



CITY OF TORONTO'S RECONCILIATION ACTION PLAN AND YOUR TORONTO ZOO

**Presentation to Toronto Zoo
Board of Management
December 8, 2022**





2022-2032 **Reconciliation** **Action Plan**



<https://www.toronto.ca/wp-content/uploads/2022/04/8d83-City-of-TO-Reconciliation-Action-Plan-for-web.pdf>

**City Council adopted
in April 2022**

28 Actions - 5 Themes

Extensive Engagement

Living Document



toronto
ZOO



Direction to Agencies



Adopt the values and principles in the RAP as a guide for future reconciliation efforts



Report back to the Indigenous Affairs Office every two years details of the work being undertaken for and with Indigenous People and organizations in Toronto



**toronto
ZOO**

**Seven
Grandfather
Teachings**

**Truth &
Reconciliation
Commission
Guiding
Principles**

Accountability

Power Sharing

Good Mind

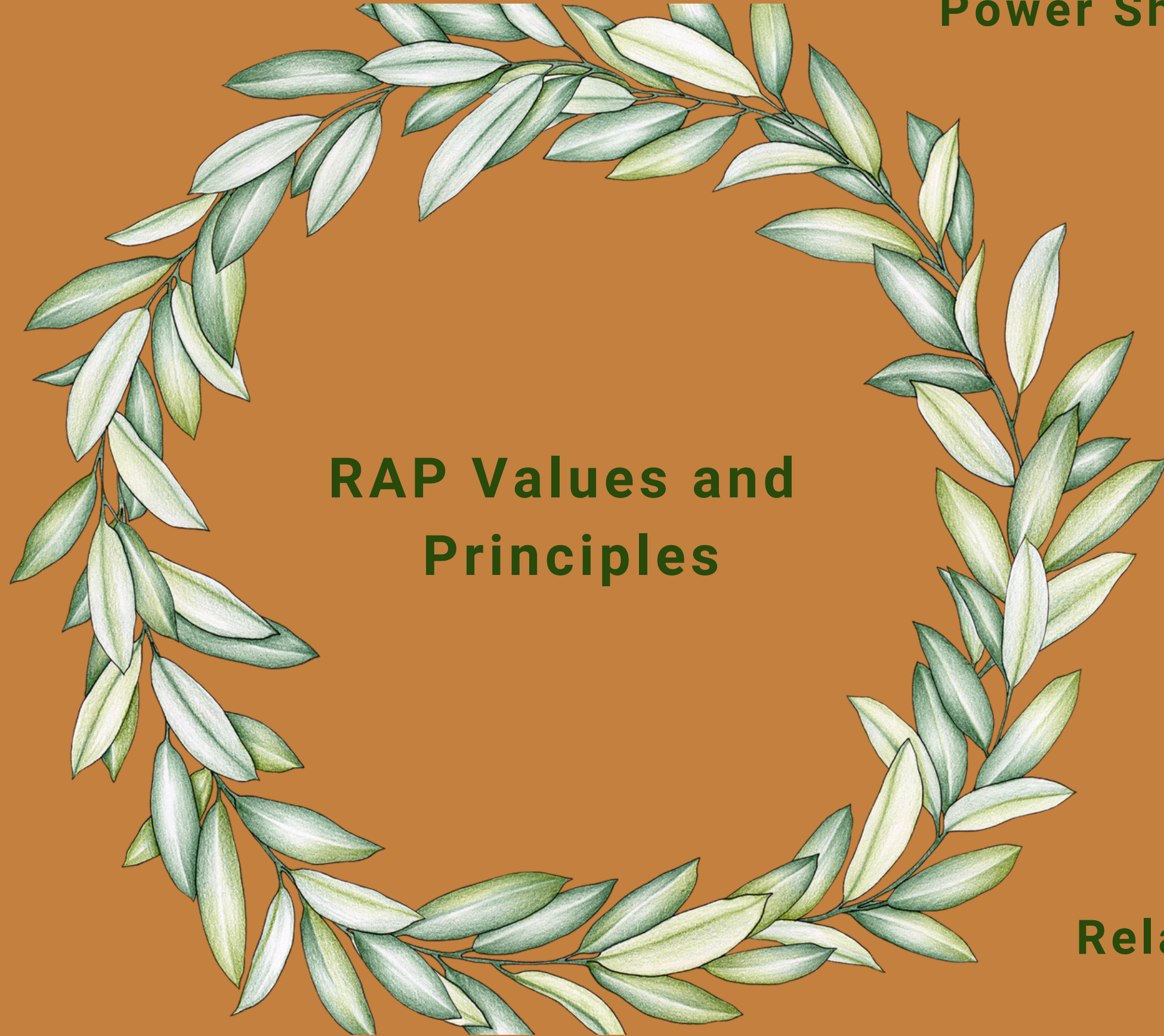
Inclusivity

**Kindness &
Respect**

Relationships

**RAP Values and
Principles**

Right Relations



Our Response

-  **Meaningful, not performative or tokenistic**
-  **Connect with Our Zoo's Mission and Vision**
-  **Address how these values and principles align with other initiatives**
-  **Leverage ongoing good work and explore new partnerships and opportunities**
-  **Move at the Speed of Trust**





INTERNAL OPPORTUNITIES



-  **Cultural Capacity Building**
-  **Supporting Indigenous Staff**
-  **Recruitment and Retention**
-  **Celebrating the Lives of Our Animals**
-  **Building on great work already ongoing (eg. Turtle Island Conservation, Bat Conservation)**



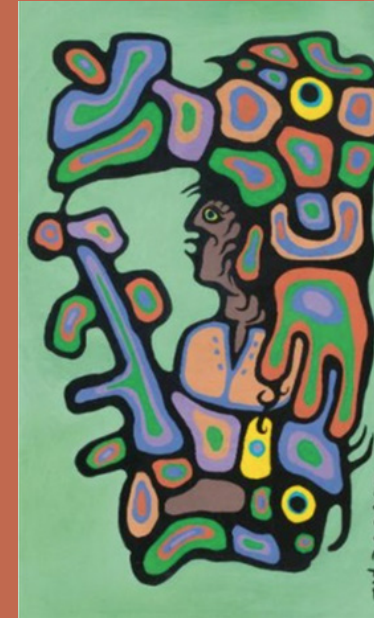
Opportunities with Partners



Access to Land



Art



Clan Stories



Language



Traditional Food and Medicines





Partnerships



Indigenous Organizations and Service Providers



First Nations



Institutions (Universities and Colleges; Research and Science)



Governments (eg. Parks Canada)



Challenging questions, uncomfortable conversations as we approach our 50th Anniversary



What does decolonization and reconciliation look like in the context of Our Zoo?



How can these different knowledge systems inform and learn from each other and how can we integrate them in our care of animal and plant relatives at the Zoo and beyond?

Next Steps



Meetings with each Board member



Return to Board in early 2023 with report for action



Develop Engagement Strategy



Develop Reconciliation Strategy and Action Plan



**THANK YOU, MIIGWETCH,
NIA:WEN, MAARSI, AIY
HIY, NAKURMIK!**