

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

Commitment from the City of Edmonton	Awareness Actions Public education and training to enhance awareness and understanding of the impacts of residential schools and colonization have had on Indigenous communities (in particular women, girls and 2SLGBTQIA.	Calls to Justice Alignment	Resourcing
Short to Medium Term Actions			
Staff Training & Education <i>such as training sessions, lunch and learns, topic specific learning.</i>	<ul style="list-style-type: none"> ● Continue Indigenous Awareness Training ● Apply Indigenous Lens when developing and delivering training, policy, programs and services. ● Involve Indigenous Elders and Knowledge Keepers in learning opportunities ● Indigenous Framework Corporate/Department Learning 	1.9;1.8; 2.1; 2.6 15.2; 15.7	<i>MMIWG Service Package</i> includes support for an Elders Circle. <i>Truth & Reconciliation Commission (TRC) Service Package</i> includes funding for Indigenous Framework implementation.
Learning & Celebrating <i>through programs and events in partnership between the community and the city.</i>	<ul style="list-style-type: none"> ● Support, fund and attend priority programs/events such as: <ul style="list-style-type: none"> ○ Indigenous Peoples History Month ○ Indigenous Artist in Residence ○ Red Dress Day ○ Walk a Mile in a Ribbon Skirt ○ Sisters in Spirit Vigil ○ Access to the Indigenous Peoples Experience 	1.8; 1.9; 2.3; 2.6; 2.7 15.2 ; 15.7	<i>TRC and MMIWG Service Package</i> includes sponsorship funding.
Mid-to-Long Term Actions			
Specific Education & Awareness Campaigns for Edmontonians and City staff	<ul style="list-style-type: none"> ● Launch an education and awareness campaign, specifically for learning about MMIWG, Indigenous women and girls and 2SLGBTQIA. 	1.8; 1.9; 2.6; 15.2; 15.7	<i>MMIWG Service Package</i> includes a dedicated communications position to develop and deliver

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targeted for learning about MMIWG and 2SLGBTQQIA.			this ongoing campaign.
Funding Training & Education for Edmontonians and City staff <i>funding initiatives particularly for learning about residential schools, women and girls and 2SLGBTQQIA.</i>	<ul style="list-style-type: none"> • Provide grant funding and sponsorships to local Indigenous Women, Girls and 2SLGBTQQIA Programs. • Partner and collaborate with 2SLGBTQQIA organizations and people to design and deliver training for city staff and multiple sectors and service providers in Edmonton. 	18.17, 18.19	<i>TRC and MMIWG Service Package</i> includes sponsorship funding. <i>MMIWG Service Package</i> includes grant funding.
Commitment from the City of Edmonton	Addressing Actions Specific actions and changes to the systems, policies, and procedures that the municipality is responsible for working in partnership to support positive outcomes and lived experiences for Indigenous Peoples.	Calls to Justice Alignment	Resourcing
Short to Medium Term Actions			
Denounce and Speak out against violence against Indigenous people.	<ul style="list-style-type: none"> • Continue violence prevention initiatives: <ul style="list-style-type: none"> ○ Gender-based Violence Initiative Projects ○ Active Bystander Training • Include specific activities that address: intimate partner violence, racism, sexism, ignorance, homophobia, transphobia and encourage others to do the same; Change acceptance and normalization of violence. 	1.9, 15.1, 15.5	Resourced through the current operational budget.
Prevention of Violence and promotion of safety in particular for women, girls and 2SLGBTQQIA people and using a multi-agency approach.	<ul style="list-style-type: none"> • Safe City Initiative- continue violence prevention initiatives such as: <ul style="list-style-type: none"> ○ Gender-based Violence Initiative Projects ○ Active Bystander Training • Support community and city led programs that help address and prevent: intimate partner violence, racism, sexism, ignorance, homophobia, transphobia 	1.3; 1.6; 1.5; 1.8; 1.9; 2.6; 3.1; 4.1; 4.3	Resourced through the current operational budget. <i>MMIWG Service Package</i> includes grant funding.

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<p>Adopt a liveable income</p>	<ul style="list-style-type: none"> • The City of Edmonton has already adopted the Living Wage Policy • Advocate for others to adopt a Living Wage 	<p>1.3; 4.4; 4.5</p>	<p>City of Edmonton has adopted the policy; funding provided to EndPovertyEdmonton of which this is one of their focus areas.</p>
<p>Fully support First Nations, Inuit, and Métis communities to call on Elders, Grandmothers, and other Knowledge Keepers to establish community-based trauma-informed programs for survivors of trauma and violence.</p>	<ul style="list-style-type: none"> • Development of an Elders Circle and Matriarch Circle 	<p>3.3</p>	<p><i>MMIWG Service Package</i> includes funding that will allow Administration to develop and fund the activities of the circle.</p>
<p>Funding prevention, education/awareness and ensuring access to priority programs and services.</p>	<ul style="list-style-type: none"> • Continued funding through current city grant programs such as Family and Community Support Services (FCSS) • Sponsorships to local Indigenous women, girls and 2SLGBTQQIA Programs 	<p>1.8; 1.9; 2.6</p>	<p><i>TRC and MMIWG Service Package</i> includes sponsorship funding.</p> <p><i>MMIWG Service Package</i> includes grant funding.</p>
<p>Sustainable Funding Source for Responses to Historical Colonialism and Violence</p>	<ul style="list-style-type: none"> • Indigenous Grant Program with identified priorities (that may change over time as needs and priorities evolve) 	<p>2.5; 2.7</p>	<p><i>MMIWG Service Package</i> includes grant funding.</p>
<p>Mid-to-Long Term Actions</p>			
<p>Develop an Anti-Racism Strategy including a significant education component for citizens and public servants/services.</p>	<ul style="list-style-type: none"> • Independent Anti-Racism Body • High Level Internal Anti-Racism Office • Indigenous Ombudsperson • Core Operational & Capacity Building Funding 	<p>2.6</p>	<p><i>Anti-Racism Strategy</i> will continue to develop and come to Council for resourcing at a later date.</p> <p><i>MMIWG Service Package</i> includes</p>

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			funding for the Ombudsperson.
Implement the Indigenous Framework into all aspects of the City work	<ul style="list-style-type: none"> • Implementation of the Indigenous Framework is ongoing • Complete the Corporate Action Plan • Complete the Department Action Plans • Ensure alignment across Indigenous Framework, TRC and MMIWG 	2.1	<i>TRC Service Package</i> includes funding for Indigenous Framework.
Indigenous-led Housing and Shelter that is low barrier, sustainably funded, and provides adequate support for women, girls and 2SLGBTQIA people.	<ul style="list-style-type: none"> • Indigenous Housing Strategy embedded in the Affordable Housing Strategy • Indigenous Low Barrier Shelter 	4.6, 4.7, 16.19	Part of the <i>Affordable Housing Strategy Budget ask</i> . <i>Funding \$1M from CSWB to start; advocacy to other orders of government to support.</i>
Reduce poverty, addressing specifically experiences of poverty within the Indigenous community (all Indigenous peoples, and focus on reduction of barriers for those who are 2SLGBTQIA).	<ul style="list-style-type: none"> • Funding of EndPovertyEdmonton • Funding of multiple poverty reduction initiatives and organizations that are serving those experiencing poverty 	17.19, 18.24	EndPovertyEdmonton is already funded in the operational budget. Multiple organizations are funded through existing granting programs; <i>MMIWG Service Package</i> includes additional grant funding specifically for Indigenous groups.
Implement GBA+ and Inclusive Approaches in program and service design.	<ul style="list-style-type: none"> • GBA+ has been increasingly implemented across the corporation. These efforts will continue. • The Calls for Justice specifically call for ensuring gender-neutral spaces like washrooms/change rooms. 	18.2; 18.11	Work is currently underway across the corporation.
Equitable Data Policy and	<ul style="list-style-type: none"> • Adopt intersectional approaches to data; culturally 	4.1; 4.2; 4.4;	Work is currently underway

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<p>Approaches</p>	<p>appropriate GBA+ practices with an Indigenous lens</p> <ul style="list-style-type: none"> • Indigenous Evaluation • Indigenous Procurement • Race-based data and disaggregated data • Self-identification of indigeneity, gender identity, and other identifiers 	<p>5.24; 16.44; 17.2; 18.3</p>	<p>across the corporation; Indigenous Relations will be hiring an Indigenous Evaluation Specialist to assist in the data work around the Indigenous Framework, TRC and MMWIG2S+.</p>
<p>Advance research in Indigenous evaluation and design, OCAP principles, and UNDRIP</p>	<ul style="list-style-type: none"> • There are significant areas where additional research can be done in meaningful and collaborative ways with community partners and leaders; other research bodies; and throughout engagement. • OCAP principles refer to the ownership, control, access, and possession of data and information • Research and review information related to the adoption and implementation of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) 	<p>5.25, 18.3, 18.15</p>	<p><i>CSWB Funding</i> increased the IRO staff levels which will allow for dedicated team members to project manage these files.</p>
<p>Track and report on progress and be held accountable on the Calls for Justice and Calls to Action</p>	<ul style="list-style-type: none"> • Collect relevant information and data to report on progress on an annual basis. 	<p>15.8</p>	<p><i>CSWB Funding</i> increased the IRO staff levels which will allow for dedicated team members to project manage these files.</p>
<p>Invest in recruitment and capacity building of Indigenous people in the fields of health and wellness, in government, in programs and services etc. and to eliminate employment gaps between Indigenous and non-Indigenous Canadians.</p>	<ul style="list-style-type: none"> • Indigenous Framework Department Action Plan for Employee Services (to reduce bias and discrimination in hiring and recruitment, address gaps in hiring). • Indigenous Procurement Strategy • Continue to maintain and enhance relationships with post-secondary institutions (internships, student placements etc.) 	<p>4.2; 4.4</p>	<p>Work is currently underway across the corporation.</p> <p><i>TRC Service Package</i> includes funding for Indigenous Framework.</p>

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<p>Ensure adequate plans and funding for safe and affordable transit and transportation services (in particular for Indigenous women, girls and 2SLGBTQIA people). Provide “safe transportation” options.</p>	<ul style="list-style-type: none"> • Bystander Intervention work with Edmonton Transit is being developed and implemented with an Indigenous lens. 	<p>4.8, 17.9</p>	<p>Work is currently underway across the corporation.</p>
<p>Expand the use of community-based security models that include Indigenous perspectives and people.</p>	<ul style="list-style-type: none"> • Development and Pilot of the COTT Model 	<p>17.15</p>	<p>Work is currently underway across the corporation and received <i>CSWB Funding</i>.</p>
<p>Commitment from the City of Edmonton</p>	<p>Resurgence Actions Funding and partnerships with Indigenous communities to support the reclamation of culture, knowledge, language and autonomy.</p>	<p>Calls to Justice Alignment</p>	<p>Resourcing</p>
<p>Short to Medium Term Actions</p>			
<p>Fund Indigenous People to support the work required to revitalize and restore Indigenous culture, languages, and access to culture and identity.</p>	<ul style="list-style-type: none"> • Indigenous Grant Program with multiple streams that address the Calls to Action and Calls for Justice. 	<p>2.3; 2.4; 2.5</p>	<p><i>MMIWG Service Package</i> includes additional grant funding specifically for Indigenous groups.</p>
<p>Provide supports and resources for educational, training, and employment opportunities for all Indigenous</p>	<ul style="list-style-type: none"> • Fund and support local programs, services, and initiatives that address education, training and employment opportunities through sponsorship and grant funding. • Student Practicums and Internships; opportunities for job 	<p>4.4</p>	<p><i>TRC and MMIWG Service Package</i> includes sponsorship funding. <i>MMIWG Service Package</i> includes</p>

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women, girls, and 2SLGBTQQIA people. These programs must be available within all Indigenous communities.	sharing with Indigenous organizations.		grant funding and an internship program.
Provide Indigenous specific program and services that address emotional, mental, physical, and spiritual dimensions of wellbeing (coordinated, co-located, wrap around) mental health and cultural supports.	<ul style="list-style-type: none"> Fund and support local programs, services, and initiatives that address wellbeing, mental health, and cultural supports through sponsorship and grant funding. 	3.5; 3.6 17.23	<p><i>TRC and MMIWG Service Package</i> includes sponsorship funding.</p> <p><i>MMIWG Service Package</i> includes grant funding.</p>
Mid-to-Long Term Actions			
Support and resource (long term sustainable funding) for community-based supports and solutions designed to improve social and economic security, led by Indigenous women, girls, and 2SLGBTQQIA people.	<ul style="list-style-type: none"> Start with an Indigenous Grant Program with multiple streams; over time we'll assess and evaluate to determine how to support and resource in a long-term sustainable way. Continued advocacy to other orders of government to support sustainable long-term funding. 	2.4; 2.5; 4.2	<i>MMIWG Service Package</i> includes additional grant funding specifically for Indigenous groups to initiate work.
Ensure equitable representation of Indigenous voices in policy development, funding, governance and service delivery, decision making	<ul style="list-style-type: none"> Develop and implement a mentorship program specifically for Indigenous women, girls and 2SLGBTQQIA people. Elders Circle and Matriarch Circle 	1.4, 16.41, 17.3, 18.2	<p><i>MMIWG Service Package</i> includes funding for a mentorship program.</p> <p><i>MMIWG Service Package</i> includes an ask for funding that will allow Administration to develop and</p>

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			fund the activities of the circle.
Ensure protection and revitalization of Indigenous (Inuit, Metis and First Nation) cultures.	<ul style="list-style-type: none"> • Fund Indigenous Knowledge and Wisdom Centre to operate and program Kihciy Askiy for land-based learning. 	16.2, 16.4, 17.25, 17.26	<i>kichiy askiy Service Package</i> is included in the 2023-2026 Budget Package.
Provide safe and dedicated ceremony and cultural spaces/healing spaces for Indigenous People (in particular 2SLGBTQQIA youth and adults and for residential school survivors) and support networking and community building for 2SLGBTQQIA people.	<ul style="list-style-type: none"> • Fund Indigenous Knowledge and Wisdom Centre to operate and program Kihciy Askiy for land-based learning. • Provide support to EndPovertyEdmonton in the development of an Indigenous Culture & Wellness Centre (ICWC). • Look for opportunities to support community-based cultural and healing spaces. 	18.8, 18.10	<i>kichiy askiy Service Package</i> is included in the 2023-2026 Budget Package. COE is continuing to support ICWC and EPE.
Invest in Indigenous Art and Culture ensuring sustainable funding for all artforms.	<ul style="list-style-type: none"> • Fund and support local Indigenous art and culture initiatives through sponsorship and grant funding. • Indigenous Artist in Residence Program • Public spaces artwork and renaming initiatives (for example, anti-racist approach to artwork in City Hall). • Commemorative Infrastructure Policy is currently under development. 	16.11	<i>TRC and MMIWG Service Package</i> includes sponsorship funding. <i>MMIWG Service Package</i> includes grant funding.