A circular Indigenous artwork, possibly a drum or a ceremonial object, is the background of the slide. It features a circular frame made of dark, rough-textured sticks. Inside the frame, a piece of light brown, textured material (likely leather or hide) is stretched and decorated with intricate beadwork. The beads are primarily blue and green, forming wavy, flowing patterns. Some areas of the beadwork are more densely packed, while others are more sparse. The entire piece is set against a white background.

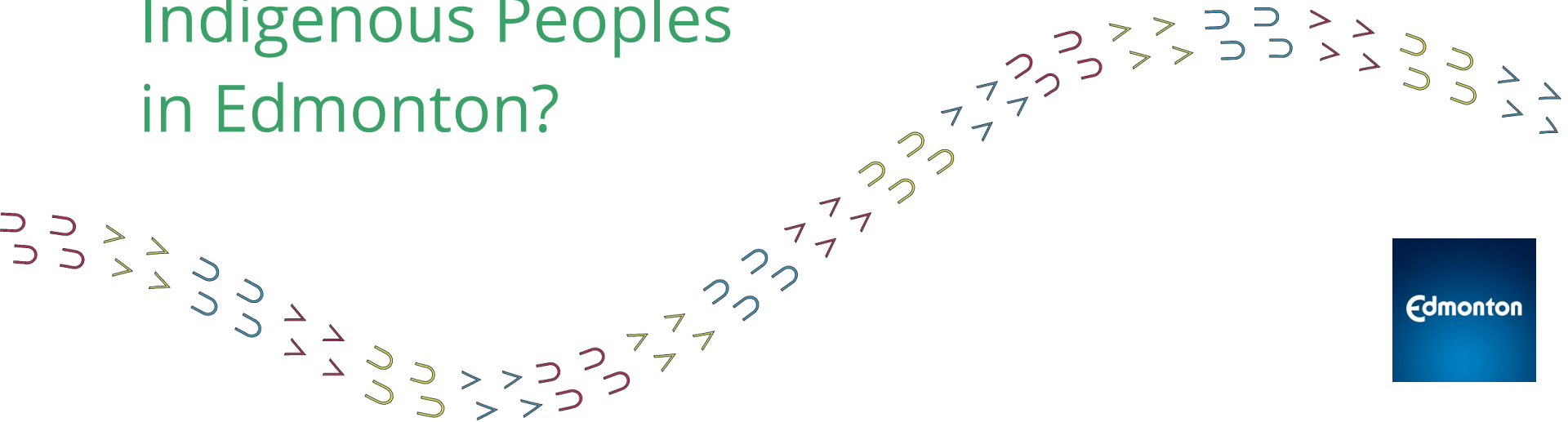
City of Edmonton Indigenous Framework

COMMUNITY & PUBLIC SERVICES COMMITTEE

February 17, 2021
edmonton.ca/IndigenousFramework

Edmonton

How can the City of Edmonton
best support and build
strong relationships with
Indigenous Peoples
in Edmonton?



The City of Edmonton acknowledges the traditional land on which we reside today, Treaty 6 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.

We needed to find a balance
between following established
City processes and applying
an Indigenous approach to
this work.



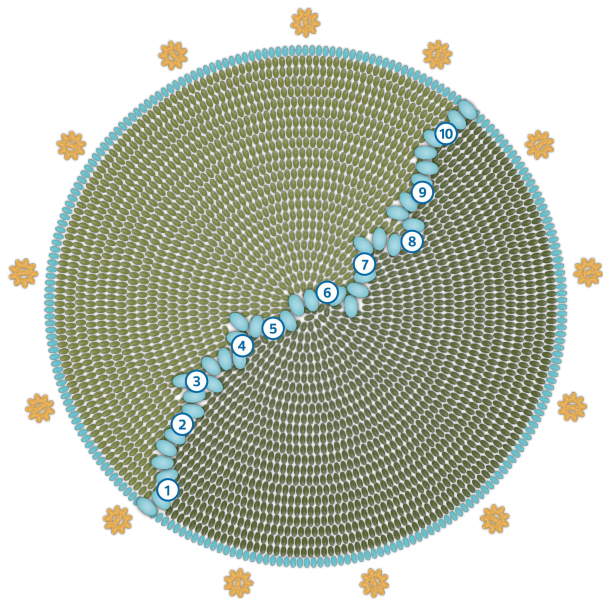
It was critical that we develop the
framework in an Indigenous Way...
Restarting with **ceremony**.

It was important that we create an **ethical space** for engagement.

Our community decision-making models are based on a circle, everyone has a voice, everyone has gifts to bring to the circle, we respect that process, focus on consensus building, shared leadership, shared responsibility.



Wahigicicobi - The History of the Framework



1

Community Partner &
City Staff Engagement

2

First Elders & Knowledge
Keepers Gathering
March 2019

3

Pipe Ceremony
April 2019

4

Community Engagement
with Broader Indigenous
Community
Summer & Fall 2019

5

Second Elders & Knowledge
Keepers Gathering
February 2020

6

Third Elders & Knowledge
Keepers Gathering
July 2020

7

Creation of City of Edmonton
Department Action Teams
Summer 2020

8

Community Partner &
Youth Engagement
Summer/ Fall 2020

9

Fourth & Fifth Elders,
Knowledge Keepers, & ELT
Gatherings
October 2020 & January 2021

10

Launch of the Framework
to City Staff
February 17, 2021

Why are we trying to
change the hearts and
minds of 13,000 staff?





Four Roles

These roles frame the behaviours that each City staff member will embody to collectively achieve the goals of the Indigenous Framework.

Four Roles of the Framework

LISTENER

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

CONNECTOR

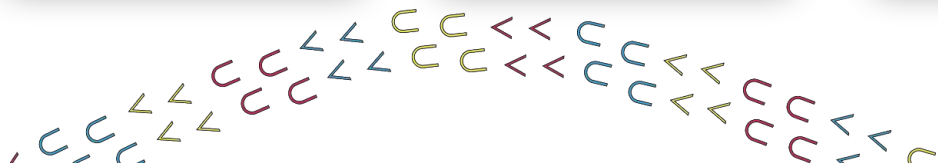
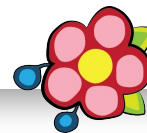
We connect Indigenous Peoples to the programs, services, people and resources that enrich the community and foster relationships to create positive change.

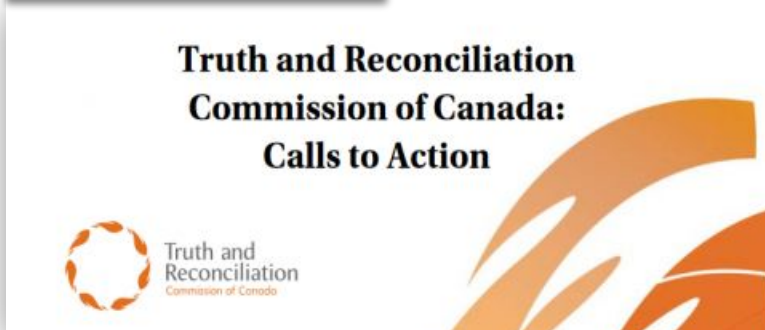
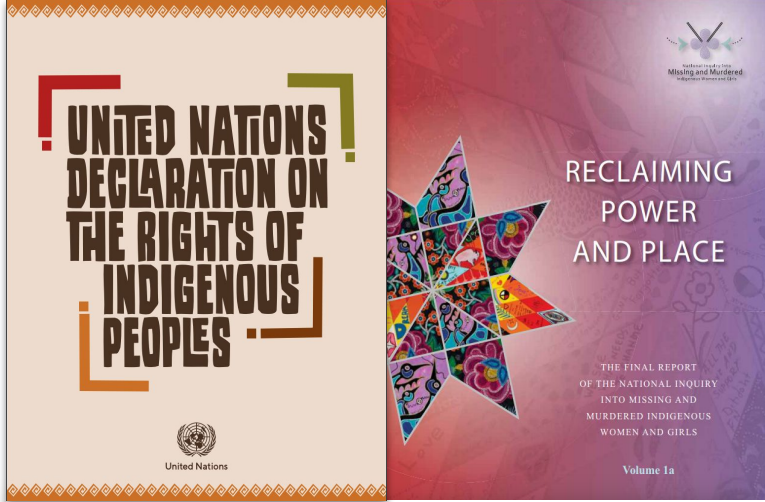
PARTNER

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

ADVOCATE

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





Support the journey of Reconciliation by applying the Truth and Reconciliation Calls to Action, the Missing and Murdered Indigenous Women and Girls Calls for Justice and the United Nations Declaration on the Rights of Indigenous Peoples as a foundation for the Indigenous Framework.



In partnership with organizations, businesses, academic institutions, other orders of government, and individual citizens, eliminate the systemic racism and discrimination that Indigenous Peoples face in Edmonton.



Identify and implement ways to make City spaces and buildings welcoming and safe for Indigenous Peoples and ensure they can see themselves reflected in the City's spaces and places.



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.



Host and participate in events where the City of Edmonton, including Council, senior leadership and all levels of administration, and Indigenous Peoples can build relationships, and celebrate our journey together.



Identify and remove the systemic barriers that exist for Indigenous people in gaining employment with the City of Edmonton and create career development opportunities for Indigenous employees.



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.

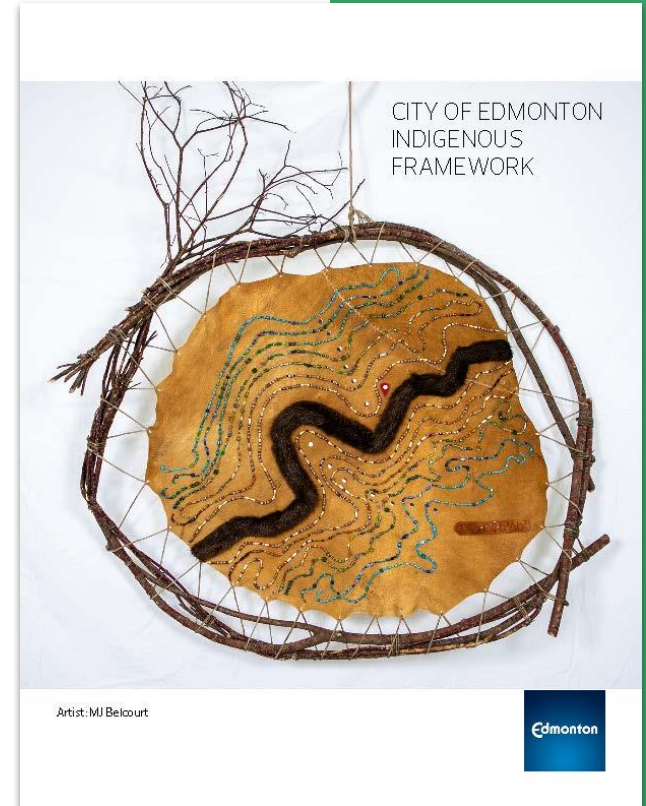
This framework is a starting place.

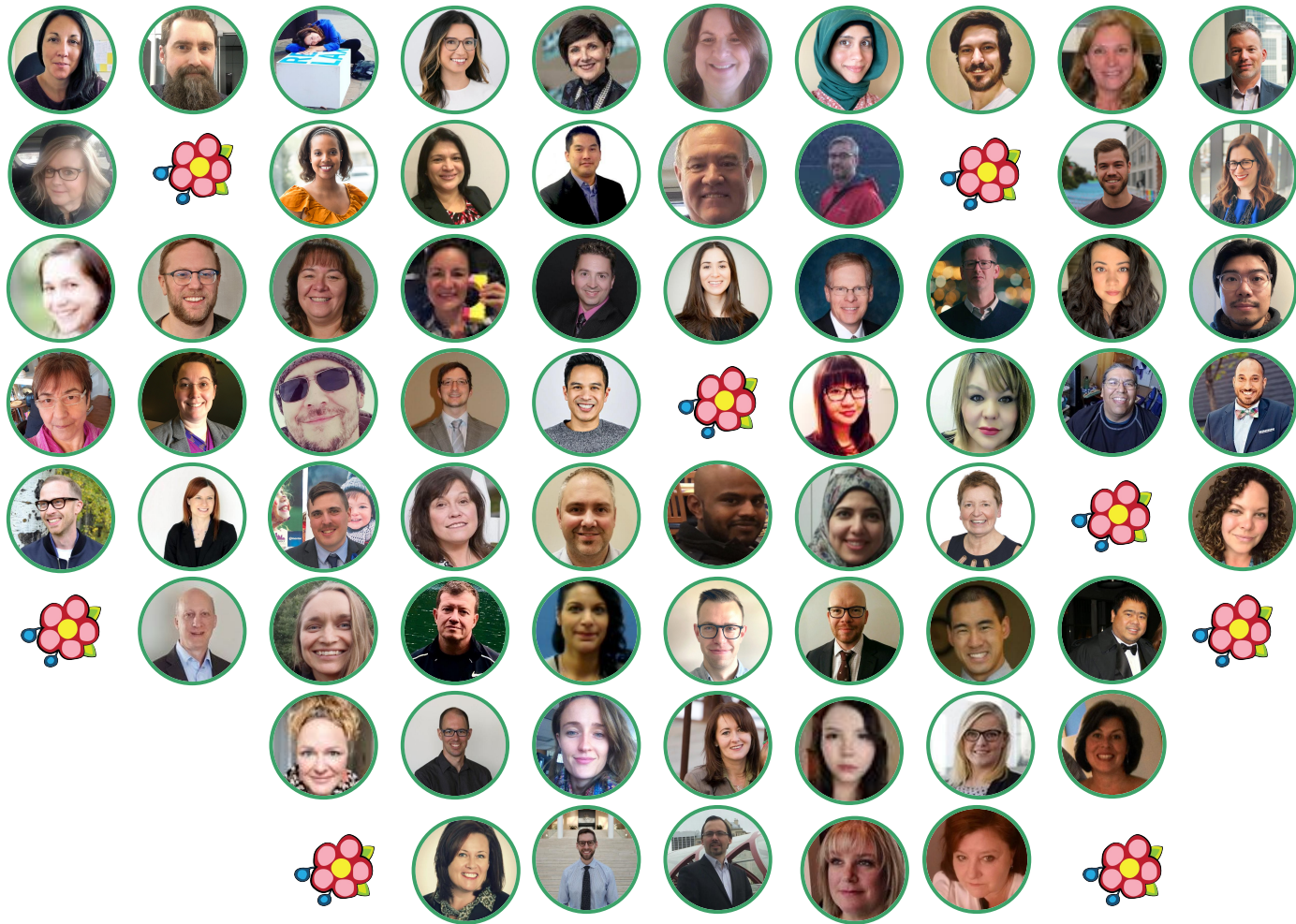
It's a call to action for all of us as public servants to create an integrated, corporate-wide understanding of not only what our relationships with Indigenous peoples need to look like, but how we need to **demonstrate our accountability**.

Our actions need to match our desire for reconciliation.

Department Action Teams

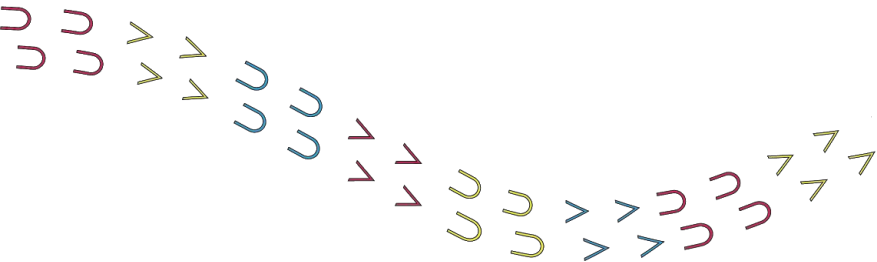
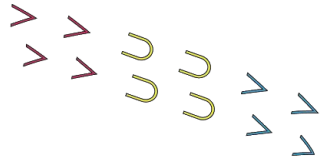
Each Department demonstrates shared responsibility in implementing the framework and building good relations with Indigenous Peoples.





Next Steps

- Each Department Team will continue to develop their action plans and begin the work on Year 1 priorities.
- City will host an annual gathering with community partners, Indigenous youth, and Elders.
- Return to Council in 2022 with an update on our progress.



Thank you.

edmonton.ca/IndigenousFramework

The logo for the City of Edmonton, featuring the word "Edmonton" in white sans-serif font on a dark blue rectangular background.

Edmonton