

Terms of Reference

First Nations, Inuit and Métis (FNIM) Data and Technology Circle

1. Terms of Reference Overview

This document outlines the role of the First Nations, Inuit and Métis (FNIM) Data and Technology Circle for the City of Toronto's Data for Equity and Digital Infrastructure Strategy. It also presents guidelines for how the FNIM Data and Technology Circle will operate, including how and when meetings will take place. This document may be amended as the Data for Equity program evolves. Any amendments to these Terms of Reference (TOR) will be done in discussion with the City of Toronto Data for Equity Unit.

2. Purpose

The Data for Equity (DEU) strategy and guidelines were approved by Toronto City Council in 2020. The DEU Strategy includes five guiding principles, one of which is Indigenous Data Governance.

There is mistrust and fear among Indigenous communities about research and government data collection due to past misuse and harm caused by data, data not being shared, and research not being used to benefit Indigenous communities. The development of an Indigenous data governance framework will serve as a tool to guide City divisions and partners to ensure that Indigenous people's information is collected according to appropriate policies and protocols, and that the information is managed and used in ways that benefit Indigenous communities.

The mandate of the FNIM Data and Technology Circle is to provide an ongoing forum for support, guidance and advice to City of Toronto divisions and partners on Indigenous data collection and use of digital infrastructure. The role of the FNIM Data and Technology Circle is to:

- Provide advice and recommendations on the City's Indigenous Data Governance strategic approach and digital infrastructure initiatives
- Review the City's Data for Equity Guidelines and provide feedback for alignment with Indigenous data governance principles and best practices
- Provide advice and feedback on how the Digital Infrastructure Strategic Framework could be amended to address and facilitate reconciliation
- Provide advice, feedback and perspectives on proposals/reports/materials tabled by City divisions
- Provide a sense of the broader community's perspectives and concerns relating to proposals/ reports/ materials tabled by City divisions
- Connect City divisions with FNIM community organizations and partners to collaborate on data, research and digital infrastructure initiatives and support the use of the Data for Equity Guidelines and City data by FNIM persons, community organizations and partners

3. Guiding Principles

The FNIM Data and Technology Circle will be guided by the Seven Grandfather Teachings of *wisdom, love, respect, honesty, truth, bravery* and *humility* to build effective work relationships and achieve our purpose.

These principles are framed through an Anishinaabe perspective and is just one understanding of the Seven Grandfather Teachings. As such, these principles can be treated as a living document where teachings can be modified collectively by the Circle members to reflect the diversity of knowledge and identities.



- **Wisdom** (*Nbawaakaawin*): Each member brings their own and is open to everyone’s wisdom and honours the knowledge they bring.
- **Love** (*Zaagidwin*): Each member values kindness and trust in one another.
- **Respect** (*Mnaadendimowin*): Each member respects, acknowledges and recognizes the opinions, contributions, and participation of another.
- **Honesty** (*Gwekwaadizwin*): Each member fosters honest and respectful communication with one another.
- **Truth** (*Debweewin*): Each member speaks the truth in any situation in a way that is respectful and kind.
- **Bravery** (*Aakwa’ode’ewin*): Each member honours their strengths and uses their voice to support the advancement of equity and reconciliation.
- **Humility** (*Dbaadendiziwin*): Each member understands that we are not above or below any other life.

4. Composition and Term

Circle members are expected to meet the following eligibility requirements:

- Must be First Nations, Métis and/or Inuit;
- Must be at least 18 years old;
- Cannot be a spouse, partner, child or parent of a Member of Toronto City Council; and,
- Cannot be a City employee or an employee of a City agency or corporation.
- Preference will be given to individuals who live or work in Toronto, however it is not a mandatory requirement.

The FNIM Data and Research Circle is composed of no more than 12 diverse members from First Nations, Inuit and Métis communities, including 2 Co-Chairs.

Members are appointed at the recommendation of the City of Toronto Data for Equity Unit (DEU), Indigenous Affairs Office (IAO), the Technology Services Division (TSD) and Aboriginal Affairs Advisory Committee (AAAC).

Members are individuals and representatives from Indigenous organizations with demonstrated interests and expertise in at least one of the topics of:

- Indigenous data governance;
- Data governance and privacy;
- Digital Infrastructure and Technology;
- Academia and research;
- Advocacy;
- Community and social services;
- Education;
- Environment;
- Indigenous knowledges, protocols and cultural practices;

Membership in the FNIM Data and Technology Circle is anticipated to extend up to the end of 2024. Any possible extension will be discussed with members.

Members are willing to commit to participate on the FNIM Data and Technology Circle throughout the duration of 2022, which will include 3 meetings at a minimum.



5. Governance

The FNIM Data and Technology Circle is a voluntary, non-political advisory group. Members of the Circle are guided by these Terms of Reference and the Seven Grandfather Teachings.

The FNIM Data and Technology Circle will hold up to 6 meetings per year. Additional meetings can also be called by the Co-Chairs. Meetings will be two hours in length, and will be facilitated / supported by City of Toronto staff.

Meetings will be held virtually using WebEx. In-person meetings may be held in accordance with Public Health protocols. A virtual participation option will be provided for any such in-person meetings.

Members will attend as many Circle meetings as possible. In the event that attendance is not possible, members can designate an alternate. Their alternate designate should be from the same organization and meet the eligibility criteria for membership.

Minutes are taken at every meeting and are submitted to the Circle for confirmation at the next meeting or as soon as reasonable and shared with the broader membership.

The FNIM Data and Technology Circle will follow a consensus-based decision making model to ensure all perspectives are considered in the accomplishment of the broader purpose.

A meeting quorum shall be established when the Co-Chairs and at least 50% of other community members are present.

6. Honorarium

Each member will receive an honorarium of \$125.00 per meeting attended and parking or transportation reimbursement when applicable.