



STAFF REPORT ACTION REQUIRED

Urban Aboriginal Framework

Date:	November 21, 2013
To:	Executive Committee
From:	City Manager
Wards:	All
Reference Number:	

SUMMARY

The report responds to City Council's decision to develop an Urban Aboriginal Framework (UAF) for Toronto. The UAF provides a guiding framework that brings together community aspirations and City responsibilities. The UAF has been developed in two phases. The first phase was the Statement of Commitment to the Aboriginal Communities of Toronto which was adopted by City Council in July 2010. The second phase was an Action Plan to support the fulfilling the Statement of Commitment, which was approved by Council in November 2012.

This report provides the second annual update on the implementation progress of the UAF. This report also responds to the accountability section of the Statement of Commitment which requires annual progress updates to both the Council and Aboriginal Affairs Committee.

Key highlights on the progress made to date include:

- Education of the Toronto Public Service was a commitment for the City of Toronto and City staff have developed an educational strategy detailed in Appendix 1;
- The City of Toronto, other funders and the Aboriginal Affairs committee have discussed ways to strengthen the capacity of Aboriginal organizations. These discussions will continue in 2014 with the intent of developing and piloting specific initiatives to meet the commitment to build capacity with Aboriginal organizations;
- A corporate-wide inventory of existing programs being delivered to the Aboriginal community was conducted with seven divisions. The divisions responded that they have specific programs that are delivered to the Aboriginal communities (detailed in Appendix 2).

The purpose of the inventory is to establish a benchmark and to determine where there are gaps in service and an opportunity to develop more complementary services; and

- An added element to this UAF is the creation of an Aboriginal Employment Strategy as directed by Council at its meeting in June 2013. This Strategy is currently being developed and will be reported to City Council in early 2014.

RECOMMENDATIONS

The City Manager recommends that:

1. City Council receive this report for information.

Financial Impact

There are no financial impacts as a result of receipt of this report.

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

Equity Impact Statement

The development of an Urban Aboriginal Framework, in consultation with the Aboriginal Affairs Committee, confirms Toronto City Council's commitment to fulfilling the Statement of Commitment to the Aboriginal Communities of Toronto. Fulfilling the Statement of Commitment demonstrates the City's commitment to Aboriginal self-determination and to establish mechanisms for full civic participation by the Aboriginal communities.

DECISION HISTORY

In July of 2010 Toronto City Council adopted the report Statement of Commitment to Aboriginal Communities in Toronto – Towards a Framework for Urban Aboriginal Relations in Toronto. In that report it was recommended that an Action Plan be developed in consultation with the Aboriginal Affairs committee to give effect to the commitments contained in the report.

<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2010.EX45.5>

As a component of the Action Plan and in fulfillment of two of the commitments in the Statement of Commitment, on July, 2012 Council adopted two reports:

Toronto Public Service (TPS) Education Strategy on Aboriginal History and Culture,

<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2012.EX21.15>

and Aboriginal Representation on Agencies and Corporations.

<http://app.toronto.ca/tmmis/viewagendaitemshistory.do?item=2012.ex21.14>

City Council at its meeting in November 2012, adopted the report entitled *Report from the City Manager on Urban Aboriginal Framework*. The report recommended that the Equity, Diversity and Human Rights Division (EDHR) report annually on the progress in fulfilling the Statement of Commitment to the Aboriginal Communities of Toronto.

(<http://www.toronto.ca/legdocs/mmis/2012/ex/bgrd/backgroundfile-51314.pdf>)

ISSUE BACKGROUND

In July 2010 Toronto City Council adopted the Statement of Commitment to the Aboriginal Communities of Toronto. In 2011 City Council re-established the Aboriginal Affairs Committee to help ensure the Statement of Commitment would be fulfilled. In 2012 a framework was established to assist in the fulfillment of the Statement of Commitment.

This report highlights the work of the City of Toronto and the Aboriginal communities as part of its implementation process of the Urban Aboriginal Framework (UAF).

COMMENTS

In fulfilling the Statement of Commitment to the Aboriginal Communities of Toronto and implementing the UAF, several key components of an Action Plan were identified in the report the November 2012 City Council meeting. This will serve as an update on these components and next steps.

Progress update on the Urban Aboriginal Framework - Action Plan 2012:

Component 1: Educational Opportunities

City staff has prepared 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. This strategy is linked to the commitment to identify training opportunities for the Toronto Public Service to learn about Aboriginal history and its current day impacts from Aboriginal Elders and other Aboriginal partners and to improve public awareness of Aboriginal life. To be completed and in place by the end of 2013

Outcome:

- a. June has been declared by the federal government as National Aboriginal History Month and June 21 specifically is National Aboriginal Day. During the month of June 2013 the City of Toronto posted educational information on the Monday Morning News postings for the Toronto Public Service. This was an opportunity to educate the public regarding the culture and history of the Aboriginal peoples.
- b. The Parks, Forestry and Recreation website now showcases the Aboriginal influence in our parks and trails. This creates public awareness to the Aboriginal history in the building of the City of Toronto.

- c. Fort York developed programs that highlighted Aboriginal participation in the War of 1812.
- d. Organization Development and Learning developed a template to move forward in developing some programs to educate the Toronto Public Service (appendix 1). Additional activities will be developed from this list during 2014.
- e. The City of Toronto has marked National Aboriginal Day for 20 years by hosting a flag raising and sunrise ceremony as well as an Aboriginal arts and crafts fair. These efforts are aimed at raising public awareness of the relationship between the City of Toronto and Aboriginal peoples.
- f. EDHR recently launched a poster competition to Aboriginal youth to be used in 2014 for promotion of National Aboriginal Day events.
- g. On November 12, 2013 the City of Toronto in partnership with the Truth and Reconciliation Commission of Canada Launched a proclamation declaring November 2013 to November 2014 the year of Truth and Reconciliation in the City of Toronto.

Component 2: Capacity Survey

The Aboriginal Affairs committee conduct a survey addressing the issue of capacity. This survey is to be delivered to the various Aboriginal agencies and City divisions to identify opportunities to build the capacity of the Aboriginal. This initiative is related to the commitment number three that is addressing ways to strengthen the capacity of Aboriginal organizations.

Outcome:

The Aboriginal Affairs committee developed a capacity building survey for Aboriginal organizations. The survey was shared with City divisions and a discussion was held with the Community Working Group on City Funding Support for Toronto's Community-Based Anti-Discrimination Infrastructure. This discussion resulted in creating a dialogue between various funders (City, United Way, Trillium Foundation) and the Aboriginal Affairs committee to develop and pilot specific initiatives that increase the impact of City supports for Aboriginal organizations. Various initiatives are being explored. The discussions will continue into 2014.

Component 3: Barriers to Civic Participation

EDHR and the Strategic and Corporate Policy Division develop an approach to identify the barriers to civic participation for Aboriginal Peoples and to find ways to increase the representation of Aboriginal Peoples on the City of Toronto's Agencies and Corporations. This initiative is linked to commitment number four to engage Aboriginal communities in the City's decision making process, to removing barriers to civic participation and to increasing the representation and role of Aboriginal people on municipal boards and committees. Work on this initiative will be carried out in 2013 and 2014 preparing for 2015 call for applications to Agencies and Corporations.

Outcome:

Initial meetings have been held with the Aboriginal Affairs committee to discuss barriers and to develop strategies on improving representation.

Strategic and Corporate Policy Division and EDHR have developed and disseminated information materials on City's Agencies and Corporations to key Aboriginal organizations. Outreach to the Aboriginal community has been initiated by attending Aboriginal community forums to give information about the City of Toronto Agencies and Corporations. During the fall winter and spring staff will attend the board meetings of Aboriginal agencies (potential 12 sessions) to make presentation to board members. Staff will also be placing articles, in three Aboriginal newsletters, that explain the requirements of serving on various agencies and corporations. This will be ongoing into 2014 in order to ensure that Aboriginal people have the information they need to apply for positions on the agencies and corporations.

Component 4: Corporate-wide Inventory of Programs

To address the remaining commitments, EDHR develop a corporate wide inventory of existing programs being delivered at the TPS that serve the Aboriginal community. This inventory is to provide an opportunity to bench mark service delivery to the Aboriginal community and identify a process to ensure accountability. Using this data and working with the Aboriginal Affairs committee and the Aboriginal community, EDHR will identify gaps in services as well as opportunities to develop more complementary services. This will be ongoing work through 2013 and 2014.

Outcome:

EDHR conducted a corporate wide inventory of existing programs that serve the Aboriginal community. The inventory was completed by the end of 2012 and shared with the Aboriginal Affairs Committee (appendix 2). The information gathered shows that a few of the divisions of the City of Toronto have been involved with the Aboriginal community on several levels. Some examples are:

- Toronto Public Health has created an Aboriginal Health Community of Practice with the purpose of creating a more respectful, culturally appropriate public health outreach and service delivery.
- Economic Development and Culture in Partnership with Miziwe Biik, Aboriginal Employment and Training helped to establish and is an ongoing mentor for the establishment of Aboriginal Business Centre. City staff provide seminars each year and participate on review panel for microloan program.
- Parks, Forestry and Recreation work with Inner City Out tripping Centre in partnership with Toronto Council Fire Native Cultural Centre, Toronto Aboriginal Peacekeeping Unit and Grundy Lake Provincial Park, to build youth leadership and traditional skills through outdoor education and programming

Further Action

These programs are ongoing and demonstrate that it is important to develop a relationship with the Aboriginal community to be successful. EDHR is continuing to work with the Aboriginal Affairs committee to ensure a strategy is in place so that the gaps in services can be addressed.

In addition, City Council on June 11, 12 and 13, 2013, adopted the following:

"City Council direct the Executive Director, Human Resources Division, in consultation with the Director, Equity Diversity and Human Rights to prepare, for Council's first meeting of 2014, an Aboriginal Employment Strategy with the purpose of ensuring more Aboriginal people are employed at the City of Toronto and that the increase mirrors the distribution of Aboriginal people in the population of the City of Toronto based on the best available data in the 2011 Toronto Aboriginal Research Project report. The plan should include very clear steps and timelines to achieve this goal, developed in consultation with the Aboriginal Affairs Committee."

In fulfillment of Council's motion and commitment number 6 of the Statement of Commitment to the Aboriginal Communities of Toronto, an Aboriginal Employment Strategy is well underway and will be reported jointly by Human Resources and EDHR to Council in January 2014.

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ATTACHMENTS

Appendix 1, Proposed Education Strategy
Appendix 2, Current Projects between the City and Aboriginal Community

APPENDIX 1

Proposed Education Strategy

A multi-phased approach is proposed to address the knowledge, skill and attitude gap with respect to awareness of Aboriginal culture and history in the Toronto Public Service. Initiatives 1 & 2 are aimed at the entire Toronto Public Service and the third initiative targets those with power to impact.

Initiative	Audience	Description
Initiative 1: 2013 (and each June thereafter)	All TPS employees	<p>Aboriginal Awareness Campaign:</p> <ul style="list-style-type: none"> An awareness campaign running throughout June (Aboriginal History month in Canada) Each week in June, a new message is distributed via a Monday Morning News update from Strategic Communications. Links to approved resources are provided in each message. <p>Approved resources may include Legacy of Hope site, sites on Residential Schools, government sites on aboriginal history, video of Stephen Harper's apology to Aboriginal community, the TPS pages on the history of aboriginals in Toronto, documentaries on Aboriginal history in Toronto, etc...</p>
Initiative 2: 2014 (and each June thereafter)	All TPS employees	<p>Aboriginal Awareness Campaign & Exhibit:</p> <ul style="list-style-type: none"> Campaign similar to Initiative 1 is run throughout June Exhibits showcasing Aboriginal culture and history are on display at various City locations, including City Hall, civic centres and community centres across the city.
Initiative 3: 2015 (opportunity can be offered each year to a select group)	Employees with power to impact	<p>Aboriginal Awareness Field Trip and Workshop:</p> <ul style="list-style-type: none"> Participants attend a 1-day field trip to various centres across the city where they can see first-hand how funds allocated to the Aboriginal Community are being spent and where

Initiative	Audience	Description
		<p>there is a need for additional funds</p> <ul style="list-style-type: none"> • A representative from the Aboriginal community (e.g. an Elder or an expert in the Aboriginal community in Toronto) comes to a City location to speak to participants about how funds allocated to the Aboriginal Community are being spent and where there is a need for additional funds; Participants can ask questions and discuss relevant topics.

APPENDIX 2

Current Projects between City and Aboriginal Community

The following is a list of Divisions who responded to the inventory survey. The Divisions were asked to list any Aboriginal specific programs they were currently delivering.

Division	Project	Outcomes
Toronto Public Health (TPH)	Aboriginal Health Advisory Circle Aboriginal Health Community of Practice	Improving health for the community and increasing community self-determination in health service planning Creating a more respectful, culturally appropriate public health outreach and service delivery.
Economic Development and Culture (EDC)	Entrepreneurship Training Aboriginal Business Day and Toronto Aboriginal Business Awards event Feasibility Study for Thunderbird – Aboriginal Arts, Culture and Entrepreneur Centre	Enterprise Toronto assisted in the creation of Miziwe Biik Aboriginal Business Centre. City staff provide seminars each year and participate on review panel for microloan program 50 entrepreneurs attended. Success with City involvement has led to the Ministry of Economic Development and Innovation to commit to 2013 funding, and a 2 nd event is being planned for March 2013. \$45,900 grant contribution over 2 years to complete a feasibility study for establishment of Toronto's first dedicated aboriginal arts and culture centre. Study is providing foundation for fundraising to develop the centre.
Toronto Employment and Social Services (TESS)	Miziwe Biik Aboriginal Employment & Training: Service Agreement to provide	To help residents receiving Ontario Works and face multiple barriers to

Division	Project	Outcomes
TESS continued	<p>the course: Skills Development Aboriginal Pre-Employment Development (PED) Program</p> <p><u>Investing In Neighbourhoods</u></p> <p>Native Family and Child Services (4 positions approved) Toronto Council Fire Native Cultural Centre (3 position approved) Miziwe Biik Aboriginal Employment and Training (1 position approved) Anishnawbe Health Toronto (1 position approved)</p> <p>TESS initiative that offers non-profit agencies opportunities to create employment positions for clients. TESS funds the positions by providing 100% of the salary for up to one year.</p> <p>Partnerships Advancing Youth Employment (PAYE) fall cycle, partnering with Miziwe Biik Aboriginal Employment and Training and Métis Nation of Ontario. PAYE group has also encouraged local office teams to reach out to aboriginal partners.</p> <p><u>Human Resources Partnership with Aboriginal service providers</u> Toronto Employment and Social Services, Human Resources, Miziwe Biik Aboriginal Employment and Training, The Métis Nation Ontario, Native Canadian</p>	<p>employment and/or are re-entering the workforce after an extended labour market absence.</p> <p>Enable residents receiving Ontario to increase their skills, social capital, and contacts with employers and build employment references with goals of finding permanent employment.</p> <p>Strengthen the capacity of communities and improve the quality of life for residents.</p> <p>Engage and outreach to the Aboriginal community on Aboriginal recruitment opportunities within the City of Toronto and employment opportunities offered through TESS facilitated initiatives.</p>

Division	Project	Outcomes
TESS continued	<p>Centre of Toronto and Anishnawbe Health Toronto</p> <p><u>Aboriginal Skills & Employment Training Strategy (ASETS)</u></p> <p>The Aboriginal Skills and Employment Training Strategy (ASETS) is the Federal Government's integrated approach to Aboriginal labour market programming. ASETS links training to labour market demand and ensures that Aboriginal people can fully participate in economic opportunities. In partnership Ministry of Community & Social Services (MCSS), Ontario Works' (OW) Branch in partnership with two Toronto ASETS agreement holders; Miziwe Biik Employment & Training, and Métis Nation of Ontario.</p>	<p>Build linkages at the local level with Ontario Works and ASETS holders to support Aboriginal residents receiving Ontario Works secure coordinated supports in attaining basic and workplace skills in order to find and sustain employment.</p> <p>Collaborate as service partners based on the specific needs and circumstances of the Aboriginal community.</p> <p>Generate effective practices for the coordination and provision of services, resources, and programs in the Aboriginal community (ongoing bi-monthly meetings)</p> <p>Raise awareness of Aboriginal cultural practices and employment resources and support</p>
Human Resources (HR)	<p><u>Employment Outreach Partnership with Aboriginal Service Providers</u></p> <p>Strategic Recruitment & Employment Services (HR), TESS, Miziwe Biik Aboriginal Employment and Training, The Metis Nation Ontario, Native Canadian Center of Toronto and Anishnawbe Health Toronto</p> <p><u>Aboriginal Community Outreach for Dental & Oral</u></p>	<p>Support the hiring needs for hard to fill positions requiring a skill set that could be found in the Aboriginal community</p> <p>To actively engage and outreach to the Aboriginal community through employment, health and community agencies serving Aboriginal residents</p>

Division	Project	Outcomes
HR continued	<p><u>Services Positions</u> Strategic Recruitment & Employment Services, Anishnawbe Health Toronto, Aboriginal employment service organizations</p>	<p>To increase the representation of Aboriginal candidates in the applicant pool for dental hygienist and dental clerk positions at the Anishnawbe Health Toronto. Five positions were posted with the organizations that serve the employment needs of the Aboriginal Community</p>
Parks Forestry and Recreation (PFR)	<p>Inner City Out tripping Centre in partnership with Toronto Council Fire Native Cultural Centre, Toronto Aboriginal Peacekeeping Unit and Grundy Lake Provincial Park.</p> <p>Working with CultureLink in their greening and settlement initiatives There is also a teaching component where elders share knowledge of native species and their medicinal properties.</p>	<p>To build youth leadership and traditional skills through outdoor education and programming</p> <p>Use the environment as a tool to build gardening skills and assist in the retention of environmental traditions for the Aboriginal community and to share traditional knowledge with newcomers.</p>
Shelter Support and Housing Administration (SSHA)	<p>Outreach Services in partnership with Anishnawbe Health Toronto</p> <p>Street Outreach and Housing Support in partnership with Native Men's Residence</p> <p>Na-Me-Res Housing Help</p>	<p>To assist Aboriginal people who are homeless to secure safe and healthy long-term housing</p> <p>This project assists people living in, or former residents of, Native Men's Residence shelter to find and keep their housing by providing direct housing help support services. Services include, at a minimum, the following: intake and needs assessment, information and direct support, housing access, discharge planning and follow-up support.</p>

Division	Project	Outcomes
SSHA continued	Native Youth Housing Program in partnership with Native Child and Family Services.	This project provides culturally sensitive housing support to Native youth. Services include housing access, eviction prevention, referrals to other support services, life skills, self-help, and mutual support
	Drop-in for Native Youth in partnership with Native Child and Family Services	Provides a culturally sensitive drop-in six days per week. Services include support, teaching/talking circles, meals, referrals to other services such as detox treatment and training, and assistance in accessing and maintaining housing.
	Partnership with Native Housing Program in Partnership with Native Women's Resource Centre	Provides culturally sensitive housing assistance to Aboriginal women and their children. Services include assistance to find and keep housing, and referrals to other resources and programs designed to build informal support networks.
	Aboriginal Housing Support Centre in partnership with Wigwamen Incorporation	Provides culturally appropriate supports to Aboriginal people who are homeless or at risk of homelessness. Services include counselling, referral and outreach services, and partnerships with other service providers to enhance supports.
	Anduhyau	Second stage housing and support Capacity: 38 in 24 units. Maximum stay: 1 year. Eligibility: Aboriginal women with or without children, recovering from violence.

Division	Project	Outcomes
SSHA continued	Gabriel Dumont Non-Profit Homes	80 units in a building of 3- and 4-bedroom units; and 4-bedroom row-house units on a separate property. Eligibility: Aboriginal families, including Status, Non-Status, Metis, and Inuit. Minimum of 3 persons per application.
	Native Men's Residence	63 bed shelter. Emphasis on Aboriginal culture, food, life skills, addictions and general counselling. Employment and training assistance, support and guidance, information and referral, Men's Healing Circle, health and nutrition, assistance with housing search and application process. Eligibility: Homeless men 16 years and over
	Project Amik	74 units with one, two and three bedroom units. Mandate: 50% for Aboriginal people. Eligibility: Low income singles, families, seniors, persons with disabilities.
	Nishnawbe Homes Inc.	12 houses for singles with shared common areas, private bedrooms. 18 unit building on Jones Ave - - 11 one-bedroom and 5 two-bedroom units for couples and small single-parent families, including one barrier free unit, and 2 basement bachelor apartments.
	Zhaawnong Gamik	60 unit building on Church St, single room occupancy.

Division	Project	Outcomes
SSHA continued	Wigwamen Incorporated	<p>Eligibility: Aboriginal people, including First Nations, Inuit and Métis.</p> <p>Ontario's oldest and largest urban Native housing provider with 210 units scattered throughout the City of Toronto, a 92-unit apartment building for families and singles in Scarborough (mandate 50% aboriginal), and a 103-unit apartment complex for seniors in downtown Toronto. Wigwamen has partnered with YWCA Toronto in the development of YWCA Elm Centre - 300 new, self-contained units of affordable housing in downtown Toronto. Fifty of these units will be for Aboriginal families.</p>
Affordable Housing Office (AHO)	<p>Wigwamen Incorporated – 160 – 162 Kenwood Avenue</p> <p>New Frontiers Aboriginal Residential Corporation – 3738 St. Clair Ave. E. in partnership with New Frontiers Aboriginal Corporation</p> <p>New Frontiers Aboriginal Residential Corporation - 3087 Danforth Road in partnership with New Frontiers Aboriginal Corporation</p> <p>423-7 Dundas Street East Affordable Housing Project In partnership with Nisawbe Homes</p>	<p>The redevelopment of 11 affordable rental units for the Aboriginal Community.</p> <p>The development of 20 affordable rental units for the Aboriginal Community</p> <p>The development of 20 affordable rental units for the Aboriginal Community.</p> <p>Onetime fee exemptions reduced new construction costs of 32 affordable rental units for Aboriginal people</p>

Division	Project	Outcomes
AHO continued	<p>Affordable Housing Program – Homeownership Component in partnership with Miziwe Biik Development Corporation</p> <p>110 Edward St – a partnership with YWCA and Wigwamen Inc.</p>	<p>12 homeownership assistance loans for Aboriginal home buyers.</p> <p>50 units of rent geared to income housing for Aboriginal singles and families</p>