

Attachment 4

Other Jurisdictions' Actions to Achieve Truth, Justice and Reconciliation

A number of municipalities and organizations across the country have taken action (or are in the process of) to advance truth and reconciliation with Indigenous People and communities. A number of these municipalities are much smaller in size than Toronto, but are trying to find ways to undertake good work. Governments and organizations are starting to step up, and the City of Toronto needs to act now to be part of a broader system level movement across the province and across the country.

Below are a sample of other municipalities and organizations that have strategies to support taking action towards reconciliation:

Ontario Power Generation: Reconciliation Action Plan (2021) is how Ontario Power intends to work with Indigenous communities, businesses and organizations to advance reconciliation. There are 5 pillars with actions: leadership, relationships, people, economic empowerment and environmental stewardship. Actions that implement accountability, relationships, inclusion, collaboration, engagement and partnership to address all of the actions in the report. [Reconciliation Action Plan - OPG](#)

Hamilton: Hamilton Urban Indigenous Strategy (2019) has three themes for areas of action: Land, Spirit & People. In each of these themes there are multiple actions that the City of Hamilton have committed to in response to the TRC Calls to Action and the voices of Indigenous community members.

[01 UIS Implementation Report-JAN15-2021 FINAL.indd \(hamilton.ca\)](#)

United Way Greater Toronto: Reconciliation and Equity Action Plan (2020) contains three themes to: be an equitable organization, be an equitable fundraiser and funder and support equitable outcomes in community. Through the themes United Way has outlined targets for 2024.

[Reconciliation & Equity Plan - United Way Greater Toronto \(unitedwaygt.org\)](#)

Montreal Reconciliation Strategy (2020-2025) has seven themes: Develop a Government-to-Government Relationship within City Entities, Improve the Visibility of the Indigenous Presence in the City of Montreal, Support the Urban Indigenous Community, Improve the Feeling of Security of Montreal's Indigenous Residents, Support Indigenous Cultural Development in the Urban Environment, Assist the Economic Development of Indigenous Peoples in Montreal & Promote the Protection of Natural Spaces and Environments based on the 7th Generation Principle.

[reconciliation strategy 2020-2025 vdm en 2.pdf \(montreal.ca\)](#)

Ottawa Reconciliation Action Plan (2017) has the following themes for their actions: culture, employment, children's services, education and awareness building. Each of the themes have a number of actions that the City of Ottawa has committed to. Inside the report Ottawa Public Health and Ottawa Public Library have included their ongoing work towards reconciliation. [Reconciliation Action Plan \(ottawa.ca\)](#)

Thunder Bay Indigenous Relations and Inclusion Strategy (2021) has the following pillars for actions: respectful relations, responsive city, education and inclusion, indigenous-community prosperity. Building off the TRC Calls to Actions, UNDRIP, Office of the Chief Coroner Inquest on the Seven First Nations Youth and relationship agreements the City of Thunder Bay has with Indigenous organizations, they developed this strategy to advance reconciliation and right relations.

[COTB IndigenousStrategy.pdf \(thunderbay.ca\)](#)

Lethbridge Reconciliation Implementation Plan (2017-2027) created with a Reconciliation Sub-Committee developed the Implementation Plan for the City of Lethbridge. The City of Lethbridge pulled out specific actions from the TRC Calls to Actions and developed a strategy for the City of Lethbridge to take action on.

[Reconciliation Lethbridge - Implementation Plan \(FINAL\).pdf](#)

The *City of Vancouver* was designated a City of Reconciliation when the framework was adopted by Council on July 8, 2014. As a City of Reconciliation, Vancouver is focused on:

- sustained relationships of mutual respect and understanding with local First Nations and the Urban Indigenous community, including key agencies
- incorporating a First Nations and Urban Indigenous perspective into their work and decisions
- providing services that benefit members of the First Nations and Urban Indigenous community

Key aspects of their work includes staff having the opportunity to work and learn with local Nations and urban Indigenous communities, recognizing Indigenous protocols, acknowledging the history of residential schools and the harmful impacts from the loss of land and culture, economic empowerment, implementing the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and scoping a colonial audit. <https://vancouver.ca/people-programs/city-of-reconciliation.aspx>; <https://vancouver.ca/files/cov/reconciliation-update-2021.pdf>

The *City of Edmonton's Indigenous Framework* was adopted by City Council in February 2021, and is intended to answer the question - "How can the City of Edmonton best support and build strong relationships with Indigenous Peoples in Edmonton?" The Framework, a living initiative that will change and adapt as relationships grow and mature, requires each and every City of Edmonton employee to embody four roles to collectively achieve the goals – listener, connector, advocate and partner.

Each City of Edmonton department is responsible for creating and implementing an action plan on how it will achieve the City's commitments:

- Support the journey of Reconciliation by applying the Truth and Reconciliation Calls to Action, the Missing and Murdered Indigenous Women and Girls Calls for Justice, and the United Nations Declaration on the Rights of Indigenous Peoples as a foundation for the Indigenous Framework.
- In partnership with organizations, businesses, academic institutions, other orders of government, and individual citizens, eliminate the systemic racism and discrimination that Indigenous Peoples face in Edmonton.

- Identify and implement ways to make City spaces and buildings welcoming and safe for Indigenous Peoples and ensure they can see themselves reflected in the City's spaces and places.
- Support all City staff to build relationships that honour the four roles of the Framework within their interactions with Indigenous Peoples and increase staff's knowledge of Indigenous cultures, traditions, and world views through education and learning opportunities.
- Host and participate in events where the City of Edmonton, including Council, senior leadership and all levels of administration, and Indigenous Peoples can build relationships, and celebrate our journey together.
- Identify and remove the systemic barriers that exist for Indigenous people in gaining employment with the City of Edmonton and create career development opportunities for Indigenous employees.

https://www.edmonton.ca/city_government/initiatives_innovation/community-engagement-indigenous-framework; <https://www.edmonton.ca/sites/default/files/public-files/documents/PDF/CoE-IndigenousFramework-Report.pdf>

The City of Saskatoon co-chairs Reconciliation Saskatoon, which is a community of organizations, non-profits, businesses, faith-communities, and other partners who have come together to initiate a citywide conversation about reconciliation and provide opportunities to engage in the TRC Calls to Action.

Reconciliation Saskatoon aims to:

- Honour Survivors and their families
- Foster awareness of the history of residential schools and the long-term repercussions on Aboriginal individuals, families and communities
- Encourage and facilitate responses to the TRC's Calls to Action
- Create opportunities for education about history and Indigenous culture
Bridge communities

[Reconciliation Saskatoon \(otc.ca\)](https://www.reconciliation.ca)

The *City of Winnipeg*, in January 2016, declared 2016 as the Year of Reconciliation which included various announcements to demonstrate the City of Winnipeg's commitment to reconciliation. One of those was the development of the Winnipeg Indigenous Accord.

The Indigenous Accord is a tool in which Indigenous and non-Indigenous Winnipeggers can come together and explore reconciliation. It is a high level document that lays out the vision, commitments and principles. There is an annual report that outlines the progress partners to the Accord have made in advancing reconciliation

<https://winnipeg.ca/indigenous/pdfs/CoW-Indigenous-Accord.pdf>

Centre for Addiction and Mental Health (CAMH) launched, in May 2021, their Truth and Reconciliation Action Plan, a three-year strategy to build stronger relationships between Indigenous and non-Indigenous people at CAMH. The plan invites everyone at CAMH to take up the work of reconciliation with detailed actions to:

- create a safe work environment for First Nations, Inuit and Métis staff and physicians

- create an environment where First Nations, Inuit and Métis patients and families feel safe to receive CAMH services
- ensure accountability for meeting targets associated with CAMH's reconciliation agenda

[CAMH launches Truth and Reconciliation Action Plan | CAMH](#)

Township of Mulmur, on December 8, 2021, unanimously passed a resolution on December 8, 2021 to take certain actions from the Truth and Reconciliation Commission's Calls to Action, directed at municipal governments. These actions include:

- supporting the implementation of Jordan's Principal;
- permanently waiving administrative fees related to name changes and revision of official documents for residential school survivors
- ensuring that Mulmur's policies and bylaws do not rely on the colonial concepts of terra nullius
- providing skill-based training and/or information sessions including but not limited to intercultural competency, conflict resolution, human rights and anti-racism for all elected officials, residents and staff of the Township of Mulmur;
- requesting an update from the Dufferin Peel Catholic School Board and Conseil Scolaire Catholique MonAvenir on the steps taken to address the Truth and Reconciliation Commission's Call to Action #64;
- amending the Community Grant Policy to include a section to support Aboriginal athletic development/growth and support for the North American Indigenous Games and encourage the Ontario Government to provide financial support

[MULMUR TOWNSHIP COUNCIL](#)