

# Indigenous Relations Framework

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September 4, 2024

# Our Journey

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# Where We Started

## IRF Objectives:

- Integrate truth and reconciliation actions in City initiatives and services
- Engage and reflect on Indigenous perspectives
- Advance Truth and Reconciliation Calls to Action, Missing and Murdered Indigenous Women and Girls Calls to Justice, and United Nations Declaration on the Rights of Indigenous Peoples articles.



# What We Did

## Engagement Plan:

### Phase 1

- One-on-one interviews with urban Indigenous community and partner organizations
- Meeting with MCFN and SNGR
- Online survey
- Discussions with Mayor and Councillors

### Phase 2

- Community gathering and meal to review and validate key themes

### Phase 3

- All day drop-in session to review, refine, and finalize framework
- Meetings with MCFN, SNGR, & GRMC
- Celebration & gathering

# What We Heard

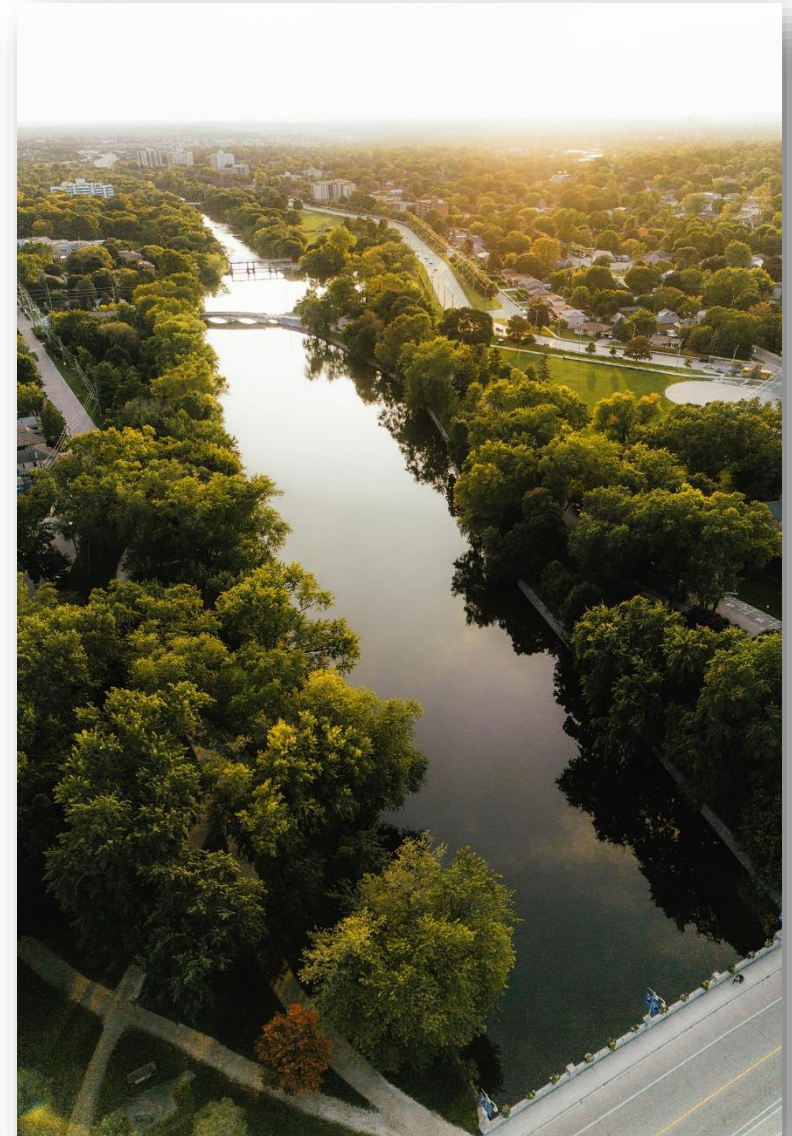
## Engagement with Nations

- Importance of Nation-to-Nation relationships and upholding treaty rights
- Use of Memoranda of Understanding for collaboration on events, economic reconciliation, and environmental sustainability
- Highlighted need for regular communication and collaboration

# What We Heard

## Engagement with urban Indigenous community members & local organizations

- Desire for visibility, inclusion, and a safe gathering place
- Need for Indigenous representation
- Call for access to Indigenous-led services through regional partnerships
- Emphasis on dismantling barriers, eliminating discrimination, and improving access to City services



# What We Heard

## Engagement with Mayor and Council

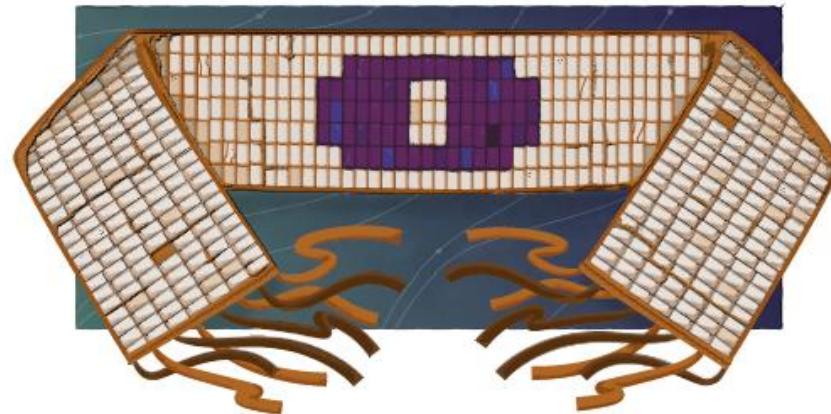
- Beginning reconciliation journey
- Starts with acknowledging the truth and investing in education
- Emphasis on cultural sensitivity, eliminating racism, and walking together



# Our Framework

## Indigenous Relations Framework Vision

A vibrant City strengthened by solid, collaborative, and transparent relationships with the Mississaugas of the Credit First Nation, the Six Nations of the Grand River, the Grand River Métis Council, and urban Indigenous peoples in the City of Guelph, guided by the Gdoo – naaganinaa, Sewatokwa'tshera't or the Dish With One Spoon to foster a shared future of mutual respect, trust, understanding, and prosperity.





# Our Framework

## Five Areas of Focus



# 1. Indigenous Representation and Participation

## Commitments

1.1

Embed responsibility for urban Indigenous relationship building and community participation into dedicated roles within the City.

1.2

Establish a staff-led Indigenous Advisory Circle to offer advice and support for Indigenous relations, provide cultural guidance, and increase awareness.

1.3

Strengthen and sustain Nation-to-Nation relationships through regular communication with the MCFN and SNGR. This involves developing an MOU to identify shared priorities and responsibilities.

1.4

Work with the MCFN, SNGR, GRMC, and urban Indigenous peoples on initiatives impacting them. Early progress will include establishing engagement and communication protocols.

1.5

Offer Indigenous peoples and organizations information on how to participate in civic activities.

1.6

Publicly showcase successes resulting from implementing IRF initiatives.

## 2. Learning Together

### Commitments

2.1

Develop and implement an education and training plan to build knowledge and awareness among City Council, staff, and the public about Indigenous worldviews, histories, cultures, and legacies, including colonization.

2.2

Improve the visibility of Indigenous cultural heritage with events, signs, and other initiatives. This includes recognizing and restoring Indigenous heritage, languages, and histories in Guelph through City policies and programs.

# 3. Safe Spaces and Supports

## Commitments

3.1

Support urban Indigenous peoples in securing access to safe and accessible spaces to gather and practice their culture, traditions, and ceremonies.

3.2

Support or advocate for Indigenous access to housing and other services.

3.3

Build partnerships with Indigenous organizations within the region to offer Indigenous-led programs and supports within the City.

# 4. Employment and Economic Reconciliation

## Commitments

4.1

Use an equity, inclusion, and trauma-informed lens to improve Indigenous recruitment and retention, including decolonizing processes and removing structural barriers.

4.2

Work with the MCFN, SNGR, GRMC, and urban Indigenous peoples to reduce Indigenous racism and discrimination.

4.3

Support local Indigenous businesses and explore the development of collaborative and mutually beneficial agreements with the MCFN, SNGR, and GRMC.

# 5. Protecting our Environment for Future Generations

## Commitments

5.1

Work together to manage natural resources and ecosystems to ensure long-term environmental health and quality for future generations.

5.2

Collaborate with MCFN and SNGR on environmental initiatives.

# Looking Ahead

- Work together to realize commitments
- Develop an approach to report progress



Together, we all benefit from this shared journey, as will future generations.

Thank you