

Missing and Murdered Indigenous Relatives Action Plan 2023/2024 Update

The Missing and Murdered Indigenous Relatives Action Plan was approved by City Council in November 2022. Throughout 2023 and 2024, Administration provided quarterly updates on the progress of the actions committed. This is a summary of priority actions that were activated throughout 2023 and 2024 to date.

Increasing Awareness Actions

Public education and training to enhance awareness and understanding of the impact violence has had on Indigenous communities (in particular women, girls and 2SLGBTQIA. This was illustrated in initiatives such as:	
MMIWG2S+ Calls for Justice Alignment:	Description
1.9;1.8; 2.1; 2.6 15.2; 15.7	<p>Staff Training & Education <i>such as training sessions, lunch and learns, topic specific learning.</i></p> <p>Continued mandatory Indigenous Awareness Training for City employees saw over 1,670 attendees work towards applying Indigenous lens when developing and delivering training, policy, programs and services through the Indigenous Framework.</p> <p>Involve Indigenous Elders and Knowledge Keepers in learning opportunities.</p> <p>Indigenous Framework Corporate/Department Learning.</p>
1.8; 1.9; 2.3; 2.6; 2.7 15.2 ; 15.7	<p>Learning & Celebrating <i>through programs and events in partnership between the community and the city.</i></p> <p>Support, fund and attend priority programs/events that amplify the stories of Missing and Murdered Indigenous Relatives (Okîsikow (Angel) Way, Moosehide Campaign, Red Dress Day, Sisters in Spirit, Walk a Mile in a Ribbon Skirt)</p> <p>Support events and programs that celebrate and amplify Indigenous culture and community</p>

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	(Indigenous Peoples History Month, Indigenous Artist in Residence, Access to the Indigenous Peoples Experience, National Day for Truth and Reconciliation)
1.8; 1.9; 2.6; 15.2; 15.7	<p>Specific Education & Awareness Campaigns for Edmontonians and City staff <i>targeted for learning about MMIWG and 2SLGBTQQA.</i></p> <p>Launch an audio storytelling series In Q4 2024 as an education and awareness campaign in partnership with local Indigenous media. The goal is to amplify the stories and knowledge from those with lived experience and expertise.</p>
18.17, 18.19	<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> <p>The City is prioritizing funding and support to local programs, services and initiatives that support well-being, mental health, art, education and training and employment opportunities for Indigenous Peoples. In addition, the City continues to develop programs that increase employment opportunities for Indigenous Peoples at the City of Edmonton (such as the Nîkâniw Indigenous Youth Leadership Program, Miyowatisiwin Camp Inspire and youth internships).</p>
1.8; 1.9; 2.3; 2.6	<p>Sharing Stories and Highlighting Indigenous Peoples in Edmonton</p> <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 such as: Okîsikow (Angel) Way Day, 30th Anniversary of the Confederacy of Treaty Six First Nations, Alberta Indigenous Games, Orange Shirt Day Walk and Run, Walk a Mile in a Ribbon Skirt, Indigenous Veterans Day and Métis week. Throughout the end of 2023 and early 2024, additional efforts are being made to increase the presence of Indigenous Peoples in City of Edmonton's photos.</p>
4.4	<p>Provide supports and resources for educational, training and employment opportunities for all Indigenous women, girls, and 2SLGBTQQA people. These programs must be available within all Indigenous communities.</p>

	<p>The City launched the Indigenous Project and Engagement Internship in collaboration with two Indigenous organizations (Ociciwan Contemporary Art and tapahtâyimôkamik) which hired two Indigenous interns.</p> <p>The City is also supporting local programs, services and initiatives that address education, training and employment opportunities through sponsorship and grant funding.</p>
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Addressing Needs and Priorities of Indigenous People

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.

MMIWG2S+ Calls for Justice Alignment:	Description
1.9, 15.1, 15.5	<p>Denounce and Speak out against violence against Indigenous people.</p> <p>Continue community-based safety and violence prevention initiatives such as Gender-based Violence Initiative Projects, One Strong Voice bystander awareness campaign and Active Bystander Training.</p> <p>Include specific activities that address: intimate partner violence, racism, sexism, ignorance, homophobia, transphobia and encourage others to do the same; Change acceptance and normalization of violence.</p> <p>Support the Community Safety and Well-Being Strategy's Building Safer Communities Fund initiative to address gun and gang violence in the city with funding support for community organizations.</p>
1.3; 1.6; 1.5; 1.8; 1.9; 2.6; 3.1; 4.1; 4.3	<p>Prevention of Violence and promotion of safety in particular for women, girls and 2SLGBTQQIA people using a multi-agency approach.</p>
3.3	<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>

	<p>Development and host regular engagement with the Indigenous Framework’s Elders Circle.</p>
<p>1.8; 1.9; 2.5; 2.6; 2.7</p>	<p>Funding prevention education/awareness and ensuring access to priority programs and services.</p> <p>Sustainable Funding Source for Responses to Historical Colonialism and Violence.</p> <p>Investment in community-led efforts to address the MMIWG2S+ Calls for Justice included three key grant programs that were accessible by Indigenous-led or Indigenous-serving organizations. This included: 1) Indigenous-led operating grant, 2) The Anti-Racism Grants Program and 3) the Community Safety and Well-being Grant Program. All three of these programs provided support called for across the 231 Calls for Justice, providing resourcing to community-led initiatives addressing this work. In particular, the Indigenous-led operating grants calls for programs and services 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>A number of other community grants and programs provide funding to programs and services supporting Indigenous communities as well such as the Family and Community Support Services (FCSS) program and the Festival and Events Micro Grants to support smaller grassroots events in Edmonton.</p>
<p>2.6</p>	<p>Develop an Anti-Racism Strategy including a significant education component for citizens and public servants/services. In February 2022, City Council approved the first Anti-Racism Strategy which outlined three key components required before developing a more comprehensive and in-depth strategy. This included:</p> <ol style="list-style-type: none"> 1. Creation of a High Level Anti-Racism Office <ul style="list-style-type: none"> - The High Level Office is currently being staffed and work plans are being developed. 2. Creation of an Independent Anti-Racism Body

	<ul style="list-style-type: none"> - The Advisory Panel for the Independent Anti-Racism Body is currently preparing their recommendation for the City Manager. At the time of writing this report, it had not yet been submitted. <p>3. Funding dedicated to advancing Anti-Racism work.</p> <ul style="list-style-type: none"> - The annual Anti-Racism Grant program¹ closed for applications on September 12, 2024. The program will award \$1.5 million in funding to community-led anti-racism initiatives.
2.1	<p>Implement the Indigenous Framework into all aspects of the City work.</p> <p>Implementation of the Indigenous Framework is ongoing. This work includes supporting the Corporate Action Plan, completing the department action plans and ensuring alignment across the Indigenous Framework Plan, TRC Municipal Response Plan and MMIR Action Plan.</p>
4.6, 4.7, 16.19	<p>Support Indigenous-led Housing and Shelter that is low barrier, sustainably funded and provides adequate support for women, girls and 2SLGBTQQIA people.</p> <p>In May 2022, City Council approved \$1 million in one-time funding for the conceptual development of Indigenous-led shelters, housing and programming in alignment with the Community Safety and Well-Being Strategy (CSWB). In 2023, two Expressions of Interest were launched, one for an Indigenous-led permanent shelter and the other for Indigenous-led transitional spaces. The former has resulted in two out of four submissions being supported by Administration through the CSWB funding:</p> <ul style="list-style-type: none"> ● Niginan Housing Ventures Stabilization Space; and ● the development of an Indigenous-led shelter conceptual design (in progress). <p>The latter EOI received seven submissions, and a consultant was hired to facilitate a collaborative process with the proponents in order to produce conceptual transitional space designs. The consultant worked with proponents to understand site selection criteria for this type of temporary housing, potential operational partnerships and overall goals of their EOI submissions, resulting in a</p>

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https://www.edmonton.ca/programs_services/funding_grants/anti-racism-grants-program?utm_source=virtualaddress&utm_campaign=antiracismgrants

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	<p>final report.</p> <p>In 2023 the first Indigenous stream of the Affordable Housing Investment Program was launched. In March 2024, Metis Capital Housing Corporation received \$2.29 million for the Nihgi Seniors Lodge redevelopment, which will create 36 new, near-market affordable bedroom rental units for low-income Indigenous seniors.</p> <p>A second round opened in 2024, with three Indigenous applicants. Funding decisions are expected in fall 2024.</p> <p>The Confederacy of Treaty 6 First Nations held its inaugural housing symposium for member nations on June 17, 2024. The City helped sponsor the event and staff attended to present on land and funding opportunities, along with provincial and federal counterparts.</p>
17.19; 18.24	<p>Reduce poverty, addressing specifically experiences of poverty within the Indigenous community (all Indigenous peoples and focus on reduction of barriers for those who are 2SLGBTQQA).</p> <p>Funding of multiple poverty reduction initiatives and organizations that are serving those experiencing poverty. Recipients of the funding included Bent Arrow Traditional Healing Society, Metis Child and Family Services Society, Aboriginal Counseling Services, Ben Calf Robe Society, Creating Hope and Canadian Friendship Centre.</p>
18.2; 18.11	<p>Implement GBA+ and Inclusive Approaches in program and service design.</p> <p>The City is undergoing GBA+ review process to better understand how the policy can be most effective.</p>
1.4; 16.41; 17.3; 18.2	<p>Ensure equitable representation of Indigenous voices in policy development, funding, governance and service delivery, decision making</p> <p>Developed and implemented an internship program specifically for Indigenous women, girls and</p>

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	<p>2SLGBTQQIA people through the City of Edmonton’s Indigenous Relations Office.</p> <p>Through the work of the Indigenous Framework, allow for better Indigenous representation in policy development and governance within the City.</p>
4.2; 4.4	<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> <p>Work towards implementing Indigenous Framework department action plan for Employee Services (to reduce bias and discrimination in hiring and recruitment, address gaps in hiring).</p> <p>Continue to maintain and enhance relationships with post-secondary institutions (internships, student placements etc.).</p>
4.8, 17.9	<p>Ensure adequate plans and funding for safe and affordable transit and transportation services (in particular for Indigenous women, girls and 2SLGBTQQIA people). Provide “safe transportation” options.</p> <p>In 2023, the City launched One Strong Voice, a bystander awareness campaign aimed at reducing gender-based violence and harassment in transit and other public spaces.</p>
15.8	<p>Track and report on progress and be held accountable on the Calls for Justice and Calls to Action.</p> <p>Through the Indigenous Framework, the Indigenous Relations Office hosts bi-annual community check ins to collect relevant insight and data to report on progress.</p>
5.25, 18.3, 18.15	<p>Advance research in Indigenous evaluation and design, First Nations Principles of ownership, control, access and possession (OCAP) principles², and the United Nations Declaration on the Rights of Indigenous Peoples Act (UNDRIP)³.</p>

² <https://fnigc.ca/ocap-training>

³ <https://www.justice.gc.ca/eng/declaration/index.html>

	In 2024, an Indigenous Evaluation Specialist was hired to develop a community-based, Indigenous evaluation framework that utilizes Indigenous methodologies, OCAP principles and UNDRIP.
17.15	<p>Expand the use of community-based security models that include Indigenous perspectives and people.</p> <p>Continue supporting the implementation of the Community Oriented Transit Team (COTT) Model project⁴.</p>

Investing in Indigenous Resurgence

Listening, learning and action are all critical components of how the City responds to the 231 Calls for Justice. 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 supports the reclamation of culture, knowledge, language and autonomy in order for Indigenous community members to thrive.

MMIWG2S+ Calls for Justice Alignment:	Description
2.3; 2.4; 2.5; 4.2	<p>Support and resource (long term sustainable funding) for community-based supports and solutions designed to improve social and economic security, led by Indigenous peoples.</p> <p>The City is partnering with community grassroots groups to provide land-based programming and learning such as: the Heartland space, conversations with Elders about important plants and wood for cultural practices, and inviting Indigenous community members to provide feedback on tools that will help inform naturalization, restoration and reclamation.</p>

⁴ https://www.edmonton.ca/city_government/bylaws/enforcement_officers/community-outreach-transit-team

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	<p>The Missing and Murdered Indigenous Women, Girls and Two-Spirit 231 Calls for Justice, calls for funding and supporting Indigenous art and culture as a means of resurgence. As part of the commitment to this work, the City 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 Peoples Experience at K-days.</p> <p>Through the Indigenous Led Operating Grant Program funding was provided to a number of Indigenous community groups and organizations to support the cultural resurgence of Indigenous Edmontonians.</p>
16.11	<p>Invest in Indigenous Art and Culture ensuring sustainable funding for all artforms.</p> <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 in order to learn and build new relationships with the Indigenous communities in Edmonton. In addition to events, the City continues to find ways to invest in Indigenous artwork (such as bus wraps, utility box artwork and crosswalk paintings) to add vibrancy and Indigenous artwork to public spaces in Edmonton.</p> <p>Supporting the Indigenous Artist in Residence Program, set to be re-launched in Q3 of 2024.</p> <p>The City continues to support community-led initiatives for renaming of public spaces. While significant work has been done in this space in previous years (such as Indigenous Ward Naming), projects continued throughout 2023 and 2024, seeing a new name of Wihkwêntôwin replacing Oliver as the community name, as well as the official renaming of Okîsikow Way in June. The renaming process of Grandin Station is set to begin in Fall of 2024.</p>
16.2, 16.4, 17.25, 17.26	<p>Ensure protection and revitalization of Indigenous (Inuit, Metis and First Nation) cultures.</p> <p>The City provides funding to the Indigenous Knowledge and Wisdom Centre to operate kihcihkaw askî-Sacred Land and support land-based learning. This first of its kind ceremonial site officially opened in September 2023. Continued efforts are being made to implement smudge and ceremony</p>

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	spaces in renovations and new city buildings. The City is able to support smudging in most facilities when requested. Through the Indigenous led Operating Grant and sponsorship, the City supports Indigenous led cultural activities, gatherings and ceremonies in Edmonton.
3.5; 3.6 17.23	<p>Provide Indigenous specific programs and services that address emotional, mental, physical and spiritual dimensions of wellbeing (coordinated, co-located, wrap around) mental health and cultural supports.</p> <p>Fund and support local programs, services, and initiatives that address wellbeing, mental health and cultural supports through sponsorship and grant funding. Through the Indigenous led Operating Grant and sponsorship, the City is able to support Indigenous led organizations doing this work.</p>
18.8, 18.10	<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> <p>The City provides funding to various community groups to support culture camps, land-based learning and ceremonies.</p>