

CITY OF EDMONTON INDIGENOUS FRAMEWORK 2022 Annual Report



Wahigicicobi

Wahkohtowin

Ilagiit

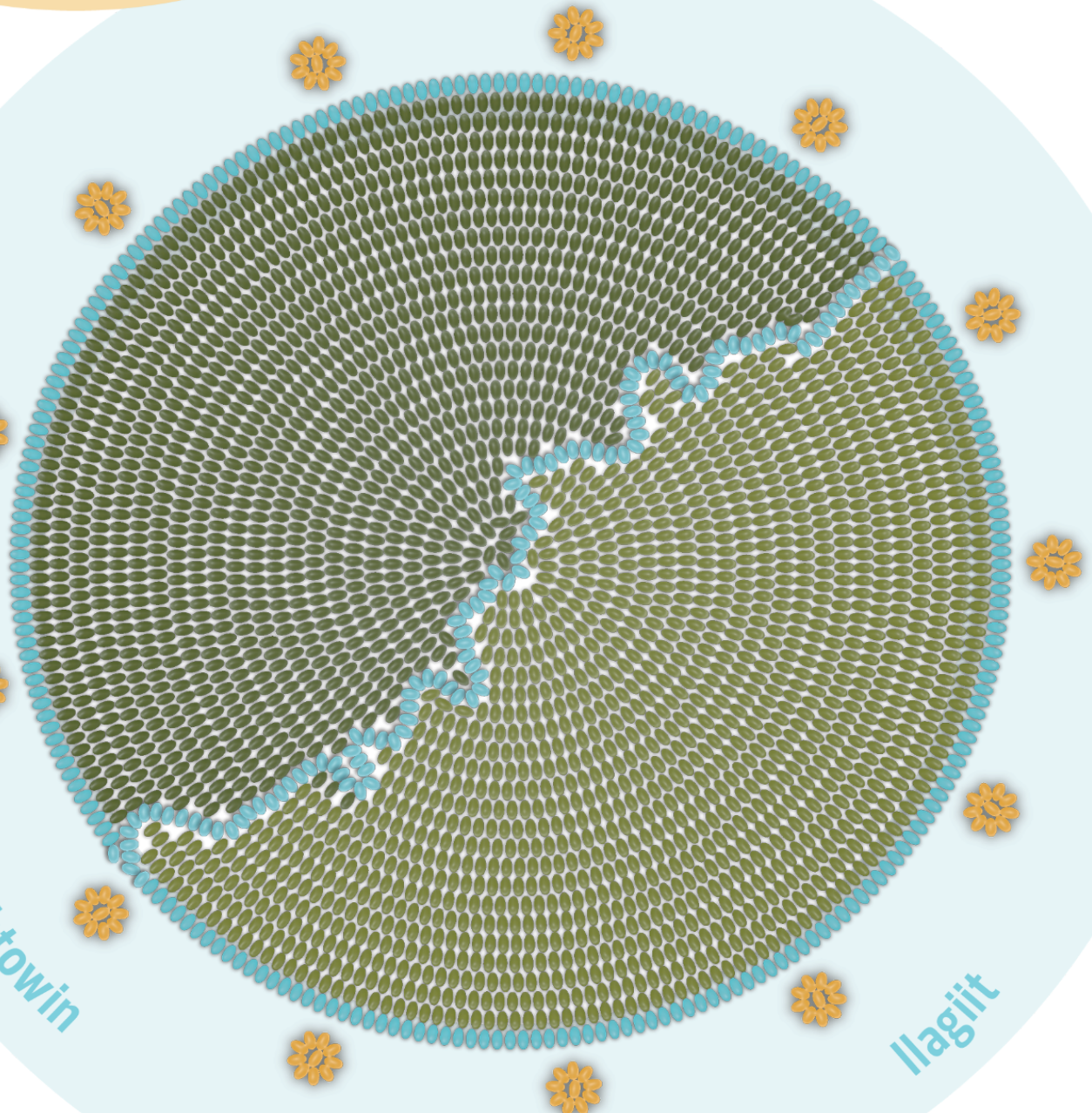


TABLE OF CONTENTS

Land Acknowledgment	PG 3
Message from the Executive Leadership Project Sponsors	PG 4
Building a Firm Foundation	PG 5
How We Work Together	PG 6
What We Did in 2022	PG 10
Projects and Programs Closely Aligned with the Framework	PG 15
What We Aim to Achieve in 2023	PG 19
Conclusion	PG 22

LAND ACKNOWLEDGMENT

The City of Edmonton acknowledges the traditional land on which we reside, is in Treaty Six Territory. We would like to thank the diverse Indigenous Peoples whose ancestors' footsteps have marked this territory for centuries, such as nêhiyaw (Cree), Dené, Anishinaabe (Saulteaux), Nakota Isga (Nakota Sioux), and Niitsitapi (Blackfoot) peoples. We also acknowledge this as the Métis' homeland and the home of one of the largest communities of Inuit south of the 60th parallel. It is a welcoming place for all peoples who come from around the world to share Edmonton as a home. Together we call upon all of our collective, honoured traditions and spirits to work in building a great city for today and future generations.

MESSAGE FROM THE EXECUTIVE LEADERSHIP PROJECT SPONSOR

ConnectEdmonton, Edmonton's strategic plan, reminds us that to achieve a healthy, climate resilient community with vibrant urban places in a prosperous region, we must be connected and plan our future together. And "connected" doesn't just mean to each other -- it means to our past, to the land on which we reside, to our histories as treaty people and to the wisdom embodied in the First Peoples who have called this place, now known as Edmonton, home for thousands of years. We must look to the future in a way that seeks out and respects the path to today -- especially the truth that for many Indigenous peoples, their experience has been characterized by racism, inequity and trauma.

We have much to learn about, and from, the original peoples of this land. I consider **Listener** to be the foundational role of the Indigenous Framework. We must embrace the wisdom provided by Elders, Knowledge Keepers and the advice of the Indigenous Relations Office who give of themselves to guide the City of Edmonton through its journey of truth and reconciliation. When we listen with open hearts and minds, we will better understand how we can embrace our roles as a **Connector**, an **Advocate** and as a **Partner**. If we bring patience, curiosity and respect to our journey, we will build a strong community - and a strong future -- where everyone feels they belong.

It is our responsibility, and our privilege, as City employees to forge stronger relationships with Indigenous peoples. We do this through all of our work to implement the Truth and Reconciliation Commission's 94 Calls to Action, but we also do it through every action, conversation and choice we make with, and on behalf of, Edmontonians. I am humbled to be called into this way of being and look forward to supporting the next chapter of this very important work.

Jennifer Flaman, Deputy City Manager, Community Services
Indigenous Framework Executive Leadership Sponsor

I. BUILDING A FIRM FOUNDATION



Listener: *We listen, with open hearts and minds, when Indigenous Peoples share their stories and experiences.*

"From this Ceremony came a guiding concept to guide our service to, and relationship with, Indigenous Peoples on this land: Wahigicobi (Wah-hee-gee-chee-cho-bee), a lethka Nakoda word, meaning kinship relationships."

The City of Edmonton Indigenous Framework 2021 Final Report

The City of Edmonton recognizes the importance of honouring and respecting its foundational relationships with the First Peoples of this area, known as amiskwaciwâskahikan (Beaver Hills House in Nehiyawewin (Cree)). The Indigenous Framework is an intentional step forward to meaningfully support Truth and Reconciliation efforts by walking together with Indigenous Peoples who live, work, and connect with Edmonton. Reconciliation begins by acknowledging the truth of historical traumas and current disparities that continue to impact Indigenous Peoples.

The Indigenous Framework was gifted the name, 'Wahigicobi' referring to the interconnected web of relationality known as 'kinship'. Elders involved with the Framework also shared with us the nêhiyaw (Cree) concept of wâhkôhtowin (Wah-KOH-toh-win) and the Inuktun word ilagiit (ee-la-geet) which also refer to kinships that we all have to the land, and to one another.

The unanimous approval of the Indigenous Framework by City Council on February 17, 2021 signaled the rollout of department specific action plans that align with the Framework's [Four Roles](#) and [Seven Commitments](#). This report highlights what the City of Edmonton has done in 2022, in collaboration with Indigenous community partners, to implement the broad suite of actions within each City of Edmonton department based on the four roles and seven commitments of the Indigenous Framework. Also highlighted in this report are key actions for 2023 designed to move the City further along its journey of Truth and Reconciliation.

We wish to acknowledge the many Indigenous Framework Community Partners, and colleagues, throughout the City of Edmonton who have contributed to the creation of this annual report.

hiy hiy, ish nish, quana, marsii, masi cho



Connector: We connect Indigenous Peoples to the programs, services, people, and resources that enrich the community and foster relationships to create positive change.

II. HOW WE WORK TOGETHER

Guided by Elders and Knowledge Keepers

"The biggest thing we have told them (City staff) is that culture is not a product, rather a process to get us to that kinship, to understand that kinship, understand relationship and understand the partnership..."

Indigenous Framework Elder

A Circle of Elders and Knowledge Keepers involved in guiding the Indigenous Framework offered ceremonies, and wisdom in Indigenous ways of knowing and being to guide us in the building of kinship and relationships at scheduled events throughout the year, including:

- Three virtual sessions held in February 2022 specifically with Indigenous community agencies and allied partners whose experiences guided the development of the Framework
- A full day retreat held in March 2022 for all City staff directly involved with advancing actions of the Framework
- A Kinship with the Elders Event held in December 2022 for all City staff connected to advancing actions of the Framework
- Regular kinship and guidance sessions between the Elders and Knowledge Keepers and City administration held throughout 2022



The Elders and Knowledge Keepers enjoyed being together with City staff and are keen on continuing their guiding role with the Indigenous Framework. Their ongoing commitment to this work will serve to advance the City of Edmonton's priorities and relationships with Indigenous Peoples. We look forward to convening similar spaces in 2023 and beyond as the Framework's implementation moves forward.

Corporate-wide Teamwork

Each of the eight Indigenous Framework City department teams meet regularly, monthly or bi-monthly, and are actively engaged in the implementation of action plans that align with the Indigenous Framework's four roles and seven commitments. The sincerity and dedication of each department team significantly contributes to the critical momentum that is needed for this work.

Over the past two years, each team has created its own terms of relationship which define its membership, meeting schedules, and decision-making processes. Teams have also participated in a variety of Indigenous led community events held throughout the year, and

have benefitted from learning opportunities offered within the Indigenous Framework Toolkit.

The four roles of **Listener, Connector, Advocate, and Partner** inform how each City employee can embody the Framework within their everyday work while the seven commitments articulate how the City of Edmonton honors the Framework through actions that directly impact its policies, programs, and services.

Connecting with Community Partners

“To 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”

Indigenous Framework - Commitment 7

In January 2022, over 40 Indigenous community partners who contributed to the co-creation of the Indigenous Framework were invited to share their voice on its first year of progress by participating in one of three virtual sessions.



The purpose of each session was to:

- Reconnect and familiarize the Indigenous Framework with community organizational partners.
- Summarize the Framework's development and progress made throughout 2021 and the beginning of 2022.
- Highlight the next milestones for the remainder of 2022 and beyond.
- Fulfill the role of City as **Listener** by creating a safe space for community feedback and questions.

A total of 30 representatives from community organizations participated in three sessions hosted on separate dates in late February 2022. Elders participated by offering prayers and guidance throughout each session. One of the insightful perspectives that emerged from these conversations was how the “City consists of so many silos and arms and so the good work we all strive to do only impacts the silos we come in contact with.” This speaks directly to the importance of internal communication and coordination throughout the City at all levels that is both timely and relevant in order to mitigate barriers and optimize success with implementing a major initiative like the Indigenous Framework.

City Staff Team Retreat

"The Framework inspires peer-to-peer knowledge sharing and connection, this is important because the Framework is not a transactional 'tool', it's a relationship-based way of working and learning."

Staff participant

It was also important to listen and learn from one another as colleagues about our own experiences with implementing the Indigenous Framework. Over 95 staff were invited to participate in a half-day corporate retreat on March 11, 2022 that focused on:

- Building and deepening our relationships and connections with each other as colleagues involved in actioning the Framework
- Grounding this work in the journey of truth and reconciliation at the City of Edmonton
- Understanding our experience (successes and challenges) with the Indigenous Framework in year 1
- Identifying resources needed for strengthening the Indigenous Framework's implementation and optimizing its effectiveness.

Elders and Knowledge Keepers also participated in the staff retreat by offering prayers, wisdom, and their experience with the framework. Staff were assigned to one of six breakout rooms to share their experiences about what worked well and what challenges they faced with implementing the framework.

Community of Practice

"The Indigenous Framework Community of Practice is essentially a group of City employees that gather to form a community where we can share experiences and knowledge in working with Indigenous Peoples on various City projects and initiatives."

Community of Practice participant

The Community of Practice supports employees by providing a safe space to share key learnings, challenges and recommendations for the organization to improve relations with Indigenous communities.

It is open to any City of Edmonton employee who has an opportunity to work with Indigenous communities or an interest in learning. This community is represented by employees from all departments across the City where space and opportunity are created for employees to share and celebrate work happening with Indigenous partners.

The Framework guides the City in how to best support and build strong relationships with Indigenous Peoples in Edmonton, and the Community of Practice Team is committed to this work. It is the responsibility of each and every City of Edmonton employee to forge stronger relationships with the descendants of the original inhabitants of this land, and to recognize we all have roles to play in the journey towards reconciliation. The Community of Practice recently received the 2022 Cultural Commitment Integrated Team award for creating learning opportunities across the Corporation for internal staff.

Reconnecting with City Council

On May 30, 2022, the Community and Public Services Committee was informed about the progress of the City of Edmonton Indigenous Framework's implementation since its approval on February 17, 2021.

Through the implementation of the Indigenous Framework, new ways are being identified relating to how the City can collaborate with Indigenous communities and cross-sectionally within all departments and partner organizations on projects, processes, and programs. Projects like the Indigenous Housing Strategy, Anti-Racism Strategy, Missing and Murdered Indigenous Women and Girls Action Plan, and responding to the Truth and Reconciliation Calls to Action call for a higher level of collaboration and partnership, which is aligned with the intention and values of the Indigenous Framework.

Building Kinship with the Elders

"It is a gift to work alongside Elders."

City Staff Member

The Circle of Elders and Knowledge Keepers and City staff who have been involved in actioning and living out the Indigenous Framework, wanted the opportunity to create relationships and understanding of Indigenous worldviews. To meet this need, a gathering was hosted between the Elders Circle and over 80 city staff from across city departments, creating a space of listening and connection.

The design of the day was intentionally focused on participants experiencing a different view of time, one that is not stringent on outcomes, but rather the value of the process and time spent together.

The day started with a ceremony where everyone sat together in a large circle, with the Elders in the four directions, providing guidance and teachings. The sharing circle teaches us that we are all equal and

have a voice that deserves to be heard and valued. It is used in many Indigenous communities, and by using the circle process we were able to create an opportunity to learn by doing.

The sharing circle was followed by a delicious meal which provided an opportunity to dine and have engaging conversations. After the meal, small group breakout sessions were convened where staff connected with the Elders to hear from their experiences and ask questions. Everyone then came back into the circle to close the day in ceremony together.

Indigenous Awareness Training and Supports

The Employee Services Indigenous Awareness and Engagement Office is leading a number of Indigenous training programs for City administration throughout the organization:

- The City of Edmonton made a commitment to provide Indigenous Awareness Training for all of its employees following the closing ceremony of the Truth and Reconciliation Commission in 2014. This training delves into the history of the residential schools, their intergenerational impacts on Indigenous peoples, and the need for open dialogue on reconciliation in the workplace.
- In addition to this training, an Indigenous Elder Support Program was created in 2021 for Indigenous employees to request support from an Elder for their mental, emotional, physical, and spiritual health needs.
- An Indigenous Recruitment Review project to be completed this year will provide recommendations to address any systemic barriers and challenges found within the attraction, recruitment and retention of Indigenous employees.
- Working collaboratively with the Employee Services Indigenous Awareness and Engagement Office, the City of Edmonton's Workplace Restoration Team drafted a process document outlining how its consultants can incorporate Indigenous practices including traditional ceremonies into its services when requested by Indigenous Employees.

III. WHAT WE DID IN 2022 - STORIES OF OUR COLLECTIVE JOURNEYS



Artist Lana Whiskeyjack

Partner: We work in partnership with Indigenous Peoples on initiatives to improve the physical, mental, spiritual and emotional well-being of Indigenous Peoples in Edmonton.

Indigenous Framework Artworks

As part of the learning journey to understand Indigenous ways of knowing and being, the City worked with Indigenous artists to integrate arts-based approaches and methods in the Indigenous Framework community engagement process (community circle dialogues).

Indigenous Artists Dawn Marie Marchand, Brad Crowfoot, Lana Whiskeyjack and MJ Belcourt, each attended a circle dialogue to capture the spirit of the conversations and tell a story in a visual art piece (to supplement the written report). The collection of Artworks embody how City leaders and staff live out the Framework - how to be a good relative to each other and the land.

After the launch of the Framework in 2021, an Indigenous Art Working Group was formed in partnership with the Edmonton Arts Council to develop a proposal for exhibiting the Artworks in City Hall. On September 13, 2022, the Indigenous Framework Art Committee proposal was approved and the Artworks will be exhibited outside of Council Chambers.

The Artworks in City Hall will serve as an important reminder of the Mayor and Council and City Administration's commitment and responsibility to build good relations with Indigenous Peoples and to recognize we all have roles to play in our journey towards Truth and Reconciliation.

Indigenous Procurement Framework

The objective of the Indigenous Procurement Framework is to provide equitable access when Indigenous businesses are interested in providing goods or services to the City of Edmonton. Providing access and tools to Indigenous businesses supports community development, employment, and economic stabilization of a business community that historically and continuously faces barriers to full economic participation in Canada.

In accordance with the four roles within the Indigenous Framework, Administration set out to gain the perspective of the Indigenous business community by being a Listener, Connector, Partner and Advocate. Over a series of facilitated meetings, Indigenous leaders and business owners shared their knowledge and experience relating to Indigenous business challenges, development, verification and hopes for change.

The process to develop the Framework started with the Indigenous Advisory Panel and grew to include stakeholders and partners from across the supplier and service community, including but not limited to AKSIS, the Edmonton Construction Association, EndPoverty Edmonton and the Edmonton Chamber of Commerce. The result is an Indigenous Procurement Framework that will be used by the City. The Indigenous Procurement Framework Team, composed of staff from Financial and Corporate Services and Corporate Procurement and Supply Services, recently received the Cultural Commitment award in the category of Helpful - We care about people's experiences. We work with them and for them to seize opportunities, address challenges and deliver outstanding service. The full Indigenous Procurement Framework Report can be found [here](#).

Facility Access for Indigenous Ceremonies that have Flame and Smoke

Community Recreation and Culture (CRC) is working on ensuring access for Indigenous Ceremonies that include flame and smoke throughout the buildings in our branch. Requests were received from external users, partner groups and staff. Unfortunately, access and fees vary depending on the location. A large cross branch committee was struck to look into this and develop next steps. City staff are currently working with building engineers to develop processes to allow for smudging. This includes research into other municipalities and schools, working with legal, risk, fire and building codes; and working with Elders. Recommendations from the engineers include, procedures for isolating fire alarms, reviewing fire systems and room architecture, and finding sites that can accommodate smudging without isolating the fire alarm.

Next steps will involve a review of building and fire suppression plans with engineers including testing the systems, sensor maintenance, and costing of mechanical upgrades. From there specific procedures and fee structures will be developed pending the outcome of the review.

Diversity and Inclusion Seasonal Labourer Posting

Through a partnership with iHuman Youth Society, the first targeted posting for Indigenous People and Women / Gender Diverse People was posted. This is a big step for the City of Edmonton and Parks and Roads Services. This targeted posting gives candidates a level playing field in which to start a career at the City.

What started off with an exploratory question from the staff at iHuman Youth Society turned into meetings with the General Supervisors at Parks and Road Services, and with Recruitment and Diversity and Inclusion. We quickly addressed any barriers and made this posting a reality. We also held a customized welcome event for staff hired into the posting. In total, nine people were hired into this posting in 2022 with more hires on the horizon in 2023.



Root for Trees Event for 2022 National Day for Truth & Reconciliation (Orange Shirt Day)

To recognize National Day for Truth & Reconciliation, Root for Trees encouraged citizens to reflect on Residential schools and their lasting impacts to generations of people. In partnership with lead sections of the Parks & Roads Branch, Root for Trees held a public event where they gave participants trees, shrubs and wildflowers to plant at home as a way to honour the victims, families, friends, and intergenerational survivors.

Edmontonians were invited to pick-up a plant, speak with an Elder and engage in other activities. Root for Trees is taking the initiative to listen, connect, advocate and partner with Indigenous Peoples, as outlined in the City of Edmonton's Indigenous Framework. This event was held in collaboration with the Indigenous Relations Office, and many Indigenous community partners on September 30th, 2022 at Kinsmen Park.

Papal Visit and Sacred Fire

While the intention of the Papal visit to Amiskwaciw Wâskâhikan was to provide an opportunity for Pope Francis to speak with survivors and their families of the Indian Residential School system, listen to the stories of pain, survival, and to promote healing it also created an atmosphere of uncertainty and anger.

In anticipation of this, the Indigenous Relations Office requested guidance from Indigenous service providers, Elders and Knowledge Keepers relating to what needs their communities had to foster healing. The three main themes expressed were **safe spaces** for community gatherings, **ceremony** for community healing, and **celebrations** of cultural resilience and strength.

The City of Edmonton partnered with kihêw waciston (MacEwan University Indigenous Student Services) to host a community gathering space on July 25-26, 2022. This space, cared for by Elders, devoted volunteers, and mental health professionals created a safe

space for the community to have the freedom of choice in their healing. A sacred fire, tended by Knowledge Keepers and *oskâpêwis* (helpers), allowed community members to make offerings and prayers, share drum songs and other ceremonies. Community space was held for circle sharing, smudge, gifting care packages to survivors, and other healing activities.



AWÀSISAK Our Future

Neighbourhood Services in partnership with the Indigenous Relations Office hosted the National Premiere of the film 'AWÀSISAK Our Future' and panel discussion on June 22, 2022 at the Metro Theatre.

The film tells the story of a group of walkers who embark on a learning journey in Treaty 6 Territory and attempt to complete a 100KM walk on the Iron Horse Trail. This 60 minute film is a follow up to the 2018 education film Treaty Talk – Sharing the River of Life and continues conversations and the work of treaty education, allyship and the power of walking these paths together for this generation and the ones to come.

Mayor Sohi welcomed the crowd of approximately 200 people and spoke about the Indigenous Framework and our role in reconciliation. Producers Dr. Patricia Makokis and Janice Makokis, along with the filmmaker Brad Leitch, participated in a discussion panel. This educational film can be seen on the [Treaty Talk / Treaty Walk website](#) for free.

Urban Planning and Economy Department Roadshow

To support staff in learning about, understanding and wanting to participate in the implementation of the Indigenous Framework (the Framework), the Urban Planning and Economy (UPE) department action team embarked on an internal roadshow. The roadshow included an overview presentation about the Indigenous Framework, specifically identifying the *Four Roles* and *Seven Commitments* within the Framework. The second part of the roadshow presentation included an activity from the *Indigenous Framework Toolkit* that provided staff the opportunity to reflect on the four roles and how the roles may influence the work of each staff member. Staff were encouraged to identify tangible ways that the four roles may be integrated into team work plans for the upcoming year (2023). This Roadshow was extended to other Indigenous Framework department teams as well as a means of connecting and learning from one another.

Community Standards Branch Training

In 2022, a one day Indigenous-led trauma informed leadership session, presented by the Native Counseling Services of Alberta, became mandatory for all Branch Staff. The Branch hired Policy Analysts who will be applying anti-racism, trauma-informed and reconciliation perspectives to all branch policy, procedure, standards and guidelines. Moving forward, the Branch is now undertaking outcomes from the audit response, which indicate that by June 28, 2024 all Branch enforcement policies will have an Indigenous lens applied to their creation and development.

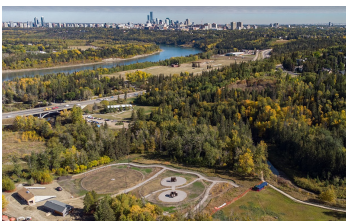
The Indigenous Framework Toolkit

The Indigenous Framework Toolkit #1, released in June 2021 with the guidance of Elders and Knowledge Keepers, includes a variety of activities to help staff along their own journeys of reconciliation and how to apply the Framework in their work. The Toolkit is a peer to peer model for education and learning about the Indigenous Framework, the importance of building kinship, and reconciliation.

IV. PROJECTS AND PROGRAMS THAT CLOSELY ALIGN WITH THE FRAMEWORK

There are a number of City projects and programs created in partnership with Indigenous communities that are not directly from Indigenous Framework department action plans, yet closely align with the Frameworks four roles and seven commitments.

kihcihkaw askî (formerly known as kihciy askiy)



The City in partnership with the Indigenous Knowledge and Wisdom Centre (IKWC) are nearly done constructing the kihcihkaw askî (formerly known as kihciy askiy) facility. Kihcihkaw askî means Sacred Land in Cree. The planning for kihcihkaw askî began over 15 years ago. The City of Edmonton (IIS Facility Planning and Design, Facility Infrastructure Delivery, and the Indigenous Relations Office) and the Indigenous Knowledge and Wisdom Centre (IKWC) together planned, designed, and oversaw the construction of kihcihkaw askî in Whitemud Park. This joint initiative has been guided by an Elder Counsel and been undertaken in the spirit of Peace, Friendship and Respect.

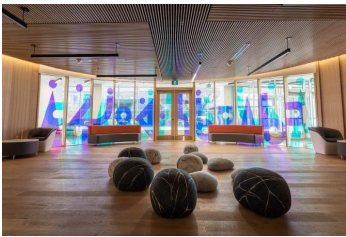
Kihcihkaw askî is a 4.5 hectare (10 acre) space that has been designed for ceremonies, small gatherings, and land-based education. It provides a natural setting for First Nation peoples and communities in

the capital region to host spiritual ceremonies, sweat lodges, cultural camps and talking circles; grow medicinal herbs, and facilitate land-based intergenerational learning. The design and construction of this project was funded by the City. The IKWC will operate kihcihkaw askî under a license agreement.

This construction is complete and set to officially open in Summer, 2023. It is an example of a reconciliation action step taken by the City of Edmonton in the spirit of the Indigenous Framework. Further information about kihcihkaw askî can be found [here](#).

PÎYÊSÎW WÂSKÂHIKAN

Tatawaw (welcome, there is room here for you). PÎYÊSÎW WÂSKÂHIKAN is our first dedicated Indigenous space. This room is the culmination of years of community feedback. Indigenous customers of all ages wanted a place to connect to ceremonial teachings and Indigenous languages. The revitalized Stanley A. Milner Library is located on Indigenous lands. It's important for Indigenous people to see themselves reflected in this physical space. There is also a consistent appetite for programming on reconciliation, treaty implementation and shared history from non-Indigenous customers who want to learn how we can live well together.



The name gifted to this space by Elders Jo-Ann and Jerry Saddleback translates to Thunderbird House. This name is in nêhiyawêwin (Plains Cree), one of the languages indigenous to Edmonton. The name is depicted in both standard roman orthography and syllabics on the sign because there are two ways to write nêhiyawêwin. There are sounds within nêhiyawêwin that don't exist in English but an approximate phonetic way to say this name is PEE-YE-SOU WAASK-A-HIGAN.

The wood on the floors, walls and ceiling is all poplar. This is a significant tree to nehiyawak since it is the first tree that grew in this Treaty Six territory. Poplar is also the tree used for the sundance lodge. The wall paneling has small perforations that insulate outside sound, making the space very peaceful. Further information on PÎYÊSÎW WÂSKÂHIKAN can be found [here](#).

Tawatinâ and Kâhasinîskâk Bridges

The Tawatinâ and Kâhasinîskâk bridges constructed as a part of the Valley Line Southeast project represent yet another success towards our action of "Increase the use of Indigenous names as part of Edmonton's places, roads, buildings, meeting rooms and other City

The Community Outreach Transit Team operates Monday through Friday from 8 am to 10 pm. Its services are open to any individual on the transit system in need of specialized support. It is a two-year pilot project launched in September 2021. In March 2023, the Community and Public Services Committee approved an amendment to the service agreement for \$2.1 million until August 31, 2023, between The

City of Edmonton and Bent Arrow Traditional Healing Society to provide outreach support as part of the Community Outreach Transit Team.

The team recently received the 2022 Cultural Commitment award in the category of Safe - We value, respect and protect the physical, mental and emotional wellbeing of each other and those we serve. Further information about this partnership can be found [here](#).

Nîkânîw



Nîkânîw combines the cultural teachings and guidance of Indigenous Elders and Leaders with an aquatic pre-employment program for Indigenous youth and includes instruction of water safety education, first aid, CPR and leadership skills. These program areas complement each other, teaching a respect for Mother Earth, and especially the element of water.

Through our affiliate, the Lifesaving Society we provide the youth the opportunity to acquire different certifications for employment opportunities. These include; Bronze Medallion, Bronze Cross, Amenity Attendant, Standard First Aid, Lifesaving Swim Instructor, and National Lifeguard.

A program partnership with Practice as Ceremony through Bent Arrow Traditional Society provides cultural teachings twice a month to the youth. These teachings include medicine, sacred circle teachings, games, songs, arts and crafts, and ceremonies.

Leadership and life skills are also taught within the program. Youth are challenged by being rescuers in different high stress scenarios requiring them to be leaders and gain confidence. Cooking classes are delivered once a week where the youth plan meals, budget, grocery shop, and cook for the group. Further information on Nîkânîw can be found [here](#).

The Indigenous Art Bus Wrap Project

A large buffalo and a magpie, nestled in a braid of sweetgrass, stand on the side of an Edmonton Transit Service bus.



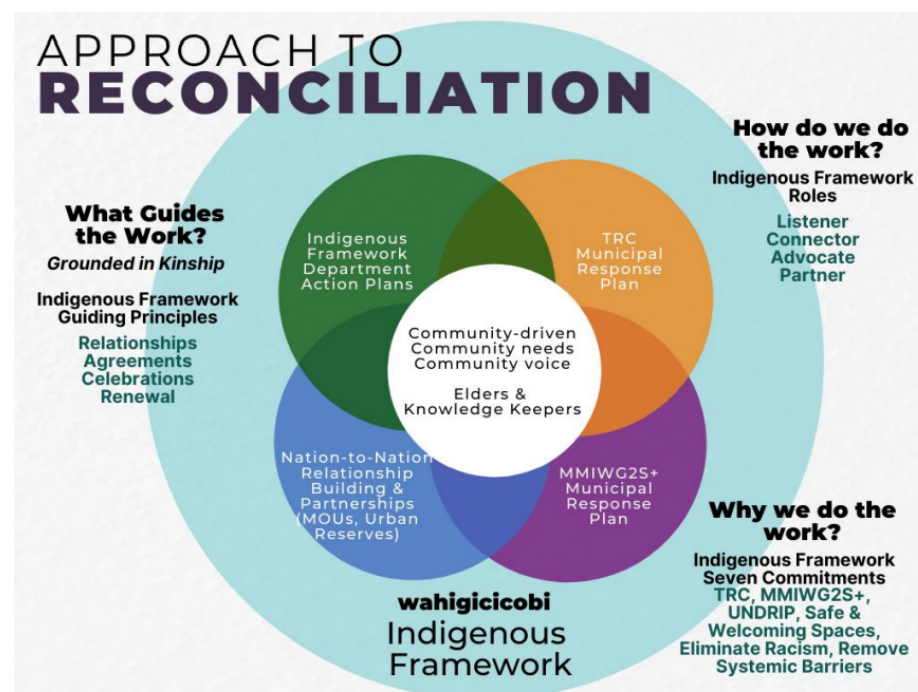
The artwork, painted by Corvus Roan, an Indigenous artist, is part of a new collaboration between iHuman Youth Society and the City of Edmonton. The mobile canvas also represents the City's commitment to reconciliation, to strengthening and building relationships with Indigenous Peoples.

Several iHuman artists and advocates contributed to the project. Roan, who hails from Alexis Nakota Sioux Nation, painted a buffalo and magpie greeting each other after hundreds of years of separation. “Abawashte,” says the bird in the Stoney language. “Abwawashta tho snauwhuqi chi na shiwan,” replies the beast.

To mark the collaboration, iHuman Youth Society invited an Elder to do a smudging with sweetgrass and talk about its relevance with artists and City staff. Further information about the Indigenous Art Bus Wrap Project can be found [here](#).

V. WHAT WE AIM TO ACHIEVE IN 2023

Truth and Reconciliation Municipal Response Plan



Advocate: We stand with Indigenous Peoples to create a safe and inclusive city where everyone is treated with dignity and respect.

In March 2022, Administration created a municipal response to the Truth and Reconciliation Commission (TRC) 94 Calls to Action. A project plan was developed that included internal and external engagement, Elder feedback, as well as a jurisdictional scan with a selection of municipalities across Canada, including Calgary, Winnipeg, Saskatoon, Regina, Vancouver, Toronto, Fort McMurray, Winnipeg, and the Federation of Canadian Municipalities.

City Council approved the first iteration of this plan, OCM01477, on October 31, 2022, which will address over 35 of the Calls to Action through intentional short-term and immediate actions as well as long-term

sustainable systemic changes. Administration is beginning the work that can be actioned now, under current resourcing and capacity. This plan will be a living document with ongoing iterations based on the feedback, evolution, and needs of the Community.

The Indigenous Framework is the vehicle that drives the TRC Municipal Response, the MMIWG2S+ Response and much of the work across the corporation with Indigenous communities. The Framework is what guides the work through the Indigenous knowledge of wahigicobi (kinship) as well as its guiding principles (relationships, agreements, celebrations and renewal, how the work is done through the four roles (**Listener, Connector, Advocate and Partner**) and why the work is done, through the seven commitments.

As such, four major themes from community engagement have been identified for action under the TRC Municipal Response Plan that align with the MMIWG and 2SLGBTQIA themes: (1) Awareness, (2) Addressing, (3) Resurgence, and (4) Advocacy.

Under each of these themes, Administration has begun to identify priority actions that will begin immediately or over the medium to long-term to address the 94 Calls to Action and the 231 Calls for Justice.

Throughout 2023, Administration will continue to report on a regular basis on the progress being made on the priority actions. In 2024, the TRC Municipal Response Plan and the MMIWG and 2SLGBTQIA Action Plan will provide a comprehensive progress update with the Indigenous Framework Annual Report.

Indigenous Framework Learning Series

A series of videos and accompanying workshops will be completed and implemented in 2023 that will support all City employees' learning journeys related to understanding protocol and building meaningful relationships with Indigenous Peoples. The educational videos will provide information that will be available for all employees.

The following four learning objectives outline what participants gain from this series:

1. Increased knowledge of First Peoples' ways of knowing and being.
2. Understand the importance of protocol.
3. Learn about Indigenous Relationships and how this applies to working with Indigenous people at the city and the alignment to the organization's work.
4. Inspire further personal learning.

The proposed topics for the four educational videos are as follows:

- Relationship Building (*wahigicobi, wahkohtowin*)
- Working with Indigenous Peoples
- Indigenous Protocols
- Treaty and *wahigicobi, wahkohtowin*

These proposed topics are in alignment with Commitment #4 of the Corporate Indigenous Framework's Action Plan: "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.

Camp Inspire for Indigenous Peoples

Edmonton Fire Rescue Services is excited to offer the inaugural Camp for Indigenous Peoples - a firefighting camp designed to promote firefighting as a viable and rewarding career for Indigenous Peoples of all backgrounds and genders.

Modeled after Camp Inspire for women and gender-diverse individuals, this edition of the camp will:

- Provide Indigenous Peoples of all backgrounds and genders an introduction to the fire service in a safe, inclusive way
- Provide simulated fire ground training
- Provide skills and information that participants can take back to share within their community
- Provide an opportunity for self-growth and confidence building



It is an opportunity to work alongside members of the Edmonton Fire Rescue Services, ask questions and meet others interested in the firefighting profession. Further information about Camp Inspire for Indigenous Peoples can be found [here](#)

Indigenous Rig Wrap

Camp Inspire for Indigenous Peoples will coincide with the unveiling of the Fire Services rig wrap of Indigenous art that is currently in the design stages. This is an opportunity for Edmonton Fire and Rescue Service to procure an Indigenous artist(s) to create the artwork inspired by the intentions of Camp Inspire. EFRS is working with iHuman Youth Society in this effort.

Wahigicicobi Indigenous Framework Gathering



Artist Brad Crowfoot

In response to Corporate 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,” the Indigenous Framework team is hosting a gathering with Elders, Knowledge keepers, youth, community partners, and City staff to discuss progress, collective successes, and where improvements in the relationship can be made.

This is an opportunity to demonstrate the commitment to reconciliation made by the City of Edmonton with the adoption of the Indigenous Framework in 2021. City Staff will come away with a deeper understanding of the importance of relationships, Indigenous culture and identity, and the ways that they, as civil servants and individuals, can embody the roles of **Listener, Connector, Partner, and Advocate**.

Through the power of storytelling, Administration and community partners will share the impact that the values and intention of the Indigenous Framework has had on the ways that they have engaged and embodied the four roles in their partnerships, initiatives, and mode of thinking. In light of this, the Corporate Action Team members will be involved in the gathering as follows:

- Each Corporate Action Team member will have an opportunity to share their story about how they embody the four Indigenous Framework roles and what impact this has had on them personally and professionally.
- Each Department will have an opportunity to showcase a project or initiative within their area that demonstrates the Indigenous Framework in action. This may involve one or more city staff and a community partner in the demonstration.

Community partners will have the opportunity to engage with representatives of all levels of administration as well as City Council members, and to provide any feedback on the role of the City in the journey towards reconciliation. This form of accountability is crucial for the establishment of trusting and open relationships between Administration and Indigenous community members.

CONCLUSION

The 2022 Annual Report highlights the projects, processes, and programs that the City of Edmonton has accomplished in collaboration with Indigenous partners since the approval of the

23 City of Edmonton

Indigenous Framework 2022 Annual Report

Indigenous Framework in 2021. As the City continues to embrace Indigenous ways of knowing and being from the wisdom and guidance of Elders and Knowledge Keepers it will discover new actions to meaningfully address Truth and Reconciliation with Indigenous Peoples throughout amiskwaciwâskahikan now and for generations to come.