

## Attachment 3

### Reconciliation Values and Principles

The following Values are to be adopted as guiding values in the Reconciliation efforts of the adopting entity ("Institution"):

**Accountability** –will be accountable to the self-identified needs and directions of the First Nation, Métis and Inuit of Toronto, and will honour this commitment through effective and consistent communication, transparency, and demonstrated benefit for Indigenous communities in all outcomes.

**Decolonization and Power-shifting** – Across all domains of will partner with Indigenous communities, organizations, collectives, and cultural professionals and scholars, to decolonize City processes and shift power to Indigenous communities to actualize Indigenous rights to self-determination, self-governance, and land stewardship.

**Good Mind** – This is a central philosophy and way of life for many Indigenous peoples that signifies one's own peace and ability to use our minds collectively for the good of all people.

**Inclusivity** –will be an inclusive partner with the diverse Indigenous communities of Toronto, through our commitments to be culturally safe. Further, we will not perpetuate "pan-Indigenization" where distinct Nations and communities are collapsed into falsely homogenized groups. We will also be responsive to the needs of all members of Indigenous communities, including children, youth, Elders, and 2-Spirit and LGBTQ+ people, and recognize that their voices must be elevated in all decision-making processes.

**Kindness** –will work, unequivocally, with utmost kindness towards First Nation, Métis and Inuit families, communities, nations and colleagues across Toronto, and will approach all work from a decolonial and trauma-informed lens.

**Relationships** –is committed to appropriately and actively forming relationships through meaningful engagement, partnership, collaboration, and co-development, and power shifting with Indigenous communities and organizations, and values the truth and importance of the Indigenous phrase "nothing about us, without us."

**Respect** –is committed to ensuring that its leadership, staff, activities, programs and services actively respect Indigenous worldviews and perspectives in their development, implementation, and evaluation. Will respect the rights of First Nations, Métis and Inuit Peoples to be self-determining and self-governing, and these commitments will be appropriately reflected and effectively demonstrated across all of processes and ways of working from this point forward

**Right Relations** - an obligation to live up to the responsibilities involved when taking part in a relationship—be it to other humans, other species, the land and waters or the climate. This term emphasizes respect, reciprocity and just actions.

**Seven Grandfather Teachings** – Many Indigenous peoples hold these fundamental set of values that include the collective teachings of Wisdom, Love, Respect, Bravery, Honesty, Humility and Truth.

**Truth** – is committed to reflecting on its colonial structure and instilling and demonstrating a fundamental respect for First Nation, Métis and Inuit nationhood, culture, spirituality, and identity. Understanding the truth behind the stories of Indigenous people, their families, communities and Nations is fundamental.

In addition, the Institution commits to follow the Ten Guiding Principles of Truth and Reconciliation as shared by the Truth and Reconciliation Commission, when moving forward in Reconciliation efforts:

1. The United Nations Declaration on the Rights of Indigenous Peoples is the framework for reconciliation at all levels and across all sectors of Canadian society.
2. First Nations, Inuit, and Métis peoples, as the original peoples of this country and as self-determining peoples, have Treaty, constitutional, and human rights that must be recognized and respected.
3. Reconciliation is a process of healing of relationships that requires public truth sharing, apology, and commemoration that acknowledge and redress past harms.
4. Reconciliation requires constructive action on addressing the ongoing legacies of colonialism that have had destructive impacts on Aboriginal peoples' education, cultures and languages, health, child welfare, the administration of justice, and economic opportunities and prosperity.
5. Reconciliation must create a more equitable and inclusive society by closing the gaps in social, health, and economic outcomes that exist between Aboriginal and non-Aboriginal Canadians.
6. All Canadians, as Treaty peoples, share responsibility for establishing and maintaining mutually respectful relationships.
7. The perspectives and understandings of Aboriginal Elders and Traditional Knowledge Keepers of the ethics, concepts, and practices of reconciliation are vital to long-term reconciliation.
8. Supporting Aboriginal peoples' cultural revitalization and integrating Indigenous knowledge systems, oral histories, laws, protocols, and connections to the land into the reconciliation process are essential.

9. Reconciliation requires political will, joint leadership, trust building, accountability, and transparency, as well as a substantial investment of resources.

10. Reconciliation requires sustained public education and dialogue, including youth engagement, about the history and legacy of residential schools, Treaties, and Aboriginal rights, as well as the historical and contemporary contributions of Aboriginal peoples to Canadian society