

# City of Edmonton Indigenous Framework

COMMUNITY & PUBLIC SERVICES COMMITTEE

February 17, 2021  
[edmonton.ca/IndigenousFramework](https://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.



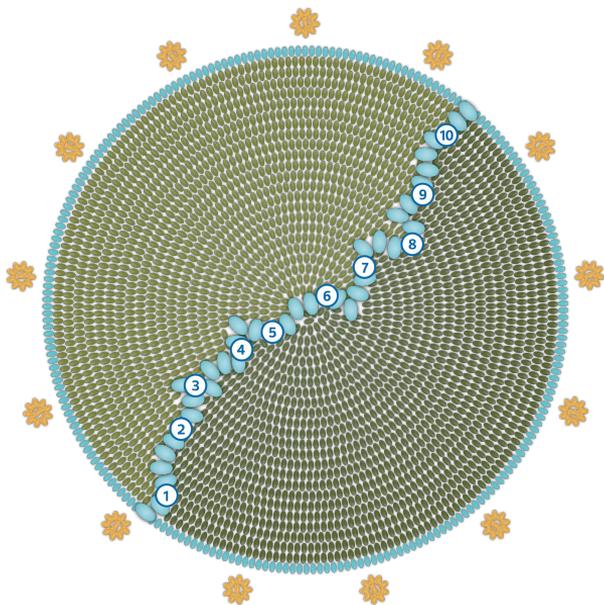
It was critical that we develop the  
framework in an Indigenous Way...  
Restarting with **ceremony**.

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

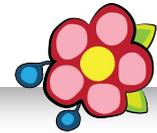
We connect Indigenous Peoples to the programs, services, people and resources that enrich the community and foster relationships to create positive change.

## 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

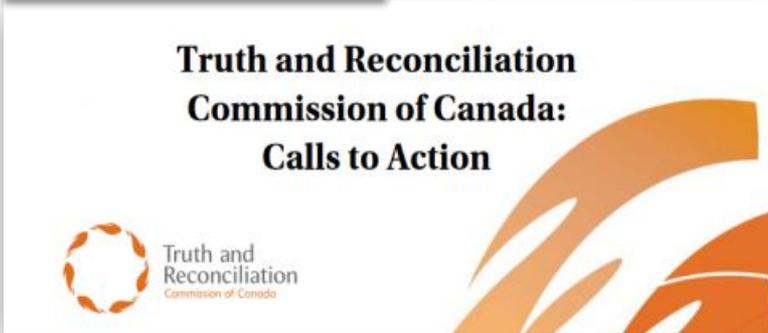
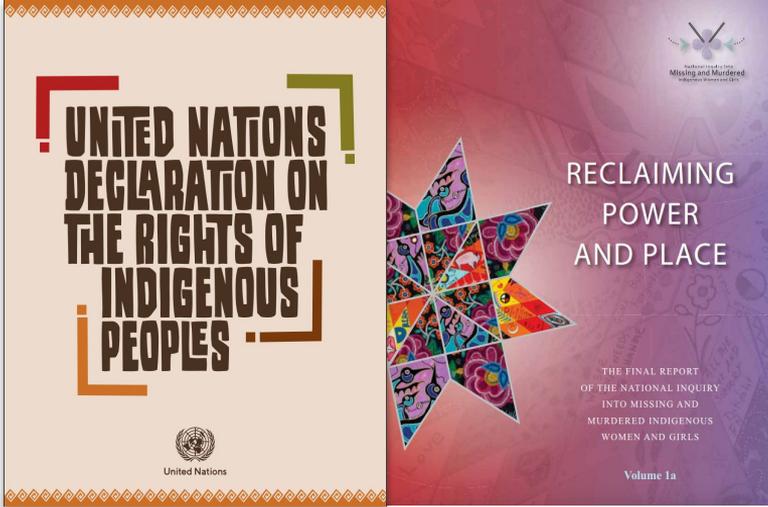
We stand with Indigenous Peoples to create a safe and inclusive city where everyone is treated with dignity and respect.





## Our Commitments

Each City of Edmonton Department is responsible for creating and implementing an action plan detailing how it will fulfill each of the following corporate-wide commitments.



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.



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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.



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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.



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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.



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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.



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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.



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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.

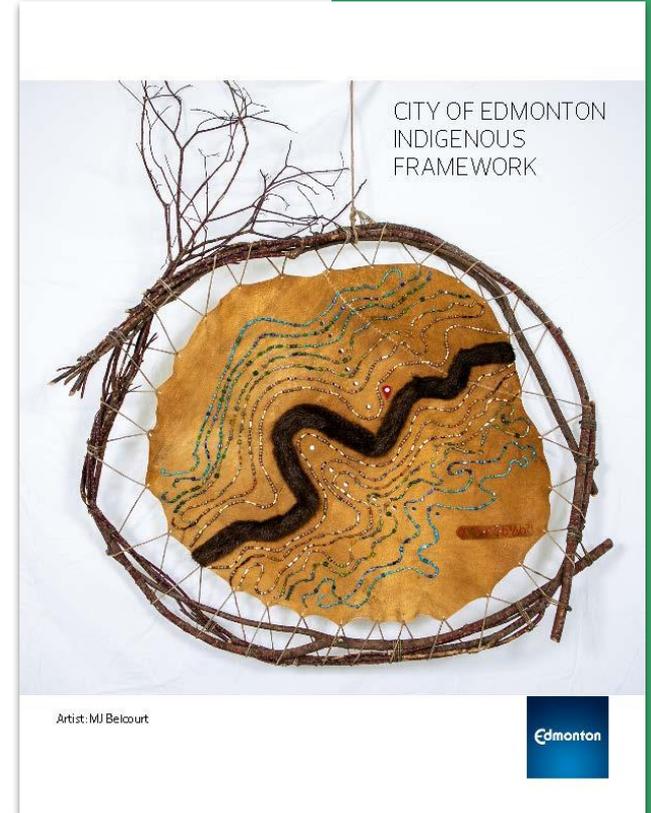
It's a call to action for all of us as public servants to create an integrated, corporate-wide understanding of not only what our relationships with Indigenous peoples need to look like, but how we need to **demonstrate our accountability.**

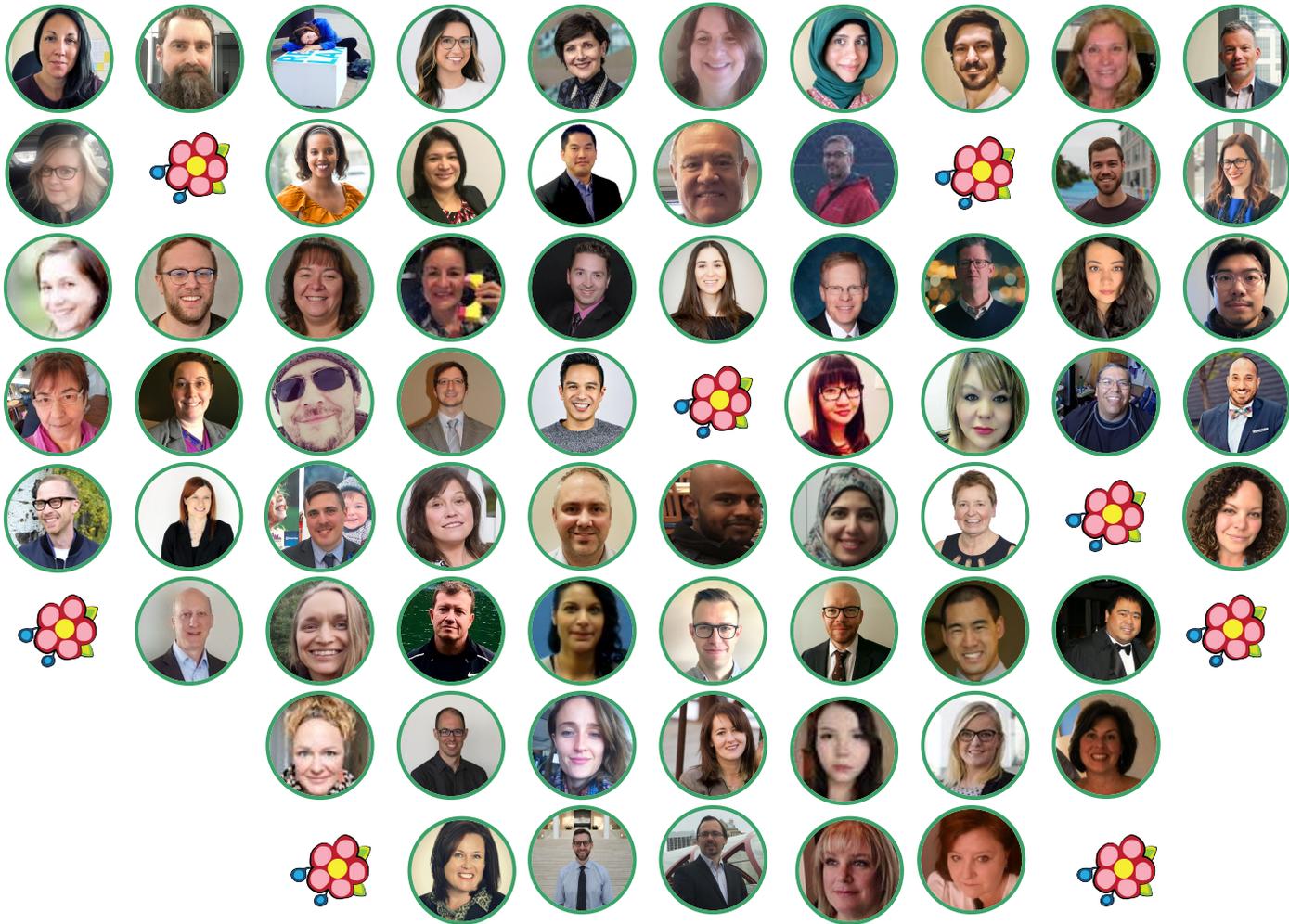
Our actions need to match our desire for reconciliation.

# Department Action Teams

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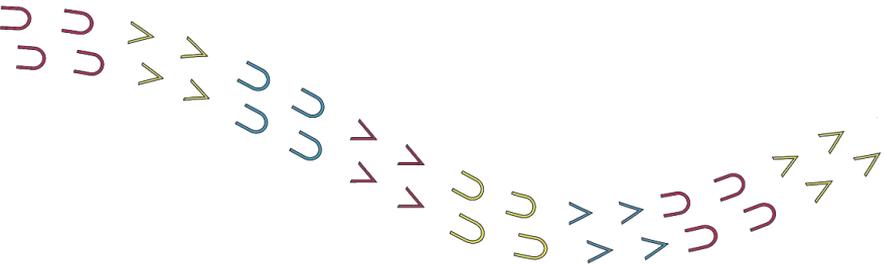
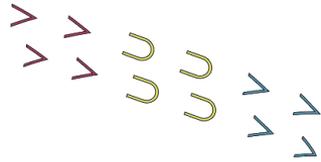
Each Department demonstrates shared responsibility in implementing the framework and building good relations with Indigenous Peoples.





# 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.



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# Thank you.

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

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