

**To:** COUNCIL

**Meeting Date:** 09/14/21

**Subject:** Indigenous Reconciliation Action Plan: Update and Actions

**Submitted By:** Danielle Manton, City Clerk

**Prepared By:** Vanessa Lopak, Supervisor, Accessibility and Diversity Services

**Report No.:** 21-264(CRS)

**File No.:** C1101

---

## **Recommendation(s)**

THAT report 21-264-(CRS) be received for information;

AND THAT the City of Cambridge's rental-related fees associated with use of municipal space for Indigenous cultural and ceremonial events be suspended year-round until such policy is considered by Council;

AND FURTHER THAT staff be directed to develop a policy to support the access and use of public spaces by Indigenous peoples to carry out cultural and ceremonial practices.

---

## **Executive Summary**

### **Purpose**

- To provide an assessment of the Truth and Reconciliation Commission Report Calls to Action as they relate to municipalities
- To provide an update on work underway towards the creation of a Reconciliation Action Plan, including the multi-municipal Reconciliation Action Plan Framework and Working Group, a collaborative process between the Indigenous communities and area municipalities
- To outline plans at the City for recognising and acknowledging National Day for Truth and Reconciliation on September 30<sup>th</sup>.

### **Key Findings**

- The Truth and Reconciliation Commission Report delivered in 2015 provided 94 Calls to Action for all levels of government and institutions to address the truth and long-lasting intergenerational impact that the Indian Residential School system has had on Indigenous communities across Canada.

- Of the four Calls to Action that specify municipalities, only one – providing Indigenous Intercultural Competency training to all public servants – is within the pursue of municipal responsibility at this time, and an additional 11 Calls to Action may be honoured within the work of various municipal services.
- A Reconciliation Action Plan is currently underway, a collaborative approach with all area municipalities participating, to create a coordinated approach to reconciliation and relationship building with local Indigenous communities. This work will be undertaken within a framework using 5 sub-committees dedicated to research and planning different aspects of reconciliation, to create an Action Plan for consideration by the Council of each participating municipality.
- The waiving of rental-related facility fees for Indigenous groups for the purposes of Indigenous ceremony and cultural events is one of the actions the City can take towards reconciliation.
- The first National Day for Truth and Reconciliation will be held on September 30th, 2021, also known as Orange Shirt Day. City staff are working to develop activities and actions to support the Indigenous community in their healing, to educate staff and the community about residential schools, and to show the City's support for the day.

## **Financial Implications**

- The cost for developing a Reconciliation Action Plan in coordination with the area municipalities has been estimated at \$22,450 for the City of Cambridge. This can be accommodated in the proposed 2022 operating budget in Inclusion Services within the existing budget allocation.
- The cost for suspending all rental-related fees for Indigenous groups for cultural or ceremonial events is unknown until a full cost analysis can be completed and a policy is considered by Council. All requests will be tracked and accommodated within current Recreation and Culture operating budgets.

---

## **Background**

The City of Cambridge Stronger Together: Diversity, Accessibility, and Inclusion Action Plan was approved by Council in June, 2018, to provide a guiding document on ways the City can embed diversity, equity, accessibility, and inclusion in City services, as a workplace, and in the community. Two actions outlined in the Action Plan specifically address the Truth and Reconciliation Commission Report, as follows:

- 1.7.1. Understand and assess the Truth and Reconciliation Commission of Canada Calls to Action as they relate to the work of municipalities.

### 1.7.2. Create a plan to implement the TRC municipal calls to action.

The purpose of this report is to provide the analysis of the TRC Calls to Action from a municipal context, outline an approach to planning and implementation, and provide an update on activities undertaken to date in support of the TRC Calls to Action.

#### **About the Truth and Reconciliation Commission Report**

The federal Truth and Reconciliation Commission (TRC) was established through the *Indian Residential Schools Settlement Agreement, 2007*, with the mandate to inform all Canadians about what happened in Indian Residential Schools. The Commission documented the truth of survivors, families, communities and anyone personally affected by the residential school experience. In December, 2015 the TRC released their final report which included 94 Calls to Action, impacting all levels of government, along with health, education, and legal services, “in hopes to guide and inspire Aboriginal peoples and Canadians in a process of reconciliation and renewed relationships that are based on mutual understanding and respect”.

The TRC determined that the government-sponsored religious school system committed cultural genocide through forced assimilation of Indigenous youth. In his formal apology, former Prime Minister Stephen Harper stated that “Two primary objectives of the Residential Schools system were to remove and isolate children from the influence of their homes, families, traditions and cultures, and to assimilate them into the dominant culture. These objectives were based on the assumption Aboriginal cultures and spiritual beliefs were inferior and unequal. Indeed, some sought, as it was infamously said, ‘to kill the Indian in the child’. Today, we recognize that this policy of assimilation was wrong, has caused great harm, and has no place in our country.”

The TRC Report has exposed Canadians to the difficult truths of our country’s past, calling all Canadians, including various levels of governments, to work toward reconciliation. The 94 Calls to Action are addressed to government and institutions in order to “honour the truth and reconcile for the future.” Appendix A of this report provides an analysis of the Calls to Action that relate to a municipal context.

#### **A Path Towards Reconciliation**

While the inequities and issues experienced by Indigenous peoples existed long before COVID-19, as outlined by the TRC, the pressures of the global pandemic have further highlighted the impact systemic racism has on Indigenous peoples, as well as other racialized groups. Social injustice and racism exist in our community and our organizations, and now is the time for meaningful, immediate action.

In response, in August 2020 the City of Cambridge, along with area municipalities - the cities of Kitchener, Waterloo, the townships of North Dumfries, Wellesley, Wilmot, and Woolwich, and the Region - established the Reconciliation Action Plan Work Group, working together

to coordinate efforts to support Indigenous-centered initiatives. A coordinated Reconciliation Action Plan is being developed in order to address key themes of concerns expressed by local Indigenous communities, to see meaningful relationships enhanced between settlers and Indigenous people, and to respond to the calls to action laid out by the TRC. This Reconciliation Action Plan will support the many voices of the local Indigenous communities to address the systemic issues and barriers for Indigenous people that are inherent in municipal processes, services, programs and spaces, as an important step in our journey toward truth and reconciliation.

The Reconciliation Action Plan Work Group’s (RAPWG) aims to develop a path towards creating a Reconciliation Action Plan, a coordinated response among the participating municipalities collaboratively supporting and providing leadership to each municipality. Within the RAPWG, several sub-committees have been established to support and advance the work, as outlined in the Figure 1 below.

Learning and Development	Current Focus: Prioritize area municipal coordination to establish consistent knowledge and skills and streamlined program administration
Honorariums	Current Focus: Best practice scan of other public sector organizations related to practices around honoraria and compensation for Indigenous Peoples
Placekeeping and Land Opportunities	Current Focus: Exploring opportunities related to land as integral to ceremony, learning, healing, and placemaking
Communications and Events	Current Focus: Develop a coordinated communication strategy and list of Indigenous Days of Significance to support
Heritage and Cultural Landscapes	Current Focus: To determine a process for renaming of public spaces, including roads and facilities.

Figure 1: RAPWG Sub-Committees

City staff from several Divisions have been involved in the work of the RAPWG subcommittees, including staff from Planning Services, Infrastructure Services, Human Resources, and Corporate Strategy.

The work of the RAPWG to create a Reconciliation Action Plan includes identifying and prioritizing a list of actions to explore based on consultation and informed and prioritized collaboratively with Indigenous communities. Appendix B provides a summary of concerns and actions developed by the Wellbeing Waterloo Region First Nations, Inuit, and Metis Advisory and Advocacy Circle in 2018. This local community consultation report has provided a starting point to better understanding what the local Indigenous community has

been telling us. The Reconciliation Action Plan, once collaboratively created and tailored to meet the needs for the City of Cambridge, is envisioned as a living list of actions, priorities, and commitments; a result of the ongoing effort and sustained actions required to fully achieve equity in truth and reconciliation.

The next steps within this process includes meaningful and respectful engagement with local Indigenous communities, to continue to develop relationships, inform reconciliation themes, and develop recommendations on concrete actions we can implement. Once identified, these themes and actions will be recommended to Council for consideration.

As we engage in this journey of reconciliation, it is important to know that, while we can create a list of actions based on the Calls to Action, and based on community consultations and implement such a list of actions, this approach can perpetuate a settler-centred view of reconciliation. The RAPWG established key principals in how we approach our work, ensuring that such work emphasises Indigenous-led initiatives, and all work is done so in relationship with Indigenous communities. To honour such relationship building, communication with Indigenous communities may be prioritized for action and activities impacting those communities. It is also important to acknowledge that we are learning along the way. As such, we recognize the importance of being open, transparent, and accountable for the Reconciliation Action Plan and all subsequent actions.

### **Reconciliation Action Plan Work Group: Actions to Date**

Since established, the RAPWG has been instrumental in the implementation of key initiatives at the City of Cambridge working towards reconciliation. These include:

- Providing Indigenous Intercultural Competency training for City staff and members of Council. This training expanded on Indigenous Intercultural Competency training that was delivered prior to March, 2020, and will continue in 2022, with the goal of creating an ongoing training plan to address the TRC Call to Action #57.
- Participating in an inter-municipal communications campaign for National Indigenous History month (June), informing the community of the significance of the month and of Indigenous People's Day on June 21<sup>st</sup>.
- Exploring processes for establishing relationships with local Indigenous communities.
- Planning for a review of names of public spaces with an equity lens.
- Promoting informal learning opportunities for City staff and highlighting days of significance as they relate to Indigenous communities.
- Planning for the first National Day for Truth and Reconciliation, September 30<sup>th</sup>, 2021 (see below).

- Presenting for Council's consideration the suspension of rental-related fees for City recreation facilities for Indigenous community members and groups for ceremonial or cultural purposes (see below).

The analysis of the TRC Calls to Action has further prompted:

- Initiating a process for waiving administrative fees for the commissioning of documents to support residential school survivors and their families as they reclaim names changed by the residential school system.
- Exploring how the City can honour the TRC Calls to Action in sport, culture, economic development, and in story telling through the Cambridge Hall of Fame.

### **Suspension of Rental-related Fees:**

In addition to the development of a more comprehensive Reconciliation Action Plan, opportunities to advance Indigenous-centered initiatives are being explored by the RAPWG. Staff have heard from community members that access to space for cultural and ceremonial use can be a barrier to practicing their cultural customs and traditions.

In commemoration of the first National Day for Truth and Reconciliation, the City of Cambridge and the majority of area municipalities are bringing forward a motion to permanently waive facility rental fees in facilities for First Nation, Metis and Inuit community member for cultural and ceremonial use starting September 30<sup>th</sup>.

Staff from Facilities, Recreation and Culture and Clerk's will be working together to establish procedures to permit accessible space and incorporate the facility rental fee waiver. Staff are available to work with Indigenous communities on how to access city spaces for cultural and ceremonial use on the 30th and beyond. Removing the cost to use these facilities will hopefully make space more accessible and support Indigenous peoples right to practice and revitalise their cultural customs and traditions – as outlined in the UN Declaration on the Rights of Indigenous Peoples.

Event organizers will still be required to follow policies and permit requirements required by the City or Province and to pay associated fees. Staff will work closely with event organizers to provide support navigating booking requirements.

Staff recommend that to be eligible to have rental-related fees waived, the event must:

- Be an Indigenous ceremonial or cultural event
- Be open and accessible to members of the local Indigenous communities
- Comply with all city policies and bylaws related to space rentals

Rental-related fees include:

- Space rental fee;
- Fees for associated permits and insurance;

- Fees for booking incidental requirements as per any user fee schedules

Removing the cost to use these facilities will hopefully make space more accessible and support Indigenous peoples right to practice and revitalise their cultural customs and traditions. In addition to waiving rental-related fees, staff will explore options to establish a policy related to this process, with a focus on building relationships and engaging with local Indigenous communities.

### **September 30<sup>th</sup>: National Day for Truth and Reconciliation**

The Government of Canada recently passed legislation to make September 30 a federal statutory holiday called the National Day for Truth and Reconciliation, as called upon in the TRC Calls to Action, as a step in the reconciliation process. September 30<sup>th</sup> is meaningful as it is also Orange Shirt Day, a day to recognize and commemorate the tragic history and ongoing legacy of residential schools, and to honour their survivors, their families and communities. This day, honoring the story of Phyllis Webstad, an Indigenous woman who was taken to Residential School when she was six years old in 1973. At the time, her orange shirt was taken from her, and has come to symbolize the losses experienced by those who went to Residential School over the generations, and as a reminder that every child matters.

This year, to recognize the National Day for Truth and Reconciliation the City of Cambridge, in coordination with the RAPWG, will undertake the following:

1. Support the Indigenous community in their healing. This will be done through providing a list of spaces for gatherings to the Indigenous communities; suspending rental-related fees for Indigenous groups as described above; and building awareness of the National Day for Truth and Reconciliation through municipal communication channels.
2. Deepen learning opportunities for staff and the community about residential schools and their long lasting impact. This will be accomplished through creating a program of activities for staff to participate in virtually on September 30<sup>th</sup>, providing opportunity for staff to educate themselves and reflect on Indigenous history in Canada and within Cambridge. This will include valuable reading and webinar materials. The City of Cambridge is also assisting the Waterloo Region Age-Friendly Network in hosting a virtual information workshop with the Honourable Greg Rickford, Minister of Indigenous Affairs, Minister of Northern Development, Mines, Minister of Energy, Natural Resources and Forestry on Thursday September 16<sup>th</sup>, 2021. This workshop will discuss Residential Schools and how we can work towards reconciliation and healing. Registration to attend is open to the community.
3. Visibly show the City's support for Orange Shirt Day. This will be accomplished by encouraging City staff to wear orange, and by lighting the Cambridge sign in Civic Square orange on September 30<sup>th</sup>, and flying the Every Child Matters flag from September 20<sup>th</sup> – October 4<sup>th</sup> at City Hall. Flags flown at City facilities continue to be

flown at half-mast in honour of the confirmation of the graves of children found at former Residential School sites.

---

## Analysis

### Strategic Alignment

PEOPLE To actively engage, inform and create opportunities for people to participate in community building – making Cambridge a better place to live, work, play and learn for all.

Goal #1 - Community Wellbeing

Objective 1.1 Work with partners to create a safe, inclusive and accessible city.

The development of the Reconciliation Action Plan, in partnership with area municipalities and in consultation with local Indigenous communities, both honours the process of community collaboration, as well as works towards an outcome to promote inclusivity and equity in our community.

---

## Comments

If approved by Council, the suspension of rental-related fees will require staff to develop protocols and communications to support the operationalization of waiving rental-related fees for Indigenous groups for cultural or ceremonial purposes. This includes identifying a method for identifying who is requesting the space, and for applicable purposes, as well as training staff for these conversations.

The support of National Day for Truth and Reconciliation is an opportunity for City staff to engage in reconciliation at a personal and professional level, and to visibly have a role in dismantling systemic inequities that have existed for Indigenous and Metis communities.

---

## Existing Policy/By-Law

N/A

---

## Financial Impact

A preliminary 2022 budget of approximately \$200,000 is required to support engagement, communications, research, and co-op staffing resources required to complete the work of the Reconciliation Action Plan Work Group. A cost share approach amongst area municipalities is being utilized as it increases efficiency and capacity to deliver and provides a coordinated approach to the work. The City of Cambridge's share of costs has been estimated at \$22,450. This can be accommodated within the existing Inclusion Services operating budget in the current 2022 budget process. Additional funding will be required to support implementation of specific actions, such as city-specific engagement, communications, learning, and other support, to be considered once identified.



The cost for suspending all rental-related fees for Indigenous groups for cultural or ceremonial events is unknown until a full cost analysis can be completed and a policy is considered by Council. All requests will be tracked and accommodated within current Recreation and Culture operating budgets.

---

## Public Input

Posted publicly as part of the report process.

---

## Internal/External Consultation

This waiving of rental-related fees was determined in consultation with the Director of Recreation and Culture and her staff. They identified concerns in ensuring the process for the waiving of fees is fair to other equity-seeking groups. Corporate Leadership Team was also consulted in the approach taken to recognize the National Day for Truth and Reconciliation, and the waiving of rental-related fees for Indigenous groups.

---

## Conclusion

The development of a Reconciliation Action Plan, waiving of rental-related fees for Indigenous groups, and acknowledgment of September 30th are acts of reconciliation, and demonstrates the City's commitment to equity and inclusion, and acknowledgment of the history and contributions of Indigenous and Metis peoples.

Through working with the inter-municipal Reconciliation Action Plan Work Group, undertaking a coordinated approach to reconciliation is respectful of the Indigenous communities by ensuring they are not asked to engage separately with each municipality. It also benefits from the strengths of cooperation and coordination, building on the expertise of many to create an approach to benefit those we serve.

---

## Signature

### Division Approval



**Name: Danielle Manton**

**Title: City Clerk**

Reviewed by the CFO

Reviewed by Legal Services

## Departmental Approval



**Name: Dave Bush**

**Title: Deputy City Manager, Corporate Services**

## City Manager Approval



**Name: David Calder**

**Title: City Manager**

---

## Attachments

- Appendix A: Summary of Truth and Reconciliation Calls to Action with Municipal Context
- Appendix B: Wellbeing Waterloo Region Indigenous Community Consultations Report

## Appendix A: Summary of Truth and Reconciliation Calls to Action with Municipal Context

---

Of the TRC's 94 Calls to Action, four items directly call out to municipalities for reconciliation; nine items are directed to "all levels of government", and seven items are directed to other organizations or activities which may present opportunities for reconciliation. However, the TRC does provide a broad recommendation that "reconciliation must support Aboriginal people as they heal from the destructive legacies of colonization". As the City of Cambridge moves forward towards reconciliation, the TRC Calls to Action can provide direction and help set priorities; however, the intent of both truth and reconciliation, as indicated in the statement above, is to support healing of the Indigenous peoples and communities we serve.

### **Calls to action directed to municipal governments (4 items)**

Of the four calls to action directed at municipalities, only one is directly applicable to Cambridge. It calls for training for public servants on Indigenous history, rights, and intercultural competency. Another direct call to action for municipalities relates to Crown-Indigenous relations, which is outside our jurisdiction. As well, there is a call to release corporate records on residential schools, but no records exist in Cambridge.

Call to Action #43 calls on all levels of government to adopt the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP). UNDRIP includes many articles outside municipal mandates including, for example, direction that no military activities take place on Indigenous lands, but does include some articles that acknowledge human rights and support cultural and community development.

Canada has officially adopted UNDRIP. In December, 2020, the federal government adopted legislation to implement the Declaration. Bill C-15, An Act Respecting the United Nations Declaration on the Rights of Indigenous Peoples, received its second reading in the Senate on June 3, 2021.

At this time, British Columbia is the only province to have also adopted UNDRIP, and no other province or municipality has also done so. Therefore, there is no clear precedent for the application of UNDRIP in a municipal context; however, in its Commitment to Reconciliation, the Province of Ontario has committed to "work in partnership with Canada and Indigenous partners as the federal government moves forward on its national plan to implement UNDRIP, and will take a strong, supportive and active role in considering policy options to address UNDRIP."

Currently there is no clear understanding of the long-term municipal implications of UNDRIP, and many of the articles are outside of municipal mandate. However, there is opportunity to honour the spirit of UNDRIP by working with federal, provincial, and Indigenous partners on a national plan to implement UNDRIP and incorporate the principles into city policy as appropriate.

### Calls to Action that Specify Municipalities (4 items)

Call to Action	Analysis
43. We call upon federal, provincial, territorial, and municipal governments to fully <b>adopt and implement the United Nations Declaration on the Rights of Indigenous Peoples</b> as the framework for reconciliation.	Only partially applicable: support those matters within our jurisdiction and take direction from the Province on municipal role for UNDRIP.
47. We call upon federal, provincial, territorial, and municipal governments to <b>repudiate concepts used to justify European sovereignty</b> over Indigenous peoples and lands, such as the Doctrine of Discovery and terra nullius, and to reform those laws, government policies, and litigation strategies that continue to rely on such concepts.	Not applicable: outside our jurisdiction in domain of Crown-Indigenous relations.
57. We call upon federal, provincial, territorial, and municipal governments to <b>provide education to public servants</b> 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.	Included in RAPWG work.
77. We call upon provincial, territorial, municipal, and community archives to work collaboratively with the National Centre for Truth and Reconciliation to <b>identify and collect copies of all records</b> relevant to the history and legacy of the residential school system, and to provide these to the National Centre for Truth and Reconciliation.	Not applicable: no corporate records exist.

### Call to Action that Specify All Levels of Government (9 items)

There are nine additional calls to action that are addressed to all levels of government. Most of these are out of scope for Cambridge (e.g., there are no residential school cemeteries in Cambridge). Call to Action 17 calls on all levels of government to waive administrative fees associated with the name-change process to support residential school Survivors and their families in reclaiming names changed by the residential school system. Commissioning services, provided by the Clerk's Office, are required by the Province for a change of name. The City can honour this Call to Action by waiving Commissioning services for Survivors and their families for this process. Two items (87 and 88) call for recognition and support for the development of Indigenous athletes. Given Cambridge's mandate to support sport, Cambridge can support Indigenous sports like lacrosse and increase opportunities for recognition through installations such as the Cambridge Hall of Fame.

Call to Action	Analysis
3. We call upon all levels of government to fully <b>implement Jordan's Principle</b> .	Not applicable: applies to provision of clinical services and supports to Indigenous

	children.
17. We call upon all levels of government to enable residential school Survivors and their families to <b>reclaim names changed by the residential school system</b> by waiving administrative costs for a period of five years for the name-change process and the revision of official identity documents, such as birth certificates, passports, driver's licenses, health cards, status cards, and social insurance numbers.	Included in activities.
23. We call upon all levels of government to: I. Increase the number of Aboriginal professionals working in the <b>health care</b> field. II. Ensure the retention of Aboriginal health-care providers in Aboriginal communities. III. Provide cultural competency training for all health-care professionals.	Not applicable: applies to health care.
40. We call on all levels of government, in collaboration with Aboriginal people, to <b>create adequately funded and accessible Aboriginal-specific victim programs and services</b> with appropriate evaluation mechanisms.	Not applicable
55. We call upon all levels of government <b>to provide annual reports or any current data requested by the National Council for Reconciliation</b> so that it can report on the progress towards reconciliation.	Not applicable as data relates to the criminal system, health, child services; but any data the City has would be provided upon request.
64. We call upon all levels of government that provide public funds to denominational schools to require such schools to <b>provide an education on comparative religious studies</b> , which must include a segment on Aboriginal spiritual beliefs and practices developed in collaboration with Aboriginal Elders.	Not applicable
75. We call upon the federal government to work with provincial, territorial, and municipal governments, churches, Aboriginal communities, former residential school students, and current landowners to develop and implement strategies and procedures for the ongoing identification, documentation, maintenance, commemoration, and protection of <b>residential school cemeteries</b> or other sites at which residential school children were buried. This is to include the provision of appropriate memorial ceremonies and commemorative markers to honour the deceased children.	Not applicable, no residential schools in Waterloo Region.
87. We call upon all levels of government, in collaboration with Aboriginal peoples, sports halls of fame, and other relevant organizations, to provide public education that tells the <b>national story of Aboriginal athletes in history</b> .	Honour through work in sport and Cambridge Hall of Fame.
88. We call upon all levels of government to take action to ensure <b>long-term Aboriginal athlete development and growth</b> , and continued support for the North American Indigenous Games, including funding to host the games and for provincial and territorial team preparation and travel.	Honour through work in sport.

## Calls to action directed to other organizations (7 items)

There are another seven Calls to Action that indirectly present reconciliation opportunities for Cambridge. The specific actions are out of scope for our municipal mandate; however, they can be honoured through the delivery of municipal services. For example, Call to Action 80 calls on the federal government to establish a statutory holiday as National Day for Truth and Reconciliation to honour Survivor, their families, and communities. On June 3, 2021 the federal government made September 30<sup>th</sup> National Day for Truth and Reconciliation as statutory federal holiday. At this time this applies only to federal employees; to establish it as a statutory holiday for municipal employees, changes to the Employment Standards Act would be required. However, there is opportunity for September 30<sup>th</sup> as the Day for Truth and Reconciliation for the City can explore providing learning and engagement opportunities for staff and the community as a means to commemorate the day.

Call to Action	Analysis
14. We call upon the federal government to enact an Aboriginal Languages Act that incorporates the following principles: i. <b>Aboriginal languages are a fundamental and valued element of Canadian culture and society</b> , and there is an urgency to preserve them.	Work in culture can examine how Indigenous languages can be celebrated.
79. We call upon the federal government, in collaboration with Survivors, Aboriginal organizations, and the arts community, to develop a reconciliation framework for Canadian heritage and commemoration. This would include, but not be limited to: ii. Revising the policies, criteria, and practices of the National Program of Historical Commemoration to <b>integrate Indigenous history, heritage values, and memory practices</b> into Canada's national heritage and history.	Work in heritage and archives can examine how Indigenous history can be honoured.
80. We call upon the federal government, in collaboration with Aboriginal peoples, to establish, as a statutory holiday, a National Day for Truth and Reconciliation to honour Survivors, their families, and communities, and ensure that <b>public commemoration of the history and legacy of residential schools</b> remains a vital component of the reconciliation process.	Included in activities.
83. We call upon the Canada Council for the Arts to establish, as a funding priority, a strategy for Indigenous and non-Indigenous artists to undertake collaborative projects and produce works that contribute to the reconciliation process.	Work in culture can examine opportunities for collaborative projects.
89. We call upon the federal government to amend the Physical Activity and Sport Act to support reconciliation by ensuring that policies to <b>promote physical activity as a fundamental element of health and well-being</b> , reduce barriers to sports participation, increase the pursuit of excellence in sport, and build capacity in the Canadian sport system, are inclusive of Aboriginal peoples.	Honour through work in sport
90. We call upon the federal government to ensure that <b>national sports policies, programs, and initiatives are</b>	Honour through work in sport

<p><b>inclusive of Aboriginal peoples</b>, including, but not limited to, establishing:</p> <ul style="list-style-type: none"> <li>i. In collaboration with provincial and territorial governments, stable funding for, and access to, community sports programs that reflect the diverse cultures and traditional sporting activities of Aboriginal peoples.</li> <li>ii. An elite athlete development program for Aboriginal athletes.</li> <li>iii. Programs for coaches, trainers, and sports officials that are culturally relevant for Aboriginal peoples.</li> <li>iv. Anti-racism awareness and training programs.</li> </ul>	
<p>91. We call upon the officials and host countries of international sporting events such as the Olympics, Pan Am, and Commonwealth games to ensure that Indigenous peoples' territorial protocols are respected, and local Indigenous communities are engaged in all aspects of <b>planning and participating in such events</b>.</p>	<p>Honour through work in sport</p>
<p>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:</p> <ul style="list-style-type: none"> <li>i. Commit to meaningful consultation, building respectful relationships, and obtaining the free, prior, and informed consent of Indigenous peoples before proceeding with <b>economic development projects</b>.</li> <li>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 benefit from <b>economic development projects</b>.</li> <li>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.</li> </ul>	<p>Honour through work in economic development</p>

## Appendix B: Wellbeing Waterloo Region Indigenous Community Consultations Report

---

In September, 2018 Wellbeing Waterloo Region (WWR) released a report on the Indigenous community consultations undertaken throughout 2018 to identify key concerns and calls to action for the local indigenous community.

The key concerns are:

1. Systemic and attitudinal racism
2. Gaps in training and opportunities for service providers
3. Token vs meaningful engagement
4. Lack of resources and time
5. Mainstream organizations talk to one or two groups only
6. Lack of Indigenous representation and decision making
7. Lack of ongoing funding and reporting burden
8. Lack of data on the numbers of the Indigenous community
9. Lack of culturally appropriate primary and mental healthcare

The following are suggested actions that Wellbeing Waterloo Region and community partners could take in order to address some of the issues identified:

1. Develop meaningful relationships with Indigenous community
2. Explore the possibility of developing a region-wide Indigenous Advisory Council
3. Recognition for holistic wellbeing model
4. Support and participate in Indigenous community gatherings
5. Create opportunities to support cultural competency for Wellbeing Waterloo Region members
6. Recognize and celebrate Indigenous contributions and leaders
7. Participating of Indigenous community on Wellbeing Waterloo Region
8. Support Indigenous health services
9. Public awareness campaigns and events
10. Celebrate diversity and profile Indigenous culture and work
11. Monitor Indigenous wellbeing