



Winnipeg's Indigenous Accord

PARTNER INFORMATION GUIDE



JOURNEY OF RECONCILIATION
LES CHEMINS DE LA RÉCONCILIATION

In this information guide we have used the terms “Aboriginal” and “Indigenous” interchangeably and for the purpose of this guide both terms mean and include First Nations, Métis, Inuit peoples.

If you have questions about this information guide, or have suggestions for additional content to include in this information guide, please contact: indigenousrelations@winnipeg.ca



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PART 1

What is the Accord?

Winnipeg’s Indigenous Accord (Accord) was unanimously adopted by City Council on March 22, 2017, marking an important step forward in the City’s Journey of Reconciliation.

Journey of Reconciliation

The 2016 Year of Reconciliation was an important year for us as a city and a community. It marked moments of significant self-realization, the beginning of new conversations about the future, and a resolution to work together to make our community more inclusive – as it was always meant to be.

Our hope is that the Year of Reconciliation will one day be seen as a milestone on our journey to a better Winnipeg. But it will only prove to be a milestone if we continue our journey, and continue the work we’ve begun with partnership and leadership from Indigenous and non-Indigenous citizens alike.

As a city, we can convene individuals and organizations in a mutual process of goal-setting to establish what role we can each play in, as the Truth and Reconciliation Commission (TRC) recommends:

“Inspiring Indigenous and non-Indigenous peoples to transform Canadian society so that our children and grandchildren can live together in dignity, peace, and prosperity on these lands we now share.”

Winnipeg’s Indigenous Accord is a living document to guide our shared commitment to the Journey of Reconciliation in Winnipeg. Our shared commitment is rooted in the TRC’s 94 Calls to Action and is guided by the commitments and principles stated in the Accord.

What does reconciliation mean?

It is a question of basic human dignity. It’s the right of every person from every background to be treated with kindness, decency, and respect, and this benefits all of us. It also means renewing that story of partnership and peace that the treaties began to tell. We are all working towards the same goal – to build happy, resilient, strong, and prosperous families. When we recover the true Canadian story of peace, partnership and inclusion, the highest ideals we cherish, we will improve our chances of success. *(Winnipeg’s Indigenous Accord)*

What is the goal of the Accord?

To make our city a better place to live based on mutual respect, equal opportunity, and hope. *(Vision Statement)*

What is the objective of the Accord?

First Nations, Métis, and Inuit peoples, as the original peoples and as self-determining peoples, have Treaty, constitutional, and human rights that must be recognized and respected.

The City of Winnipeg is committed to engaging multiple sectors, organizations, groups, and individuals across Winnipeg to build new initiatives, partnerships, and advance reconciliation efforts with Indigenous peoples, guided by the 94 Calls to Action of the Truth and Reconciliation Commission of Canada. **(Commitment #4)**

The City of Winnipeg is committed to embracing a respectful relationship with First Nations, Métis, and Inuit peoples in Winnipeg and committed to a purposeful and influential leadership role to engage new partners to join us in the collective process of reconciliation in Winnipeg. **(Commitment #2)**

What is expected of each of us?

The City of Winnipeg and partners of Winnipeg's Indigenous Accord are committed to collaborating to formulate and execute action plans that observe the commitments and principles expressed in the Accord for the establishment and maintenance of mutually-respectful partnerships with First Nations, Métis, and Inuit peoples. **(Commitment #6)**

The City of Winnipeg is committed to building an ongoing process of reconciliation in Winnipeg, a process that is based on the establishment and maintenance of mutually-respectful partnerships with First Nations, Métis, and Inuit governments, organizations, and individuals. **(Commitment #1)**

Collaboration with other organizations and groups, across sectors, and with Indigenous organizations, governments, and individuals is essential to the ongoing Journey of Reconciliation in Winnipeg.

What is expected to be achieved?

The success of the Accord depends on the level of involvement of individuals, organizations, groups, and sectors, and the level of collaboration to create action plans for implementation.

Through our work together, we hope to effect a positive change in Winnipeg through our knowledge and perceptions of Indigenous history, culture, and peoples, through understanding the state of the current relationship between non-Indigenous and Indigenous peoples, and through creating partnership-based initiatives that recognize and respect the rights of Indigenous peoples. **(Commitment #5)**

What is unique about the way we will work?

The City of Winnipeg is committed to a reconciliation process guided by the knowledge and experiences of First Nations, Métis, and Inuit peoples and will include distinct cultural traditions, protocols, ceremonies, and languages as an expression of their identity and nationhood. **(Commitment #3)**

PART 2

What does it mean to be a Partner to the Accord?

Roles and Responsibilities

The role and responsibilities of a Partner to the Accord (Partner) involves setting goals and reporting on progress annually related to the TRC 94 Calls to Action, similar to the timeline below:

Year 1:	Become a Partner
May:	set Year 1 goal(s)
June:	become signatory to Winnipeg's Indigenous Accord (signing ceremony)
Year 2:	First Partner anniversary
May:	set Year 2 goal(s) and report Year 1 progress
June:	progress report compiled and publicized by the City of Winnipeg
Year 3:	Second Partner anniversary
May:	set Year 3 goal(s) and report Year 2 progress
June:	progress report compiled and publicized by the City of Winnipeg

Annual goal setting and sharing progress

- Each Partner sets a self-identified goal each year and formulates a plan of action to reach that goal.
- Self-identified goals are:
 - o guided by the vision, commitments, and principles of Winnipeg's Indigenous Accord; and
 - o involve one or more of the TRC's Calls to Action
- In May 2017, each Partner will submit their goal(s) to the City of Winnipeg to be included in the 2017 inaugural "goal book" to be published for public reveal at the Accord partner signing ceremony later in June.
- During the year, Partners will attend regular Accord partner meetings. Meetings will be co-hosted by the City of Winnipeg and one other Accord partner on a rotating basis to share the agenda and facilitation of partner meetings. Further details and frequency of meetings will be communicated once the number of partners is determined.
- At the end of each annual cycle in May, Partners will: (a) complete a brief report identifying your progress over the past year; and (b) identify your goal for the upcoming year. Submit this information to the City of Winnipeg to be compiled in an annual June report to the Mayor, Members of Council, and the public.

I want to be a Partner - where do I start?

- Contact the City of Winnipeg with your request to become a partner: indigenousrelations@winnipeg.ca, or visit winnipeg.ca/indigenoussaccord to download the partner request form.

PART 3

Truth and Reconciliation Commission Calls to Action

We are all Treaty People: Communities, alliances, and hope

The Commission believes that reconciliation cannot be left up to governments, the courts, and churches alone. There must also be dialogue and action in communities across the country. Reconciliation must happen across all sectors of Canadian society. Canadians still have much to learn from each other. (Final Report of the Truth and Reconciliation Commission of Canada, Volume 1: Final Report, page 306.)

In order to redress the legacy of residential schools and advance the process of Canadian reconciliation, the Truth and Reconciliation Commission makes the following Calls to Action:

“Legacy”

“Residential schools are a tragic part of Canada’s history. But they cannot simply be consigned to history. **The legacy from the schools** and the political and legal policies and mechanisms surrounding their history continue to this day. This is reflected in the significant educational, income, health, and social disparities between Aboriginal peoples and other Canadians. It is reflected in the intense racism some people harbor against Aboriginal peoples and in the systemic and other forms of discrimination Aboriginal peoples regularly experience in this country. It is reflected too in the critically endangered status of most Aboriginal languages.”

(Final Report of the Truth and Reconciliation Commission of Canada, Volume 1: Final Report, page 135.)

Calls to Action 1 to 42 are organized under these significant categories of action:

- **Child Welfare** (Calls to Action 1 through 5)
- **Education** (Calls to Action 6 through 12)
- **Language and culture** (Calls to Action 13 through 17)
- **Health** (Calls to Action 18 through 24)
- **Justice** (Calls to Action 25 through 42)

“Reconciliation”

A reconciliation framework is one in which Canada’s political and legal systems, educational and religious institutions, corporate sector and civic society function in ways that are consistent with the principles set out in the United Nations Declaration on the Rights of Indigenous Peoples, which Canada has endorsed. Together, Canadians must do more than just talk about reconciliation; we must learn how to practise reconciliation in our everyday lives – within ourselves and our families, and in our communities, governments, places of worship, schools, and workplaces. To do constructively, Canadians must remain committed to the ongoing work of establishing and maintaining respectful relationships. (Final Report of the Truth and Reconciliation Commission of Canada, Volume 1: Final Report, page 21.)

Calls to Action 43 to 94 are organized under these significant categories of action:

- **UN Declaration on the Rights of Indigenous Peoples (UNDRIP)** (Calls to Action 43 and 44)
- **Royal Proclamation and Covenant of Reconciliation** (Calls to Action 45 through 47)
- **Settlement Agreement Parties and UNDRIP** (Calls to Action 48 and 49)
- **Equity for Indigenous People in the Legal System** (Calls to Action 50 through 52)
- **National Council for Reconciliation** (Calls to Action 53 through 56)
- **Professional Development and Training for Public Servants** (Call to Action 57)
- **Church Apologies and Reconciliation** (Calls to Action 58 through 61)
- **Education for Reconciliation** (Calls to Action 62 through 65)
- **Youth Programs** (Call to Action 66)
- **Museums and Archives** (Calls to Action 67 through 70)
- **Missing Children and Burial Information** (Calls to Action 71 through 76)
- **National Centre for Truth and Reconciliation** (Calls to Action 77 and 78)
- **Commemoration** (Calls to Action 79 through 83)
- **Media and Reconciliation** (Calls to Action 84 through 86)
- **Sports and Reconciliation** (Calls to Action 87 through 91)
- **Business and Reconciliation** (Call to Action 92)
- **Newcomers to Canada** (Calls to Action 93 and 94)

PART 4

Getting started and examples of what Partners can do

The following examples are provided to kick-start ideas within your organization or group to contribute to the TRC's 94 Calls to Action. The examples are not meant to define the scope of work you do or put a limit on your goals or action plans, but rather to inspire ideas that you can adopt.

In some cases, the examples could provide opportunities to layer activities into your work that strengthen organizational or group capacity by gaining deeper knowledge of significant events and historical timelines related to First Nations, Métis, and Inuit peoples.

Goal-setting opportunities

Youth Dialogue and Reconciliation

Call to Action 66: We call upon the federal government to establish multi-year funding for community-based youth organizations to deliver programs on reconciliation, and establish a national network to share information and best practices.

The Commission believes that establishing a strong foundation for reconciliation depends on the achievement of individual self-respect and mutual respect between Aboriginal and non-Aboriginal Canadians. While this is true for adults, it is particularly urgent with regard to young peoples; they are the lifeblood of reconciliation into the future. We believe that children and youth must have a strong voice in developing reconciliation policy, programs, and practices into the future. It is therefore vital to develop appropriate public education strategies to support the ongoing involvement of children and youth in age-appropriate reconciliation initiatives and projects at community, regional, and national levels. (Final Report of the Truth and Reconciliation Commission of Canada, Volume 1: Final Report, page 243.)

- ★ Learn more about youth-led best practices that strengthen relationships and understanding between Indigenous and non-Indigenous youth. Explore opportunities to work together to inform reconciliation activities and action, for example:

Canadian Roots Exchange (CRE):

Canadian Roots Exchange builds bridges between Indigenous and non-Indigenous youth in Canada by facilitating dialogue and strengthening relationships through leadership programs. Contact info@canadianroots.ca to learn more about opportunities for youth dialogue on reconciliation.

Goal-setting opportunities

Media and Reconciliation

Call to Action 86: We call upon Canadian journalism programs and media schools to require education for all students on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations.

In the Commission's view, the media's role and responsibility in the reconciliation process require journalists to be well-informed about the history of Aboriginal peoples and the issues that affect their lives. As we have seen, this is not necessarily the case. Studies of media coverage of conflicts involving Aboriginal peoples have borne this out. (Final Report of the Truth and Reconciliation Commission of Canada, Volume 1: Final Report, page 295.)

- ★ Learn more about reporting in Indigenous communities including useful ideas and practical methods for developing news stories about Indigenous peoples, for example:

Reporting In Indigenous Communities riic.ca

Reporting in Indigenous Communities (RIIC) is a guide and checklist structured into three areas of reporting where journalists face challenges when producing news stories about Indigenous peoples: (i) At the Desk – how to research and pitch stories; (ii) In the Field – how to gather information for these stories; and (iii) On the Air – how to present stories about Indigenous peoples.

Goal-setting opportunities

Business and Reconciliation

Call to Action 92: We call upon the corporate sector in Canada to adopt the United Nations Declaration on the Rights of Indigenous Peoples as a reconciliation framework and to apply its principles, norms, and standards to corporate policy and core operational activities involving Indigenous peoples and their lands and resources. This would include, but not be limited to the following:

- i. Commit to meaningful consultation, building respectful relationships, and obtaining the free, prior, and informed consent of Indigenous peoples before proceeding with economic development projects.
- ii. Ensure that Aboriginal peoples have equitable access to jobs, training, and education opportunities in the corporate sector, and that Aboriginal communities gain long-term sustainable benefits from economic development projects.

- iii. Provide education for management and staff on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal–Crown relations. This will require skills based training in intercultural competency, conflict resolution, human rights, and anti-racism.

Establishing constructive, mutually-beneficial relationships and partnerships with Indigenous communities will contribute to their economic growth, improve community health and well-being, and ensure environmental sustainability that will ultimately benefit Indigenous peoples and all Canadians. Unlike with the residential schools of the past, where Aboriginal peoples had no say in the design of the system and no ability to protect their children from intrinsic harms, First Nations, Inuit, and Métis peoples today want to manage their own lives. In terms of the economy, that means participating in it on their own terms. They want to be part of the decision-making process. They want their communities to benefit if large-scale economic projects come into their territories. They want to establish and develop their own businesses in ways that are compatible with their identity, cultural values, and world views as Indigenous peoples. They want opportunities to work for companies that are proactively addressing systemic racism and inequity. Corporations can demonstrate leadership by using the United Nations Declaration as a reconciliation framework. (Final Report of the Truth and Reconciliation Commission of Canada, Volume 1: Final Report, page 305-06.)

- ★ Learn more about integrating Indigenous strategies into business planning and practices that benefit the economy, labour force, industry training priorities, and environmental sustainability, for example:

- **Business Reference Guide to the UN Declaration on the Rights of Indigenous Peoples (United Nations Global Compact):**

The United Nations Global Compact (the “UN Global Compact”) is a call to companies everywhere to voluntarily align their operations and strategies with ten universally-accepted principles in the areas of human rights, labour, environment and anti-corruption and take strategic actions to advance broader societal goals, such as the UN Sustainable Development Goals, with an emphasis on collaboration and innovation. The UN Global Compact is a leadership platform for the development, implementation, and disclosure of responsible corporate policies and practices. For more information, please see unglobalcompact.org.

- **Economic Development**

“Corporations invest time and resources in developing large-scale projects that create jobs and aim to produce profits for their shareholders. Although the corporate sector is not a direct party to Treaty and land-claims agreement negotiations, industry and business play an extremely significant role in how the economic, social, and cultural aspects of reconciliation are addressed, including the extent to which opportunities and benefits are truly shared with Indigenous peoples and the environment of traditional homelands is safeguarded” (Final Report of the Truth and Reconciliation Commission of Canada, Volume 1: Final Report, page 302)

Support Indigenous economic development – partner and collaborate with Indigenous businesses in project development, including the development of workforce strategies.

- **Training and Employment:**
 - Develop partnerships with Indigenous post-secondary training schools to collaborate on labour force training strategies that meet industry needs.
 - Implement an employment strategy to hire Indigenous peoples and build into operational plans.
 - Implement a mentorship program for Indigenous youth.
 - Implement an internship program for Indigenous youth.

- **Indigenous Awareness Training/Knowledge:**
Include Indigenous awareness training as part of your organization’s human resources training.

- **Indigenous Business Network**
Become a member of the Aboriginal Chamber of Commerce to build a network of strategic business opportunities with Indigenous businesses and entrepreneurs. For more information, please see: aboriginalchamber.ca.

Goal setting opportunities

Newcomers and Reconciliation

Call to Action 93: We call upon the federal government, in collaboration with the national Aboriginal organizations, to revise the information kit for newcomers to Canada and its citizenship test to reflect a more inclusive history of the diverse Aboriginal peoples of Canada, including information about the Treaties and the history of residential schools.

For new Canadians, many of whom carry their own traumatic memories of colonial violence, racism, and oppression, finding common ground as Treaty people involves learning the history of Aboriginal peoples and finding ways to build stronger relationships of solidarity with them. The Commission believes there is an urgent need for more dialogue between Aboriginal and new Canadians. (Final Report of the Truth and Reconciliation Commission of Canada, Volume 1: Final Report, page 312)

- ★ Find opportunities to create and continue dialogue to build stronger relationships between new Canadians and First Nations, Métis, and Inuit peoples in our community, for example:

Host a dialogue circle involving newcomers and Indigenous peoples

Feature discussions and topics significant to the contributions and history of Indigenous Peoples, the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, and Treaties and the Treaty relationship.

PART 5

Ideas to build community connections

- **Hold a Reconciliation workshop in your community.** Organizations such as **Returning to Spirit** offer workshops and training programs that help individuals and communities move forward from the legacy of Residential Schools: returningtospirit.org.
- **Organize a book club in your neighbourhood** to read and discuss the Truth and Reconciliation Commission's Final Report Summary: *Honouring the Truth, Reconciling for the Future*: nctr.ca/reports.
- **Bring "Project of Heart" to your classroom, community, faith and church groups, work place,** or other groups to learn the true history of the residential school system. Informative and transformative for students, teachers, friends and neighbours, law enforcement, correctional workers, and also intergenerational Survivors: projectofheart.ca.
- **Host a "1000 Conversations Across Canada on Reconciliation" activity** at work, at a dinner party at your home, over coffee, at your church, in your school, in your community club or in any space where you talk with your friends, family and colleagues. Learn more at 1000conversations.ca.
- **Get involved with Circles for Reconciliation (Manitoba).** The aim of Circles For Reconciliation is to establish trusting, meaningful relationships between Indigenous and non-Indigenous peoples as part of the 94 Calls to Action from the Truth and Reconciliation Commission. Learn more at circlesforreconciliation.ca.

Part 6

Resources to build knowledge and understanding

- **National Centre for Truth and Reconciliation:** nctr.ca
- **Truth and Reconciliation Commission of Canada: Final Report (2015):**
6 Volumes: nctr.ca/reports
- **Royal Commission on Aboriginal Peoples (1996):**
5 Volumes: qspace.library.queensu.ca
- **Citizens Plus: *Red Paper* (1970):**
The Indian Chiefs of Alberta prepared this document in response to the Canadian government's *White Paper* on Indians: ejournals.library.ualberta.ca
- **Media Indigena with Rick Harp:**
Weekly Indigenous current affairs program: mediaindigena.com
Podcast: Stitcher, iTunes, Soundcloud, Overcast, YouTube
- **Manitoba Inuit Association:** manitobainuit.ca
- **Manitoba Metis Federation, Home Office:** mmf.mb.ca
- **Assembly of Manitoba Chiefs:** manitobachiefs.com
- **Winnipeg Indian and Metis Friendship Centre:** imfcentre.net
History
 - o Neeginan: A Feasibility Report Prepared for Neeginan (Manitoba) (1975)
 - o History of the Winnipeg Metis and Friendship Centre (1958-1983)
 - o "A Place of Awakening" The Formations of the Winnipeg and Metis Friendship Centre 1954-1964 by Leslie Elizabeth McDonald Hall
- **Federation of Canadian Municipalities: Pathways to Reconciliation:** fcm.ca
- **Winnipeg Public Library**
Indigenous Collections and Resources: winnipeg.ca/library
- **Groundwork For Change:** groundworkforchange.org
This website was created to provide access to information to help non-Indigenous (settler) peoples grow relationships with Indigenous peoples that are rooted in solidarity and justice. The site is meant to support people who are asking questions and looking to learn more in respectful and useful ways.



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