



STAFF REPORT ACTION REQUIRED

TPS Education Strategy on Aboriginal History and Culture

Date:	May 24, 2012
To:	Executive Committee
From:	Executive Director, Human Resources
Wards:	All
Reference Number:	

SUMMARY

This report is an update on the process undertaken by Organization Development and Learning (OD&L) in consultation with the Office of Equity, Diversity and Human Rights (EDHR) to create a strategy to provide education opportunities for the Toronto Public Service regarding the culture and history of Aboriginal peoples living in Toronto, and the impact of their historical experience on their lives today.

The strategy will guide the plan needed to procure, develop and implement education opportunities aligned with the City's Statement of Commitment as well as the context of each division. The strategy includes consultations with Aboriginal Elders, Aboriginal partners, and the Toronto Aboriginal Affairs Advisory Committee.

RECOMMENDATION

The Executive Director of Human Resources recommends that:

1. This report be received for information.

FINANCIAL IMPACT

The strategy outlined in this report for the development of a plan for learning will have no financial impact.

Costs to implement this strategy have not yet been determined. The 2013 operating budget submission for the City Manager's Office will include any costs of implementation for consideration by the Budget Committee and City Council.

The Deputy City Manager and Chief Financial Officer has reviewed this report and agrees with the financial impact information.

DECISION HISTORY

Councillor Mike Layton requested this progress report on behalf of the Toronto Aboriginal Affairs Advisory Committee. The Government Management Committee received the report on March 28, 2012:

(<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2012.GM12.20>)

ISSUE BACKGROUND

In 2010 the Council approved a Statement of Commitment to Aboriginal Communities in Toronto in response to City Council's decision to develop an Urban Aboriginal Framework. The Statement was the result of the first phase of the development of the framework.

The Statement of Commitment included the City's commitment to creating "...training opportunities for the Toronto Public Service to learn about the history and its current day impacts from Aboriginal Elders and other Aboriginal partners."

An understanding of the Aboriginal history of the City will enable divisions and their staff to build a foundation for a strong working relationship with Aboriginal communities and in the collaborative development of successful programs and policies.

COMMENTS

Organization Development and Learning in collaboration with the Office of Equity, Diversity and Human Rights has developed the following strategy for the development process required to provide education opportunities for the Toronto Public Service:

- Organization Development and Learning will review the Toronto Aboriginal Research Project (TARP) Report in preparation for EDHR led consultations with Aboriginal Elders. The report is a comprehensive study of Aboriginal people in Toronto encompassing their current situation, successes, aspirations and challenges in the Greater Toronto Area (GTA).

- EDHR will lead consultations with Aboriginal Elders and partners in the fall of 2012 to allow for the summer break commitments of the Aboriginal Elders and members of the Aboriginal Affairs Advisory Committee. The consultations will determine key historical and cultural considerations the Toronto Public Service should have an awareness of when developing or delivering programs or conducting front-line operations throughout the City.
- OD&L will review Ontario Provincial Police and Toronto Police Services eLearning modules as a possible source for content appropriate for TPS learners.
- Councillor Layton and Co-Chair of the Toronto Aboriginal Affairs Advisory Committee, Frances Sanderson will ask the Toronto Aboriginal Affairs Advisory Committee for members to submit examples which will help identify learning needs for policy and program development.
- OD&L will develop a plan for learning methods, content requirements and communication of education opportunities based on cost effectiveness and the outcome of the information gathered from sources noted above.
- Based on the plan, Organization Development and Learning will assess cost effectiveness and the manner of procuring the services of a qualified Subject Matter Expert to design and develop appropriate learning content, materials, and method.

This strategy had been developed by the Co-Chairs of the Toronto Aboriginal Affairs Advisory Committee, Equity Diversity and Human Rights Office, and Organization Development and Learning.

CONTACT

John Schaffter
Director
Organization Development and Learning
Human Resources
Telephone: 416-392-3907
Email: jschaff1@toronto.ca

Uzma Shakir
Director
Equity, Diversity and Human Rights
City Manager's Office
Telephone: 416-392-1108
Email: ushakir@toronto.ca

SIGNATURE

Bruce L. Anderson
Executive Director
Human Resources