

Truth and Reconciliation Commission Municipal Response Plan - Q3 Action Update

The following tables provide updates on initiatives that are complete or underway. For the work in truth and reconciliation, the process is often the outcome. The Calls to Action 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.

AWARENESS: Public Education and training to enhance awareness and understanding of the impacts that residential schools and colonization have had on Indigenous communities (in particular women, girls and 2SLGBTQQIA+).

Complete	Initiative Completed	Description	Ties to the Calls for Action
Q1	Indigenous Framework Staff & Elders Gathering <i>December 2022</i>	79 staff from across the corporation gathered for a full day learning & listening session with the Indigenous Framework Elders.	TRC #57
Q1	Executive Leadership Team & Elders Gathering <i>January 2023</i>	All of ELT, the Senior Executive Advisors, and Indigenous Relations Office (IRO) staff gathered for a half day learning & listening session with the Indigenous Framework Elders.	TRC #47
Q1	Council Provided copy of <i>21 Things You May Not Know About the Indian Act</i>	Following the TRC Municipal Response Plan approval, Council asked for learning opportunities, starting with a request for copies of this book. 2 copies have been provided to each Council Office. Q3 - Each Councillor Office was provided a copy of the TRC 94 Calls to Action Booklet that Administration handed out on September 30, 2023.	TRC #57
Q1	Create an employee toolkit for Indigenous land acknowledgments.	Guided by the Indigenous Framework, we created a toolkit to teach employees about the importance of Indigenous land acknowledgement, which offers an opportunity to reflect on the history of the place we now call Edmonton. Our official land acknowledgement is available to the public on the Indigenous Relations Office webpage , and appears for every device connecting to our Open City Wi-Fi network.	TRC #57

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Q2	Council Learning Opportunities	City Council was provided a memo outlining learning and relationship building opportunities in May and June for Indigenous Peoples History Month.	TRC #57
Q2	Information Session for City Staff	The Indigenous Framework Community of Practice offered a MMIWG 2SLGBTQQA+ Learning Session (May 31, 2023).	TRC #57 TRC #41 (MMIWG 2SLGBTQQA+)
Q2/Q3	Indigenous Framework Video Series Filming	Employee Services is updating the Indigenous Framework Video Series for internal training and onboarding. Filming is being completed in Q2 and editing was underway throughout Q4.	TRC #57
Q2/Q3	Provide training specifically about missing and murdered Indigenous women, girls and 2SLGBTQQA+ people.	The City of Edmonton and Edmonton Public Library partnered to host a four-week MMIWG2S+ Calls for Justice Reading Circle that was open to the public and shared with City staff. Participants took turns reading sections of the national inquiry's final report, including the executive summary and each of the 231 calls for justice. These sessions dedicated time for discussion, sharing stories and smudging together.	TRC #57 TRC #41 (MMIWG 2SLGBTQQA+)
Q3	Host learning events with elders, knowledge keepers, community partners and youth for City staff to learn about Indigenous traditions, worldviews and personal experiences.	Family and Community Support Services (FCSS) funded Native Counselling Services to develop a "Community Guide to Protecting Our Elders."	TRC #57 TRC #41 (MMIWG 2SLGBTQQA+)
Started	Initiative In Progress	Description	Ties to the Calls for Action
Q1	Indigenous Framework Annual Gathering	Planning is underway for the Indigenous Framework Annual Community Report Back, scheduled for November 3 and 24, 2023, an update on these gatherings will be provided in the annual report.	TRC #47
Q3	Indigenous Engagement Training Session	Administration is working with a consultant to develop a pilot Duty to Consult & Indigenous Engagement training for key leaders and staff who work on infrastructure and development projects at the City of Edmonton.	TRC #57

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Q3	Provide Indigenous Framework Department Learning Opportunities	The Community Recreation and Culture Branch created a workshop from the Indigenous Framework (Tool Kit #1). This session has been provided to over 1,200 CRC staff, with resounding appreciation and support for the program. The workshop will continue through the remainder of 2023.	TRC #57
Ongoing	Current and Ongoing Work	Description	Ties to the Calls for Action
Ongoing	City of Edmonton Historians Laureate Program	City of Edmonton Historians Laureate Program currently includes a partnership between Indigenous and Newcomer/Immigrant communities.	TRC #93
Ongoing	Indigenous Framework Department & Corporate Committee, and Indigenous Framework Community of Practice	There are multiple tables for participation and learning, as well as opportunities to play a key role in advancing the framework across the corporation. Throughout 2023, Indigenous Framework committee staff have been attending local community organizations and spaces (iHuman, Bent Arrow, Indigenous Art Park) to learn more about how the Indigenous Framework comes to life in our relationships with community.	TRC #57
Ongoing	Indigenous Awareness Training	Ongoing training offered by Employee Services to all Staff.	TRC #57
Ongoing	Anti-Racism Training	Anti-Racism training series offered by Employee Services to all Staff.	TRC #57 TRC #41 (MMIWG 2SLGBTQIA+)
Ongoing	Learning & Celebrating through Community Events	IRO will continue to support multiple community-based events and opportunities for learning together, building relationships, and celebrating culture.	TRC #57 TRC #41 (MMIWG 2SLGBTQIA+)
Ongoing	Information Session for City Staff	Administration is developing an information session presentation for city staff that will include an overview of the Indigenous Framework, TRC, and MMIWG 2SLGBTQIA+ work as well as opportunities for involvement. To date, three pilot sessions have been provided.	TRC #57 TRC #41 (MMIWG 2SLGBTQIA+)

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Ongoing	Support, fund and attend community-based events that celebrate Indigenous cultures and allow Edmontonians to build relationships with, as well as learn from, diverse Indigenous communities.	<p>The City of Edmonton partners on multiple events throughout the year that raise education and awareness about the impacts of colonization and also provide Edmontonians with the opportunity to learn more about and celebrate Indigenous culture.</p> <p>The City of Edmonton also provides a Festival and Events Micro Grant. This grant program has been created to support smaller, outdoor community festivals and events that showcase local talent, celebrate local histories and cultures, and add vibrancy to our city throughout the year.</p>	TRC #57 TRC #41 (MMIWG 2SLGBTQIA+)
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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.			
Complete	Initiative Completed	Description	Ties to the Calls for Action
Historical	Archival Data and Information	Administration worked with City Archives and determined there was no information available regarding Residential Schools in Edmonton. This update has been provided to the TRC Archives Project.	TRC #77
Q1	Recruitment for the Indigenous Relations Office	Four staff have joined the IRO as of February 2023. Additional recruitment for new, unique and specialized positions underway.	TRC #7
Q1	Camp Inspire for Indigenous Peoples	To support and empower people from Indigenous communities to enter the fire service by removing barriers and providing a learning experience for all.	TRC #7 TRC #38
Q1	Partnership & Relationship with Enoch Cree Nation	MOU Stewardship Table and Council Champions EFRS Fire Services Agreement	TRC #92
Q1	National Day for Truth and Reconciliation	City Council officially declared September 30 (National Day for Truth and Reconciliation) a civic holiday on March 14, 2023.	TRC #80
Q2	Annual Reporting on Indigenous Framework	Administration has committed to reporting annually on the Indigenous Framework. The 2022 Annual report was presented to CPSC on May 31, 2023 and at City Council on June 13, 2023.	TRC #47
Q2	Ongoing reporting of progress implementing the TRC and MMIWG 2SLGBTQQIA+ plans	Administration provided a Q2 update for the TRC Municipal Response Plan, alongside the Indigenous Framework Annual Report.	TRC #53 TRC #55

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Q2	Fund and develop mentorship opportunities through existing programs and services for Indigenous youth	Edmonton Fire Rescue Services Camp Inspire program for Indigenous Peoples was provided an Indigenous name gifted by MOU Partner, Enoch Cree Nation. MIYOWATISIWIN ᑭᑦᓴᑦᓄᑦᓴᑦ me-yo-wa-ti-soo-win "Being of good character" In addition, through partnership with iHuman Youth Society, the first targeted posting for Indigenous People was posted in the Parks and Road Services branch.	TRC #7 TRC #41 (MMIWG 2SLGBTQQIA+)
Q3	Recruitment to the Indigenous Relations Office	Recruitment continues in the Indigenous Relations Office. An Indigenous Relations Systems Coordinator was hired in Q3, and two Indigenous Relations Consultants were recruited in September, with the recruitment process completing early Q4. In the remaining months of the year, the Indigenous Relations Office will recruit for the remaining two specialized positions.	TRC #7
Q3 (Annual)	September 30, 2023 - National Day for Truth and Reconciliation	Administration (Root for Trees and Indigenous Relations Office), partnered with the 3rd Annual Orange Shirt Day Run and Walk at Kinsmen Park for September 30. In addition, "Every Child Matters" banners were displayed in Churchill Square, the Survivors' Flag was displayed in City Hall, and a crosswalk and two utility boxes were provided as canvases for local art to reflect the commemoration of the day.	TRC #80
Started	Initiative In Progress	Description	Ties to the Calls for Action
Q1	River Crossing and Rosedale Projects	Administration is updating the governance model and including training on Duty to Consult/Indigenous Engagement. Preparations are underway for community engagement in Q4.	TRC #57
Q1	Neighbourhood Renewal Planning for Okîsikow (o-gee-see-gow) (Angel) Way	Administration is continuing neighbourhood renewal planning for Okîsikow (Angel) Way and the activities of Okîsikow (Angel) Day.	TRC #41 (MMIWG)
Q1	Partnership & Relationship with Tall Cree Nation	Relationship building continues following partnership with Jasper Place Wellness for a temporary shelter and future plans in Edmonton.	TRC #92

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Q2	Independent Anti-Racism Body	The Independent Anti-Racism Body Advisory Panel has begun meeting and beginning their work plan to advise the City Manager on the establishment, form and function of the Independent Body.	TRC #41 (MMIWG 2SLGBTQQIA+)
Q2	Indigenous Housing Initiatives	The Affordable Housing Investment Program launched an Indigenous Housing Stream. The Indigenous Housing Strategy also launched a call for Indigenous Shelter operators. The Affordable Housing Tax Program was also launched. The City of Edmonton is working with Homeward Trust and Indigenous partners on a Community Plan to End Homelessness.	TRC #41 (MMIWG 2SLGBTQQIA+)
Q2	Enoch Transit Fare Program	Administration partnered with Enoch Cree Nation to launch a Transit Fare Program. Single-use transit passes were made available to Enoch Cree Nation Band Members in April 2023.	TRC #41 (MMIWG 2SLGBTQQIA+)
Q2-Q3	Indigenous Grant Program	The City of Edmonton developed an Indigenous-Led Operating Grant. Applications are being accepted between September 18 and October 11, 2023. This grant program will prioritize funding organizations that whose work advances: <ul style="list-style-type: none"> - The resurgence of Indigenous Peoples' culture, language, identity and ceremony - Safe, inclusive and healing spaces - Increased awareness and/or address responses to historical colonialism, trauma and violence - Provides education, training, employment and economic security for Indigenous Peoples - Supports learning and advancing research 	TRC #40 TRC #66 TRC #41 (MMIWG 2SLGBTQQIA+)
Q3	Nîkânîw (nee-gan-nu) Indigenous Aquatic Leadership	Through the 2023-2026 Service Package, Administration received an additional position for the Nîkânîw (nee-gan-nu) program. This position (Recreation Officer I), was posted in early October, and closed mid-October. The Community Recreation and Culture Branch aims to have the recruitment completed within Q4.	TRC #89
Q3/Q4	Quarterly Reporting and Annual Report for TRC/MMIWG; Indigenous Framework Annual Report	In an effort to provide transparent and ongoing updates related to the progress of the TRC Municipal Response Plan, Administration is building an open data dashboard that will be updated quarterly with the City's progress in implementation. The dashboard will be released in Q4.	TRC #65

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Ongoing	Current and Ongoing Work	Description	Ties to the Calls for Action
Ongoing	Preventive Funding for Indigenous Children & Families	Edmonton FCSS currently funds Indigenous-led services as well as programs that provide services to Indigenous communities in Edmonton.	TRC #5 TRC #12 TRC #38
Ongoing	Ongoing work of the Indigenous Framework	Work continues across multiple corporate and department Indigenous Framework Actions.	TRC #47
Ongoing	Anti-Racism Strategy Implementation	There are inherent interconnections between the work of the Anti-Racism Strategy and the TRC Calls to Action.	TRC #43 TRC #44
Ongoing	Indigenous Procurement Framework	Corporate Procurement and Supply Services is currently introducing and integrating the Framework to those with purchasing responsibility across the corporation. In July 2022, City Council approved an update to the Sustainable Procurement Policy to include the Indigenous Procurement Framework (FCS01160). More information can be found on edmonton.ca .	TRC #7 TRC #92
Ongoing	Funding Poverty Prevention Initiatives	The City of Edmonton funds multiple organizations working towards poverty reduction and elimination.	TRC #55
Ongoing	Increasing Safety	<p>Bystander Awareness Projects, Community Outreach Transit Team (COTT) Model, and other public safety and transit safety initiatives. Investment remains steady in advancing community-based models, such as the expansion of COTT to seven teams, and funding the Downtown Night Patrol.</p> <p>The One Strong Voice Bystander Awareness Campaign was launched in April 2023. In addition, the Indigenous Relations Office supported a Virtual Reality Tool which teaches people how to intervene in street harassment. This immersive experience was provided in the Innovation Zone at K-Days.</p>	TRC #41 (MMIWG 2SLGBTQIA+)
Ongoing	Indigenous Led Housing	Continued efforts to advocate to and partner with other orders of government to provide Indigenous-led Housing in Edmonton.	TRC #41 (MMIWG 2SLGBTQIA+)

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RESURGENCE: Funding and partnerships with Indigenous Communities to support the reclamation of culture, knowledge, language and autonomy.			
Complete	Initiative Completed	Description	Ties to the Calls for Action
Q1	Indigenous Ward Names in City Council	Indigenous Ward Names gifted to the City will be displayed within City Council Chambers.	TRC #13 TRC #14
Q1/Q2	Indigenous Framework Artwork in City Hall	A permanent artwork installment has been added to City Hall, unveiled on June 13, 2023 (National Indigenous History Month). Blog post from the artist.	TRC #8
Q1/Q2/Q3	kihcihkaw askî (kee-chee-kaw as-kee)	License agreement has been completed and keys provided to the partner (Indigenous Knowledge and Wisdom Centre). The grand opening took place on September 22, 2023.	TRC #8
Q2	Support for the Ben Calf Robe Pow Wow	The City of Edmonton supported the Ben Calf Robe Pow Wow and included invitations to City Leadership and Indigenous Framework Staff.	TRC #83 TRC #92
Q3	Increase the amount of Indigenous art, pictures, exhibits, maps, or other appropriate visuals within City buildings, especially those accessed by the public.	The City of Edmonton has continued to work with local Indigenous artists to incorporate Indigenous artwork into public places. Some of the examples of these efforts include but are not limited to: <ul style="list-style-type: none"> - Indigenous Framework Artwork to be displayed publicly in City Hall as of June 2023 - Rig and Bus Wrap Initiatives with local artists/community organizations - LRT Train Art Project with Edmonton Arts Council - Bus Shelter artwork - Decorative crosswalks and traffic control boxes in honour of National Day for Truth and Reconciliation 	TRC #83 TRC #41 (MMIWG 2SLGBTQIA+)
Started	Initiatives in Progress	Description	Ties to the Calls for Action

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Q1	Land-based Learning	Funding local community partners to provide land-based teachings between April and September 2023.	TRC #8
Q3	Support, fund and attend events that revitalize and restore Indigenous culture, language, and access to culture and identity.	The City of Edmonton funds multiple events and opportunities throughout the year as a commitment to supporting Indigenous resurgence. Some recent agreements in Q3 include: <ul style="list-style-type: none"> - National Gathering of Elders - Alberta Indigenous Games and Master Alberta Indigenous Games - Confederacy of Treaty 6 First Nations 30 Year Celebration Competition Pow Wow - Poundmakers' Lodge Treatment Centre Pow Wow - kihcihkaw askî grand opening - Belcourt Brousseau Metis Awards, 	TRC #83 TRC #92
Ongoing	Current and Ongoing Work	Description	Ties to the Calls for Action
Ongoing	Providing sponsorship funding	Fund Indigenous People to support the work required to revitalize and restore Indigenous culture, languages, and access to culture and identity.	TRC #83
Ongoing	Expanding Media Relationships and Indigenous Representation in City media materials.	Hiring of a communications position for the IRO (Indigenous Framework, TRC, MMIWG 2SLGBTQQIA+) and ongoing work of the Communications & Engagement Indigenous Framework Department Committee. Intentional communication efforts between Communications staff and Indigenous media outlets (for example, EFRS recruitment).	TRC #85
Ongoing	Invest in Indigenous Art and Culture	Ongoing Indigenous Artist in Residence Program; increasing Indigenous Art and names in public spaces.	TRC #8
Ongoing	Renaming Projects	Continued work on priority renaming projects across Edmonton (such as Government Centre, Oliver Community)	TRC #13 TRC #14
Ongoing	Smudging Policies and spaces for Ceremony and Smudging	Administration is continuing to look for opportunities to provide accessible spaces for smudging within city facilities.	TRC #21

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Ongoing	Fund, prioritize and enhance training and employment opportunities at the City of Edmonton for Indigenous Peoples.	<p>The City of Edmonton has continued to invest in economic reconciliation in a variety of ways. Including but not limited to:</p> <ul style="list-style-type: none"> - Nîkânîw Indigenous Aquatic Leadership - Camp Inspire for Fire Rescue Services - Talent Diversity Initiative & Targeted Hiring/Posting (e.g. D&I Seasonal Labourer Posting with Parks and Roads) - Ongoing review of recruitment practices to reduce barriers to employment - Council Youth Fellowship and upcoming Indigenous Women & Two-Spirit Internship 	TRC #7 TRC #41 (MMIWG 2SLGBTQIA+)
Ongoing	Fund, prioritize and enhance training and employment opportunities at the City of Edmonton for Indigenous Peoples.	<p>In June 2023, UPE provided an update on the ways that the department supports Indigenous business (UPE01844). The department is also working on a business census questionnaire which will provide more insight into the local businesses.</p> <p>The Indigenous Relations Office and other City representatives continue to meet and partner with local organizations such as AKSIS and EndPovertyEdmonton on the topic of Economic Reconciliation.</p>	TRC #7 TRC #41 (MMIWG 2SLGBTQIA+)