

AA3.3 Appendix B

Appendix B: Analysis of the Calls for Justice and City Actions

Indigenous Affairs Office
January 14, 2020

On June 18, 2019, City Council adopted [Motion MM8.23](#) requesting the Mayor, the City Manager and the Manager, Indigenous Affairs Office (IAO), in partnership with relevant staff and the Indigenous community, including the Aboriginal Affairs Committee and the broader Indigenous community, to consult on the role and responsibilities of the municipal government in implementing the recommendations of the National Inquiry into Missing and Murdered Indigenous Women and Girls (MMIWG2S) and that the City Manager report back to the Aboriginal Affairs Committee in the first quarter of 2020.

As part of this effort, the IAO has summarized some of the known City actions that align with recommendations from the National Inquiry. While none of the Calls for Justice directly call on municipal action, many call on actions from "all governments" and as such have implications for municipalities. Engagement with the Indigenous community and City divisions is crucial to gain a deeper understanding of the City of Toronto's role and responsibilities in implementing the Calls for Justice. In this document, City actions are organized thematically highlighting work the City is already doing or can build upon, as opposed to responding to each individual Call:

1. Human and Indigenous Rights and Governmental Obligations (Calls for Justice 1.1-1.11)

- In 2010, the City adopted the [Statement of Commitment to Aboriginal Peoples](#), which identified seven distinct goals to be fulfilled as part of the Urban Aboriginal Strategy/Framework. These included commitments to increased training opportunities for Toronto Public Service around Indigenous history and its current day impacts; learning about Indigenous holistic approaches and supporting these approaches when working with Indigenous population; strengthening Indigenous organizations' capacity; engaging Indigenous communities in decision making processes, removing barriers to civic participation, and increasing Indigenous representation on municipal city boards and committees; focusing on Indigenous recruitment and retention; building relationships and collaborating with all orders of government, communities, and institutions to promote interests of Indigenous people in Toronto; and committing to developing a City action plan and accountability process.
- In 2015, City Council in consultation with the Aboriginal Affairs Committee, identified [eight Calls to Action](#) from the Truth and Reconciliation Commission of Canada's Report as priorities for implementation. Some Calls to Action are mirrored in the Statement of Commitment. The City's Eight Priority Calls to Actions are, 1) Health, 2) Reconciliation, 3) Professional development and training for public servants, 4) Museums and archives, 5) National Centre for Truth and Reconciliation, 6) Commemoration, 7) Sports and recreation, and 8) Newcomers to Canada.

- In 2020, the IAO is currently finalizing and preparing to launch "A Path to Reconciliation", the Office's first Strategic Plan with a five-year mandate, which will move previous commitments into concrete actions. The plan will outline several strategic directions that align with the Calls for Justice, including but not limited to Indigenous learning and capacity building; relationship building with between governments and Indigenous organizations; Indigenous access to government, civic engagement, economic development, arts and culture, Elders and knowledge keepers, Indigenous determinants of health; and commitments to sustainable fiscal supports, accountability measures, and Indigenous recruitment and retention. This plan will go to Council in 2020.
- In December 2017 City Council endorsed the establishment of an Indigenous Affairs Office within the City Manager's Office at the City of Toronto.
- The Aboriginal Employment Strategy, adopted in 2014, is focused on Indigenous recruitment and retention in the Toronto Public Service.
- In October 2019, City Council approved a Gender Equity Strategy for advancing an intersectional gender-based lens into City programs and services, and internal workforce initiatives, along with the establishment of a Gender Equity Unit to lead the work. The inclusion of Indigenous women, girls and 2SLGBTQ people in the creation and rollout of this strategy will be imperative to create
- One of the Toronto Indigenous Health Strategy actions is to "support programs that address violence in Toronto Indigenous community".
- The City's Anti-Human Trafficking Working Group is currently developing and Indigenous outreach model.
- Toronto Public Health leads an Intimate Partner Violence (IPV) Workgroup, a Gender Based Violence Workgroup, and a Community Violence Workgroup which all provide opportunities to focus on the Calls for Justice. There are opportunities to focus on mitigating the impacts of violence, addressing practices that normalize violence, and highlighting the vulnerability of Indigenous people due to colonization and racism.
- The Intimate Partner Violence Action Plan includes reference to IPV risk factors for Indigenous people and a recommendation to develop a public education campaign.

2. Culture (Calls for Justice 2.1-2.7)

- In May 2018, City Council requested agencies and corporations to incorporate traditional land acknowledgements in their board meetings and required board members and staff to attend Indigenous cultural competency training.
- In June 2017, the City unveiled the permanent installation of five Indigenous flags on Nathan Phillips Square. These include the Mississaugas of the New Credit First Nation, Haudenosaunee (Six Nations), Huron-Wendat, Métis and Inuit.
- In 2014, the Toronto and East York Community Council adopted a report to consider enhancing the name of Allan Gardens to reflect the spirit of Truth and Reconciliation. The AAAC has also considered the possibility of creating a reconciliation pathway in Allan Gardens. Consultations with the local community, stakeholders and local Councillor are needed before any further steps can be taken with regards to Allan Gardens.

- The Indian Residential School Survivor (IRSS) Legacy Project responds to the Truth and Reconciliation Commission of Canada (TRC) Call to Action 82, which requests the establishment of a publicly accessible and highly visible Residential School Sculpture in each capital city to honour Survivors and all the children who were lost to their families and communities. The project is led by Toronto Council Fire Native Cultural Centre in collaboration with the City of Toronto and the Government of Ontario. A Teaching, Learning, Sharing and Healing space will be the foundation of the IRSS Legacy with the Restoration of Identity sculpture being the central component.
- The Indigenous Arts and Culture Partnerships Fund supports partnerships and collaborations that create new opportunities and visibility for Indigenous-led arts and culture. The fund aims to spark new relationships between Indigenous artists, arts and culture leaders and professionals, and potential partners at both the grassroots and institutional levels.
- Toronto Arts Council's Indigenous Arts Projects program is open to Indigenous organizations, collectives and professional artists working in any discipline. The program began as a pilot in 2015.
- Children's Services partnered with TASSC to identify the needs of the Indigenous child and family community in the City of Toronto and to secure funding for programs that expand the number of culturally relevant Indigenous services available through child care and early years for the community. After an intensive needs assessment a total of 11 proposals were put forward to the Ministry of Education, of which 7 were approved for funding and implementation. The proposals aligned with the provision of safe, no-barrier, permanent, and meaningful access to Indigenous culture and language focused primarily on children and women as key caregivers. Among the 7 approved projects, two of the projects relate specifically to language and land-based education thus supporting the rights of Indigenous children to be exposed to and learn their Indigenous languages and increase their knowledge and practice to the land. All of the accepted projects are currently being implemented by Indigenous led organizations, with in fact the creation to 2 newly developed grassroots and community-led Indigenous organizations created specifically through this funding opportunity.
- In 2020, the IAO will hire an Indigenous Consultant specifically to support Indigenous place-making in Toronto.
- Continued work on Indigenous place-making by Parks, Forestry and Recreation
- If approved, the IAO's Path to Reconciliation Strategic Plan will outline directives that support Elder and Knowledge Keeper capacity; arts, culture, and place-making; and sustained fiscal supports for language and culture.

3. Health and Wellness (Calls for Justice 3.1-3.7)

- In May 2016, The Toronto Indigenous Health Advisory Circle (including Toronto Public Health) launched a holistic and comprehensive Toronto's Indigenous Health Strategy (TIHS) that guides the work of both Toronto Public Health and the Toronto Central Local Health Integration Network in improving health outcomes for Indigenous people in Toronto. Operating principles of TIHS include:

- Health plans are developed with Indigenous Peoples as full partners
- Wherever Indigenous Peoples go to access programs and services, they receive culturally appropriate, safe and proficient care, and all barriers to optimal care have been removed
- Care is planned to be responsive to community needs and is appropriate, efficient, effective and high quality at both systems and interpersonal levels
- Dedicated resources and funding for Indigenous health programs and services will support a coordinated and collaborative system
- Leverage and build the capacity of Indigenous leadership and Indigenous communities to care for themselves
- An action of TIHS is to support programs that address violence in Toronto's Indigenous community. One key deliverable for this action is to support agencies that have a mandate on violence against women & families (MMIWG)
- Under TIHS, the Toronto Urban Health Fund (TUHF) is launching an Indigenous Funding Stream on HIV prevention, harm reduction, and child and youth resiliency for agencies serving predominantly Indigenous populations (funding is short-term for 1-3 year pilots)
- Toronto Indigenous Overdose Strategy, developed in February 2019, includes key recommendation calling for Indigenous-only and Indigenous-led supervised consumption and treatment services as well as culturally safe and appropriate abstinence-based treatment that are relevant to specific sub-sets of the population (e.g. men, women, youth and two-spirit).

4. Human Security (Calls 4.1-4.8)

The City of Toronto is engaged in a wide array of initiatives that support social and economic security of Indigenous people in Toronto.

Housing/homelessness

- Shelter, Support & Housing Administration (SSHA) received City Council approval to develop an Indigenous funding stream, dedicating 20% of grants program funding to Indigenous-led organizations.
- SSHA staff have worked with the Indigenous Community Entity, the Aboriginal Labour Force Development Circle (ALFDC), and the Indigenous Community Advisory Board to execute an MOU setting out the scope of the funding stream and roles and responsibilities for its administration. Multiple options were explored with ALFDC and a joint administration, leading towards self-administration in the future, is the preferred model. Priority setting will be done by ALFDC and the Indigenous CAB and SSHA will report back to the CAB on the administration of the funding stream regularly, providing more details than are currently made available.
- SSHA committed to opening new Indigenous shelters to meet City Council's objective of adding 1000 new permanent shelter beds by 2020 and address Indigenous homelessness.

- SSHA has established Indigenous CAB Coordinated Access sub-committee to ensure federally mandated Coordinated Access approaches reflect the needs of Indigenous agencies and service users.
- SSHA has targeted 20% of provincial Homes for Good supportive housing funding to Indigenous agencies, supporting Indigenous clients experiencing homelessness with supports and rent supplements.
- The City's Meeting in the Middle Indigenous Engagement and Action Plan, co-created with Indigenous community partners, identifies a range of actions required to meaningfully address Indigenous homelessness in Toronto. The HousingTO 2020-2030 Action Plan calls for the further advancement and expansion of the Meeting in the Middle Indigenous Engagement and Action Plan.
- A key strategic action of the Housing TO 2020-2030 Action Plan is to enhance partnerships with Indigenous community partners, though Indigenous women, girls and 2SLGBTQ have not been specifically identified as a priority at this time. Specifically, the plan will:
 - Support Indigenous community partners in their advocacy efforts to the federal government in developing an urban, rural and northern Indigenous Housing Strategy to raise housing standards for Indigenous Peoples to that of non-Indigenous populations within the next 10 years.
 - Continue to work with Indigenous community partners to implement the Meeting in the Middle Engagement Strategy and Action Plan, and co-develop new/updated Toronto-specific Indigenous housing strategies by:
 - Developing a dedicated Indigenous grants funding stream for housing and homelessness supports.
 - Developing a dedicated allocation of the 40,000 new affordable rental and supportive homes approvals over the next 10 years to First Nations, Inuit and Métis peoples through collaboration with housing providers and on sites suitable for developing culturally appropriate affordable rental and supportive housing.
 - One TIHS action calls to influence supportive housing policy for the benefit of pregnant Indigenous women and Indigenous women involved with the child welfare system. Deliverables for this action need to be evaluated.
- Thunder Woman Healing Lodge – (more information needed.)

Economic Development

- The City of Toronto is working with the local Indigenous community to develop the Indigenous Centre for Innovation and Entrepreneurship (ICIE). The ICIE is a space designed to give the Indigenous community an opportunity to explore their entrepreneurial aspirations by providing space, business programming, advisory services, mentorship supports, shared co-workspace, community event space and connections to business networks. The City is committed to the ICIE being run by an Indigenous organization. A Leadership Advisory Circle including local Indigenous entrepreneurs and leaders has been established to provide advice and guidance to the City through the construction and business planning.
- In 2019, SDFAs brought forward the Community Benefits Framework, which was adopted by City Council. The Community Benefits Framework aims to coordinate and maximize social and economic impact across many of the City of Toronto's

community benefits initiatives, of which the Social Procurement Program and Rexdale – Casino Woodbine Community Benefits Agreement are examples. The Community Benefits Framework aims to increase the City of Toronto's capacity to create community benefits opportunities, which include increasing access to diverse suppliers, including Indigenous-owned businesses, and the establishing employment pipelines to reach people from equity-seeking groups and Indigenous persons.

- Social Procurement Program (led by Purchasing & Materials Management): increasing access to government procurement for certified diversely owned businesses from equity seeking and Indigenous/Aboriginal groups. The Social Procurement Program works with two Supply Chain Diversity Organizations – Canadian Aboriginal and Minority Supplier Council and the Canadian Council of Aboriginal Businesses to identify businesses that are 51%+ owned, controlled and managed by Indigenous. The Program might also require an adjustment to the current approach, including a review of whether we establish a specific set-aside for Indigenous-owned Businesses in the procurement process.
- As part of the Workforce Development component to the Social Procurement Program, the City will require certain contracts that meet specific criteria to hire apprentices or other types of positions from Indigenous and equity-seeking groups.

Poverty Reduction

- In November 2019, City Council approved the Toronto Poverty Reduction Strategy which recommends 17 actions across themes of housing stability, service access, transit equity, food access, quality jobs and liveable wages, and systemic change. City Council also approved the development an Indigenous-led Toronto Poverty Reduction Action Plan to be considered in the 2021 budget process.

Anti-human Trafficking

- The anti-human trafficking working group is currently developing an Indigenous outreach model.

Employment (Toronto Public Service retention and recruitment)

- People & Equity, Strategic Recruitment Employment Services is focused on Indigenous Talent Acquisition, which is addressed in the Aboriginal Employment Strategy as well as in the new Diversity & Inclusion Action Plan. They are also committed to hiring Indigenous talent into Next Generation Programs such as the Toronto Urban Fellows Program and the Summer Internship Program.
- Count Yourself In Workforce Survey: As part of the City's 4-year Workforce Equity and Inclusion Plan, EDHR will continue to leverage employee demographic data to enable data informed decision-making towards the City's goal of building a talented public service that represents the diversity of the population it serves at all levels within the organization. This includes

representation of Indigenous, women and LGBTQ2S people. The workforce census data supports the need for focused efforts to increase representation and career progression of Indigenous peoples at all levels of leadership, while also creating opportunities for talent development to support learning and growth. Over the coming years, staff will begin to disaggregate corporate diversity data to better understand trends and gaps specifically within Indigenous, Black and equity-seeking groups.

- Employee Engagement: In 2019, the City conducted its second employee engagement survey to understand how connected employees feel to their workplace. The overall organizational engagement score was 78 percent, however Indigenous peoples, had lower engagement scores of 76 percent. Staff within the People and Equity Division will consult, partner and develop actions to increase engagement and further inclusion efforts for Indigenous staff by working closely with IAO and the Ambe Maamowisdaa Employee Circle (Indigenous Network).

5. Justice (Calls for Justice 5.1 to 5.25)

Based on initial review, we find that most of these Calls for Justice This Call for Justice are not within the City of Toronto's jurisdiction. However, information regarding Toronto Police Services is outlined under section 9.

6. Media and Social Influencers (Call for Justice 6.1)

- The Indigenous Arts and Culture Partnerships Fund supports partnerships and collaborations that create new opportunities and visibility for Indigenous-led arts and culture. The fund aims to spark new relationships between Indigenous artists, arts and culture leaders and professionals, and potential partners at both the grassroots and institutional levels.
- Toronto Arts Council's Indigenous Arts Projects program is open to Indigenous organizations, collectives and professional artists working in any discipline. The program began as a pilot in 2015.

7. Health and Wellness Service Providers (Calls for Justice 7.1 to 7.9)

- TPH partnered with Native Child and Family Services Toronto (NCFST)/Inner City Health Associates Partnership to open the Four Winds Wellness Team at NCFST to address urban Indigenous populations' health needs with a pilot health clinic in downtown
- Toronto Public Health (TPH) prioritized staff training to enhance cultural competency and safety. Many TPH staff (~1300) completed a 1-day in-person cultural competency training; 200 staff completed an online 8 week San'yas Indigenous Cultural Safety Core Health or Core Mental Health training. Two-spirit mental health and suicide prevention training has been promoted to TPH staff. Training was provided by TASSC to various health and social service providers.
- Other relevant TIHS and TIOS actions highlighted in section 3.

- If approved by Council, the IAO's Path to Reconciliation Strategic Plan recommends that the City of Toronto consider ongoing support and enhancements to programs and services that lead to improving the social determinants of health including health and wellbeing.

8. Transportation Service Providers and the Hospitality Industry (Call for Justice 8.1)

The Calls for Justice in this area require further review and analysis, as well as further collaboration, prior to developing a response. Action regarding this Call may not be within the City's purview.

9. Police Services (Calls for Justice 9.1 to 9.11)

- Established in 1992, the Aboriginal Peacekeeping Unit (APU) is a unit established to deal specifically with the issues faced by the Aboriginal community. The APU works proactively to improve access for community members to policing services. Over the years, members of the unit:
 - Builds rapport with the community and have dispelled much of the negativism which had existed previously. The result of this outreach is a two-way educational process by which the community learns about policing services and officers become better informed on Aboriginal customs, traditions, values, historic events, and modes of behaviour.
 - Makes presentations to Service members at the Toronto Police C.O. Bick College and to external organizations, to promote awareness and sensitivity when dealing with members of the Aboriginal community.
 - Participates extensively in the Service's recruiting strategy, making professional as well as personal presentations on the benefits of a career in policing to many First Nations communities in Toronto and across Ontario.
 - Combines aspects of traditional peacekeeping with community policing. The unit ensures that lines of open communications are established and maintained. Unit members attend various community meetings, seminars and workshops to provide consultation and education on police procedures, the role of the police, individual rights and other legal issues.
 - A constructive dialogue and information-sharing process exists with other police services serving the Aboriginal communities in Ontario and across Canada. The Service also maintains an Aboriginal Community Consultative Committee. Members of the community who sit on the committee work with a Staff Superintendent and a member of the Aboriginal Peacekeeping Unit to discuss issues of mutual concern in an atmosphere of trust and understanding.
- Despite an extensive mandate, there is currently only one officer working in the APU.

10. Attorneys and Law Societies (Call for Justice 10.1)

- The Legal Services Division established an internal Indigenous Law Working Group comprised of one lawyer from each practice group. The Working Group is actively engaged in developing subject-matter expertise, raising awareness of relevant legal issues, and serving as an internal resource to colleagues when related issues arise in the context of a file. Library funds were allocated to purchase or secure online access to reference materials.
- Legal Services sends a representative to each Community of Practice meeting and disseminates information discussed there at on an as-needed basis.
- Legal Services retained the Ontario Federation of Indigenous Friendship Centres to provide mandatory Indigenous cultural competency training for all lawyers on staff. The training was very well received by staff and stimulated lots of reflection and discussion.
- Legal Services conducts an annual professional development seminar for lawyers. They are including an all-staff training session on reconciliation at a future.
- Court Services is generally supportive, though not directly responsible for all of the Calls for Justice in this area. Cultural awareness training is available to courtroom officers, staff, and other employees of Court Services.

11. Educators (Calls for Justice 11.1 to 11.2)

The Calls for Justice in this area require further review and analysis, as well as further collaboration, prior to developing a response.

12. Social Workers and Those Implicated in Child Welfare (Calls for Justice 12.1 to 12.15)

The Calls for Justice in this area require further review and analysis, as well as further collaboration, prior to developing a response.

13. Extractive and Development Industries (Calls for Justice 13.1 to 13.5)

This Call for Justice is not within the City of Toronto's jurisdiction.

14. Correctional Service Canada (Calls for Justice 14.1 to 14.13)

This Call for Justice is not within the City of Toronto's jurisdiction.

15. Justice for All Canadians (Calls for Justice 15.1 to 15.8)

The City of Toronto supports the Calls for Justice directed at all Canadians. The City has already initiated work across departments to increase understanding of the Calls for Justice. The City will support National Action Plan that help to increase awareness of all Canadians and work to address racism, sexism, ignorance, homophobia, misogyny, and transphobia.

16. Distinction-based calls – Inuit (Calls for Justice 16.1 to 16.46)

- People & Equity are co-leading the development of Data for Equity Strategy with Social Development, Finance & Administration. This strategy will provide direction to City divisions on how to collect, analyze and use socio-demographic data, such as race, gender, sexual orientation and Indigenous identity to understand who is accessing services and to inform equitable program planning and service delivery. This strategy will improve the City's capacity to look at disaggregated and distinctions-based data.
- More work needed around recruitment, education, and funding specific to the Inuit population of Toronto, and further develop relationship with Toronto Inuit Association

17. Distinctions-based calls – Métis (Calls for Justice 17.1 to 17.29)

- People & Equity are co-leading the development of Data for Equity Strategy with Social Development, Finance & Administration. This strategy will provide direction to City divisions on how to collect, analyze and use socio-demographic data, such as race, gender, sexual orientation and Indigenous identity to understand who is accessing services and to inform equitable program planning and service delivery. This strategy will improve the City's capacity to look at disaggregated and distinctions-based data.
- More work needed around recruitment, education, and funding specific to the Metis population of Toronto, and further develop relationship with Toronto & York Region Metis Council

18. Distinctions-based Calls - 2SLGBTQQA (Calls for Justice 18.1 to 18.32)

- People & Equity are co-leading the development of Data for Equity Strategy with Social Development, Finance & Administration. This strategy will provide direction to City divisions on how to collect, analyze and use socio-demographic data, such as race, gender, sexual orientation and Indigenous identity to understand who is accessing services and to inform equitable program planning and service delivery. This strategy will improve the City's capacity to look at disaggregated and distinctions-based data.
- Results from TPH's Baseline Study of Services, Program and Resources provided to and with the Indigenous Community indicated that 19% of the priority population were 2SLGBTQ for the programs, services and resources provided to and with Indigenous communities.
- Council approved creation of an LGBTQ2S+ Council Advisory Body in December 2019.
- 2SLGBTQ persons will be consulted during the implementation of the Gender Equity Strategy and establishment of the Gender Equity Office.
- The Youth Development Unit (YDU) is currently undergoing consultations for the Trans, Non-Binary and Two-Spirit Service Plan and seeks to understand what

services are necessary for the Two-Spirit Youth population. The Youth Development unit is working with the Native Youth Sexual Health Network to conduct consultations for the plan and report the findings. We secured funding from within existing resources to ensure that Indigenous youth could be paid for their work and engage in self-determination when developing the consultation process.

- More work needed around recruitment, education, and funding specific to the 2S population of Toronto, and further develop relationship with Two Spirits Toronto.