

**City Council****Notice of Motion**

MM29.6	ACTION			Ward:All
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**Implementing Indigenous Cultural Competency Training in the Toronto Public Service - by Councillor Mary-Margaret McMahon, seconded by Mayor John Tory**

*\* Notice of this Motion has been given.*

*\* This Motion is subject to referral to the Executive Committee. A two-thirds vote is required to waive referral.*

**Recommendations**

Councillor Mary-Margaret McMahon, seconded by Mayor John Tory, recommends that:

1. City Council direct the Executive Director, Human Resources to provide an update on the needs assessment as outlined in Item EX14.1 and to report back to the Aboriginal Affairs Committee in September 2017.
2. City Council direct the Director, Office of Equity, Diversity and Human Rights, in collaboration with the Aboriginal Affairs Committee, to implement Indigenous Cultural Competency Training in the Toronto Public Service upon the completion of the needs assessment referenced in Recommendation 1, above.

**Summary**

At the May 3, 4 and 5, 2016 City Council meeting, Council adopted Item EX14.1 headed "Fulfilling Calls to Action from Truth and Reconciliation Commission Report". This report outlined actions that the City of Toronto will take. One key item in this report is Number 3, Professional Development and Training for Public Servants. This is based on Commission Action 57 which calls federal, provincial, territorial and municipal governments to provide education to public servants on the history of Aboriginal peoples.

It is imperative that Indigenous Cultural Competency Training is developed and implemented as soon as possible. Indigenous Cultural Competency Training is the strengthening of professional relationships between urban Indigenous and non-Indigenous organizations and clients – a relationship built on the concept of trust, friendship and mutual respect. This training will achieve many goals, including but not limited to providing an overall perspective of Indigenous people in Ontario, sharing culture-based strategic planning methods for improved organizational cultural competence and exploring how organizations and agencies can begin to engage with urban Indigenous peoples and organizations to provide relevant services.

This provincially mandated action must be pursued with purpose and implemented with enthusiasm. To date, the City of Mississauga has implemented a training program for staff. We must ensure that the City of Toronto follows through on the adopted report and that this is a priority as our Indigenous peoples are a crucial part of our nation's history and continue to be an integral part of our Canadian culture today.

**Background Information (City Council)**

Member Motion MM29.6