Feasibility of Establishing a New Aboriginal Office Within the City of Toronto

‘The Municipal Government of Toronto is failing the Indigenous communities and is causing harm.’
Report Author, Sponsor & Consultation Participants

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  - Chief Ava Hill (Six Nations of the Grand River)
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  - Steve Teekens, Executive Director, Na Me Res (Native Men’s Residence)
  - Todd Ross, Co-chair, Toronto York Metis Council
  - Nancy Martin, Executive Director, Miziwe Biik Employment and Training
  - Kenn Richard, Executive Director, Native Child and Family Services Toronto
  - Tanya Senk, Centrally Assigned Principal Indigenous Eduatoin, TDSB
  - Jonathan Hamilton, Director, Indigenous Initiatives, Office of VP & Provost, UofT (UofT)
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  - Councillor Mary-Margaret McMahon, City of Toronto
  - City of Edmonton, Winnipeg, Vancouver, Hamilton
Report Structure

1. Introduction
2. Scope of Work
3. Findings – Assembling all the Facts
4. Analysis – Putting it all Together
5. Recommendations
6. Financial Impact & Sources
7. Final Thoughts
Introduction

• To determine the feasibility of establishing a new Aboriginal Office within the City of Toronto requires an understanding of the historical and contemporary issues impacting Indigenous communities. This means there are many more topics to consider and analyze than would typically be necessary. This makes an Indigenous feasibility report very complex and challenging.

• Given the number of topics that must be explored, this report only provides limited information for each topic explored. Covering all topics should provide more value to the reader even with reduced information per topic.

• This report is designed for City of Toronto staff and the Indigenous communities to collaboratively review and discuss the contents of this report. The number of topics covered should permit for a productive dialogue where an understanding of perspective and a strengthening of relationship can be achieved.
Scope of Work
Scope of Work

Out of scope: Analyzing the effectiveness and efficiency of the City of Toronto’s Indigenous strategy, operations and reconciliation efforts.

In scope: Jurisdictional scan and feedback from the Indigenous communities.
Simplifications and Assumptions Used

- “Indigenous office” is simplified to mean ‘provide back office administration & coordination services to City Divisions’
- City Divisions are simplified to mean ‘provide services to the public’
- City Divisions offer Indigenous services to the public and can have their own Indigenous budget, strategy, operational plan, community engagement, reconciliation efforts and Indigenous focused staff independent of an “Indigenous Office”

- Analysis of City Divisions is out of scope for this report.
- Quantifying resources allocated to Indigenous priorities by the Municipal Government of Toronto is not possible without analysis of all City Divisions.
- Assessing effectiveness and efficiency of the Municipal Government of Toronto’s Indigenous priorities is not possible without analysis of all City Divisions.
An Indigenous Office is Not Feasible

• A **jurisdictional scan and feedback from the Indigenous communities**, while critical and important to the overall process, is not able to produce sufficient evidence to support the establishment of an Indigenous Office.

• An analysis of the Municipality of Toronto’s strategy, operations, and reconciliation efforts is required to produce the necessary evidence to support the establishment of an Indigenous Office. Analysis of these items is out of scope of this report.
Recommendation #1

• City of Toronto to perform an evaluation of its Indigenous strategy, operations, and reconciliation efforts.

• The City of Toronto needs to provide documentation and evidence on the following:
  • City wide Indigenous strategy document
    • Individual divisional strategies are insufficient evidence
  • City wide Indigenous operational plan document
    • Individual divisional plans are insufficient evidence
  • City wide reconciliation accord document
    • Using portions of TRC recommendations (Truth and Reconciliation Commission) is insufficient evidence. A Toronto reconciliation accord can include TRC recommendations but TRC recommendations cannot constitute the entire Toronto reconciliation accord. Toronto must customize its approach to match the needs of the local Indigenous communities. The word accord is being used as it denotes the meaning of partnership, consensus, and agreement. An accord requires a relationship with the Indigenous communities.

• Statements of commitments, TRC recommendations, and relying on City Divisional work does not constitute or replace the need for an overall City wide Indigenous strategy, operational plan and reconciliation accord.

• City must be able to produce evidence of its leadership on the Indigenous file. City Divisional work, while critical, is insufficient evidence to demonstrate leadership and fiduciary responsibility owed to Indigenous communities.
Jurisdictional Scan

According to **2011 Census** data, off-reserve Indigenous peoples constitute the fastest growing segment of Canadian society.

1996: 49%

1996 to 2011: 7%

2011: 56%

Indigenous peoples living in urban areas

https://www.aadnc-aandc.gc.ca/eng/1100100014265/1369225120949
The cities with the largest Indigenous populations in 2011 were:

- Edmonton (61,765)
- Calgary (33,370)
- Vancouver (52,375)
- Winnipeg (78,420)
- Saskatoon (23,895)
- Regina (19,785)
- Montreal (26,280)
- Toronto (36,995)
- Ottawa-Gatineau (30,570)
2011 National Household Survey

- The Aboriginal identity population reached 1,400,685 in 2011, about 4% of the total Canadian population.
- By identity group, Registered Indians represent 50% of the overall Aboriginal population, down from 53% in 2006. The proportion of Non-Status Indians increased from 11% in 2006 to 15% in 2011 while the Métis and Inuit both remained at 30% and 4%, respectively.
- Seventy-nine percent of Aboriginal people reside in Ontario and the four Western provinces.
- Almost half (48%) of the Aboriginal population of working age has some form of post-secondary qualification. This compares to 65% for the non-Aboriginal population of the same age.
- The working-age Aboriginal population with a university degree has increased since 2006 (from 8% to 10%). However, they still lag far behind the non-Aboriginal population at 26%.
- The overall working-age Aboriginal population lags behind in educational attainment with 29% having less than high school compared with 12% for non-Aboriginal individuals of the same age. The gap between the two populations has narrowed between 2006 and 2011, however, going from 19 to 17 percentage points.
- The employment rate for the Aboriginal working-age population has remained stable at about 63% since 2006. However, it is still much lower than the rate for non-Aboriginal individuals (76%).
- The unemployment rate for the working-age Aboriginal population is more than twice the rate for other Canadians of the same age (13% versus 6%). Nevertheless, the gap between the two populations narrowed slightly going from a difference of eight percentage points in 2006 to seven in 2011.

https://www.aadnc-aandc.gc.ca/eng/1376329205785/1376329233875
Findings:

City of Toronto
Toronto Indigenous Population

• 36,995 Indigenous population (2011)
  23,950 (64.7%) First Nations identity
  9,980 (27%) Métis identity
  640 (1.7%) Inuit identity
  1,930 (5.2%) other Aboriginal identities
  495 (1.3%) more than one Aboriginal identity.


Aboriginal identity Refers to those persons who reported belonging to at least one Aboriginal group, that is, North American Indian, Métis or Inuit, and/or those who reported being a Treaty Indian or a Registered Indian, as defined by the Indian Act of Canada, and/or those who reported they were members of an Indian band or First Nation.

• From 2001-2006, the aboriginal population in the GTA went from 23,950 to 31,910, an increase of 33.2 per cent.


• From 2006-2011, the aboriginal population in the GTA went from 31,910 to 36,995, an increase of 15.93%
City of Toronto Context

• $10.5 Billion dollar City operating budget
• 33,500 employees
• 44 operating divisions and offices

https://www.linkedin.com/company/city-of-toronto

• Currently, there is one administrative staff person, positioned within the Equity, Diversity and Human Rights Division (EDHR), assigned to Indigenous issues who is responsible to support all City Divisions and liaison with the various Indigenous communities.

• The Equity, Diversity, & Human Rights (EDHR) Division ensures that City services, programs and policies are responsive to the needs of Toronto's diverse communities. The division provides expert advice, promotes and manages human rights and implements key corporate initiatives to foster equity, diversity and inclusion in all City practices.
The City Manager is the most senior official in the City’s administrative structure and is accountable to City Council for the policies and programs delivered by members of the Toronto Public Service. The City Manager is assisted by three Deputy City Managers, one of whom is also the Chief Financial Officer for the City. In addition to the City Manager and the three deputies, the City Manager’s Office is comprised of six divisions: Executive Management, Equity, Diversity & Human Rights, Human Resources, Internal Audit, Strategic & Corporate Policy and Strategic Communications.
Where the Money Goes ($ Millions)

- Corporate & Capital Financing, 841, 8%
- Governance & Internal Services, 414, 4%
- Other City Services, 2,252, 21%
- Transportation, 397, 4%
- Transit, 1,955, 19%
- Social Programs, 2,898, 27%
- Emergency Services, 1,781, 17%

$10.54 Billion

Where the Money Comes From ($ Millions)

- TTC Fares, 1,246, 12%
- Property Tax, 4,046, 38%
- User Fees & Fines, 793, 7%
- Other, 698, 7%
- Reserves / Transfers from Capital / Investment Income, 821, 8%
- Land Transfer Tax, 716, 7%
- Federal, 147, 1%
- Province, 2,070, 20%
City of Toronto 2018 Budget Direction

- City staff are recommending a **budget freeze next year**.
- When inflation is considered, that freeze would actually see the city’s multi-billion-dollar budget and the services it funds cut in 2018.
- A direction report to budget committee and council from city manager Peter Wallace and chief financial officer Rob Rossini asks for the “status quo” in both operating expenses and capital projects.
- The decision, ahead of the budget process which kicks off in November, is up to council.
- The city faces an initial **budget gap of $343 million next year**, assuming property taxes are raised by 2 per cent — in line with the rate of inflation, as has been Mayor John Tory’s political sticking point.
- Last year, the request for a 2.6 per cent budget reduction across all city divisions and agencies — pushed by Tory and approved by council — was largely criticized for squeezing budgets responsible for managing at-capacity homeless shelters, the lack of affordable childcare spaces and a jam-packed transit system.
- Wallace, who has been **warning the city of a looming budgetary crisis** since his arrival earlier in this council’s term — often using a graphic of an iceberg in his presentations to council — did not sugarcoat the path ahead.
- “Balancing the operating budget pressures will be a challenge,” the report reads.
- Without new sources of revenue, including increased property taxes, Wallace warned “strong action and a willingness to both reduce and sustain reductions in service levels” will be required.
- The problem, the report said, is a “reluctance” by council to make that choice, which it called “a mismatch between service aspirations and revenue generation.”
- Councillor Gord Perks — who has been chiefly critical of austerity measures under Tory’s administration — called the newly released direction “a recipe for failure.”
- “It means the quality of life for people who are struggling in Toronto will get worse,” he said. “If council actually imposes that it will mean more closed housing units and fewer people riding public transit and less access to daycare.”

[Image and link as provided]
Toronto Indigenous Office Feasibility Question

• Is one administrative staff person sufficient to symbolize the concept of an “Indigenous Office”, where this staff person is an Indigenous expert on First Nations, Métis and Inuit issues, who can meet the needs of all City Divisions; provide strategic advice to Mayor & Council; and liaise with the Indigenous communities?
Findings:

Calgary
Calgary City Councillor identifies that only one staff member dedicated to deal with Indigenous issues is insufficient
Calgary’s Indigenous Relations Office

Council recently unanimously approved a proposal for a distinct Indigenous relations office at city hall, joining municipalities like Edmonton and Winnipeg that house similar divisions. Civic affairs reporter Annalise Klingbeil spoke with Lorna Crowshoe, a city of Calgary issues strategist focused on Indigenous affairs, about the development.

Q: Why is an office devoted to Indigenous relations needed at city hall?

A: Because we’re doing some very special work . . . and unique work for the City of Calgary and that work needs resources. Recently, the (Calgary Aboriginal Urban Affairs Committee) has developed very strategic thinking on supporting the city to move towards reconciliation. We presented the White Goose Flying report (in response to the Truth and Reconciliation Commission’s 94 calls to action) and there’s also been the development of the Indigenous policy framework and Indigenous policy. There needs to be some support around that.

The Indigenous policy represents a shift and a cultural shift that’s been happening across the organization. Typically, we have only seen Indigenous people as vulnerable populations. In order to achieve work on our policy or our TRC work, we have to begin to think differently about Indigenous people and the many contributions they bring to the city and the corporation, but also to Calgary, as a city in Western Canada. If we begin to think about our Indigenous neighbours as subject matter experts, with different experiences and expertise . . . we begin to make that shift from only thinking of Indigenous people from the lens of vulnerable populations.

The call for the Indigenous relations office is so that we can begin to structure the work, manage the work and support our colleagues across the organization as much as we can.

Findings:

Edmonton
THE EDMONTON URBAN ABORIGINAL DIALOGUE

The Your City, Your Voice Report
on the Edmonton Urban Aboriginal Dialogue
February 2006

THE EDMONTON URBAN ABORIGINAL DIALOGUE PROCESS:
YOUR CITY, YOUR VOICE REPORT

From July to December 2005, the first part of the Edmonton Urban Aboriginal Dialogue process engaged in a broad community dialogue which saw a cross section of the Aboriginal community join in, talking circle discussions, open house information sessions, and a large gathering of executive and community leaders who discussed and provided their input on issues, concerns, and opportunities.

During the Dialogue process one primary tool was used to gather information and spark discussions. The “Your City, Your Voice” workbook/survey was designed to gather information and to identify common issues and concerns in order to set the beginning place for discussions in the second part of the Dialogue process. The “Your City, Your Voice Report” contains the results of the workbook/journeys and Part A of the Dialogue process.

A separate but critically important Appendices document is also available which provides a more complete account of what was said throughout the Dialogue process. The Appendices document is available online at www.edmonton.ca/aboriginal accord. A copy can also be obtained by calling the Accord Initiative office at 780.944.7602.

The Elders have repeatedly said that we must take the time to carefully build relationships and actions that will have a direct effect on our future people. Children. Taking the time we need is important to create positive outcomes and longevity. After all, this work is all about relationships. And relationships take time to build and strengthen.

EXECUTIVE FORUM
November 21st, 2005

TALKING CIRCLES
Youth Circle – Oct. 6th
Women Circle – Oct. 13th
Street Issues Circle – Oct. 29th
Seniors/Disability Circle – Oct. 27th
Every Thursday in October 2005 9 am – 12 pm
Canadian Native Friendship Centre

OPEN HOUSES
Oct. 12th, 1-4 pm – Canadian Native Friendship Centre
Oct. 14th, 2-5 pm – The Business Link
Oct. 15th, 2-5 pm – Sun and Moon Visionaries
Oct. 18th, 1-4 pm – Native Seniors Centre
Oct. 19th, 4-8 pm – Sacred Heart Church

THANK YOU FOR TAKING THE TIME TO CAREFULLY CONSIDER THE CONTENTS OF THE “YOUR CITY, YOUR VOICE REPORT.”

City of Edmonton

Mike Chow
DIRECTOR
INDIGENOUS (ABORIGINAL) RELATIONS
CITIZEN SERVICES | COMMUNITY INCLUSION AND INVESTMENT
780-496-1525 OFFICE
780-217-7089 MOBILE
780-577-3525 FAX (if required)

City of Edmonton
Office: 18th Floor, Edmonton Tower 10111 - 104 Avenue NW Edmonton, AB T5J 0J4
Mail: P.O. Box 2359
Edmonton AB T5J 3R7

Office of the City Manager
Citizen Services Department
Community Inclusion & Investment
Indigenous Relations Office

1 Director (FTE)
1 Supervisor (FTE)
1 Project Coordinator (FTE)
4 Consultants (FTEs)
1 Administrative Support (FTE)
1 Artist in Residence (1 yr. Contract)
1 Intern

Learning for Toronto
8 FTEs
Findings:

Winnipeg
City of Winnipeg (Federal, Provincial & Municipal Tripartite Meetings)


http://www.winnipeg.ca/indigenous/isaa.stm
City of Winnipeg
Reconciliation Work

Council approves Winnipeg Indigenous Accord

By: Aldo Santin
Posted: 03/22/2017 7:22 PM | Comments: 25


Learning for Toronto

The voice of our community: More than 80 groups sign Winnipeg's first Indigenous Accord

By: Breeden Jones
Metro Published on Jun 20 2017

Dozens of organizations in Winnipeg took a collective step towards reconciliation Tuesday during a special ceremony in the heart of the community.

Gathered around a fire in the Odene Circle at The Forks (named after the Ojibwe word for "heart of the community") more than 80 groups became formal partners with the City of Winnipeg by signing onto its first Indigenous Accord.

City of Winnipeg

8 FTEs

Office of the Chief Administrative Officer

Chief Corporate Services Officer

Indigenous Relations Division

1 Manager (FTE)
2 Project Coordinators (FTE)
1 Project Assistant (FTE)
1 Performance Measurement & Communications Coordinator (FTE)
2 Community Development Workers (FTE)
1 Administrative Assistant (FTE)
Findings:

Vancouver
City of Vancouver


Learning for Toronto
Manager of Aboriginal Relations has no direct reports but has dotted line reporting to City staff and working groups. Concept is for position to work across all City departments to bridge Aboriginal policies, programs, and relations.

Ginger Gosnell-Myers
Manager, Aboriginal Relations
City Manager’s Office | City of Vancouver
604.418.3274 (cell)
Ginger.gosnell-myers@vancouver.ca
Findings:

Hamilton
City of Hamilton

City launches new strategy to improve supports for urban Indigenous people

The city doesn’t know what the strategy will look like yet, but it’s hired Shylo Elmayan to do the work

By Samantha Craggs, CBC News  Posted: Jan 19, 2017 12:42 PM ET  |  Last Updated: Jan 19, 2017 12:43 PM ET

Shylo Elmayan is Hamilton’s new senior manager for its new urban Indigenous strategy. (Samantha Craggs/CBC)

458 shares

More than 15,000 Hamiltonians are of Indigenous descent, and many suffer unique challenges — with finding jobs, with access to education, with poverty in general.

City Of Hamilton

City Manager’s Office

Community and Emergency Services

Neighborhood & Community Initiatives

Urban Indigenous Strategy: Senior Project Manager

Learning for Toronto

The story behind Hamilton’s new urban Indigenous strategy

There are 16,000 Indigenous people in Hamilton, many of them marginalized by poverty and racism. A new city program aims to help fix that.

Published on Jan 19, 2017 by Rhiannon Russell

Stylo Elmayan is the senior project manager of Hamilton’s new urban Indigenous strategy. (Photo by Rhiannon Russell)
## Jurisdictional Scan Summary

<table>
<thead>
<tr>
<th>City</th>
<th>Indigenous &quot;Office&quot; Concept</th>
<th>Director / Manager Position leading Indigenous Office</th>
<th>Total FTEs</th>
<th>Close Relations with City Leadership</th>
<th>Indigenous Population (National Household Survey)</th>
<th>Estimated Indigenous Population</th>
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<tr>
<td>Vancouver</td>
<td>YES</td>
<td>YES</td>
<td>1 + 4</td>
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<td>52,375</td>
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<td>YES</td>
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<tr>
<td>Toronto</td>
<td>NO</td>
<td>NO</td>
<td>1</td>
<td>NO</td>
<td>36,995</td>
<td>Up to &amp; Approximately 70,000*</td>
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</tbody>
</table>

*TARP 2011 (Toronto Aboriginal Research Report)

*unpublished findings from St. Michael’s Hospital, Our Health Counts Toronto, 2015
Jurisdictional Scan Summary

- City’s with an “Indigenous Office” do not report directly to a City Manager, Mayor or City Council. All “Indigenous Offices” are housed in larger City Divisions.
- City’s with an “Indigenous Office” had access to City Leadership and were engaged and accountable.
- City’s with an “Indigenous Office” had a Manager or Director leading the Office.
- City’s with an “Indigenous Office” had resources (FTE staff).
- City’s with an Indigenous Office had three broad functions (1) develop and maintain relationships with Indigenous partners and key stakeholders (2) support internal City Divisions (3) Work closely with City leadership and Indigenous councils with a focus on reconciliation.
- Winnipeg has established a tripartite meeting joining three levels of government (Federal, Provincial and Municipal) to focus on social and economic gaps.
- Edmonton engaged in broad community dialogue with the Indigenous community and leaders who discussed and provided their input on issues, concerns, and opportunities.
- Hamilton has embraced the unknown, they don’t know what their Indigenous strategy will look like but they know they need one, and they are committed to supporting their Indigenous communities.
Jurisdictional Scan & City Divisions

- The jurisdictional scan did not analyze Indigenous resources allocated within City Divisions. It is possible that cities with an Indigenous Office have limited Indigenous resources allocated within City Divisions.

- It is possible that the City of Toronto has underinvested in its “Indigenous office” but instead placed the majority of its Indigenous resources within City Divisions.

- It is possible that the City of Toronto’s total Indigenous investments is greater than cities with an Indigenous office when Indigenous investments allocated to City Divisions is included.
Jurisdictional Scan: 4 Pillars of Success

- Engaged & Accountable City Leadership That is Willing to Take Risks
- Strong Relationship with Indigenous Communities
- Work Across All City Divisions & Key Stakeholder Groups
- Fully Resourced (e.g. staffing)
Recommendation #2

• City of Toronto to create a locus of control for Indigenous priorities within the EDHR Division.

  • While there is insufficient evidence to support an Indigenous office there is evidence to support a locus of control within a City Division that mirrors other cities within the jurisdictional scan.

• Locus of control, at a minimum, to consist of the following:
  • 1 manager
  • 1 Consultant (external stakeholder relations focus)
  • 1 Consultant (internal support for City Divisions focus)
Recommendation #3

• City of Toronto to change the name of EDHR to include the word Indigenous (First Nation, Metis & Inuit) and to change mandate to include Indigenous priorities.
Recommendation #4

• City of Toronto to hold numerous community gatherings; City leadership to meet the Indigenous communities.

  • This will strengthen the relationship between the City of Toronto and Indigenous communities.

  • Gatherings will include Indigenous leadership, key stakeholders, provincial and federal offices, elders, Indigenous community members and site visits by City leadership.
Recommendation #5

• Mayor and City Manager to participate in a minimum of four AAAC meetings a year.
  
  • Will ensure City leadership is engaged and accountable to the Indigenous communities.
Recommendation #6

• City Divisional leads to meet 4 times a year, in an internal staff meeting, to discuss Indigenous priorities.

  • Will ensure City leadership is engaged and accountable to the Indigenous communities.
Exploratory Consideration #7

- City to explore creating a non-elected permanent Indigenous council seat.
Exploratory Consideration #8

- City to explore installing a Chief Indigenous Reconciliation Officer for a 1 year term reporting to the City manager and Mayor.
Findings:

Shock and Stressors of The Cultural Genocide
Historical Injustices – A Brief Introduction

- Ignorance about Aboriginal culture, the generalizing of Aboriginal peoples as a homogenous group and racism are prominent features of Canada’s relationship with Aboriginal people. As a result of colonization and historical trauma, there has been an undeniable inequality between Indigenous and non-Indigenous communities. Canadian policy throughout our country’s history separated Aboriginal children from their parents, extended family and communities; forced Aboriginal children to endure persistent, cumulative emotional neglect and abuse; and, forced Aboriginal children to live in environments of extreme coercion which had them suffer loss of culture, language and spirituality. The psychological impacts to children who experienced these traumas affected not only themselves, as individuals, but also their children and their communities. The harm has been passed on to future generations.

- The Indian Act (1876) and related policies and processes, which served to: 1) dispossess Indigenous peoples of land and disrupt traditional economies thereby cutting off sources of food and manufacturing food dependence on colonial authorities (e.g. restricting hunting and gathering practices by restricting mobility); 2) give colonial authorities the power to determine who could be an “Indian”; 3) impede the transmission of identity and traditional knowledge; and 4) undermine the roles and responsibilities of women in previously matriarchal and/or matrilineal societies. The forced relocation of Inuit peoples and the imposition of permanent settlements, compounded for some communities by the mass slaughter of sled dogs. The residential school system, which subjected generations of children to sexual, emotional, physical, mental, spiritual and cultural abuse. Historical (60s Scoop) and current child welfare processes, which have and continue to separate substantial numbers of children from their families and communities.

First Peoples, Second Class Treatment
The role of racism in the health and well-being of Indigenous peoples in Canada
Historical Injustices

Survivors of Canada's 'cultural genocide' still healing

By Micah Luxen
BBC News, Canada

4 June 2016 | Magazine

The TRC report concludes that the government-led policy amounted to cultural genocide.

"These measures were part of a coherent policy to eliminate Aboriginal people as distinct peoples and to assimilate them into the Canadian mainstream against their will," says a summary of the report.

"The Canadian government pursued this policy of cultural genocide because it wished to divest itself of its legal and financial obligations to Aboriginal people and gain control over their land and resources."

Prime Minister Stephen Harper apologised to the survivors in 2008, but the report notes "the urgent need for reconciliation runs deep in Canada" and says Canada needs to move from apology to action.

Subjects were kept on starvation-level diets, and given or denied vitamins, minerals and certain foods. Some dental services were also withheld because researchers thought healthier teeth and gums might skew results.
Chief Justice says Canada attempted ‘cultural genocide’ on aboriginals

SEAN FINE - JUSTICE WRITER
The Globe and Mail
Published Thursday, May 28, 2015 9:12PM EDT
Last updated Friday, May 29, 2015 1:39PM EDT

Supreme Court Chief Justice Beverley McLachlin says Canada attempted to commit “cultural genocide” against aboriginal peoples, in what she calls the worst stain on Canada’s human-rights record.
'Cultural genocide'? No, Canada committed regular genocide

The word “cultural” seems to suggest that the residential school system was designed to destroy cultures but not people, a fact far from reality.
Sterilization of indigenous women an act of genocide, new book says

Policy makers believed it was 'cheaper to intervene and stop people from reproducing', author says

Residential schools shaped bad parents: survivors

Many Indian residential school survivors blame the experience for making them bad parents.

As the Truth and Reconciliation Commission prepares for its first national event this week in Winnipeg, former students say they were denied parental love and role models and that has affected their own children.

"I brought them up in a pretty horrible way — didn’t know how to parent, didn’t know how to show love," said Peguis First Nation elder Josie Bear.

She was exposed to severe discipline as a student in residential schools. As a result, she treated her own children much the same, she said.

Daphne Thomas, an elder and healer on Peguis First Nation — Manitoba’s largest reserve with about

‘I brought them up in a pretty horrible way — didn’t know how to parent, didn’t know how to show love.’

— Peguis First Nation elder Josie Bear
Historical Injustices - Summary

- The banning of cultural activities, suppression of economic activity, physical violence, land dispossession, forced relocation, psychological and sexual abuse in residential schools, forced sterilization, removal of traditional governments, and the rejection of treaty rights...all testifies to a past that has created current day Indigenous inequality that should be unacceptable to Canadians and Torontonians.
Recommendation #9

- City of Toronto to educate City staff on Indigenous historical & contemporary issues, culture and reconciliation.
Findings:

Toronto Indigenous Plight Statistics
Linking Historical Injustices to Racism to Plight Statistics

Historical Injustices
- Indian Act
- Residential Schools
- 60s Scoop

Loss of Culture
- Loss of Identity
- Loss of Values
- Loss of Equity

Impaired Communities
- Plight Statistics
- Structural Issues
- Symptomatic issues
Racism, Colonization and Plight Statistics

• Racism and colonization are intertwined and together deeply impact the health and well-being of Indigenous peoples in Canada. Colonization has been recognized as having a fundamental impact on the health and well-being of Indigenous peoples.

• At the individual, family and community level, Indigenous peoples have been managing racism and its impacts on health and well-being for hundreds of years, demonstrating resilience in the face of violence, cultural genocide, legislated segregation, appropriation of lands and social and economic oppression.

• The social determinants of health have emphasized the fundamental role of colonization, racism, social exclusion and a lack of self-determination in the alarming disparities in Indigenous and non-Indigenous peoples’ health. Information about Indigenous health cannot be understood outside of the context of colonial policies and practices both past and present.

• The process of colonization has resulted in ongoing and entrenched racism against Indigenous peoples. Racist ideologies continue to significantly affect the health and well-being of Indigenous peoples, cutting across the social determinants of health, impacting access to education, housing, food security and employment, and permeating societal systems and institutions.
Beyak’s views on residential schools and about citizenship and status are dangerous precisely because they aren’t uncommon. Many Canadians remain ignorant about residential schools and there are plenty who also believe, like Beyak, that Aboriginal people are a drag on the public purse and “just need to get over” colonization.

http://www.macleans.ca/politics/why-does-lynn-beyak-still-have-a-job/
Recommendation #10

• City to establish a taskforce to review decolonization of Toronto City Hall
Urban Plight Statistics

Striking levels of poverty, illness found in Aboriginal People living in urban areas: study

Toronto, December 8, 2011

TORONTO, Dec. 8, 2011 — More than 60 per cent of Canada’s Aboriginal population live in urban areas and are experiencing high rates of illness, poverty and challenges in access to food and housing security, new research shows.

“We all continue to be shocked by the living conditions in places like Attawapiskat, but it’s important to realize this is also happening right here in our backyards,” said Dr. Janet Smylie, lead investigator of the study and a researcher at the Centre for Research and Inner City Health at St. Michael’s Hospital.

The Our Health Counts Urban Aboriginal Health Database project, a first-of-its-kind health database for urban Aboriginal People in Ontario, was created to fill the gaps in Aboriginal health information and to understand the full extent of health issues and challenges experienced by this population.

[Additional content and images related to health statistics and research.]
Statistics from: City of Toronto’s First Indigenous Health Strategy 2016-2021

Context
Toronto has the largest and most diverse urban Indigenous population in Ontario (Environics Institute, 2010). There is little local data on Indigenous health. However, national and First Nations databases indicate that Indigenous people fare worse than the non-Indigenous population on a myriad of health indicators (Gionet & Rosghanasifar, 2013; Olding et al., 2014).

Indigenous people living in Toronto face a disproportionate burden of challenges across the known social determinants of health, as well as barriers in accessing health services. Indigenous people experience higher rates of poverty, unemployment, homelessness, involvement with child welfare, food insecurity and challenges within the education system – all contributing to poor health outcomes (McCaskill et al., 2011; NCCAB, 2013; Olding et al., 2014; Steward et al., 2013). Despite these health inequities and hardships, Toronto’s Indigenous community has tremendous strength and resilience.
A young population

- Nearly four in ten (38%) Aboriginal people were under the age of 25, compared to 32% of non-Aboriginal people.
- Only 5% of Aboriginal people were 65 years and over, compared to 11% of the non-Aboriginal population

Aboriginal children more likely than non-Aboriginal children to live with a lone parent

- Aboriginal children were more likely to live with a lone mother (34% Aboriginal versus 14% Non-Aboriginal)

Aboriginal youth less likely to be attending school

- Aboriginal youth aged 15 to 24 living in Toronto had lower school attendance rates than their non-Aboriginal counterparts (64% versus 73%)

Lower Educational Attainment

- Nearly one-quarter (23%) of Aboriginal men and one in five (19%) Aboriginal women 25 to 64 years of age had less than a high school education, compared to 12% of their non-Aboriginal male and female counterparts

Higher unemployment rates

- Unemployment rate for the Aboriginal core working age population (aged 25 to 54) in Toronto was higher than that of the non-Aboriginal population (8.0% compared to 5.4%)

Total income lower for Aboriginal people

- Three in ten (30%) Aboriginal people with income in Toronto had a total income of $40,000 or over compared to about one-third (34%) of their non-Aboriginal counterparts

Over one in four Aboriginal people in Toronto living below the low-income cut-off

- Over one in four (27%) Aboriginal people were living under the LICO, compared to 18% of non-Aboriginal people
- About one-third (32%) of Aboriginal children (aged 14 years and under) in Toronto were living under the LICO, compared to 23% of non-Aboriginal children

More than half of Toronto’s Aboriginal population moved during the past 5 years

- About half (48%) of the Aboriginal population had lived at the same address five years ago, compared to 55% of the non-Aboriginal populations. The number of Indigenous people reported living in Toronto does not include all of the Aboriginal people who may have lived in Toronto at some point during the year, but only those who were living in Toronto on that particular day the census was conducted. It is important to remember that many people move between communities – for example, someone might move from a reserve community to a large city and back again within the same year.

One in eight live in homes needing major repairs

- About one in eight (12.4%) Aboriginal people lived in homes requiring major repairs. In comparison, the share of Toronto’s non-Aboriginal population living in dwellings in need of major repairs was 5.7%
Community Struggles

The one statistic that summarizes the negative reality of Indigenous communities born from the historical injustices.

http://www.ctvnews.ca/health/suicide-among-canadas-first-nations-key-numbers-1.2854899
Recommendation #11

• City of Toronto to declare Indigenous matters a City priority.
Findings:

Apology from the Crown
Direction from the Crown

Federal

Harper officially apologizes for native residential schools

The federal government was wrong to tear thousands of aboriginal children from their parents and communities and force them into residential schools where they were subjected to maltreatment and abuse, Prime Minister Stephen Harper said today.


Provincial

Kathleen Wynne offers indigenous people ‘a formal apology for the abuses of the past’

Premier responds to Truth and Reconciliation Commission report by apologizing for “injustices inflicted upon indigenous communities.”

Statement of Apology to former students of Indian Residential Schools

The treatment of children in Indian Residential Schools is a sad chapter in our history.

For more than a century, Indian Residential Schools operated over 150,000 Aboriginal children from their families and communities. In the 1870s, the federal government, partly in order to meet its obligations to educate Aboriginal children, began to pay a role in the development and administration of these schools. Two primary objectives of the Residential School system were to remove and isolate children from the influence of their homes, families, traditions, and cultures, and to assimilate them into the dominant culture. These objectives were based on the assumption Aboriginal cultures and spiritual beliefs were inferior and immoral. Indeed, some sought, as it was famously said, “to kill the Indian in the child.” Today, we recognize that this policy of assimilation was wrong, has caused great harm, and has no place in our country.

One hundred and thirty-two federally-supported schools were located in every province and territory except Newfoundland, New Brunswick, and Prince Edward Island. Most schools were operated as “joint ventures” with Anglican, Catholic, Presbyterian or United Churches. The Government of Canada built an educational system in which very young children were often forcibly removed from their homes, often far from their communities. Many were inadequately fed, clothed and housed. All were deprived of the care and nurturing of their parents, grandparents and communities.

First Nations, Inuit and Metis languages and cultural practices were prohibited in these schools. Tragically, some of these children died while attending residential schools and others never returned home. The government now recognizes that the consequences of the Indian Residential School policy were profoundly negative and that this policy has had a lasting and damaging impact on Aboriginal culture, heritage and language. While some former students have spoken positively about their experiences at residential schools, these stories are often overshadowed by tragic accounts of the emotional, physical and sexual abuse and neglect of helpless children, and their separation from families and communities.

The Indian Residential School system has contributed to social problems that continue to exist in many communities today. It has taken extraordinary courage for the thousands of survivors that have come forward to speak publicly about the abuse they suffered. It is a testament to their resilience as individuals and to the strength of their cultures. Regrettably, many former students are not with us today and died never having received a full apology from the Government of Canada.

The government recognizes that the absence of an apology has been an impediment to healing and reconciliation. Therefore, on behalf of the Government of Canada and all Canadians, I stand before you in this Chamber so central to our life as a country, to apologize to Aboriginal people for Canada’s role in the Indian Residential School system.

To the approximately 90,000 living former students, and all family members and communities, the Government of Canada now recognizes that it was wrong to forcibly remove children from their homes and we apologize for having done this. We now recognize that it was wrong to separate children from rich and vibrant cultures and traditions, that it created a void in many lives and communities, and we apologize for having done this. We now recognize that, in separating children from their families, we undermined the ability of many to adequately prepare their own children and allowed the seeds for generations to follow, and we apologize for having done this. We now recognize that, far too often, these institutions gave rise to abuse or neglect and were inadequately controlled, and we apologize for failing to protect you. Not only did you suffer these abuses as children, but as parents, you were powerless to protect your own children from suffering the same experience, and for this we are sorry.

June 11, 2008

On behalf of the Government of Canada
The Right Honourable Stephen Harper, Prime Minister of Canada

The burden of this experience has been on your shoulders for far too long. The pain of the losses, the shame caused by this Government, and as a country, there is no place in Canada for the attitudes that inspired the Indian Residential School system to ever again prevail. You have been working on recovering from this experience for a long time and in a very real sense, we are now joining you on this journey.

The Government of Canada sincerely apologizes and asks the forgiveness of the Aboriginal peoples of the country for failing them so profoundly.

In moving towards healing, reconciliation and resolution of the sad legacy of Indian Residential Schools, implementation of the Indian Residential Schools Settlement Agreement began on September 19, 2007. Years of work by survivors, communities, and Aboriginal organizations culminated in an agreement that gives us a new beginning and an opportunity to move forward together in partnership. A cornerstone of the Settlement Agreement is the Indian Residential Schools Truth and Reconciliation Commission. This Commission presents a unique opportunity to educate all Canadians about the Indian Residential School system. It will be a positive step in forging a new relationship between Aboriginal peoples and other Canadians, a relationship based on the knowledge of our shared history, a respect for each other and a desire to move forward together with a renewed understanding that strong families, strong communities and vibrant cultures and traditions will contribute to a stronger Canada for all of us.
Recommendation #12

- City of Toronto to seek advice from the Crown (Federal & Provincial) on establishing an Indigenous Office.

- The Municipality of Toronto has no standing when it comes to Indigenous issues. Both the Federal and Provincial governments have dedicated offices to deal with Indigenous issues. The City of Toronto is not congruent with other levels of government making it difficult for the government to comply with its fiduciary responsibility to implement Duty to Consult and Accommodate.

- Should the municipality of Toronto apologize? City of Toronto would require to be on a reconciliation path to determine answer.

- Note: An apology is not the central focus of reconciliation or the end point. Reconciliation is about healing and an apology is one point along the path and is by no means the pivotal reflection point.
Recommendation #13

• City to establish a tripartite meeting with the Federal and Provincial governments to improve Indigenous wellbeing in Toronto.
Findings:

Indigenous Self-determination
Indigenous Peoples (First Peoples)

• Indigenous do not regard themselves as immigrants or minorities.

• They believe their involuntary “minority” status was forcibly imposed.

• They see themselves as relatively independent communities.

• Aboriginal peoples define themselves as descendants of the original occupants whose collective and inherent rights to self-determination over internal jurisdictions have never been extinguished but remain intact as a basis for entitlement and engagement.
To effectively work collaboratively with Indigenous communities two perspectives and approaches should be considered. The needs-based approach and the rights-based approach. The needs-based approach addresses the impact of the historical injustices. The rights-based approach respects the Nation status of the Indigenous peoples and the right to self-determination.
Indigenous Priorities

Needs-Based Priorities

- Historical Injustices
- Cultural genocide
- Impaired communities
- Structural issues
- Symptomatic issues
- Plight statistics
- Capacity building
- Holistic care
- Well-being
- Healing

Rights-Based Priorities

- Indigenous are not minorities or immigrants
- Indigenous are First Peoples
- First Nations are Nations within a Nation
- Inherent rights to self-determination
- Land rights
- Treaty rights
- Duty to consult and accommodate
- Constitutional rights
- Canadian policy on Indigenous rights to self-determination
- United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)
- Reconciliation
Section 35 of the Constitution Act, 1982 provides constitutional protection to the Aboriginal and treaty rights of Aboriginal peoples in Canada.

Since 1995 the Government of Canada has had a policy recognizing the inherent right of self-government under section 35 of the Constitution.
Duty to Consult and Accommodate

• In Canada, the duty to consult and accommodate with Aboriginal peoples arises when the Crown contemplates actions or decisions that may affect an Aboriginal person's Aboriginal or Treaty rights. This duty flows from the honour of the Crown and its fiduciary duty to Indigenous peoples.

• The obligation to provide consultation and a decision-making process that is compatible with the honour of the Crown is embedded in Section Thirty-five of the Constitution Act, 1982 and Treaties.

• The municipality of Toronto has no standing but it takes direction from the Crown. However, the City adopted the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) placing Toronto in the midst of rights-based issues.
• City Actions

• The City adopted the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) as part of the City’s year-long proclamation on Truth and Reconciliation 2013 – 2014.

• The City in its 2003 Vision Statement on Access and Equity acknowledged the unique status and cultural diversity of the Aboriginal communities and their right to self-determination.
City of Toronto Recognizes Indigenous Unique Status & Right to Self-Determination

Aboriginal Peoples hold a unique legal and constitutional position in Canada. The City of Toronto has affirmed this unique position in its vision statement on Access, Equity and Diversity. "The City recognizes the unique status and cultural diversity of the Aboriginal communities and their right to self-determination."

The City recognizes and affirms the United Nations Declaration on the Rights of Indigenous Peoples.

NOW THEREFORE, I, Mayor Rob Ford, on behalf of Toronto City Council, do hereby proclaim November 12, 2013 to November 12, 2014 as "Year of Truth and Reconciliation" in the City of Toronto.

Guiding Principles

- The City of Toronto recognizes the inherent rights of Aboriginal people as outlined in the Canadian Constitution.
- acknowledges that the City has grown on Aboriginal land and that there has always been Aboriginal people in this area and that they have contributed to the history of the City of Toronto.
- recognizes that Aboriginal people are First Nations, Métis and Inuit people and that there is large diversity within those groups.
- recognizes that Aboriginal people are part of the social fabric of the city.
- understands that many Aboriginal people living in Toronto are affected by historical and contemporary injustices which continue to have profound impacts on most, if not all, aspects of life.
- celebrating a strong sense of Aboriginal identity, through cultural expression, language, spiritual practice, and/or community relations, is fundamental to the well-being of the Aboriginal communities.
- respects the strength and capacity of Aboriginal organizations in Toronto and acknowledges that this has fostered positive change for Aboriginal people living in Toronto.
Recommendation #14

• City of Toronto to define how it is implementing Indigenous self-determination principles and the entire rights-based apparatus.

It is unclear how City of Toronto’s words are matching its action as it relates to Indigenous rights-based priorities.
Findings:

City of Toronto Deficiencies
Toronto is Lacking Evidence of Fiduciary Responsibility Owed to Indigenous Communities

City of Toronto Deficiencies

<table>
<thead>
<tr>
<th>City Resources</th>
<th>Status</th>
<th>Progress-to-date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indigenous Strategy (City wide)</td>
<td>Does Not Exist</td>
<td>None</td>
</tr>
<tr>
<td>Indigenous Commitments</td>
<td>Established 2010</td>
<td>Some</td>
</tr>
<tr>
<td>Reconciliation Plan (City wide that goes beyond TRC)</td>
<td>Does Not Exist</td>
<td>None</td>
</tr>
<tr>
<td>Indigenous Action Plan (City Wide)</td>
<td>Does Not Exist</td>
<td>None</td>
</tr>
<tr>
<td>Indigenous Performance Indicators (City Wide)</td>
<td>Does Not Exist</td>
<td>None</td>
</tr>
<tr>
<td>Indigenous Relationship Protocol With Communities</td>
<td>Does Not Exist</td>
<td>None</td>
</tr>
<tr>
<td>Mechanisms to Implement Indigenous Self-determination Principles</td>
<td>Does Not Exist</td>
<td>None</td>
</tr>
<tr>
<td>A willingness to assign an urgency / priority level to address Indigenous socio-economic priorities Within the City of Toronto</td>
<td>Does Not Exist</td>
<td>None</td>
</tr>
</tbody>
</table>

This analysis is technically out of scope for this report. It is only being included to ensure the City of Toronto conducts its own due diligence analysis and reports back to the Indigenous communities. However, the AAAC and the City of Toronto were unable to produce evidence to support progress on these matters.
Evidence (Opinion) from Councillor Mike Layton

"We've done a good job with the ceremonial pieces," said Layton, who co-chairs the city's Aboriginal Affairs Committee. "Where we've failed to deliver is on the more intense resource pieces around making sure that we have a reconciliation agenda that's recognized by the various divisions and implemented all the way up the ladder within the individual departments of the city."

"We've said we're making a commitment but we haven't gone ahead and actually assigned the resources to the tasks," he said, noting it's been three years since the city agreed to train staff on Indigenous cultural competency — and it still hasn't happened.

"I think we need a very strong voice for the Aboriginal community, someone that's going to help us break down these silos that have put the Aboriginal issue in one place and not across the corporation," he said.

Recommendation #1 (repeated for effect)

• City of Toronto to perform an evaluation of its Indigenous strategy, operations, and reconciliation efforts.

• The City of Toronto needs to provide documentation and evidence on the following:
  • City wide Indigenous strategy document
    • Individual divisional strategies are insufficient evidence
  • City wide Indigenous operational plan document
    • Individual divisional plans are insufficient evidence
  • City wide reconciliation accord document
    • Using portions of TRC recommendations (Truth and Reconciliation Commission) is insufficient evidence. A Toronto reconciliation accord can include TRC recommendations but TRC recommendations cannot constitute the entire Toronto reconciliation accord. Toronto must customize its approach to match the needs of the local Indigenous communities. The word accord is being used as it denotes the meaning of partnership, consensus, and agreement. An accord requires a relationship with the Indigenous communities.

• Statements of commitments, TRC recommendations, and relying on City Divisional work does not constitute or replace the need for an overall City wide Indigenous strategy, operational plan and reconciliation accord.

• City must be able to produce evidence of its leadership on the Indigenous file. City Divisional work, while critical, is insufficient evidence to demonstrate leadership and fiduciary responsibility owed to Indigenous communities.
Consultation with the Indigenous Leadership
Consultation with Indigenous Leadership

• It is a difficult task to synthesize and summarize topics involving the Indigenous communities. There is much complexity and layers of understanding to absorb.

• To avoid as much miscommunication as possible we asked each Indigenous leader we consulted with to write a letter, in their voice, on their thoughts about what reconciliation means to them and the people they serve.

• Given the limited amount of time to complete this work we received four letters from the Indigenous leadership. These letters capture four distinct voices from the Indigenous communities:

  - **Jonathan Hamilton-Diabo**: Director, Indigenous Initiatives: Office of the Vice-President & Provost: University of Toronto
  - **Frances Sanderson**: Executive Director: Nishnawbe Homes Inc.
  - **Ava Hill**: Chief: Six Nations of the Grand River
  - **Tera Beaulieu & Todd Ross**: President & Chair/ Vice President: Toronto and York Region Métis Council

• We ask the reader of this report to pause here and read each letter submitted:
Recommendation #15

• City of Toronto to respond to each letter submitted by the Indigenous leadership regarding the feasibility of an Aboriginal Office.
Consultation with Indigenous Leadership

• We asked members of the Aboriginal Affairs Advisory Committee (AAAC) to fill out an anonymous survey (Survey Monkey) to capture their thoughts on Toronto City Hall. The survey focused on the following categories:

1. **Trust** with City
2. **Relationship** with City
3. **Urgency** of City prioritizing Indigenous issues
4. **Progress** of City on achieving Indigenous priorities
5. **Indigenous** Knowledge within the City
6. **Reporting Structure** of an Indigenous Office

• Seven members of the AAAC completed the survey. The results are contained on the next page along with commentary on results which match what was said in person during the consultations.
<table>
<thead>
<tr>
<th>Category</th>
<th>Survey Question</th>
<th>Result</th>
<th>Interpretation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trust</td>
<td>How would you rate the level of TRUST between the Indigenous community and Toronto City Hall? 1 star being the lowest rating and 5 stars being the highest rating.</td>
<td>2.43</td>
<td>Low level of trust between Indigenous communities and City Hall</td>
</tr>
<tr>
<td>Relationship</td>
<td>How would you rate the RELATIONSHIP between the Indigenous community and Toronto City Hall? 1 star being the lowest rating and 5 stars being the highest rating.</td>
<td>1.86</td>
<td>No authentic relationship between Indigenous communities and City Hall</td>
</tr>
<tr>
<td>Urgency</td>
<td>How would you rate the LEVEL OF URGENCY of Indigenous priorities within Toronto City Hall? 1 star being the lowest rating and 5 being the highest rating.</td>
<td>2.43</td>
<td>Low level of urgency to prioritize Indigenous issues within City Hall</td>
</tr>
<tr>
<td>Progress</td>
<td>How would you rate the LEVEL OF PROGRESS on Indigenous priorities within Toronto City Hall? 1 star being the lowest rating and 5 stars being the highest rating.</td>
<td>2.00</td>
<td>Little progress achieved by City Hall on Indigenous priorities</td>
</tr>
<tr>
<td>Indigenous Knowledge</td>
<td>How would you rate the level of KNOWLEDGE OF INDIGENOUS ISSUES within Toronto City Hall? 1 star being the lowest rating and 5 stars being the highest rating.</td>
<td>1.14</td>
<td>Knowledge of Indigenous issues almost nonexistent at City Hall</td>
</tr>
<tr>
<td>Reporting Structure</td>
<td>Where should an Indigenous Office be placed within the City structure?</td>
<td>100%</td>
<td>100% of participates answered: Report directly to the Mayor’s Office (includes City Manager and Council)</td>
</tr>
</tbody>
</table>
Consultation Themes & Summary

• Indigenous leadership furious at the lack of progress by City Hall
• Very little trust, relationship, progress or urgency from City Hall on Indigenous priorities.
• Mayor not engaged; no City leadership on the Aboriginal file.
• Indigenous Office is required to champion Indigenous priorities.
• Lack of City leadership and progress on the Indigenous file requires Indigenous Office to report to the Mayor, City Manager and Council (City Leadership).
• Reconciliation requires that the Indigenous Office report to City Leadership
  • The damage committed by the Canadian government (including the municipality of Toronto) necessitates a healing process. This healing process requires political capital and leadership. To rebuild trust between the Indigenous communities and City Hall a reconciliation process requires an Indigenous Office to report directly to the City Manager, Mayor and Council. Anything less would not rebuild the trust necessary to heal and make progress.
Aboriginal Office Feasibility “The Lens”

**Indigenous Communities Affirm:**
Aboriginals are not an equity or diversity issue. Aboriginals are not minorities.

**Indigenous Communities Affirm:**
Management of Aboriginal priorities cannot remain in the EDHR Division.

**Indigenous Communities Affirm:**
Reconciliation requires the engagement of City Leadership.
## Possible Indigenous Office Staffing Configuration

<table>
<thead>
<tr>
<th>Staffing</th>
<th>Positions Required</th>
</tr>
</thead>
<tbody>
<tr>
<td>Director</td>
<td>✓</td>
</tr>
<tr>
<td>Manager</td>
<td>✓</td>
</tr>
<tr>
<td>Administrative assistant</td>
<td>✓</td>
</tr>
<tr>
<td>Community Activator (external focus)</td>
<td>✓</td>
</tr>
<tr>
<td>City Activator (internal focus)</td>
<td>✓</td>
</tr>
<tr>
<td>Cultural Coordinator</td>
<td>✓</td>
</tr>
<tr>
<td>QA / Researcher / Analyst</td>
<td>✓</td>
</tr>
</tbody>
</table>

### 7 FTEs

Mandate of Office would be similar to other cities in the Jurisdictional scan and include the duties of Toronto EDHR Indigenous Consultant.
Community Recommendation #16

• City of Toronto to establish an Indigenous Office that reports directly to the City Manager, Mayor and Council.

• This recommendation is from the Indigenous communities and requires no evidence to support its existence. The evidence for this recommendation is simply the will of the Indigenous people. The community is stating their demands that reconciliation requires involvement from City Leadership. The City of Toronto must respond to this demand.
Analysis:

Putting it all Together
Lack of Resourcing
One Indigenous Staff Person is Insufficient

One person is insufficient to interface with a 10.5 billion dollar corporation and interface with Indigenous communities that are currently impaired due historical injustices.
3 Points of Failure Due Lack of Resourcing

- Information Failure
- Relationship Failure
- Rights-Based Failure
Information Failure Due Lack of Resourcing

- City Divisions could be doing great work but information is not being successfully communicated.

- Aggregating information from 44 operating divisions and offices requires resources.

- Lack of Information is causing harm to the system.
Relationship Failure Due Lack of Resourcing

- City does not have a productive relationship with the Indigenous communities. The feedback from the Indigenous communities on this matter is dismal.

- Developing a relationship requires resources. The City simply does not know how to develop a productive relationship with the Indigenous communities. The City has underinvested in the Indigenous file to the point it lacks the capacity to establish and maintain a relationship with the Indigenous communities.

- A lack of a relationship is causing harm. True reconciliation is unable to advance without a commitment of resourcing, trust and collaboration.
Rights-Based Failure Due Lack of Resourcing

- City has no capacity to implement rights-based priorities – the math in FTEs is simply not there (1 FTE is insufficient).
- The Cities inability to share information means the Indigenous communities are not being informed – duty to consult and accommodate.
- When Indigenous communities are not being informed then it is impossible for the City to be honoring rights-based priorities and self-determination principles.
- As a result, the AAAC is not being fully informed as well. This means the City does not have the structures, systems or processes in place to manage rights-based priorities and self-determination principles.
- The AAAC is not a sustainable advisory committee if it does not receive sufficient information. Without information the AAAC overtime will become a ‘token’ position.
- An AAAC that becomes a token position, will causes harm by legitimizing the City’s actions towards the Indigenous communities while being impotent to informing the process.
- The City has championed needs-based priorities at the expense of rights-based priorities. However, the needs-based work is not being informed by the Indigenous communities (there is a lack of information in the system). The AAAC is not being properly informed on what is happening within the City Divisions. As a result, the needs-based work maybe inappropriate and insufficient.
- As a result, Toronto is failing the Indigenous communities and is causing harm. The Indian Act, Residential Schools and the 60s Scoop where all instruments of the government that had no involvement of the Indigenous communities. Without an Indigenous locus of control (devoted resources) Toronto is acting unilaterally on behalf of the Indigenous communities. Given the past historical injustices this condition is not acceptable nor in keeping with rights-based priorities and self-determination principles.
- Self-determination is recognized by City Hall but there are no resources allocated to ensure it occurs. Toronto’s words and actions are not aligned.
- 1 Indigenous administrative staff person is Insufficient to get the job done.
City Needs to Move Towards a Reconciliation Model

1. Bureaucratic Model “We know best model”
   • A focus on efficiency and effectiveness only
   • “Value” for money accountability
   • “Value” is determined by government; “Value” is not determined by Indigenous communities

2. Reconciliation model “Healing model”
   • A focus on efficiency, effectiveness and reconciliation.
   • Trust, respect and collaboration.
   • Rights-based priorities and self-determination principles
   • Duty to consult and accommodate
   • Aboriginal leadership and a future of promise (hope)
• City to explore restructuring the AAAC to include an accountability function and include a working group function to compliment its advisory function.
Recommendations
# Recommendations to the City of Toronto

<table>
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<tr>
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</tr>
<tr>
<td>Recommendation #3</td>
<td>City of Toronto to change the name of EDHR to include the word Indigenous (First Nation, Metis &amp; Inuit) and to change mandate to include Indigenous priorities.</td>
</tr>
<tr>
<td>Recommendation #4</td>
<td>City of Toronto to hold numerous community gatherings; City leadership to meet the Indigenous communities.</td>
</tr>
<tr>
<td>Recommendation #5</td>
<td>Mayor and City Manager to participate in a minimum of four AAAC meetings a year.</td>
</tr>
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<td>Recommendation #6</td>
<td>City Divisional leads to meet 4 times a year, in an internal staff meeting, to discuss Indigenous priorities.</td>
</tr>
<tr>
<td>Exploratory Consideration #7</td>
<td>City to explore creating a non-elected permanent Indigenous council seat.</td>
</tr>
<tr>
<td>Exploratory Consideration #8</td>
<td>City to explore installing a Chief Indigenous Reconciliation Officer for a 1 year term reporting to the City manager and Mayor.</td>
</tr>
<tr>
<td>Recommendation #9</td>
<td>City of Toronto to educate City staff on Indigenous historical &amp; contemporary issues, culture and reconciliation.</td>
</tr>
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<td>Recommendation #10</td>
<td>City to establish a taskforce to review decolonization of Toronto City Hall.</td>
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</table>
Final Thoughts
Simplified Critical Path

• Create a locus of control within the EDHR Division
  • Manager plus two consultants

• For one year strengthen (1) Indigenous relationships, (2) information management systems and (3) staff training on Indigenous issues.

• Assess placement of Indigenous office in one year
Simplified Timeline

Year 1
- Education
- Information
- Relationships

Year 2
- Strategy
- Operational Plan
- Reconciliation Accord

Year 3
- Results
- Change
- Implementation
Financial Impact & Sources
Financial Impact = Zero

• Locus of control (1 manager plus 2 consultants) can be financed from needs-based budget (i.e. City Divisions).

• City Divisions can reduce their Indigenous needs-based budget and transfer resources to fund locus of control within EDHR.

• As relationships are developed with the provincial and federal governments, through the locus of control within EDHR, additional dollars will be sourced overtime.
Funding Sources

• **Federal Government**
  • INAC Urban Programming for Indigenous People (UPIP)

• **Provincial**
  • $250 million over three years to implement their Journey Together Plan

• **Private Foundations**
  • 1) Toronto Foundation has signed onto the Philanthropic Community’s Declaration of Action. They are currently looking at ways to support this declaration. Toronto based.
  • 2) Laidlaw Foundation has signed onto the Philanthropic Community’s Declaration of Action. They were once part of the Aboriginal Affairs Advisory Committee. Toronto based.
  • 3) RBC Foundation diversity and inclusion, and Aboriginal People highlighted as 2 of 6 main areas
  • 4) Inspirit Foundation Truth and Reconciliation highlighted as a priority area
September 18th, 2017.

TO WHOM IT MAY CONCERN:

I am writing this letter in support of a proposal to have an Indigenous Office at the Toronto City Hall report directly to the Mayor’s Office. This letter of support is written in the spirit of the 94 Calls to Action included in the final report of the Truth and Reconciliation Commission.

Throughout their years of hearings, the Commissioners of the Truth and Reconciliation Commission were told the truth of what happened in the many residential schools across this country. Now that the truth has been told by the residential school survivors, it is time for reconciliation.

Reconciliation is about coming to terms with events of the past in a manner that overcomes conflict and establishes a respectful and healthy relationship among people. The final report of the Truth and Reconciliation clearly states that for any type of reconciliation to happen, there must be awareness of the past, acknowledgement of the harm that has been inflicted, atonement for the causes and action to change behaviour.

Reconciliation also means that Canadians need to take the time to learn more about our deep historical roots, our rich culture and our pride. As they educate themselves and become more aware of who we are, as the First Peoples in this land, perhaps the distrust that exists between indigenous peoples and Canadians in the mainstream society will be diminished and ultimately eliminated.

We must all do more than just talk about reconciliation. We must learn how to practise reconciliation in our everyday lives—within ourselves and our families, and in our communities, governments, places of worship, schools, and workplaces.

Having an Indigenous Office at the Toronto City Hall, reporting directly to the Mayor’s Office, would be a strong signal that the City of Toronto is ready to
practise reconciliation. It would also be a best practice and role model for the other cities across this vast country.

This is an opportunity for Toronto to be a champion in the recognition of the importance of the Indigenous People in this great City and to acknowledge the contributions that the First Peoples of this land have made for thousands of years. All in the spirit of reconciliation!

Yours truly,

G. Ava Hill, Chief
Six Nations of the Grand River
September 19, 2017

City of Toronto  
Equity and Diversity Department  
100 Queen Street West,  
Toronto, Ontario M5H 2N2

Re: Reconciliation, Restitution

Nishnawbe Homes Inc. is a non-profit Aboriginal housing provider that has been part of the Toronto fabric since 1984. We house a wide cross-section of the Toronto Aboriginal community: homeless, hard-to-house, students, Elders and working poor. Our numbers are increasing on a daily basis and yet our position within the mainstream community remains unchanged.

The Toronto Aboriginal community is vibrant, young, and resilient and, for the most part, overlooked when decisions regarding its well-being are being made. Our citizens have lived in Toronto, the Meeting Place, for centuries. The Truth and Reconciliation Report is a very focused document with 94 specific calls to action dedicated to healing the past injustices.

Reconciliation means equality. To reconcile, one must do all one can to balance the ledger and even the playing field. The Aboriginal community have been functioning in a lop-sided society where one side has the power, has the financial security and has the ability to move forward with a sense of security and stability. It is time to adjust the scale so that we can move forward together, equally.

For true healing to begin, Aboriginal input is needed when deciding issues pertaining to our community’s well-being, safety and security. The saying “No consultation about us, without us” means a great deal, especially in City Hall.

It is time to include Aboriginal people, culture and traditions in education, employment, health, housing and all other facets of life in Toronto. We are not a commodity that can be trotted out when needed. We are a living, breathing, part of Toronto.

Respectfully,

[Signature]
Frances Sanderson  
Nishnawbe Homes Inc.
September 26, 2017

City of Toronto
Equity and Diversity Department
100 Queen Street West,
Toronto, Ontario M5H 2N2

Re: Indigenous Relationships with the City of Toronto

I am writing to express my support for establishing an Indigenous Office within the City of Toronto to best support the city and the Indigenous peoples who live here. Toronto has always been a home to many people from many different Indigenous nations, and it is important for relationships among these individuals and nations to grow and evolve. For this to occur, there needs to be a mechanism that works with and throughout the city – ideally a new Indigenous office that will encourage opportunities for stronger relationships and collaboration that would better respond to the needs of Indigenous peoples living in Toronto.

The University of Toronto recognizes the importance of engaging with the city’s elected and community leaders; with those who work to support the city-wide programs and services; and with our neighbours. The significance of this relationship is clear as one of the President’s priorities is to “leverage our urban location(s) more fully, for the mutual benefit of University and City.” Being an institution of almost 90,000 students, the university recognizes the challenges in meeting the needs of large, diverse communities, which also include Indigenous community members.

To ensure that these needs are met, the university established a steering committee in 2016 to propose recommendations on the course of action that the university would take with regard to the TRC’s Final Report and Calls to Action. As a result of this work, the university recently created an Office of Indigenous Initiatives that reports to the Provost and the Vice President of Human Resources and Equity. The purpose of this new office is to strengthen the relationships between the university and Indigenous communities; provide opportunities for U of T’s community to understand the histories of Indigenous peoples; and to raise the visibility of Indigenous peoples and cultures on all three campuses. In essence, what is being proposed in the creation of an Indigenous office with the city is very similar to what has recently been created here at U of T.

An important element of working with Indigenous communities is the ability to establish strong relationships. Reconciliation, on its own, is not attainable unless there is
understanding and trust. To build upon the foundation that been established by the city’s Aboriginal Affairs Committee, the Indigenous consultant and other initiatives that support Indigenous people, there is now the need to have a coordinated effort to greatly enhance this work. Therefore it is of great significance that this office come to fruition.

Where exactly such an office fits in the overall administrative structure of the city is an important consideration so that it can be an effective resource as city departments look to develop their own Indigenous initiatives. In particular, strong connections to the Mayor’s office and the City Planner are crucial to the success of this office and would send a strong message to the city and the Indigenous communities within it that Indigenous issues are truly of importance to the city.

As the city plans how it is going to proceed in this area, I encourage continual dialogue and for Indigenous community members to be invited to take part in this important decision and follow-up. I look forward to working with the City’s administration to address the many needs of Indigenous peoples in Toronto.

Sincerely,

Jonathan Hamilton-Diabo, Director
Office of Indigenous Initiatives
September 18, 2017

City of Toronto
Equity and Diversity Department
100 Queen Street West,
Toronto, Ontario M5H 2N2

Re: Importance of an Indigenous Office at the City of Toronto and Reconciliation with Métis

The Toronto and York Region Métis Council (TYRMC) enjoys a positive relationship with the City of Toronto, however, we see there is much work to be done to advance reconciliation between the Métis and the City of Toronto, as well as to understand the Métis community in Toronto.

The TYRMC is an Indigenous government within the City of Toronto. TYRMC is a democratically elected Council that represents the citizens of the Métis Nation of Ontario (MNO) in the geographic area that includes most of Toronto and York Region. Councillors of the TYRMC are elected every three years by MNO citizens in the area. Once elected, each of the nine councillors volunteer time and skills to meet the TYRMC strategic initiatives below:

- increase cultural opportunities for Métis people in Toronto and York Region;
- provide education to a broader audience about Métis people, community and culture;
- increase opportunities for Métis youth to learn and celebrate their culture;
- improve the health and well-being of Métis people;
- become sustainable as a Council with funds to provide education and services; and
- improve relationships with local governments and agencies.

As part of the MNO, we represent Métis who were born from these lands long before Canada became Canada, and Ontario became Ontario. The Métis communities arose in various regions around the Great Lakes and along the waterways associated with the fur trade network. These communities were interconnected by the highly mobile lifestyle of the Métis, the fur trade, seasonal rounds, extensive kinship connections and a shared collective history and identity. These communities persisted through time to become the vibrant contemporary communities they are today. Although there have been Métis individuals and families in this region for centuries, there is no documentation showing a traditional Métis community that existed in Toronto before effective control was established.

Today, the TYRMC works with the Métis community in Toronto to advance reconciliation between Métis, First Nations and Inuit peoples, as well as between the TYRMC and the broader community. The Métis community is made up of individuals who have lived in Toronto for decades, as well as new Torontonians who have chosen to call Toronto home. Our ancestral backgrounds originate and span across the area that was historically referred to as the North West, and like Toronto, has a strong history with the fur trade.
The TYRMC appreciates the work of the Truth and Reconciliation Commission and its recommendations, however, we also note that the work of the Commission is unfinished. Métis were deliberately excluded from the work of the Commission. To the credit of the Commission, they included Métis testimonials throughout the process however they also pointed to this exclusion and called for continued work to address the exclusion.

The recommendations from the Truth and Reconciliation Commission represent an important starting point when seeking to advance reconciliation between the broader Indigenous community, the Métis community, and the City of Toronto. As part of reconciliation, the TYRMC strongly recommends the establishment of a City of Toronto Indigenous Office to work directly with the Mayor’s office and city staff to continue to advance reconciliation.

In addition to the recommendations of the Truth and Reconciliation Commission, reconciliation for the Métis in Toronto needs to also address the gaps in the Truth and Reconciliation report, as well as to address the historical relationship with Toronto and the Métis.

Like the gaps in the Commission report, there are gaps in the knowledge of the relationship of Métis people and the citizens of Toronto. Although in recent years the city has included acknowledging and promoting Louis Riel day events, the city has not addressed the historical relationship with the Métis community in this city – which includes a century of strong hostility toward Metis people.

This history between the citizens of Toronto and the Métis community has not been widely researched to date. Publications by Toronto media in the 19th century demonstrate extreme hostility and racist attitudes toward Métis people in the early 1800s that came to a peak in 1885 with the North West Resistance. The dominant voices at this time consistently rallied against the ‘half-breeds’ in the west. It was in Toronto that a bounty was placed on Louis Riel’s head, and furthermore, calls for the execution of Riel were the loudest. This became an incredibly difficult and dangerous time to be Métis in Toronto and most Métis people either went into hiding or relocated for fear of their safety and well-being. Reconciliation with Toronto requires a thorough understanding of this history, as well as an acknowledgement and validation of the hardships that Métis people have historically experienced in this city and the resulting long-term ramifications on the culture, community, and health and well-being of Métis people.

Today, the relationship between the Métis community and the city requires attention and commitment that is focused on furthering City of Toronto staff and citizens’ understanding and knowledge of Métis history in Ontario and Toronto specifically. Developing such relationships would include a commitment to collaboratively working with TYRMC and the Métis community of Toronto, with the goal of advancing reconciliation in Toronto.
The City of Toronto often has good intentions and seeks to be inclusive, but often the Métis are inadvertently left out. For example, while Métis people represent one third of the Indigenous population in Toronto, the Métis community is represented by two people on the Toronto Aboriginal Advisory. Additionally, programs and services designed by Toronto often utilize a pan-Indigenous approach, which are often based on a First Nation specific framework and worldview, but use the terminology of Indigenous or Aboriginal. While some of these approaches will also work for Métis people, they are often not designed with a Métis voice or way of life in mind, which would include historical, cultural and community factors.

The TYRMC is one of the largest Métis Councils in Ontario. Our current relationship with the City is positive however we have a distant relationship with the political leadership of Toronto. We look forward to working with the city to build on our relationship and the TYRMC requests that Toronto develop an Indigenous Office that reports to the Mayor’s office and works with city staff to advance reconciliation. We further request that a Métis specific staff person be part of this office to work on advancing reconciliation with the Métis community.

Miigwetch - Marsi - Thank You

Tera Beaulieu
President

Todd Ross
Chair/ Vice President