

CITY OF TORONTO'S RECONCILIATION ACTION PLAN

Meaningful Action to Advance Truth, Justice and Reconciliation

January 2022





Agenda

- Overview/Context
- Values & Guiding Principles
- Development
- Actions
- Community Benefits
- Community Feedback
- Next Steps



Overview

- The Reconciliation Action Plan (RAP) will map and guide the actions that the City of Toronto and the Toronto Public Service from 2022-2032 and beyond to achieve truth, justice and reconciliation.
- The City will leverage its roles as a service provider, policy developer, partner, system navigator, convenor, negotiator and regulator to:
 - Reinforce how existing work advances Indigenous health, justice, and culture
 - Systematically align strategies, programs and investments to enhance Indigenous self-determination
 - Recommend education and strategies for financial reparations/economic prosperity
 - Empower strong collaboration and multi-sector leadership to respond to right relations and share power



Context

The commitments found in this Reconciliation Action Plan build on and are guided by:

- Strategic directions provided in the [Statement of Commitment to Aboriginal Peoples](#) (2010)
- Calls to Action set out by the [Truth and Reconciliation Commission's](#) final report (2015)
- Principles detailed in the [United Nations Declaration on the Rights of Indigenous Peoples](#) (2007)
- [Calls for Justice](#) outlined by the [National Inquiry into Missing and Murdered Indigenous Women and Girls](#) (2019)



Values & Guiding Principles

- Accountability
- Decolonizing and Power-Sharing
- Good Mind
- Inclusivity
- Kindness
- Relationships
- Respect
- Right Relations
- Seven Grandfather Teachings
- 10 Guiding Principles of the Truth and Reconciliation Commission



Earlier Development (2018-2021)

- Interviews were conducted with Indigenous community leaders
- Community circles were held with First Nations, Métis and Inuit including youth, Elders, and Knowledge Keepers
- Workshops were held with Indigenous organizations
- Initial draft shared with Toronto Aboriginal Support Services Council (TASSC)
- The Indigenous Affairs Community of Practice (IACOP) and Ambe Maamowisdaa (City's Indigenous employee network) and City divisions were engaged

Current draft informed by the ongoing work of the City with Indigenous partners, community, divisions.



Summary – 29 Actions Through 5 Themes

Restore Truth

- Conduct a City-wide reconciliation audit to ground decolonization
- Enhance Indigenous Education and Learning
- Apologize to Métis
- Establish a commitment to reconciliation with businesses and organizations

Right Relations and Share Power

- Foster and improving relationships and relationships with treaty/territorial partners, Indigenous organizations
- Enhance Indigenous civic engagement
- Advocacy with provincial and federal governments

Justice

- Address racism, improve community safety and well-being and promote prosperity
- Implement Calls for Justice into Missing and Murdered Indigenous Women and Girls
- Increase access to affordable housing and support Indigenous health & well-being
- Return land and stewardship rights, including access to foods and medicines
- Indigenous place-keeping
- Celebrating arts and culture and revitalizing Indigenous languages



Summary – 29 Actions Through 5 Themes (continued)

Make Financial Reparations

- Bolster Indigenous economic development and decolonize honoraria
- Enhance Indigenous recruitment and retention within the City
- Provide sustainable fiscal supports for reconciliation

Actions for IAO

- Advocate for Indigenous Peoples and enhance communication between Indigenous communities and City divisions
- Establish an Elder, Knowledge Carrier and Youth Guidance Circle
- Support capacity for truth, reconciliation and justice within TPS
- Develop and implement accountability processes with Indigenous communities



Anticipated Community Benefits

- New supportive housing, family housing, and deeply affordable housing through HousingTO.
- Additional financial supports and supportive programming through the Prosperity Plan
- Increased access to Indigenous foods and medicines.
- Increased access to land, water, sacred fires and ceremonial space.
- Increased opportunities to celebrate Indigenous history and culture.
- Increased opportunities to learn/speak Indigenous languages.
- Enhanced support for business development.
- Opportunity to attend large celebrations of arts and culture.
- Strong Indigenous voice in City operations and decision making.



Recent Feedback from Community Engagements

"It is so great to hear about all the thoughts and ideas staff have done to plan for this, but also hear all the suggestions and solutions from community. Miigwetch!"

"Return Land and Stewardship Rights – this action is great and really important."

"There needs to be more Indigenous voice at the city to take up the ladder of government."

"The trauma Indigenous peoples continue to experience requires immediate attention, resources, visibility."

"Important to hear the wisdom from Elders but also new ideas from the Youth."

"Want to hear the language AS MUCH AS POSSIBLE spoken and written from the City."

"I would like to see as much Indigenous art as humanly possible."

"Indigenous recruitment and retention in the City is important."



Recent Feedback from Community Engagements (continued)

“As an Indigenous youth, I am so grateful to everyone who has done this work and allowed me space to continue it.”

“Miigwetch for the invitation – it makes me hopeful for what the future can hold in the City for us and our children.”

“Our ways of knowing are ancient... Our contributions are boundless... Our resilience is powerful... Our HOPE is real.”

“Any type of education works in the direction of reconciliation so I am very happy to see, I am very happy as an elder in Toronto, to see communications opening up and information being shared amongst city staff with the consultation of community, it’s a good thing to create that path forward for reconciliation.”

“Nya:wen for having me. I have learned a lot and look forward to the future!”

“Need to ensure Indigenous engagement is always mandatory so we do not become a ‘check box’.”



Hopes Community Shared

“Indigenous knowledges, worldviews, voices and faces as commonplace throughout the city across all sectors and neighbourhoods.”

“Resilience is hard work, exhausting work. I’d love to see the work we do now create space for rest, joy and celebrating Indigenous excellence.”

“All of these actions implemented and thriving!”

“To be able to conduct ceremony freely in all spaces. To have land to gather and grow food for our communities.”

“Land Back.”

“Traditional foods accessible throughout the City and our languages a common sound and sight.”

“Our ways of knowing are ancient... Our contributions are boundless... Our resilience is powerful... Our HOPE is real.”

“Indigenous people are respected for their centuries of accumulated knowledge and wisdom. Their opinions are sought, and they are at the table in the City’s decision-making progress.”

“In 10 years I envision a stronger community and the City of Toronto having a better connection with community. I imagine community organizations developing their own relationships within and working together cohesively with the IAO, City of Toronto and non-Indigenous service providers to provide greater support”



Hopes Community Shared (continued)

"A distinct presence both in and out of the colonial constructs."

"Reduce the numbers of our youth and people in crisis."

"Resilience is hard work, exhausting work. I'd love to see the work we do now create space for rest, joy and celebrating Indigenous excellence."

"Stronger communities, inclusive practices, more collaboration, better vision and more knowledge sharing."

"In 10 years, my 7 year old will be graduating high school. I wish for him and for all children a belief that are not held back from pursuing their dreams because of racism, hate and other challenges that face our Indigenous communities today."

"I hope for our culture to have more freedoms to celebrate our roots without fear and discrimination."

"It's important to me to have a life of purpose that reflects my cultural teachings and to be valued financially, socially, historically and immersively."

"I would love to see the perception of Indigenous people change, I want people who walk down the sidewalks and see an Indigenous person struggling, think to themselves "that is a human being who deserves kindness" and to understand why the struggle."

"Treatment Centre and Indigenous Ronald McDonald House."

"Indigenous City Councillors."



Next Steps



Overview of Staff Report to Executive Committee

1. **Moving toward right relations and mutual understanding**, a review of the values/guiding principles/Seven Grandfather Teachings guiding the report, to ensure the cultural congruency of the proposed actions.
2. **The plan**, a general background describing why the general action areas are important to Indigenous People and the City.
3. **Specific action areas**, a summary of the four themes and 25 actions included in the RAP.
4. **Review of other jurisdictions' actions to achieve justice and reconciliation** to guide the City's efforts and to ensure our actions are amongst the boldest support of Indigenous self-determination in Canada.



Overview of Recommendations in Staff Report

- City Manager makes recommendations to City Council to:
 - Direct City staff to implement the action plan
 - Endorse action plan as a living document
 - Direct City staff to work with Indigenous organizations and communities to develop accountability mechanisms
 - Direct City Staff to work with Indigenous communities on naming and ceremony to mark the beginning of the implementation of the RAP
 - Request particular City agencies to adopt the values and guiding principles in the RAP and to include efforts they are taking to advance truth, justice and reconciliation in their annual reports.



2022 Budget Requests Associated with the RAP

Division	Amount Requested	Notes
Indigenous Affairs Office	\$1,424,837	-Indigenous Funding Framework: \$959,400.00 -Community Connections: \$200,000.00 -Staffing: \$265,437
People & Equity	\$578,489	-Staffing requests for 7 FTEs are focused on supporting Indigenous education and training and Indigenous health and well-being.
Economic Development & Culture	\$700,000	-Request is for base funding for the start-up period of the ICIE in 2022 - 2024 and longer-term funding support for the ICIE operator.
Parks, Forestry & Recreation	\$720,100	Capital: \$362K (\$10.3M/4 years): Operating: \$358.1K (Net) (4 net new permanent Indigenous positions + Indigenous consultation services).
Total	\$3,423,426	Staffing: \$1,202,026 Program & Operating: \$1,859,400 Capital: \$362,000

Miigwetch, Nia:wen, Anusheek, Nakummek, Marsi

