

# Truth and Reconciliation Commission of Canada Calls to Action Update – January 2020

The purpose of this report is to provide City Council an update that summarizes progress made in 2019 by the City of Saskatoon (City) in responding to the Truth and Reconciliation Commission (TRC) Calls to Action, and identifies 2020 initiatives.

## ISSUE

The City together with a number of community partners through Reconciliation Saskatoon have been continuing work towards implementing the TRC's Call to Action throughout 2019. The report supports the strategic goal for Quality of Life, specifically to strengthening relations with local Indigenous organizations. It supports the 4-year priority to develop partnership and programs with Indigenous organizations that will assist in enhancing economic, employment, and training opportunities.

## BACKGROUND

On June 22, 2015, City Council directed the Administration to identify responses and financial implications of the TRC Calls to Action. The Administration outlined the attached initiatives directly relating to and responding the Truth and Reconciliation's Calls to Action. At its meeting held on December 14, 2018, City Council's Standing Policy Committee on Environment, Utilities and Corporate Services, received the Truth and Reconciliation Commission of Canada Calls to Action Update – December 2018 report.

## CURRENT STATUS

The City has made strides towards meeting the TRC Calls to Action and has continued to invest in initiatives like *Wícihitowin*, *Rock Your Roots*, and *Reconciliation Saskatoon*. Additional 2019 initiatives include: Indigenous Technical Advisory Group, Indigenous Procurement Policy and the *ayisiyiniwak Communications Manual*.

The City successfully filled the position of the Truth and Reconciliation Coordinator position as of October 15, 2019. Warren Isbister-Bear was the successful candidate. He will work in a dual internal and external capacity to assist in developing and implementing strategic plan for implementing the City's response to the TRC's Calls to Action.

The City developed a series of professional development workshops aimed at learning and addressing racism and discrimination in the workplace along with understanding the TRC's Calls to Action. This new series of courses is called the *Pathway to Reconciliation* and has a total of five courses. Below is a list of the courses and how many City employees have been through each course.

Pathway to Reconciliation Reconciliation Ambassadors Program	Number of Civic Staff Participated	Percentage of all Civic staff taken training
Indigenous Awareness (Mandatory)	2917	63%
Fundamentals of Cultural Competency	568	12%
Understanding Racism	218	4%
Resolving Conflict	465	10%
Blanket Exercise	122	4%

The Cultural Diversity and Race Relations Coordinator in conjunction with community partners developed an Equity and Inclusion Policy Review procedure in response to the Truth and Reconciliation Commission Calls to Action, which is an initiative to review City policies and programs with an equity lens to identify potential systemic or institutional discrimination, and recommend updates to these documents to ensure they are inclusive to Indigenous people and other diversity groups.

### DISCUSSION/ANALYSIS

A detailed description of responses to the TRC Calls to Action are contained in Appendix 1. The following are highlights of 2019 initiatives:

- Development of the Indigenous Technical Advisory Group (ITAG). The purpose of ITAG is to respond to Call to Action #92, and is to help ensure that the unique interests and perspectives of Indigenous peoples are acknowledged, affirmed and implemented throughout the decision-making processes of City initiatives.
- The City integrated an Indigenous Procurement Protocol within its new Purchasing Policy. City staff will endeavor to purchase goods and services that have positive environmental and social attributes by considering environmental and social factors in the procurement process. The purpose of this protocol is to provide guidelines and set out the roles and responsibilities to support Indigenous Procurement and in response to TRC Call to Action #92.
- In response to TRC Call to Action #57, the City in partnership with community stakeholders created a Communications Guide called “ayisiyiniwak Communications Manual” aimed to increase understanding, respect and awareness of Indigenous culture to facilitate improved relationship building. This is a living document that will continue to develop as our relationships and understanding grows. The first edition of the guide recently won a National Planning Excellence Award of Merit from the Canadian Institute of Planners in the category of Planning for Reconciliation.

#### *Saskatoon Police Service*

A summary of the Saskatoon Police Service response to the TRC Calls to Action is contained in Appendix 2. The following are highlights of 2019 initiatives:

- The entire Saskatoon Police Service (SPS) Executive Team has participated in a mapping exercise with the Office of the Treaty Commission to determine a baseline of where SPS is at under the 4 pillars of Reconciliation Saskatoon: a shared understanding of our history; systems that represent and benefit us all;

strong cultures, world views, and interwoven experiences; and authentic relationships.

- Approximately 600 sworn members and civilian staff participated in the KAIROS Blanket Exercise, which is a unique, participatory history lesson – developed in collaboration with Indigenous Elders, knowledge keepers and educators – that fosters truth, understanding, respect and reconciliation among Indigenous and non-Indigenous peoples.
- The SPS has signed a research agreement with the Canadian Strategic Knowledge Alliance (CSKA) who will be examining cultural competency training throughout a member's career.
- The Indigenous recruitment constable position moved to be part of SPS Human Resources so the constable could be more involved in hiring processes. The Indigenous recruitment constable follows the recruitment strategy.

#### *Administration*

- City Administration in partnership with the Saskatoon Tribal Council, and a group of Indian Residential School Survivors, applied for funding under the National Indian Brotherhood Trust Fund and created The Saskatoon Survivors Circle. The Saskatoon Survivors Circle have been meeting monthly and have been actively sharing knowledge and continuing their wellness journey. This Circle has been instrumental in addressing community concerns and actively taking a leadership role as a good to place for guidance, support, and ceremonial teaching for community groups such as Reconciliation Saskatoon initiatives.
- On October 25, 2019, the City signed a Protocol Agreement, Sharing Prosperity through Reconciliation, with the Saskatoon Tribal Council Chiefs. Outlined in the protocol agreement are common interests of improving the quality of life for all people living in the Greater Saskatoon area.
- The City has created an Indigenous Engagement Procedure which will be used as a cooperative and respectful approach to engage with Indigenous Peoples. Indigenous Engagement activities should build and enhance relationships, build knowledge of Indigenous matters and foster growth in Indigenous communities.

#### *Other Considerations*

With respect to TRC Calls to Action #43 & #44 regarding strengthening the relationships between Indigenous and non-Indigenous Canadians based on mutual recognition of the past and mutual respect, City Council has the option to direct Administration to permanently install Indigenous Government flags within City Council Chambers the acknowledge the Indigenous Governments as a recognized order of government.

#### **FINANCIAL IMPLICATIONS**

Initiatives to respond to the TRC Calls to Action are within the existing budgets, and leveraging additional resources from other orders of government, community partners and the private sector will complement the current plan.

## **IMPLICATIONS**

There are no options, policy, environmental, privacy, or CPTED implications or considerations.

## **NEXT STEPS**

In addition to ongoing work related to the City's response to the TRC's Calls to Action, the following activities are planned in 2020:

- Establishing an Interdepartmental Strategic Steering Committee (ISSC), made up of a group of leaders in the organization that champion success. This committee will be responsible for leading the internal strategic direction in relation to fulfilling the mandate of their Calls to Action. They will also lead the measurement and reporting out on the impacts and the internal changes and challenges experienced within each department, and will act as a liaison with various departments to support their journey towards fulfilling their mandates relating to the TRC's Calls to Action.
- Along with our community partners, we will plan an Indigenous Community Gathering/Consultation in 2020. The goal will be to effectively engage, take stock, provide feedback, and allow the opportunity to hear from the community regarding programs and services, advocacy, and overall Indigenous engagement initiatives. This process will provide a measurement of success and assist in the on-going relationship building with the Indigenous community and the City.
- SPS will continue working with CSKA to develop the career-long cultural competency training that includes components specific to police services, and will continue to offer on-site cultural awareness learning.
- Currently, the Public Engagement team, Indigenous Initiatives and our many community partners are developing a specific procedure for Indigenous Engagement at the City which is planned to be completed in 2020. The detailed procedure will be appended to the Administrative Engagement Procedure once it has been completed. Engagement strategies specific to Indigenous Engagement will address how the strategy has been developed through an Indigenous lens in order to identify potential systemic or institutional discrimination and the remediation of these so that the end strategy is inclusive to Indigenous people.

A progress report will be brought to City Council on 2020 progress on the Action Plan for Reconciliation in winter 2020/2021.

## **APPENDICES**

1. City of Saskatoon Response to the TRC Calls to Action: January 2020 Update
2. Letter from Inspector Patrick Nogier, Saskatoon Police Service dated December 19, 2019

Report Approval

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