

Truth and Reconciliation Commission (TRC) Municipal Response Plan 2023/2024 Update

The Truth and Reconciliation Commission (TRC) Municipal Response Plan was approved by City Council in October 2022. Throughout 2023, Administration provided quarterly updates on the progress of the actions committed. This is a summary of **key priority actions** that were activated throughout 2023 and 2024 year-to-date. All actions are being tracked and reported on the Truth and Reconciliation Dashboard¹, which is updated quarterly and details the status of more than 90 commitments currently connected to 39 of the 94 calls to action.

Increasing Awareness

Across the corporation learning and education was a priority in 2023. As evidenced across this annual report, many initiatives took place that advanced opportunities for staff and the public to learn about truth and reconciliation and to connect with others while doing so. This was illustrated in initiatives such as:

TRC Call to Action Alignment:	Description
TRC #41	Public awareness events sharing the stories of missing and murdered Indigenous relatives, such as Okîsikow (Angel) Way Day, Moose Hide Campaign Day, Red Dress Day, Sisters in Spirit Day and Walk a Mile in a Ribbon Skirt. These events gathered hundreds of participants to learn more about the impact of colonization and the resulting gender-based violence affecting Indigenous communities.
TRC #47	Training for City of Edmonton employees to understand the duty to consult and accommodate Indigenous Peoples was piloted in June 2024 with 24 staff from several departments including Integrated Infrastructure Services, Office of the City Manager, Urban Planning and Economy and Community Services. Administration will determine next steps following a second session scheduled for fall 2024.

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https://www.edmonton.ca/city_government/indigenous-relations-office/truth-reconciliation?utm_source=virtualaddress&utm_campaign=trc

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TRC #57 and #86	<p>The City of Edmonton continues to provide mandatory Indigenous Awareness training for staff. In 2023, Administration organized 47 sessions that saw more than 1,600 employees participate. To date, over 11,500 staff have completed this training.</p> <p>In 2023, the following anti-racism courses were also offered:</p> <ul style="list-style-type: none"> ● Introduction to Anti-racism (10 sessions offered, 259 employees completed) ● Anti-racism Allyship (10 sessions offered, 225 employees completed) ● Anti-racism Leadership (7 sessions offered, 151 employees completed)
TRC #57	<p>Administration provided copies of resources such as “21 Things You May Not Know About the Indian Act” to City Council, and handed out 500 “94 Calls to Action” booklets from the National Centre for Truth and Reconciliation at gatherings and events.</p>
TRC #57	<p>Guided by the Indigenous Framework, staff and leadership participated in gatherings with community partners, attended community-based Indigenous events, participated in Indigenous Framework Community of Practice information sessions and shared ceremonies as well as conversations with Indigenous Elders and Knowledge Holders, including:</p> <ul style="list-style-type: none"> ● Ceremonial and kinship gatherings in 2023 and 2024 attended by City Council and the Indigenous Framework Circle of Elders and Knowledge Holders ● A 2023 kinship gathering where the Executive Leadership Team met and listened to the teachings of the Indigenous Framework Circle of Elders and Knowledge Holders ● Several staff tours, visits and gatherings in 2023 and 2024 to meet and learn from Indigenous community members at local non-profit organizations and Indigenous spaces such as iHuman Youth Society, Bent Arrow Traditional Healing Society, Edmonton Aboriginal Seniors Centre and kihcihkaw askî (Sacred Land) <p>The Indigenous Framework Corporate Action Team also organized annual check-ins sessions in November 2023. These sessions saw 44 community members attend to learn about the efforts of Indigenous Framework department action teams and provide feedback.</p>
TRC #41 and #57	<p>As committed listeners, the Indigenous Relations Office and the High Level Office for Reconciliation</p>

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	<p>and Anti-racism hosted an engagement conference with Indigenous Elders and Knowledge Holders in July 2024. This conference ensured priority City of Edmonton projects are informed by the lived experience and wisdom of participants who are connected to communities impacted by the work. The three-day event began in ceremony and included more than 40 Elders and Knowledge Holders from First Nations, Métis and Inuit communities who share perspectives on the following projects:</p> <ul style="list-style-type: none">● Renaming Government Centre LRT Station● Residential Schools monument● Space for ceremonial fires● Northeast River Valley Park
TRC #80	<p>The City of Edmonton declared September 30 an annual civic holiday in recognition of the National Day for Truth and Reconciliation. Administration works closely with community partners to program and plan learning and reflection activities on and around September 30. Over the past three years, activities to raise awareness have included:</p> <ul style="list-style-type: none">● Sharing a September community events calendar highlighting learning events and activities● Raising “Every Child Matters” banners in Churchill Square● Lighting the High Level Bridge orange● Displaying the National Centre for Truth and Reconciliation Survivor’s Flag in City Hall● Collaborating with Indigenous artists to share their work in public spaces● Displaying orange ribbons on fleet vehicles● Wrapping an Edmonton Transit Service bus with art designed by Indigenous youth● Organizing staff learning activities that include video screenings and information sessions● Partnering with community members to support the annual Orange Shirt Day Run and Walk

Addressing Needs and Priorities of Indigenous People

Moving from listening and learning to action is an ongoing process that requires Administration to thoughtfully implement projects and initiatives that address the priorities of Indigenous Peoples in Edmonton. In 2023 and throughout 2024, City of Edmonton teams took action that is creating a foundation for systemic change.

TRC Call to Action Alignment:	Description
TRC #7	<p>City of Edmonton efforts to support children and youth include:</p> <ul style="list-style-type: none"> ● Expanding the Nîkâniw Indigenous Youth Leadership Program ● Launching the Civic Youth Fellowship (13 participants in 2023 and 18 participants in 2024) ● Launching Miyowatisiwin Camp Inspire (20 participants in 2023) ● An internship for Indigenous women and two-spirit peoples (two 11-month positions in 2024) <p>In June 2024, 29 youth completed the Nikaniw Indigenous Youth Leadership Program. Over the past 20 years, more than 500 participants have taken part in the program, now operated in partnership with Bent Arrow Traditional Healing Society. The program plans welcome another cohort for the September 2024 to June 2025 season.</p> <p>In February 2024, the City of Edmonton also sponsored 50 youth tickets for the Indigenous Youth Rising Conference at MacEwan University, which invited participants to explore post-secondary education, celebrate culture and connect with Indigenous role models. Indigenous Relations Office staff held a session that invited youth in attendance to envision municipal wards through their own eyes.</p>
TRC #41	<p>The Missing and Murdered Indigenous Relatives (MMIR) Action Plan (Attachment #3) advanced priorities supporting Indigenous community members, including community-based safety and violence prevention initiatives such as One Strong Voice, a bystander awareness campaign.</p> <p>The MMIR Action Plan also includes a commitment to support the Indigenous Framework Circle of Elders and Knowledge Holders. In 2024, a dedicated liaison was hired to ensure the circle is supported</p>

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	<p>in their activities throughout the year.</p> <p>Responding to the housing and homelessness needs of Indigenous communities ties most closely to the 231 calls for justice from the National Inquiry into Missing and Murdered Indigenous Women and Girls. Developments in 2023 and 2024 include hiring a dedicated Indigenous housing liaison to advance the commitments in the Affordable Housing Strategy (i.e. Indigenous-led housing). The Indigenous-led Affordable Housing Grant announced funding for a new seniors housing development in northeast Edmonton, which will be the first project supported by this program.</p>
TRC #44	<p>Development of culturally accessible and welcoming spaces for Indigenous Peoples in Edmonton is a priority and takes time and thoughtful collaboration with community partners. In 2023 partnerships resulted in the opening of kihcihkaw askî (Sacred Land), a number of public ceremonies and sacred fires, and increased access to smudging in City of Edmonton facilities.</p>
TRC #47 & #92	<p>Throughout 2024, the City worked with memorandum of understanding (MOU) partners at the Confederacy of Treaty Six First Nations and Otipemisiwak Métis Government to pilot a municipal liaison program. This pilot program runs until December 31, 2024 and creates a temporarily funded position with each partner to work as a key connector between the City and the MOU partner to help advance common goals and priorities as established in the MOUs. The program will be evaluated in 2024 to determine the best way forward.</p>
TRC #53 & #55	<p>The TRC Municipal Response Plan team reported quarterly to City Council on the progress of implementation, with the commitment for ongoing annual reporting going forward. In an effort to ensure timely updates to both staff and the public, a Truth and Reconciliation Dashboard and landing page were launched in early 2024 as a resource to learn about the work underway at the City².</p>
TRC #77	<p>While the City archivist found no records in Administration's archives from the Edmonton Residential School, which is located outside City of Edmonton boundaries, Administration has informed the National Centre for Truth and Reconciliation about an archival photograph collection that includes Indigenous Peoples.</p>

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TRC #80	<p>In March 2023, Edmonton City Council officially declared September 30 an annual civic holiday. This was the third year that the City of Edmonton recognized and partnered with the community to acknowledge and commemorate the National Day for Truth and Reconciliation. At least 600 people attended the third annual Orange Shirt Day Run and Walk (registration fully subscribed), and the City gifted 600 pieces of bannock and 1,800 trees, shrubs and wildflowers to attendees.</p>
TRC #87-90	<p>The City of Edmonton continues to find ways to fund and support programs that advance Indigenous sport, including investment in the Alberta Indigenous Games, Masters Alberta Indigenous Games and the Native Hockey Alberta Provincial Championships. Business sales connected to these events are expected to reach more than \$25 million according to estimates from Explore Edmonton.</p>
TRC #92	<p>Ongoing work continues with the approved Indigenous Procurement Framework including working directly with Indigenous-led businesses to understand the barriers to participation in City business and procurement. The City has set a goal to increase direct and subcontracting spends with Indigenous businesses. Efforts toward this goal have been supported with the development of an Indigenous Set Aside approach and other processes that support Indigenous procurement. A low value purchase guideline that encourages purchases with Indigenous businesses was implemented in July 2023, and the inclusion of evaluation and contract requirements related to Indigenous employment and use of Indigenous businesses on higher dollar value procurements/contracts was started in August 2023.</p> <p>The City regularly offers “Selling to the City” information sessions to suppliers. A session was scheduled in April 2024 at the AKSIS office with a focus on attendance by Indigenous businesses. These sessions give businesses the opportunity to see how the City considers bids, to speak with City buyers and to ask questions about the buying process.</p> <p>In June 2024, the Sustainable Procurement team hosted Purchase with Purpose. While similar to a trade show, this event put purchasers on the other side of the booth for Indigenous and diverse business owners to build relationships with buyers. This event was free to guests and hosted at the Edmonton Expo Centre to support growth and visibility of businesses. More than 200 people attended, including 132 that represented local, Indigenous and diverse businesses, as well as social enterprises.</p>

	<p>Executive Committee was provided an update on all of the work underway related to the Sustainable Procurement Policy implementation on May 3, 2024 (Report FCS02345).</p>
<p>TRC #5, #12, #38, #40, #65, #66</p>	<p>Investment in community-led efforts to address the Truth and Reconciliation Commission 94 calls to action included three key grant programs that were accessible to Indigenous-led or Indigenous-serving organizations, including:</p> <ol style="list-style-type: none"> 1. Indigenous-led Operating Grant Program (\$1 million funding annually with 20 organizations funded for 2023/2024 on a two-year funding agreement) 2. Anti-Racism Grant Program 3. Community Safety and Well-being Grant Program <p>These programs support community-led initiatives connected to the 94 calls to action and the 231 calls for justice. In particular, the Indigenous-led Operating Grant Program is geared toward Indigenous-led, non-profit organizations that:</p> <ul style="list-style-type: none"> ● Promote the resurgence of Indigenous Peoples’ culture, language, identity and ceremonies ● Create safe, inclusive and healing spaces ● Address historical colonialism, trauma and violence ● Provide education, training, employment and economic security for Indigenous Peoples ● Support learning and advance research <p>Funding is also available through Family and Community Support Services (FCSS), a joint municipal-provincial partnership that funds preventive social service programs, and the Festival and Events Micro Grants Program to support smaller grassroots events in Edmonton.</p>

Investing in Indigenous Resurgence

Listening, learning and action are all critical components of how the City responds to the 94 Calls to Action. The long term systemic changes and creating the conditions for Indigenous resurgence may take more time, but will create a lasting impact that not only supports repairing relationships between Indigenous and non-Indigenous peoples but shares the space required for Indigenous cultures to thrive in Edmonton.

TRC Call to Action Alignment:	Description
TRC #7	The City of Edmonton is prioritizing funding and support to local programs, services and initiatives that support well-being, mental health, art, education, training and employment opportunities for Indigenous Peoples. Additionally, the Administration continues to develop programs that increase employment opportunities for Indigenous Peoples at the City of Edmonton, such as the Nîkâniw Indigenous Youth Leadership Program and Miyowatisiwin Camp Inspire.
TRC #13 & #14	<p>The City continues to support community-led initiatives for renaming of public spaces.</p> <p>On June 14, 2024, 101A Avenue between 96 Street and 97 Street was officially and legally renamed Okisikow Way NW. This roadway was previously given the honorary name Okîsikow (Angel) Way as part of a national challenge to raise awareness and demonstrate support for people affected by gender-based violence. Additional street blades and commemorative crosswalk art were added to the roadway in 2023.</p> <p>In February 2024, City Council approved Wîhkwêntôwin (we-kwen-to-win) as the new name for the community formerly known as Oliver. Wîhkwêntôwin is a Cree word that means "circle of friends," and was proposed by the neighbourhood's community league as a better reflection of the community's diversity and spirit of inclusion.</p> <p>While the City continues to embrace past renaming efforts, including Indigenous ward names, efforts continue on renaming that include Government Centre LRT Station.</p>
TRC #14	The City is partnering with community grassroots groups to provide land-based programming and

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	<p>education including the Heartland space, conversations with Indigenous Elders about important flora used in cultural practices, and inviting Indigenous community members to provide feedback on tools that will help inform naturalization, restoration and reclamation.</p> <p>As part of a July 2024 engagement conference, the City Operations department met and heard the perspectives of Indigenous Elders and Knowledge Holders regarding the future of the Northeast River Valley Park.</p>
TRC #21	<p>The City provides funding to the Indigenous Knowledge and Wisdom Centre to operate kihcihkaw askî (Sacred Land) and support land-based learning. This ceremonial site officially opened in September 2023.</p> <p>Additionally, efforts continue to accommodate smudging and provide space for ceremonies where applicable in new and renovated City of Edmonton buildings.</p> <p>In 2023, there were 107 days of site and facility use by:</p> <ul style="list-style-type: none"> ● Indigenous community service organizations ● Indigenous and non-Indigenous primary and secondary schools ● Public institutions ● Municipal, provincial, federal and Indigenous government agencies ● Private and public corporations.
TRC #41	<p>The 231 Calls for Justice from the National Inquiry into Missing and Murdered Indigenous Women and Girls seeks funding and support for Indigenous art and culture as a means of resurgence. The City of Edmonton sponsored community events, initiatives and projects that promoted Indigenous art and culture, such as Indigenous Fashion Week, Poundmaker's Lodge Powwow, Ben Calf Robe Powwow, National Gathering of Elders, Unceded: Voices of the land, and the Indigenous Experience at K-Days.</p>
TRC #83	<p>The City continues to support and fund events, gatherings and celebrations of Indigenous culture, language and identity. These initiatives occur throughout the year and City leaders and staff as well as the general public are encouraged to attend to learn and build relationships with Indigenous community members in Edmonton. Additionally, the City continues to seek opportunities to invest in</p>

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	<p>Indigenous public art through bus wraps, traffic control boxes and crosswalk designs that create vibrant and inclusive public spaces in Edmonton.</p> <p>For example, the City Operations department worked closely with artist Lance Cardinal in June 2024 to showcase Indigenous artwork on traffic control boxes throughout Edmonton.</p>
TRC #85	<p>In 2023, the Indigenous Relations Office hired a communications coordinator and storyteller to bring the work of all these community partnerships to life. This resulted in the promotion and celebration of multiple community-led events including, Okîsikow (Angel) Way Day, the 30th anniversary of the Confederacy of Treaty Six First Nations, Alberta Indigenous Games, Orange Shirt Day Run and Walk, Walk a Mile in a Ribbon Skirt, Indigenous Veterans Day and Métis Week. In 2023 and 2024, additional efforts have been made to increase the presence of Indigenous Peoples in the City's digital asset photo database.</p>