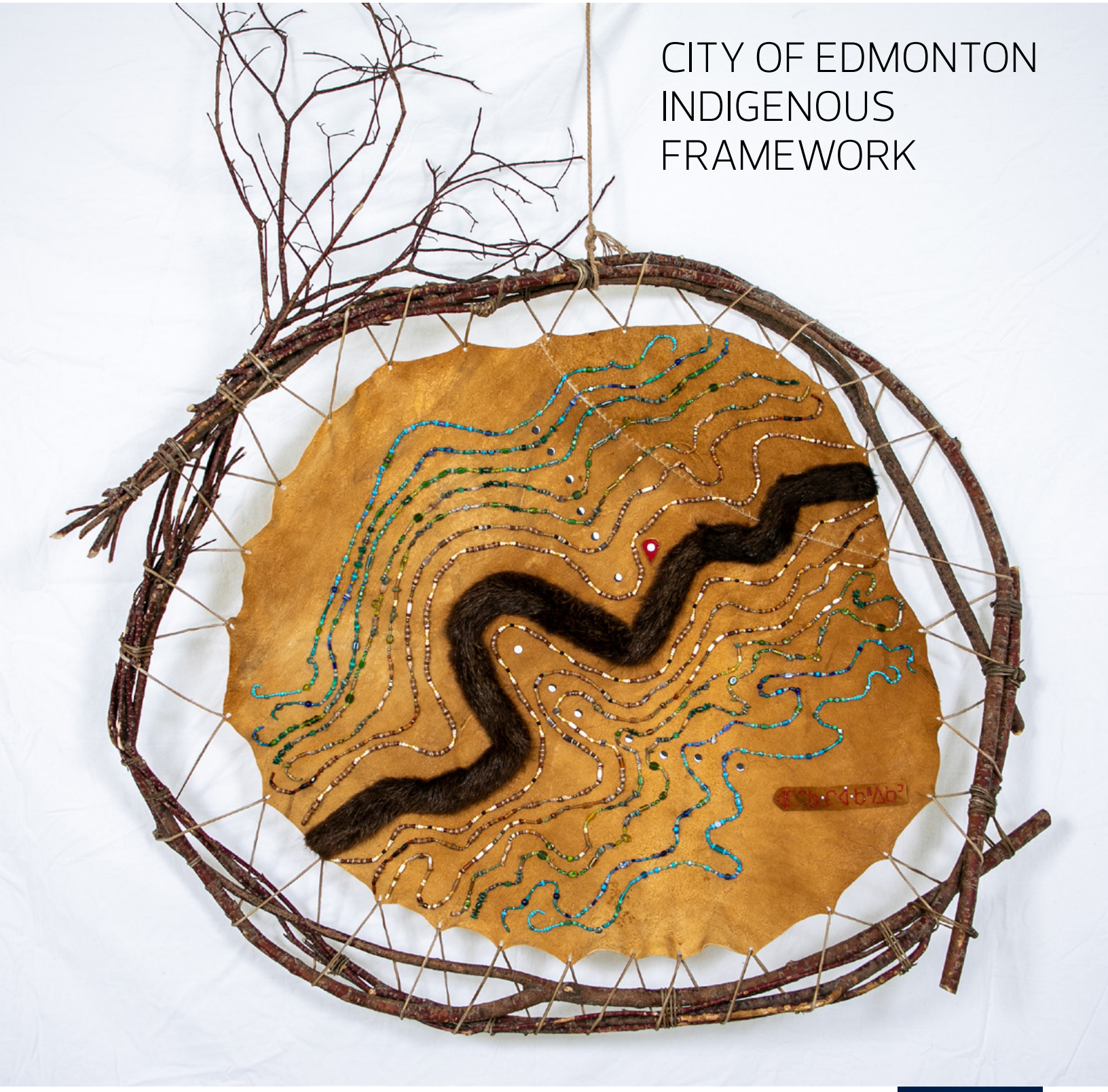
CITY OF EDMONTON INDIGENOUS FRAMEWORK

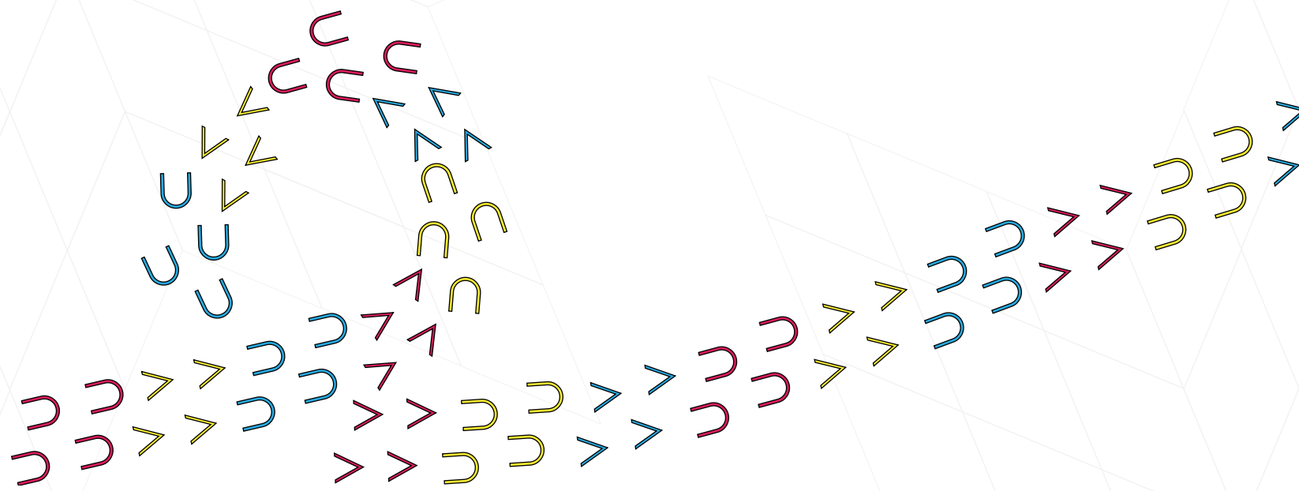


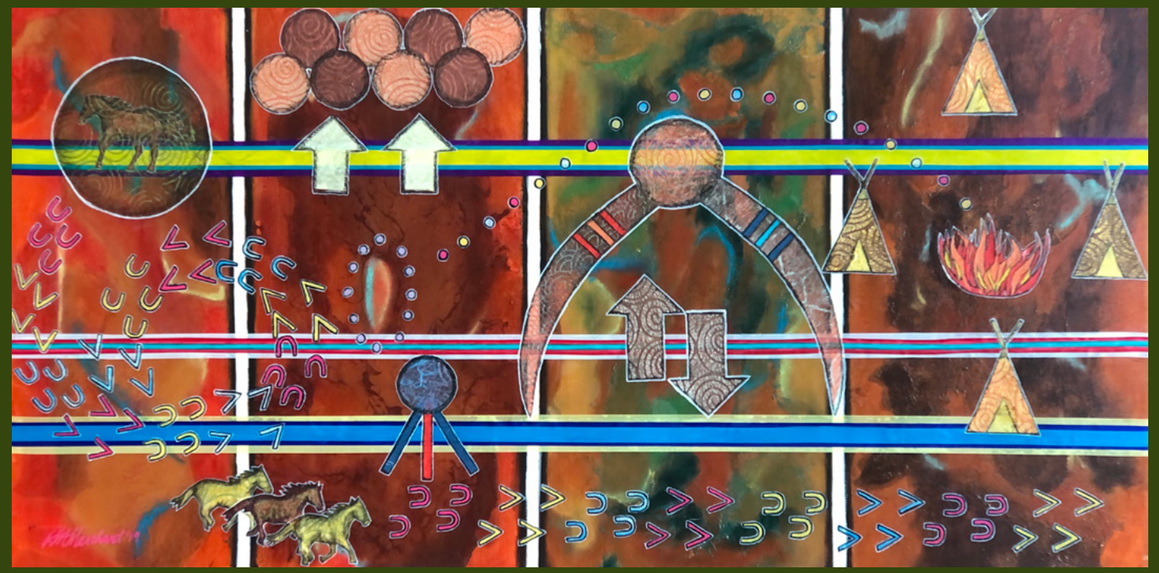
Artist: MJ Belcourt

Edmonton

LAND ACKNOWLEDGEMENT

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





Artist: Dawn Marie Marchand

See page 25 for description.

When the Final Report of the Truth and Reconciliation Commission was released, land acknowledgements became known as an act of reconciliation that governments, institutions, organizations, and Canadians could take in responding to the legacy of residential schools and displacement of Indigenous Peoples from their homelands. Land acknowledgements are a reminder that we all must continue to strengthen the relationships and understanding between non-Indigenous and Indigenous peoples. As City staff undertake the journey of implementing the Indigenous Framework, we must recognize that we are all Treaty People and have various relationships to this land through our ancestral connections. While we each seek a sense of belonging and endeavour to build strong communities, it is a responsibility shared by us all to begin to reflect on the experiences and stories that have made us who we are and define how we will serve in relationship with the First Peoples of this land.

Those involved in the creation of this work are grateful and humbled by the wisdom and knowledge that has been shared with us through its development. By learning about the relationships that have been abused in the past, we are ever more aware of the responsibility we have to commit to our own learning and personal growth, and understand how we need to collectively build a prosperous city for all.

Table of Contents

6 Introduction
8 The Indigenous Framework
10 Why this framework is needed
11 Our Co-Creation Story: A Journey of Building Good Relations
12 Building relationships with Indigenous Elders
13 Wahigicicobi: Kinship Relationships
14 Indigenous Framework Timeline
15 Guiding Principles
16 Responsibilities of the City of Edmonton
16 The Four Roles
18 Seven Commitments
19 City Alignment
21 Sustaining Good Relationships
21 Committing to your own journey of reconciliation
22 The Indigenous Framework through Art

Introduction

This Framework has been built on years of dialogue with Indigenous communities, through formal and informal relationships with Elders, community Knowledge Keepers, and Indigenous youth, as well as information gathering from research and discussions with municipal and community leaders, service providers, and academic professionals. This important work is intended to answer the question:

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

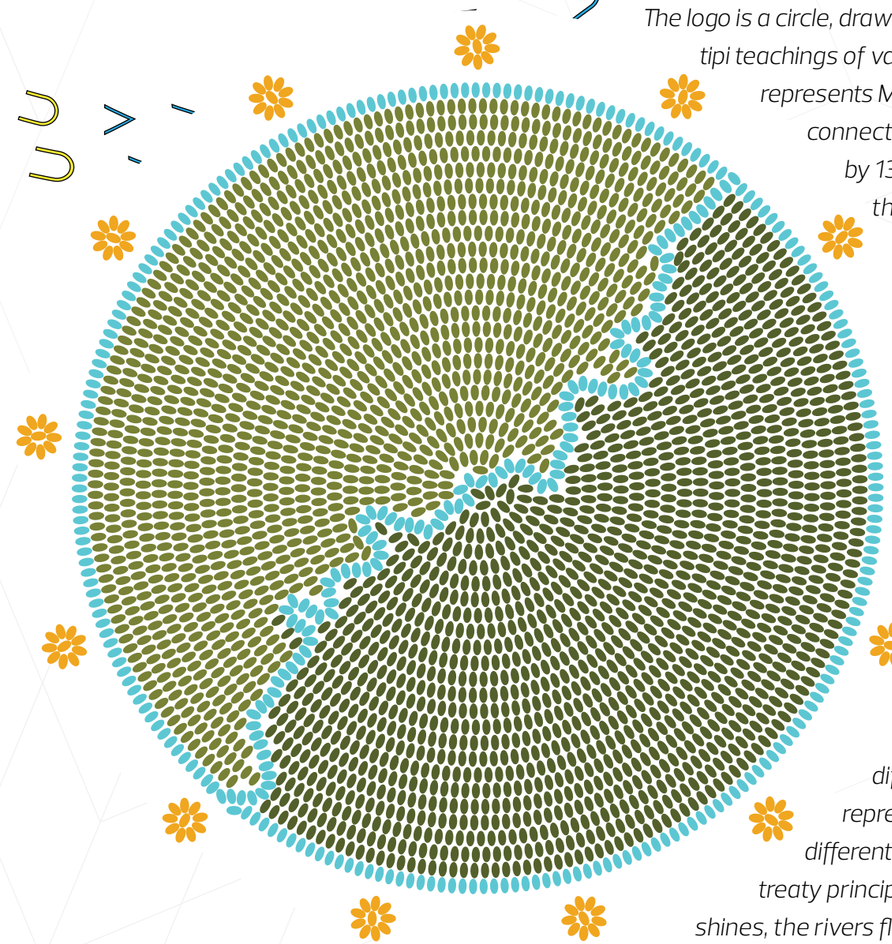
The Framework has been designed to be a living initiative that will change and adapt as our relationships grow and mature, and as Indigenous communities identify needs and priorities. The Framework also builds upon the City of Edmonton's historical work of the Urban Aboriginal Accord and it is broadly informed by the United Nations Declaration on the Rights of Indigenous Peoples, the Truth and Reconciliation Calls to Action, and the Missing and Murdered Indigenous Women and Girls Calls for Justice.

This City initiative intends to help guide City staff on their journeys of reconciliation and is predicated on building and maintaining positive and respectful relationships with Indigenous Peoples. This journey of reconciliation is about establishing and maintaining a mutually respectful relationship between Indigenous and non-Indigenous peoples.

For this to happen, there has to be an awareness of the past, acknowledgement of the harm that has been inflicted, atonement for the causes, and action to change behaviour. While the City of Edmonton has not yet met this goal, this Framework provides the guidance to begin our journey there.

What makes this Framework distinct is the process of co-creation with members of Indigenous communities, organizational partners, youth, Elders, Knowledge Keepers, and City staff. The roles and commitments flowing out of this initiative came directly from Indigenous Peoples. Through implementation, the Framework will guide and influence how City staff provide service and interact with Indigenous Peoples. It is not meant to be prescriptive; instead, it is a guide for how to strengthen the City's relationship between non-Indigenous and Indigenous Peoples.

This is a new era for the City of Edmonton. With the adoption of this Framework, it becomes the responsibility of every City of Edmonton employee to develop understanding and forge stronger relationships with the descendants of the original inhabitants of this land and recognize that we all play a role in the reconciliation journey. Missteps may be made along the way, and that is why it is essential to be patient with one another, seek to build understanding, and embrace new experiences.



The logo is a circle, drawing from medicine wheel and tipi teachings of various Indigenous tribes. It represents Mother Earth as the ultimate connector of kinship. It is surrounded by 13 smaller circles to represent the tipi poles – this is our home. They also represent the sun and moon cycles. Cutting diagonally across the circle is a blue line representing the North Saskatchewan River as it flows through Edmonton – Edmonton's location is not by accident, as it is the water that has brought us all to this gathering place for thousands of years. The different shades of green represent the land and the different colours represent the treaty principle "...as long as the sun shines, the rivers flow, and the grass grows."

–logo design and description by Tashina Makokis

THE INDIGENOUS FRAMEWORK

What is the Indigenous Framework?

The three main elements of the Framework (guiding principles, four roles, and seven commitments) are meant to guide City staff on their learning journeys of reconciliation and relationship-building with Indigenous Peoples.

Artist: Lana Whiskeyjack
See page 26 for description.

Vision:

As City of Edmonton employees, we are encouraged and supported to demonstrate leadership in building quality relationships with Indigenous Peoples as we honour and strive to understand Indigenous experiences, histories, and cultures.

Guiding Principles:

Relationships, Agreements, Celebrations, Renewal

4 Roles:

Listener, Connector, Advocate, Partner

7 Commitments

Why this Framework is needed

Recent transformative initiatives such as the Truth and Reconciliation Commission and the National Inquiry into Murdered and Missing Indigenous Women and Girls have begun to shift Canada's consciousness towards reflecting on its relationships with the First Peoples. Indigenous Peoples have lived through many injustices perpetrated by governments and all have left a legacy of mistrust and poor relationships. As a result of systemic racism and discrimination, Indigenous Peoples have experienced significant disparities in education, health, and justice and face higher levels of poverty and homelessness. Despite these injustices, Indigenous Peoples have shown strength and resilience from which the City of Edmonton can learn.

The City of Edmonton recognizes that it needs to honour and respect its foundational relationship with the First Peoples. When Treaty Six was first made in 1876, the Indigenous signatories expected that it was to be the beginning of a long successful relationship of peace, shared prosperity, and responsibility. For over 150 years, Canadian governments have broken that promise in disastrous magnitudes, as evident through successive colonial policies, including the residential school system and the Sixties Scoop. The purpose of the Indigenous Framework is to help the City of Edmonton understand and return to those original intentions and relationships that allowed all peoples to prosper, and that made the founding of Edmonton possible. This will be accomplished through living the values of mutual respect, responsibility, and renewal to build and maintain strong relationships between governments and Indigenous Peoples who share the land.

Our Co-Creation Story: A Journey of Building Good Relations

This Framework has been built on the significant work that the City of Edmonton and Indigenous Peoples have undertaken over the last two decades in building good relations. It has been co-created through seven rounds of community engagement, four Elders and Knowledge Keepers gatherings, two youth gatherings, and numerous other milestones along the way (as outlined in the graphic on page 14). Like a river, the process of co-creating this Framework has not been linear, as the initiative has needed to adapt to the relationships that have been built and significant moments along the way.

Artist: Brad Crowfoot
See page 27 for description.

Building relationships with Indigenous Elders

One of the critical lessons that the City received from Indigenous Elders along the journey has been the importance of seeking their guidance and wisdom. When this initiative began, we applied a conventional corporate approach to our planning. As we progressed, it became evident that we needed to find a balance between following established City processes and applying an Indigenous approach to this work. To ensure our process reflected Indigenous cultural practices and knowledge, we worked with Indigenous thought leaders and sought out Indigenous Elders and Knowledge Keepers. We asked 40+ community partners to identify the appropriate Elders from which to seek guidance. During this process, it was important to be intentional about being inclusive of all Indigenous Peoples with a historical and cultural connection to this land, which is why we strove to meet with individuals from Nations in Treaties 6, 7 and 8, and from the Métis and Inuit communities.

At the inaugural Elders and Knowledge Keepers gathering in March 2019, the Elders determined that we needed to have a ceremony to begin this work officially. Collectively, these Elders selected two from amongst themselves to lead the City of Edmonton in a pipe ceremony: a Stoney Nakoda Elder and a Cree Elder. The pipe ceremony's purpose was to begin this work in a good way and to identify a name to protect and guide this initiative. By entering into this ceremony, the City of Edmonton committed to continuing to move this work forward and continue building stronger relationships with Indigenous Peoples.

Wahigicicobi: Kinship Relationships

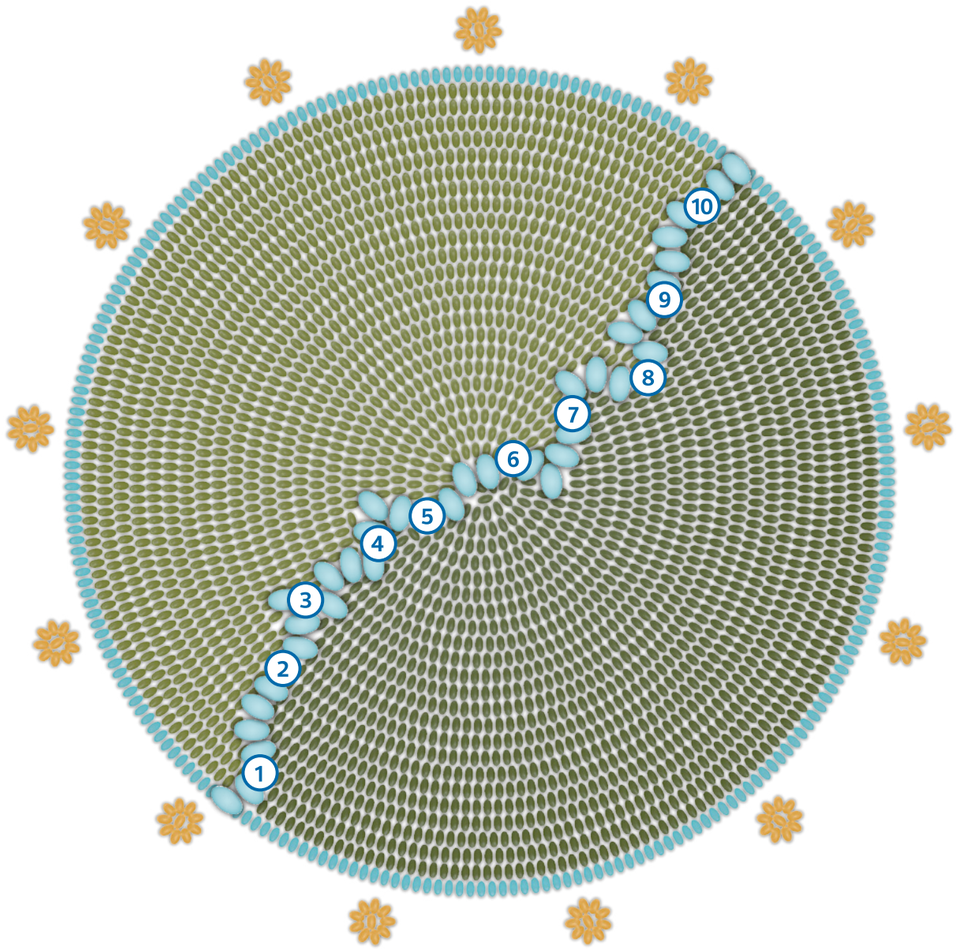
From this Ceremony came a guiding concept to guide our service to, and relationship with, Indigenous Peoples on this land: Wahigicicobi (Wah-hee-gee-chee-cho-bee), a Iethka Nakoda word, meaning "**kinship relationships**."

Elders have also shared with us the nêhiyaw (Cree) concept of wâhkôhtowin (Wah-KOH-toh-win), also referring to kinship and all of our interconnected relationships. Elders have spoken of the vastness of wahigicicobi and wâhkôhtowin, referring to our interconnected relationships with Mother Earth and all beings. With these relationships comes our shared responsibilities to one another and all beings. The principle of kinship has deep roots and denotes so much more than a relationship. Kinship is about interconnection and all individuals' responsibilities in a mutual relationship, including honour and respect.

The concept of these interconnected relationships and responsibilities exists within the many Indigenous communities that reside in or travel through Edmonton. Through this learning journey, Knowledge Keepers and Elders also shared these translations of kinship relationships with us: wâhkôhtowin (Cree and Michif); waungkodiwin (Anishinaabe); ndah' nda'jih'ne' (Dené Tha); and ilagiit (Inuktun). Edmonton has a vibrant Indigenous population, and we honour the linguistic and cultural diversity of Indigenous Peoples and will strive to learn more about these unique perspectives.

The Framework, then, fundamentally shifts the language governing the City's relationships with Indigenous peoples on this land to a deeper connection. Understanding the teachings of wahigicicobi and wâhkôhtowin allows the City of Edmonton to see how we are connected to Indigenous Peoples and will require a shift in the way that the City thinks and views its relationships. As we continue to strengthen our relationships with Indigenous Peoples, we also commit to continuously learning about the teachings of wahigicicobi, wâhkôhtowin, and others.

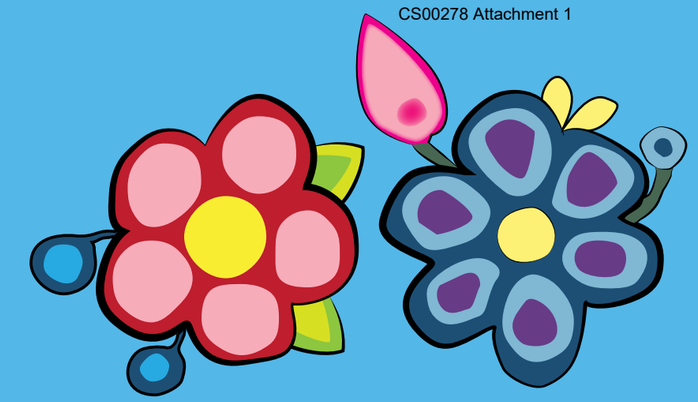
Indigenous Framework Timeline



1. Community Partner and City staff engagement
2. First Elders and Knowledge Keepers gathering
3. Pipe Ceremony
4. Community engagement with broader Indigenous community
5. Second Elders and Knowledge Keepers gathering
6. Third Elders and Knowledge Keepers gathering
7. Creation of the City of Edmonton Department teams to implement the framework
8. Community partner and youth engagement
9. Fourth Elders and Knowledge Keepers gathering
10. Launch of the Framework to City staff

For a detailed look at each milestone marker, please visit edmonton.ca/indigenousframework.

Guiding Principles



The relationship between the City of Edmonton and Indigenous Peoples will be based on the following guiding principles established in the Urban Aboriginal Accord.

RELATIONSHIPS

Enhance and promote positive perceptions and attitudes between Indigenous communities and the City of Edmonton by:
listening carefully to one another;
acting respectfully towards one another;
recognizing and respecting each others' protocols and processes;
honouring each others' values; and
understanding and appreciating that we are all connected.

CELEBRATIONS

Share the gifts of our relationship by:
identifying the milestones of this growing relationship;
sharing the stories of our relationship;
marking and recording our relationship successes; and
celebrating our achievements together.

AGREEMENTS

Explore and create agreements that enrich community life by:
creating solutions that work for everyone;
respecting the knowledge and experience of Indigenous community members, business leaders and professionals;
recognizing each other's responsibilities; and
ensuring that agreements acknowledge the past and focus on the interests of future generations.

RENEWAL

Renew and strengthen this relationship by:
honouring the spirit and intent of this Framework;
utilizing this Framework to guide our learning and relationships;
acknowledging this Framework as a living document to be reviewed periodically to maintain accountability, transparency, inclusiveness and responsiveness; and
continually rejuvenating and re-committing to this Framework.

Responsibilities of the City of Edmonton

There are two distinct levels of responsibility within this Framework: those for individual City staff and those for the entire corporation. The four roles explain how each employee can embody the Framework within their everyday work. These roles act as 'guiding lights,' while the seven commitments articulate how the corporation strives to honour and enact the Framework through its policies, programs, and services.

The Four Roles

As we commit ourselves to the journey of reconciliation, four roles frame the behaviours that each City staff member will embody to collectively achieve this goal. These roles have been co-created with Elders, Knowledge Keepers, youth, our Indigenous community partners, and members through extensive community engagement.

How each of us lives out the four roles within our everyday work activities will widely vary across the Departments, Branches, and Sections. Similar to how the Cultural Commitments are applied, we are thousands of people doing our jobs in thousands of different ways. These roles are not meant to be prescriptive. Instead, they guide how each of us can contribute to building kinship relationships with Indigenous Peoples in Edmo

Listener:

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

As City of Edmonton staff, the first and most important step in building strong relationships with Indigenous Peoples is actively listening with empathy and non-judgement. Listening with an open heart and mind is about being present when people share their joy, frustrations, and pain. However, our personal biases can often hinder our ability to authentically listen, as we are all prone to filter what people say through our unique experiences. By being aware of our own biases and entering into conversations with curiosity and a desire to learn, we can genuinely build strong relationships.

For decades, Indigenous Peoples have been sharing their personal experiences of systemic racism and discrimination. The Truth and Reconciliation Commission of Canada revealed many of the hard truths Canadians either did not know or wanted to ignore. It is vital for all City of Edmonton staff, including elected officials and senior leadership, to learn about and listen to the experiences of Indigenous Peoples. Through listening, we can learn about the resiliency of Indigenous Peoples and genuinely improve public service. Through listening, we can learn about the vibrant cultures, traditions, teachings, and histories of Indigenous Peoples and how, together, we can incorporate these into creating a healthy and prosperous city.

Connector:

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

The core aspect of being a 'Connector' is to build relationships that are focused on creating a better Edmonton for all. In practice, this can take a variety of different forms. It means connecting Indigenous Peoples to the programs and services that both the City of Edmonton and the community have to offer. It means we find ways to connect Indigenous Peoples to economic opportunities, including working for the City of Edmonton. It also means taking a facilitative role to connect organizations, governments, and educational institutions to address systemic issues that impact Indigenous Peoples.

As each City employee fulfills this role, we must pay special attention to assisting Indigenous youth in reaching their aspirations. Through community engagement, we heard that many Indigenous youth experience discrimination daily. Together, we must apply the appropriate heart set, mindset, and skillset to build a City that ensures that Indigenous youth feel safe, valued, and able to thrive.

Advocate:

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

The act of becoming an advocate or ally is committing to the journey of personal education, self-reflection, and learning when to listen and when to act. Being an advocate means challenging and confronting racist behaviours, discriminatory practices, or stereotypes encountered while at work. While this may be uncomfortable or even scary, there is strength in numbers when this value is upheld together.

As City of Edmonton employees, we have been given varying degrees of power and privilege in the eyes of the citizens we serve. Being an advocate means we humbly accept this privilege and learn how to share our power within the relationships we build. Then, together with Indigenous Peoples, we can begin advocating to other governments, organizations, businesses, and educational institutions for the necessary changes that will create an inclusive city.

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."

As we strive to improve the well-being of Indigenous Peoples, we need to reimagine how our partnerships work. Historically, there has been a dramatic power imbalance in governments' relationships with Indigenous Peoples. In order to correct this disparity, there needs to be a deliberate effort to share the decision-making authority. Since we became a city, the City of Edmonton has often privileged western worldviews and ways of understanding over other worldviews. Becoming an equal 'Partner' means that we need to challenge this approach. It means that we must learn to incorporate Indigenous knowledge, values, and perspectives into our work with Indigenous Peoples.

Working with Indigenous partners will look and feel different from what we are used to. As we learn to incorporate cultural protocols and practices into our work, we will need to keep an open mind and be curious. Since success may look different for Indigenous Peoples, we need to practice open communication and be flexible and adaptable in our approaches. As we seek to build equitable partnerships, we will be provided with the opportunity for mutual learning and the ability to find the proper solutions to our problems while being aware of historical trauma.

Seven Commitments

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

1. 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.

2. 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.

3. 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.

4. 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.

5. 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.

6. 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.

7. 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.

City Alignment

For us to be successful as an organization, every employee must be moving in the same direction. There are many different plans and frameworks that provide us with guidance on how we interact with the public and others. When we look at all of them together, they all provide direction on how we demonstrate the Corporate Promise in everything we do.

Corporate Promise

Working together, aligned with City Council, we enable a better life for all Edmontonians.

ConnectEdmonton: Edmonton's Strategic Plan and the City Plan provide the strategic oversight necessary to align all City employees' work, and together, they chart the course for Edmonton's future. The Indigenous Framework will guide and strengthen Administration's relationships with Edmonton's Indigenous communities and, in so doing, will help address the City Plan's Guiding Value of Thrive and its outcome of "Edmontonians acknowledge and celebrate Indigenous heritage while honouring the diverse cultures, perspectives and experiences residents bring from around the world."
As we collectively strive to achieve our Corporate Promise and implementation of ConnectEdmonton and the City Plan, the Cultural Commitments (Safe, Helpful, Accountable, Integrated, Excellent) facilitate the specific ways we can do our best work.

All of this work is rooted in our foundational belief in equity, inclusion, and diversity, as outlined in The Art of Inclusion: our Diversity & Inclusion Framework. Creating an environment where we all belong and are valued for our unique perspectives and skills is fundamental to our work as City employees. This is a call to embrace all of our differences with empathy and curiosity.

Tools to promote diversity and inclusion

Due to the immense diversity within our city, we need various tools to authentically engage and serve diverse communities and work together as City staff. The City uses several important guiding frameworks and policies to live out our belief in inclusion and diversity. These include:

Indigenous Framework
City staff are committed to building strong relationships with Indigenous Peoples by applying the four Roles (Listener, Advocate, Partner, Connector) to their everyday work.

GBA+ Analysis
GBA+ is an analytical tool used to assess the potential impacts of policies, programs, services, and other initiatives on women, men and nonbinary people of diverse backgrounds. The overall goal is to provide equitable access, which, over time, leads to equality.

Accessibility for People with Disabilities Policy
The Accessibility Policy outlines the specific actions we will take to ensure people with disabilities are treated with respect, have equitable access, and have opportunities to participate and contribute to the fullest extent in their city.

Respectful Workplace
Respectful Workplace is a mandatory e-learning course and toolkit that outlines our shared responsibility to create and maintain a respectful workplace free from discrimination and harassment.

Connected City
We are a relationship-based city, and as a leading modern municipal corporation, we lead by example. We provide the best citizen experiences, and the City of Edmonton employees feel secure (physically and psychologically) from harassment and discrimination when connecting with the Citizens we serve in person, over the phone, and online.

Anti-Racism Framework
This initiative will provide deliverables that support the Executive Leadership Team's commitment to listen, learn, and lead, related explicitly to anti-racism and inclusion. It will also refresh the infrastructure required to address systems, policies and practices through an inclusion and anti-racism lens (GBA+).

Sustaining Good Relationships

This Framework represents the evolution of the long-standing relationship the City of Edmonton has with Indigenous Peoples. Implementing this improved approach will take a united effort amongst Department-level teams, the Corporate Steering Committee, and our Executive Leadership Team.

Department-level teams will bring the Framework to life within their respective Departments through the creation and implementation of Department specific action plans and change management plans. A Corporate Steering Committee will work with the project sponsors to coordinate the corporate-wide implementation of the Framework and to align knowledge, resources, and actions accordingly. This Committee will ensure there is alignment, integration and overall coordination among department teams. The Executive Leadership Team will create a working relationship with Indigenous Elders, who have guided the development of the Framework, to provide insight, guidance, and articulate the ongoing accountability required for the Framework to be successful.

To facilitate one of many opportunities for ongoing dialogue between City staff and Indigenous Peoples, the City will host on-going gatherings with community partners, Indigenous youth, and Elders. This will be an opportunity to check in with Indigenous community members to talk about progress, our collective successes, and where improvements in the relationships can be made.

Committing to your own journey of reconciliation

Previously, only select areas within City administration were directly responsible for building and sustaining relationships with Indigenous Peoples. Through the implementation of this Framework, **every City employee's responsibility is** to fulfill the **4 Roles** within their everyday work. It is the responsibility of **every Department** to take action on the **7 Commitments**. This will be a career-long journey for all of us as we continuously learn how to become better Listeners, Connectors, Advocates, and Partners.

To help understand how each of us can progress on our journeys, it is essential to apply the appropriate **mindset**, **skillset**, and **heartset**. Mindset is how you perceive the world around you. It is the knowledge that you have of Indigenous Peoples and the assumptions or biases that you may hold. Skillset refers to the skills and abilities needed to build strong relationships, including listening and applying an understanding of appropriate protocols and customs. It is the actions that you take based on the knowledge and experience that you have. Heartset is the deep-seated passion for preserving along this journey with a spirit of curiosity, kindness, and empathy.

Please visit the resources page on edmonton.ca/indigenousframework to learn more about how you can progress on your journey of reconciliation.

The Indigenous Framework through Art

Indigenous art tells stories, starts conversations, and makes us look beyond our own experiences to better understand the lives, experiences, and perspectives of Indigenous Peoples. Indigenous Elders and Knowledge Keepers challenged City staff to move out of their heads to their hearts. They suggested the City engage Indigenous artists to help us connect to our human side of empathy and compassion. Indigenous artists Lana Whiskeyjack, Brad Crowfoot, Dawn Marie Marchand, and MJ Belcourt were commissioned to create art pieces that captured conversations at the 2019 community engagement events. Each artist attended one community engagement event to listen to and learn from community members and the stories they shared inspired these art pieces. Each artist created a different piece of art that is reflective of the overall intent and the spirit of the Framework.

The artwork within the Framework illustrates how we live out this work as Treaty people – we are all related and connected to each other and to the land. The four art pieces are artistic aspirations for a City that uplifts all Indigenous Peoples in Edmonton and that all City employees uphold and live out the principles of kinship for as long as the sun shines, the grass grows, and the river flows.

MJ Belcourt

This art piece is titled ᐊᒥᐢᑲᐧᒋᐊᒧᐧᐢᑲᑊᐃᑲᐣ Amiskwaciy-wâskahikan, (Cree) translated as Beaver Hills House, the Indigenous name for this area known today as Edmonton.

The materials used for this artwork are gifts from Mother Earth – the land and animals – which represents the theme and importance of reciprocity in relationships with each other and these earthly gifts.

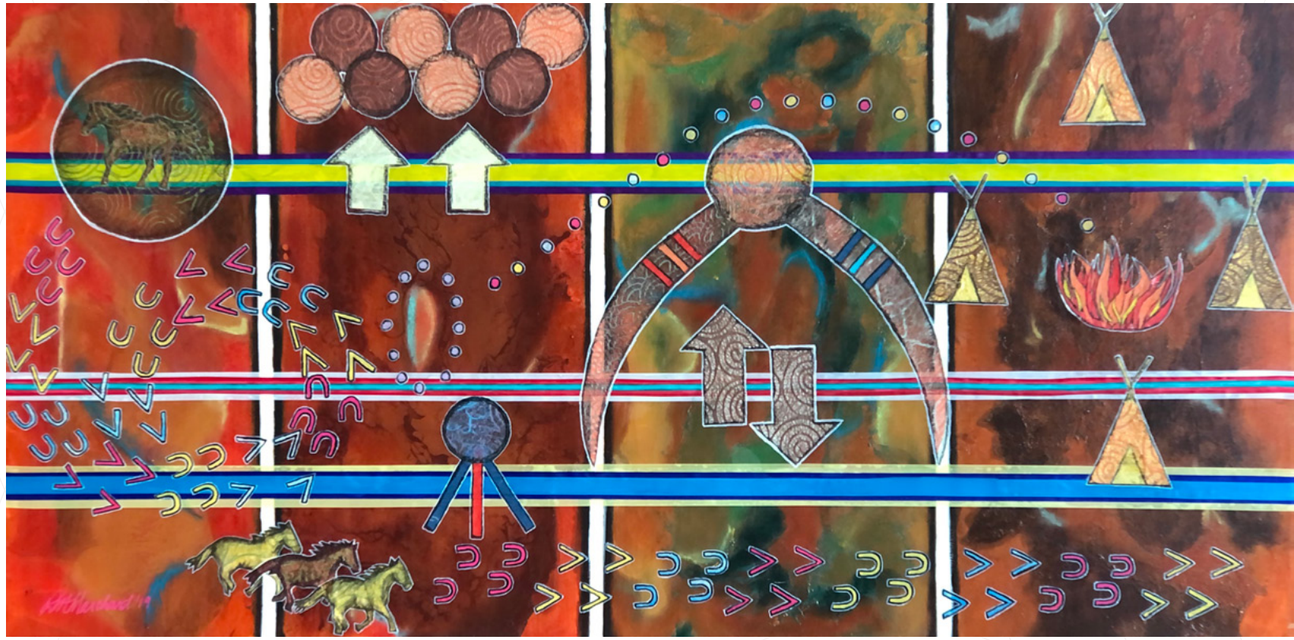
The red willow that frames the moose hide, is traditionally used to make talking circle sticks. It is a symbol of communication and signifies the importance of connecting and speaking from our hearts.

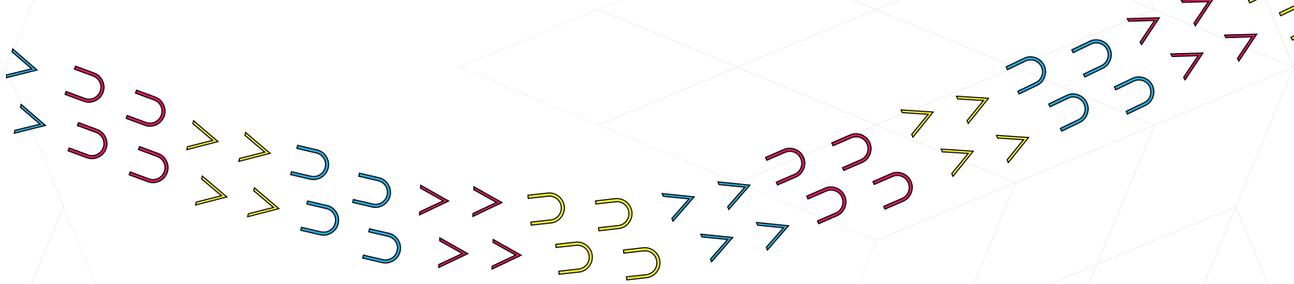
The central focus of this piece is the North Saskatchewan River Valley. The river of fur, symbolizing the fur trade era, led to Fort Edmonton HBC trading post. Adhesion to the Treaty was signed in or near the original Fort Edmonton in 1877. Edmonton would not exist today without the achievements and contributions of Indigenous peoples to the development of this region.

Bordering the River are seven rows of glass, semi-precious and wood beads representing the connection we have to the next seven generations and the responsibility we have to today's children and youth and future generations.

The 13 moons represent our yearly moon cycle and remind us of our continuous seasonal round.

The 'You are Here' place marker along the River is a play on our modern technological symbolism that we rely on and to encourage Edmontonians to learn the history of this area from an Indigenous perspective. To 'know' where we are and respect the First Nations lands.





Dawn Marie Marchand

The overall theme of this mixed media painting is advocacy and illustrates steps the City can take to live out the Framework. Several symbols such as horses and hoof prints symbolize concerns and barriers brought forward by Indigenous community members like financial support and sustainable funding. The movement of horses, for example, represents how the City must collaborate with Indigenous communities in Edmonton to ensure actions reflect diverse voices and perspectives. Other symbols like the circles represent the need for continuous education and training and self-reflection of personal beliefs, attitudes, and assumptions leading to action against racism towards Indigenous Peoples. The intent of the artwork is for City staff to put these teachings into practice in the workplace. The full guide for this painting is available at www.edmonton.ca/indigenousframework.

Lana Whiskeyjack

As an artist, I listened, learned, witnessed and responded through this painting. The central circle, which also represents a lens in which the viewer becomes a witness, shares the relationship of ayisiniwak (beings of this land) had with Mother Earth prior to Treaties and colonization. The tipi belonged to the woman, the mothers and grandmothers, who are the home fires of family, community and Nation. The tipi reflects the vital position women had within their communities prior to the Indian Act which removed women from their traditional roles of governance, justice, education, health and nurtures of kinship. The Indian Act is one of the most racist systemic creations that governed all levels of ayisiniwak that created the rippling influence of oppressive and violent treatment of ayisiniwak within the growth of Edmonton, which is reflected in the black and white image. At the community engagement event, I heard many ayisiniwak community members share their stories that as the city grew, so did the poverty and mistreatment of many ayisiniwak by the Edmonton community members. Between each circle is sweetgrass to represent the prayers of our ancestors to our current Elders and ceremonial leaders. The sweetgrass also represents the Law of Kindness since we can cut, walk, and stamp on grass and still it grows and nurtures our lands. The final layer is the collective vision the ayisiniwak community members shared as City as Listener, which means they need to learn and/or remember where they come from; they are Treaty people too, with roles and responsibilities to ayisiniwak and the lands that the Treaties were signed in agreement to be shared. The Laws of this land include Kindness, Truth, Courage, and Sharing. These Laws are beautiful principles that can guide the City's role as Listener and build good relations.

Brad Crowfoot

This art piece is titled 'Heart Beat of a Nation' to honour Edmonton's connection with the First Peoples of this land. Treaty 6 is outlined over the provincial boundary map of present-day Alberta to illustrate the spans of these ancestral lands. The floral kohkom (grandmother in Cree) scarf around the map represents the Treaty colours: Green (grass), Blue (river), and Yellow (sun) signifying that Treaty is forever: for as long as the sun shines, the grass grows, and the river flows. Within Treaty 6, there's a photo of Poundmaker Singers captured at the unveiling of a sculpture and a Treaty 6 marker at MacEwan University to highlight the responsibility that all Edmontonians have as Treaty people. To honour the relationships that the City is building with Indigenous artists, the map features a sculptural mural by Métis artist Destiny Swiderski titled Amiskwacîw Wâskâyhkan Ihâtwin, located at the gateway to Beaver Hills House Park. Finally, throughout the piece, the seven animals symbolize sacred teachings of relationships built upon principles of wisdom, love, respect, courage, honesty, humility, and truth.

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