

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

The following table provides updates on initiatives that are complete or underway. For a full list of all the actions, please refer to the CS01958- Missing and Murdered Indigenous Women, Girls, and 2SLGBTQQA+ Action Plan Update Council Report approved at the November 21, 2022 City Council meeting¹. For work in truth and reconciliation, the process is often the outcome. The Calls to Justice will take time and may never be fully complete, but Administration will continue to be guided by the Indigenous Framework and will activate the roles as Listener, Partner, Connector and Advocate to make progress towards the City’s commitments.

These updates and actions have been resourced through existing operational budgets and the TRC and MMIWG Service Packages.

AWARENESS: 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 2SLGBTQQA+.		
Commitment from the City of Edmonton	Specific Actions	Calls to Justice Alignment²
Short to Medium Term Actions		

¹ <https://pub-edmonton.escribemeetings.com/Meeting.aspx?Id=57df4bc9-8d2d-4c3e-a72b-d7c535c4b134&Agenda=PostMinutes&lang=English&Item=30&Tab=attachments>
² https://www.mmiwg-ffada.ca/wp-content/uploads/2019/06/Calls_for_Justice.pdf

Attachment 1

<p>Staff Training & Education <i>such as training sessions, lunch and learns, topic specific learning.</i></p>	<ul style="list-style-type: none"> ● Continued support of Indigenous Awareness Training for all City of Edmonton employees ● Apply Indigenous lens when developing and delivering training, policy, programs and services ● Involve Indigenous Elders and Knowledge Keepers in learning opportunities such as Elder and Knowledge Holder Kinship gatherings with 90 city staff, Executive Leadership Team and Mayor and City Council. ● Supporting the Indigenous Framework Corporate Action Team in championing department learning. I.e.) Indigenous Framework Toolkit training package 	<p>1.9; 1.8; 2.1; 2.6</p> <p>15.2; 15.7</p>
<p>Public Information and Awareness</p>	<ul style="list-style-type: none"> ● Updated City of Edmonton MMIWG and 2SLGBTQQIA+ webpage ● Currently developing an informational postcard for distribution in Q1 2024 	<p>1.8; 1.9</p>
<p>Learning & Celebrating <i>through programs and events in partnership between the community and the city.</i></p>	<ul style="list-style-type: none"> ● Support, fund and attend priority programs/events such as: <ul style="list-style-type: none"> ○ Orange Shirt Day Walk and Run included 700 registered participants and over 1000 attendees ○ Indigenous Peoples History Month ○ Moosehide Campaign Day which saw over 200 attendees ○ Indigenous Artist in Residence ○ Red Dress Day had over 1,000 attendees ○ Walk a Mile in a Ribbon Skirt ○ Sisters in Spirit Vigil had over 250 attendees ○ Access to Fort Edmonton Park’s Indigenous Peoples Experience with over 650 attendees on September 30, 2023 	<p>1.8; 1.9; 2.3; 2.6; 2.7; 15.2; 15.7</p>
<p>Mid-to-Long Term Actions</p>		
<p>Specific Education & Awareness Campaigns for Edmontonians and City staff <i>targeted for learning about</i></p>	<ul style="list-style-type: none"> ● Facilitated a workshop on the topic of MMIWG and 2SLGBTQQIA+ for the Indigenous Framework Community of Practice ● Currently developing an awareness campaign, through audio stories, specifically for learning about Missing and Murdered Indigenous Relatives 	<p>1.8; 1.9; 2.6; 15.2; 15.7</p>

Attachment 1

<p><i>MMIWG and 2SLGBTQQA+.</i></p>	<ul style="list-style-type: none"> • Hosted a four part MMIWG 2SLGBTQQA+ Calls for Justice Reading Circle series in collaboration with the Edmonton Public Library that included 30 participants • Hired a Communications Coordinator to develop and share stories around MMIWG and 2SLGBTQQA+ events and topics the City and Indigenous community partners are collaborating on 	
<p>Funding Training & Education for Edmontonians and City staff <i>funding initiatives particularly for learning about residential schools, women and girls and 2SLGBTQQA+.</i></p>	<ul style="list-style-type: none"> • Developed the Operating Grant for Indigenous-led Organizations • Supporting the naming of Okísikow Way in collaboration with the Stolen Sisters and Brothers Movement 	<p>18.17, 18.19</p>
<p>ADDRESSING: 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.</p>		
<p>Commitment from the City of Edmonton</p>	<p>Specific Actions</p>	<p>Calls to Justice Alignment</p>
<p>Short to Medium Term Actions</p>		
<p>Denounce and Speak out against violence against Indigenous Peoples.</p>	<ul style="list-style-type: none"> • Supported the development of violence prevention initiatives: <ul style="list-style-type: none"> ○ Gender-based Violence Initiative Projects ○ Active Bystander Training • The initiatives included specific activities that address: <ul style="list-style-type: none"> ○ Intimate partner violence ○ Racism ○ Sexism ○ Ignorance ○ Homophobia 	<p>1.9; 15.1; 15.5</p>

Attachment 1

	<ul style="list-style-type: none"> ○ Transphobia ○ Change acceptance ○ Normalization of violence 	
<p>Prevention of Violence and promotion of safety in particular for women, girls and 2SLGBTQQA+ people and using a multi-agency approach.</p>	<ul style="list-style-type: none"> ● Supported the Safe City Initiative <ul style="list-style-type: none"> ○ Gender-based Violence Initiative Projects ○ Active Bystander Training ● Continued support of community and city led programs that help address and prevent: <ul style="list-style-type: none"> ○ 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
<p>Adopt a liveable income</p>	<ul style="list-style-type: none"> ● The City of Edmonton has already adopted the Living Wage Policy ● Administration continues to advocate for others to adopt a Living Wage 	1.3; 4.4; 4.5
<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"> ● Continued the ongoing work with Elders and Knowledge Holders Circle ● Matriarch Circle to reconvene by Q1 2024 	3.3
<p>Funding prevention, education/awareness and</p>	<ul style="list-style-type: none"> ● Continued funding of community groups, initiatives and projects through current city grant programs such as Family and Community Support Services (FCSS) 	1.8; 1.9; 2.6

Attachment 1

ensuring access to priority programs and services.	<ul style="list-style-type: none"> Continued sponsorship to local Indigenous women, girls and 2SLGBTQQIA+ programs such as Young Indigenous Women’s Circle of Leadership and Edmonton Aboriginal Seniors Centre 	
Sustainable Funding Source for Responses to Historical Colonialism and Violence	<ul style="list-style-type: none"> Developed Indigenous Grant Program with identified priorities (priorities may change over time as needs evolve) 	2.5; 2.7
Mid-to-Long Term Actions		
Develop an Anti-Racism Strategy including a significant education component for citizens and public servants/services.	<ul style="list-style-type: none"> Support the development of an Independent Anti-Racism Body Continue the exploration of a High Level Internal Anti-Racism Office Explore and research the development of a Indigenous Ombudsperson position Supply core operational & capacity building funding to non profit organizations through our Operating Grant for Indigenous-led Organizations 	2.6
Implement the Indigenous Framework into all aspects of the City work	<ul style="list-style-type: none"> Implementation of the Indigenous Framework is ongoing Ensure alignment across Indigenous Framework, TRC and MMIWG 	2.1
Indigenous-led Housing and Shelter that is low barrier, sustainably funded, and provides adequate support for women, girls and 2SLGBTQQIA+ people.	<ul style="list-style-type: none"> Supporting the Affordable Housing & Homelessness section in the areas of Indigenous Housing including; <ul style="list-style-type: none"> Collaborative Indigenous-led Permanent Shelter Indigenous-led Transitional Space Indigenous Housing Grant Indigenous Low Barrier Shelter support Support Indigenous Housing Strategy embedded in the Affordable Housing Strategy 	4.6; 4.7; 16.19
Implement GBA+ and Inclusive Approaches in program and	<ul style="list-style-type: none"> Support the continued efforts of implementing GBA+ across the corporation. Support the currently GBA+ corporate wide review by providing an Indigenous 	18.2; 18.11

Attachment 1

<p>service design.</p>	<p>lens through feedback and engagement</p>	
<p>Equitable Data Policy and Approaches</p>	<ul style="list-style-type: none"> ● Support the adoption of intersectional approaches to data and culturally appropriate GBA+ practices with an Indigenous lens ● Contracted an Indigenous consultant to explore Indigenous Evaluation methodologies for the Indigenous Relations Office to implement ● Created an Indigenous Procurement Framework ● Explore the use of Race-based data and disaggregated data in our evaluation methods ● Identify opportunities to initiate, develop and utilize disaggregated data collection 	<p>4.1; 4.2; 4.4; 5.24; 16.44; 17.2; 18.3</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"> ● Hired Systems Coordinator and a Strategic Planner to support the tracking and reporting on progress in the Indigenous Relations Office that collect relevant information and data to report on progress on an annual basis 	<p>15.8</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"> ● Develop Indigenous Framework Department Action Plan for Employee Services (to reduce bias and discrimination in hiring and recruitment, address gaps in hiring). ● Continue to maintain and enhance relationships with post-secondary institutions through but not limited to internships and student placements 	<p>4.2; 4.4</p>
<p>Ensure adequate plans and funding for safe and affordable transit and transportation services (in particular for Indigenous</p>	<ul style="list-style-type: none"> ● Co-developed bystander Intervention work with Edmonton Transit while using an Indigenous lens ● The Bystander Intervention Awareness Campaign has been launched across the City 	<p>4.8; 17.9</p>

Attachment 1

women, girls and 2SLGBTQQIA+ people). Provide “safe transportation” options.		
Expand the use of community-based security models that include Indigenous perspectives and people.	<ul style="list-style-type: none"> Support the development and pilot of the Community Oriented Transit Teams (COTT) Model, including the expansion to seven teams operating seven days a week from 6am-2am Support the interdepartmental work of Building Safer Communities Fund addressing gun and gang violence in the City 	17.15
RESURGENCE: Funding and partnerships with Indigenous communities to support the reclamation of culture, knowledge, language and autonomy.		
Commitment from the City of Edmonton	Specific Actions	Calls to Justice Alignment
Short to Medium Term Actions		
Fund Indigenous People to support the work required to revitalize and restore Indigenous culture, languages, and access to culture and identity.	<ul style="list-style-type: none"> Developed the Operating Grant for Indigenous-led Organizations that address the Calls to Action and Calls for Justice Provided funding, logistical support and volunteers to the annual Ben Calf Robe Pow Wow event with over 10,000 attendees Provided funding for the 2023 Mamawo Payiwak (Culture Day) hosted by the Edmonton Aboriginal Senior Centre with over 150 attendees 	2.3; 2.4; 2.5
Provide supports and resources for educational, training, and employment opportunities for all Indigenous women, girls, and 2SLGBTQQIA+ people. These programs must	<ul style="list-style-type: none"> Continually fund and support local programs, services, and initiatives that address education, training and employment opportunities through sponsorship and grant funding Develop Indigenous Women, Girls and 2S Internship between the City and community partners Promote opportunities for job sharing with Indigenous organizations 	4.4

Attachment 1

be available within all Indigenous communities.	<ul style="list-style-type: none"> Promote opportunities for Indigenous employment in both Indigenous and non-Indigenous organizations Support the reduction of barriers of Indigenous employment within the City 	
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"> Continually fund and support local programs, services, and initiatives that address wellbeing, mental health, and cultural supports through sponsorship and grant funding Provided funding and support for the development of the Indigenous Cultural and Wellness Centre 	3.5; 3.6 17.23
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"> Advocate to other orders of government to support sustainable long-term funding for Indigenous organizations 	2.4; 2.5; 4.2
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 an internship program specifically for Indigenous women, girls and 2SLGBTQQIA+ people to begin in Q1 2024 Continued support of Indigenous Framework Elders Circle Coordinate the assembly of a Matriarch's Circle 	1.4; 16.41; 17.3; 18.2
Ensure protection and	<ul style="list-style-type: none"> Supported the Indigenous Knowledge and Wisdom Centre to open and operate 	16.2; 16.4,

Attachment 1

<p>revitalization of Indigenous (Inuit, Metis and First Nation) cultures.</p>	<p>kihcihkaw askiy for land-based learning</p> <ul style="list-style-type: none"> • Supported Iskwehew Kamik ceremony weekend with Edmonton Public Library and Edmonton Heritage Council • Support the cultural and operational development of Heartland space 	<p>17.25; 17.26</p>
<p>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.</p>	<ul style="list-style-type: none"> • Funded Indigenous Knowledge and Wisdom Centre to operate and program kihcihkaw askiy for land-based learning • Explore opportunities to support community-based cultural and healing spaces 	<p>18.8; 18.10</p>
<p>Invest in Indigenous Art and Culture ensuring sustainable funding for all artforms.</p>	<ul style="list-style-type: none"> • Continued support of the Indigenous Artist in Residence Program and I.A.M. Collective in partnership with Edmonton Arts Council • Support public spaces artwork and renaming initiatives (i.e. Indigenous Framework Artworks in City Hall) 	<p>16.11</p>