	<ul style="list-style-type: none">• CR_8386, Missing and Murdered Indigenous Women and Girls National Inquiry Final Report – Call to Justice Options of Implementation, Community and Public Services Committee, February 17, 2021• CS01178, Indigenous Framework - Annual Update, Community and Public Services Committee May 30, 2022• OCM01477, Truth & Reconciliation Commission Implementation Plan Update, City Council, November 2, 2022		

Previous Council/Committee Action

At the April 4/5/6, 2022, City Council meeting, the following motion passed:

1. That administration develop a Missing and Murdered Indigenous Women and Girls Action Plan, including timeline and budget requirements within the 2023-2026 budget cycle, for short, medium and long-term actions under the themes of awareness building, addressing underlying causes, and Indigenous resurgence outlined in

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Attachments 1 and 3 of the March 21, 2022, Community and Public Services Committee report CS00434.

2. That Administration develop an Indigenous People's Awareness Campaign and funding strategy that includes MMIWG and 2SLGBTQQIA awareness campaigns for Indigenous Peoples History Month.
3. That Administration engage with community and the Anti-Racism Strategy to expand the City's Indigenous Framework to develop an Indigenous Ombudsperson/Advocate for the City of Edmonton.

Executive Summary

- Reconciliation is one of the seven pillars of the Community Safety and Well-being Strategy. The reconciliation outcome is Edmontonians, Indigenous Peoples, and the City having authentic, interconnected relationships that honour, understand, and collaboratively integrate Indigenous experiences, histories, and cultures.
- In the MMIWG and 2SLGBTQQIA Action Plan, there are four themes identified through conversations with community members involved in the local efforts to eradicate violence against Indigenous women, girls, and 2SLGBTQQIA (Two spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex, Asexual) peoples: Awareness, Addressing, Resurgence and Advocacy.
- The Indigenous Framework is the City's locally created response to support meaningful relationships with Indigenous peoples in Edmonton and move the City forward towards reconciliation. The MMIWG and 2SLGBTQQIA Action Plan will be aligned and addressed through the framework mechanisms across the corporation.
- In order to support additional actions and progress the City's response to the Missing and Murdered Indigenous Women and Girls Calls for Justice resourcing is a critical element of success. As directed by Council, Administration has brought forward a funded service package in the 2023-2026 budget (\$1.0 million-2023 and \$1.3 million per year from 2024-2026) to implement priority actions of the MMIWG and 2SLGBTQQIA Action Plan.
- The MMIWG and 2SLGBTQQIA service package is focused on both immediate and specific action as well as long-term actions that allow flexibility and responsiveness to the needs of Indigenous communities in Edmonton.
- The work is ongoing, the relationships are ongoing, and Administration will work together to ensure the work continues to be responsive to the needs of the community.

REPORT

At the March 21, 2022, Community Public and Services Committee and April 4/5/6, 2022, City Council meetings, Administration provided Council with an update on CS00434 Missing and Murdered Indigenous Women and Girls National Inquiry, Final Report Update and Implementation Plan Development. In that report, Administration reviewed the historical and socio-political context for the National Inquiry and the 231 Calls for Justice, as well as alignment of the Calls for Justice with the City of Edmonton strategic planning framework and the Indigenous

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Framework. The report presented a plan for addressing the calls for justice from a municipal context and was approved by City Council, with a motion to return to Council in the Fall of 2022 with a more detailed implementation plan and budget request.

Administration has been working through partnerships to address impacts of colonial violence that continue to affect Indigenous women and girls in various spaces within Edmonton. This action plan and accompanying resources will allow space for strategic alignment and capacity to collaborate effectively with the community to effect lasting change. In addition to the ongoing work of addressing the impacts of missing and murdered Indigenous women and girls, Administration will include the experiences of 2SLGBTQQIA peoples as part of the implementation of this action plan, as it is evident that the violence of colonial oppression has had devastating impacts on the identity and safety of Indigenous 2SLGBTQQIA peoples within Canada.

This report outlines the three key areas City Council asked Administration to address in the development of a Missing and Murdered Indigenous Women and Girls Action Plan:

1. The MMIWG and 2SLGBTQQIA Action Plan
2. Indigenous Peoples Awareness Campaign
3. MMIWG 2SLGBTQQIA and the Anti-Racism Strategy

The MMIWG and 2SLGBTQQIA Action Plan

The Missing and Murdered Indigenous Women and Girls Calls for Justice Final Report includes 231 actions for all individuals, governments and institutions to respond to. There is a significant volume of work, some actions which can be addressed immediately and others which will take thoughtful and meaningful relationships that will built over time. The MMIWG and 2SLGBTQQIA Action Plan was developed through honoring the significant feedback provided through engagement with Indigenous women, girls and 2SLGBTQQIA peoples.

The MMIWG and 2SLGBTQQIA Action Plan is focused on both immediate and specific action as well as long-term actions that allow for flexibility and responsiveness to the needs of the Indigenous community in Edmonton. Similar to the approach of the Community Safety and Well-Being Strategy, this action plan is a living document and the approach Administration is taking will prioritize where support is most needed, aligned with where there is capacity and resources to respond.

Attachment 1 provides a more detailed account of the immediate and mid-to-long term actions, and how they are being resourced. While the detailed actions for each of the pillars require additional refinement, they are the starting place as this plan will evolve with community needs. Below are a few examples of what Administration has prioritized for immediate action and are outlined within the funded service package for the 2023-2026 budget. In addition to the pillars identified below, Administration will develop a more detailed advocacy pillar in alignment with the Truth and Reconciliation Municipal Response Plan, local community advocates and the Premier's Council on MMIWG and 2SLGBTQQIA to achieve a greater collective impact.

Awareness

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- Support, fund and attend community-led events for awareness (such as Red Dress Day, the Moosehide Campaign, Walk a Mile in a Ribbon Skirt, and Okisikow Way events).
- Launch education and awareness communications, specifically for learning about the truth of Missing and Murdered Indigenous Women, Girls, and 2SLGBTQQIA peoples.

Addressing

- Continue violence prevention initiatives with an Indigenous lens and strategic partnerships (Gender-based Violence Prevention Initiative, Active Bystander Training).
- Fund prevention and intervention programs that specifically address the needs of Indigenous women, girls and 2SLGBTQQIA peoples.
- Develop an Indigenous women and 2SLGBTQQIA peoples mentorship program.
- Support an Indigenous led Shelter and Indigenous led Housing.
- Create an Indigenous Ombudsperson that will be part of the comprehensive Anti-Racism Strategy implementation.

Resurgence

- Creation of an Elders Circle and Matriarch Circle.
- Fund community programs, services, activities that revitalize and empower Indigenous communities, culture, art and languages; in particular the role of women and 2SLGBTQQIA peoples within Indigenous communities.

Indigenous Peoples Awareness Communications

Administration supports Indigenous History Month every June by helping to profile Indigenous community partners, events and opportunities, which includes approximately \$90,000 in funding and support. Learning and education is a critical response to the Calls for Justice, the Calls to Action and is a guiding action in the Indigenous Framework.

The MMIWG 2SLGBTQQIA service package requests support for a dedicated resource to develop and operationalize a communications approach that integrates this Action Plan and the Truth and Reconciliation Commission Municipal Response Plan with the work of the Indigenous Framework, ensuring that this will be a corporate wide endeavor, guided by the values of wahigicobi (kinship).

MMIWG 2SLGBTQQIA Action Plan and the Anti-Racism Strategy

The implementation of the City's Anti-Racism Strategy is underway. The work of the Truth and Reconciliation Commission Municipal Response Plan, presented to City Council on October 31/November 2, 2022, OCM01477, and the Missing and Murdered Indigenous Women and Girls Calls to Justice both call for efforts to reduce, with the intent of eliminating, racism against Indigenous Peoples.

The MMIWG 2SLGBTQQIA Action Plan includes the need for an Indigenous Ombudsperson to be incorporated into the implementation of the Independent Anti-Racism Body or the High Level Anti-Racism Office. At this point in time, Administration requires further time to explore and

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develop this role in order to best support the Plan. Administration will continue to work closely together to ensure integration among the plans. The provincial government has recently launched a roadmap titled "113 Pathways to Justice " which indicates plans to stand up a provincial Indigenous human rights ombudsperson and tribunal. Administration will be following this process closely.

Budget/Financial Implications

Resources are required to support future actions and to progress in the City's response to the Missing and Murdered Indigenous Women and Girls Calls for Justice. The 2023-2026 Operating Budget includes a funded service package for MMIWG 2SLGBTQIA with funding from the Community Safety and Wellbeing Funds (\$1.0 million in 2023 and \$1.3 million per year from 2024 to 2026).

This service package aligns closely, and is integrated with, the funded service package for the Truth and Reconciliation Commission Municipal Response Plan. The 2023-2026 service packages for Kihciy Askiy and the Affordable Housing Strategy also strongly aligned with the action plan.

COMMUNITY INSIGHT

The National Calls for Justice are born from a national perspective and that the work and approaches taken by Administration will need to be addressed from a local perspective. This action plan must be flexible depending on local needs.

Prior to the March 21, 2022, report (CS00434), Administration engaged with community stakeholders between December 2021 to February 2022 to discuss:

- their involvement and/or response to the Calls for Justice,
- where their organizations might need City support and
- to share the City's approach to the Calls for Justice.

Stakeholders included Indigenous women-centered organizations, community leaders, grassroots movements and other organizations including representation from First Nations, Métis, Inuit and 2SLGBTQIA peoples in the Edmonton area.

Administration received the feedback provided and also revisited engagement and feedback from multiple sources and stakeholders such as:

- The original sharing of truths that created the 231 Calls for Justice
- Indigenous Framework Community Conversations and Elder advisement
- Mayors Roundtable on Reconciliation on June 29, 2022
- Informal and ongoing discussions with MMIWG 2SLGBTQIA Community advocates for Okisikow Way Day, Sisters in Spirit, and Walk a Mile in a Ribbon Skirt
- Work to explore the concept of "Advocacy" for the Truth and Reconciliation Commission Response Plan

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This work is ongoing, the relationships have been and will be ongoing and Administration will ensure the work continues to be responsive to the needs of the community. The action plan will be a living document that will evolve as feedback is received and relationships are strengthened with community partners.

GBA+

Administration has specifically sought the guidance of First Nations, Métis, Inuit and 2SLGBTQQIA peoples who experience systemic barriers due to compounding issues of geography, isolation and disconnection. The Calls for Justice and the National Inquiry process was an example of addressing intersectionality in action, from an Indigenous perspective grounded in the understanding of colonialism. Lived experiences will guide this work.

Future actions that will be taken to identify barriers to equity will be developed using specific culturally responsive tools including:

- Using the Indigenous Intersectional Based Policy Analysis Framework
- Applying Red Intersectionality analysis (an intersectional analysis that identifies and deconstructs the impacts of colonialism)
- Working with community to adapt and implement an Indigenous evaluation methodology
- Working with partners and stakeholders to identify opportunities to initiate, develop and utilize disaggregated data collection

The following equity measures that have been taken in consideration of the creation of this report and continued work:

- Ensure that the voices of those with lived experience are centered in this work
- Activate the four roles of the Indigenous framework when engaging with community stakeholders
- Specifically seek out the experiences and perspectives of community members part of distinction based groups (Métis, Inuit and 2SLGBTQQIA peoples)

ATTACHMENT

1. Missing and Murdered Indigenous Women and Girls and Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer and/or Questioning, Intersex, Asexual (2SLGBTQQIA) DRAFT Action Plan