

Indigenous Action Plan- Key Steps

Date: March 25, 2025

To: Environmental, Social and Governance Committee and the Board of Directors of TO Live

From: President and Chief Executive Officer

SUMMARY

The purpose of this report is to provide the Board with an update regarding the 2025 Indigenous Action Plan, and next steps.

RECOMMENDATIONS

The President and Chief Executive Officer recommends that the Board of Directors of TO Live receive this report for information.

FINANCIAL IMPACT

There is no financial impact at the current time.

DECISION HISTORY

At its September 12, 2024 meeting, the Board of Directors of TO Live adopted TO Live's staff report on Indigenous Community Consultations - Key Findings and Next Steps.

<https://secure.toronto.ca/council/agenda-item.do?item=2024.CT11.3>

COMMENTS

During the last quarter of 2024, the Director of Indigenous Affairs and Engagement developed a draft 2025 Indigenous Action Plan based on recommendations from the 2022 consultant's report on Indigenous community consultations and needs.

The 2022 "Indigenous Community Consultation: Report and Recommendations for TO Live's Truth and Reconciliation Journey" Report was created to include diverse Indigenous voices in our ongoing work to build a better city through the arts. "With an understanding that gaps exist, TO Live decided to begin its journey of Truth and Reconciliation with Toronto's Indigenous communities through a structured exploration to define these gaps, and to seek recommendation for the development of a context and community-appropriate plan to improve its programming and services offerings and partnerships with Indigenous artists and community members." The report identified recommendations to guide us in our work as we mindfully create more diverse and inclusive spaces and opportunities. The 2025 Action Plan has included recommendations from this report as well as some practical steps to support those action steps.

This Action Plan identifies some priorities to commence and maintain during the 2025 year. Key areas of the Action Plan include:

- Leading "Spectrum of Indigenous Allies" activity with Senior Executives (*in progress*)
- Reviewing City of Toronto's (CoT) Reconciliation Action Plan (RAP) (*in progress*)
- Developing a simplified honorarium contract process for Indigenous artists and collaborators
- Identifying key times to collaborate with staff throughout the year to ensure Indigenous inclusion across TO Live's work
- Establishing a roster of Indigenous Cultural Advocates/Speakers (*in progress*)
- National Indigenous People's Day (NIPD) and National Day of Truth and Reconciliation (NDTR) information and programming (*in progress*)
- Developing and communicating a Statement of Commitment to Reconciliation
- Building relationships with Indigenous allies (*in progress*)
- Reviewing and updating internal processes which have been identified for greater Indigenous inclusion/cultural safety (e.g. job ads) (*in progress*)
- Investigating the possibility of an Indigenous Artist in Residence program
- Establishing first steps in creating an Indigenous Advisory Council
- Identifying overlapping opportunities for collaboration within departments of TO Live, as well as with some key Indigenous allies such as the City of Toronto's Director of the Indigenous Affairs Office (*in progress*)

Further planning and training are underway for upcoming Indigenous days of interest.

CONTACT

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SIGNATURE

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