

Diversity, Inclusion and Anti-Oppression Community Advisory Committee Report

The 1st Meeting of the Diversity, Inclusion and Anti-Oppression Community Advisory
Committee
June 9, 2022
Advisory Committee Virtual Meeting

Attendance PRESENT: M. Mlotha (Chair), N. Fahd, K. Burke, M. Castillo, N.
Fragis, H. Abu Karky, R. O'Hagan, L. Ochoa, J. Pineda, and A.
Stonefish; A. Pascual (Committee Clerk)

ABSENT: P. Gill, R. Gill, and B. Hill

ALSO PRESENT: K. Arnold, A. George-Antone, R. Kapoor, K.
Koltun, L. Lee, R. Morris, M. Stone, and J. Tansley

The meeting was called to order at 12:05 PM.

1. Call to Order

1.1 Disclosures of Pecuniary Interest

That it BE NOTED that no pecuniary interests were disclosed.

1.2 Election of Chair and Vice-Chair

That the following actions be taken with respect to the Election of Chair
and Vice Chair:

- a) M. Mlotha BE ELECTED as Chair for the meeting held on June 9,
2022; and,
- b) the election of Chair and Vice Chair BE POSTPONED to the next
meeting.

2. Opening Ceremonies

2.1 Acknowledgement of Indigenous Lands

That it BE NOTED that the Acknowledgement of Indigenous Lands was
read by M. Mlotha.

2.2 Traditional Opening

That it BE NOTED that no Traditional Opening was received.

3. Scheduled Items

3.1 Service Area Overview

That it BE NOTED that the attached presentation from R. Morris, Director,
Anti-Racism and Anti-Oppression Unit, with respect to the Service Area
Overview, was received.

4. Consent

None.

5. Sub-Committees and Working Groups

That it BE NOTED that M. Mlotha provided a brief overview of the different sub-committees.

6. Items for Discussion

6.1 Future Meeting Dates and Times

That the following actions be taken with respect to future meeting dates and times:

a) the second Thursday of each month BE ESTABLISHED as the Diversity, Inclusion and Anti-Oppression Community Advisory Committee meeting day; and,

b) A. Pascual BE DIRECTED to circulate a poll to the committee members to assist in scheduling the meeting time.

7. Adjournment

The meeting adjourned at 1:03 PM.

Report to Strategic Priorities and Policy Committee

To: Chair and Members
Strategic Priorities and Policy Committee
From: Lynne Livingstone, City Manager
Subject: Truth and Reconciliation Commission Recommendations:
Update on City of London Efforts
Date: April 26, 2022

Recommendation

That, on the recommendation of the City Manager, the following actions be taken with respect to the staff report dated April 26, 2022, related to an update on the City of London efforts concerning the Truth and Reconciliation Commission Recommendations:

- a) the Civic Administration **BE DIRECTED** to incorporate a Land Acknowledgement in its written form, in written documents as may be appropriate; it being noted that three sample Acknowledgements were provided in the above-noted report;
- b) the City Clerk's Office **BE DIRECTED** to make the necessary changes to facilitate the inclusion of a Land Acknowledgement in the meetings of London's Council, Standing Committee and Advisory Committee meetings; and,
- c) the balance of the above-noted report, **BE RECEIVED**.

Executive Summary

As part of Council's Strategic Plan, building respectful, transparent, responsive, and accountable relationships with Indigenous peoples has been identified as an important strategy. Within that, there is also a commitment to developing regular methods to report on City-led actions that support reconciliation. Council last received information about progress towards the Truth and Reconciliation Commission Calls to Action in January 2021. With a commitment to more regular reporting in the current Strategic Plan, this report is coming forward to update Council on actions taken since that time.

This report provides an overview of actions taken by Civic Administration in response to the Truth and Reconciliation Commission Calls to Action that were directed to municipalities, as well as an overview of opportunities to further reconciliation efforts in response to additional Calls to Action.

In May 2021, the City successfully recruited and hired an Indigenous Community Liaison Advisor to join the new Anti-Racism and Anti-Oppression Division. The role of the Indigenous Community Liaison Advisor is to build relationships between the City and the surrounding local First Nations and Urban Indigenous communities and to help the Corporation to implement the Truth and Reconciliation Calls to Action that pertain specifically to municipalities.

Linkage to the Corporate Strategic Plan

Council's *2019 - 2023 Strategic Plan* lays out the City's mission to be "a responsive and modern public service partner that fosters change to build a better London for all."

Within the Strategic Plan, as part of the focus on Leading in Public Service, staff have identified the desired outcome of the 'City of London is trusted, open, and accountable in service of our community'. Building relationships with Indigenous peoples that are respectful, transparent, responsive, and accountable is an expected result of that outcome.

The City's work with local Indigenous communities and organizations contributes directly to achieving this mission. Strengthening relationships with First Nations communities advances this mission and contributes to all Strategic Areas of Focus.

Analysis

1.0 Background Information

1.1 Previous Reports Related to this Matter

December 7, 2015, Strategic Priorities and Policy Committee Report, *Municipal Implications of the Truth and Reconciliation Commission* (<https://pub-london.escribemeetings.com/Meeting.aspx?Id=05955325-4a2e-430e-a3c8-8154cb15cb32&Agenda=Agenda&lang=English#38263>)

December 8, 2015, Council Resolution (<https://pub-london.escribemeetings.com/Meeting.aspx?Id=a5d561e5-c2a7-44af-b5fe-bba917d59e6c&Agenda=PostMinutes&lang=English>)

April 18, 2016, Strategic Priorities and Policy Committee, *Follow-up on the Municipal Implications of the Truth and Reconciliation Commission Report* (<https://pub-london.escribemeetings.com/Meeting.aspx?Id=3fbd7019-cd13-4fea-9d0e-f66a86eaf756&Agenda=Agenda&lang=English#42631>)

December 6, 2016, *Acknowledgement of Traditional Territory at Meetings of Council* (<https://pub-london.escribemeetings.com/Meeting.aspx?Id=f75509c3-fb9c-4088-bcd2-9dcc760019a3&Agenda=PostMinutes&lang=English#48506>)

May 15, 2017, Strategic Priorities and Policy Committee, *Update on Municipal Implications of the Truth and Reconciliation Commission Report* (<https://pub-london.escribemeetings.com/filestream.ashx?DocumentId=31571>)

January 26, 2021, Strategic Priorities and Policy Committee, *Truth and Reconciliation Commission Recommendations: Update on City of London Efforts*, (<https://pub-london.escribemeetings.com/FileStream.ashx?DocumentId=76762>)

November 16, 2021, Council resolution (<https://pub-london.escribemeetings.com/FileStream.ashx?DocumentId=88137>)

Discussions and Considerations

2.0 Background

The final report of the Truth and Reconciliation Commission was released in December 2015 in a ceremony involving Commission Chair Justice Murray Sinclair and Prime Minister Justin Trudeau. The Prime Minister called for a “renewal of the relationship between Canada and Indigenous peoples” and full implementation of the Calls to Action of the Truth and Reconciliation Commission “in partnership with Indigenous communities, the provinces, territories, and other vital partners, starting with the implementation of the United Nations Declaration on the Rights of Indigenous Peoples”.

In response to the Truth and Reconciliation Commission’s report, City staff were directed to review all Calls to Action with implications for municipalities to determine tangible actions that the City of London could take in response to the recommendations. As staff advance actions in support of the Calls to Action and truth and reconciliation, it’s important to acknowledge the populations that are impacted by these efforts. It is estimated that the Urban Indigenous population currently includes 22,000 people. Below are the populations for the local First Nations communities.



Population
2,100



Population
972



Population
150

3.0 Update on Actions

3.1 Relationship Building with Local First Nations Communities of Chippewas of the Thames First Nation, Munsee-Delaware Nation and the Oneida Nation of the Thames

Overview:

The City of London is located on the traditional territories of the local three Indigenous communities of the Chippewas of the Thames First Nation, Munsee-Delaware Nation and the Oneida Nation of the Thames. These local Indigenous communities neighbour the City of London.

Early engagement made clear the fundamental importance of recognizing the Chippewas of the Thames First Nation, Munsee-Delaware Nation, and the Oneida Nation of the Thames as distinct nations with independent Councils and unique structure, traditions, and outlooks. As a result, any actions with respect to building relations with local First Nations have been taken in a way that respects the autonomy of each Nation.

Council to Council Meetings:

Initial plans began in late 2019 and continued into 2020 to host Council to Council meetings between members of City of London Council and Council members of the three local First Nations. Due to COVID-19, these plans were paused.

Throughout the pandemic, the high numbers of COVID-19 cases in the local Indigenous communities of Chippewas of the Thames, Munsee-Delaware Nation and the Oneida Nation of the Thames have posed challenges. Each community has been at a higher risk of infection rates and the ongoing focus for each administration has been on keeping their community safe. Due to these higher risks, plans to meet in person have been hindered and have progressed solely at the discretion of each Nation.

In late 2021, the Mayor's office received an invitation for a Council-to-Council meeting from Chief Chrisjohn, on behalf of the Oneida Nation of the Thames. On February 23, 2021, a virtual meeting was held which included the Mayor and two City Council members, Oneida Nation's Chief and members of their Council. This meeting included introductions and discussions on potential areas to collaborate. Another meeting will take place at a future date, yet to be determined.

Civic Administration has also reached out to the Chippewas of the Thames First Nation and the Munsee-Delaware Nation to plan future meetings. The Munsee-Delaware Nation recently held an election, so plans for a Council-to-Council meeting will be revisited shortly.

3.2 Ceremonies and Honouring Significant Events

Participating in local Indigenous ceremonies is an important way of showing respect, honouring traditions, and acknowledging the significance of events that have taken place. The following provides a list of key ceremonies that were attended by City representatives, and includes efforts made to honour and respect the memory of children who lost their lives through the Residential School System:

- May 29, 2021: Flags were lowered at City of London facilities in memory of the 215 children whose remains were recovered on the grounds of the Kamloops Indian Residential School in Tk'emlups te Secwepemc First Nation territory
- Civic Administration attended a tobacco burning ceremony at the Mount Elgin Residential School, located on the Chippewas of the Thames First Nation.
- Civic administration visited the site where baby moccasins were left at the Mount Elgin Residential School to represent the children who attended all residential schools as a memorial to their legacy and spirits.
- July 1, 2021: The Indigenous Community Liaison Advisor offered support and participated in the Turtle Island Healing Walk that took place in downtown London. The 5km walk, organized by Atlohsa Family Healing Centre, was Indigenous-led and brought together approximately 30,000 people to raise awareness about the atrocities that occurred at the hands of Canada's Residential School System. (Pictured below, left)
- September 30, 2021: The Indigenous Community Liaison Officer offered support and participated in a Nibi Walk, honouring residential school survivors. This began at the former site of the Mount Elgin Residential School located in Chippewas of the Thames First Nation and concluded with a Round Dance at the N'Amerind Friendship Centre. This event was organized by N'Amerind Friendship Centre with supports from the City of London and the local Indigenous communities. Participants included people from both local and Urban Indigenous communities as well as members of City Council and Civic Administration. (Pictured below, right)
- November 11, 2021: Members of City Council and Civic Administration participated in the Oneida Nation of the Thames Remembrance Day Ceremony



3.3 Relationship Building with Urban Indigenous Communities

Collaboration has continued between the Civic Administration and Urban Indigenous community organizations including Atlohsa Family Healing Services, N’Amerind Friendship Centre, and Southwest Ontario Aboriginal Health Access Centre (SOAHAC).

The following provides a summary of work that has been done in support of and in collaboration with these organizations:

Atlohsa Family Healing Services:

Civic Administration has been working closely with Atlohsa Family Healing Services to address Indigenous homelessness. A temporary winter response shelter was established to provide an Indigenous-led response to unsheltered homelessness. This temporary site was in partnership with St. Joseph’s Health Care. Ongoing work continues between Civic Administration and Atlohsa to fully implement a more permanent Giwetashkad Homelessness Hub in a location to be determined.

Civic Administration has also engaged Atlohsa to support various training opportunities for City staff on Indigenous homelessness awareness and to explore opportunities to build a stronger foundation for staff to learn about anti-Indigenous racism.

In August 2021, Civic Administration provided support to Atlohsa who led the efforts to welcome and house evacuees from Wabaseemoong First Nation, a community that was affected by the forest fires in Northern Ontario. People from this community were housed in London until it was safe to return to their homes in Northern Ontario. Civic Administration participated in daily meetings to coordinate efforts. As well, a City of London support table was established in the hotel with staff present to coordinate excursions, provide resources, coordinate child-minding, and provide information and additional support as needed. City staff and elected officials participated in a welcoming feast of traditional foods donated by the local Indigenous communities. Discussions about continued collaborations and opportunities to work together are ongoing.

N’Amerind Friendship Centre:

In January 2020, the N’Amerind Friendship Centre and the City of London entered into a Memorandum of Understanding to formally strengthen the relationship between the administrations. Since then, Civic Administration have met leadership at the N’Amerind Friendship Centre on a regular basis, in keeping with this Memorandum of Understanding.

N’Amerind Friendship Centre submitted an application for June 21, 2021, to be proclaimed as National Indigenous Peoples Day. This day recognizes and celebrates the unique heritage, diverse cultures and outstanding contributions of the First Nations, Inuit, and Métis Indigenous peoples of Canada. City Council voted in favour of this proclamation.

Also on June 21, 2021, members of City Council and Civic Administration were invited to attend and participated in a Sunrise Ceremony. The ceremony was led by local Indigenous pipe carriers and elders to acknowledge this significant day for Indigenous people and the Summer equinox.

Southwest Ontario Aboriginal Health Access Centre (SOAHAC):

Civic Administration were involved in the Journey Together Committee, which, under the leadership of SOAHAC, was responsible for the creation and support of the Nshwaasngong Child and Family Centre. Nshwaasngong is a fully licensed childcare centre for up to 88 children ages 0-6 and is supported by the Ministry of Education. Nshwaasngong strives to rekindle Indigenous languages, honour the teachings of the ancestors, and live in balance with Mother Earth to walk with humility and respect for all of creation. Nshwaasngong offers culturally relevant

programming for Indigenous children and families.

3.4 Deepening Indigenous Education and Awareness in the Community

Over the past year, the City has partnered with a number of organizations to enhance Indigenous relations and to better support local First Nations and Urban Indigenous peoples. The following provides an overview of those efforts.

National Day of Truth and Reconciliation - Public Awareness:

Civic Administration painted the crosswalks orange at the corners of Dundas and Richmond Street and at Colborne Street and York St. next to the N'Amerind Friendship Centre.

An "Every Child Matters" flag was raised at City Hall to commemorate the National Day for Truth and Reconciliation on September 30, 2021.

Community Diversity and Inclusion Strategy:

Civic Administration has continued to provide staff support to Priority #1 Working Group of the Community Diversity and Inclusion Strategy whose work is to "Take concrete steps towards healing and reconciliation". Membership of the group has reduced over the course of the pandemic and intentional efforts will need to be made to engage more members, particularly those who identify as Indigenous.

London Public Library and Thames Valley District School Board:

Civic Administration collaborated with the London Public Library to create "Every Child Matters" buttons that were translated into Oneida, Ojibway, Lenape languages. The momentum continued with other Indigenous communities bringing forward their languages to be translated onto the buttons. These were distributed to schools within the Thames Valley District School Board.

EarlyON Child & Family Centres:

187 EarlyON Child and Family Centre staff and partners participated in San'yas Indigenous Cultural Safety Training in 2020-2021.

3.5 Deepening Indigenous Relations within the Corporation

In addition to ongoing relationship building between the City and the local and Urban Indigenous communities, steps have been taken within the Corporation to educate and to raise anti-Indigenous racism awareness to build more equity within the organization. Since the City of London provides services to the community, it is vital that all people from all communities within the city are treated fairly, equitably and with a good mind and good heart.

On September 14, 2021, Council approved a motion to recognize and observe September 30 as the National Day for Truth and Reconciliation, with all but essential services closed in honour of that day. The City of London was one of many municipalities across Canada to acknowledge and honour this day.

Learning and Development:

The Anti-Racism and Anti-Oppression division is currently working with other members of Civic Administration to develop a foundational training for all staff which will include an introduction to Indigeneity and Anti-Indigenous racism.

In November 2021, Amanda Doxtator, a traditional knowledge keeper, provided cultural training for staff from the Core Area Programs Service Area, through a traditional smudging workshop. This was an opportunity for staff to learn about smudging and consider how to utilize this knowledge in relation to their work in the downtown Core Area.

Atlohsa Family Healing Services has offered to provide culturally relevant training for staff who work within the Housing Stability Services team, to better understand the causes and implications of Indigenous people experiencing homelessness. This was paused due to the pandemic and will resume in the upcoming months.

London Community Grants Program:

In January 2021, the London Community Grants Program policy was updated and approved by Council to include a minimum of 25% of total funding to be directed toward anti-Black racism, anti-Indigenous racism, anti-oppression, diversity, inclusion, and equity and to remove barriers racialized and marginalized groups may face when applying for funding. Two Indigenous-led and Indigenous-serving community organizations were recipients of capital grants through the London Community Grants Program in 2021.

Indigenous Employee Resource Group:

In September 2021, the Indigenous Employee Resource Group was formed in collaboration with self-identified Indigenous staff and allies and is in the early stages of its development. They shared educational content including online learning resources and a video from three Indigenous staff members leading up to the first National Day of Truth and Reconciliation on September 30, 2021.

Truth and Reconciliation Calls to Action Working Group:

The Truth and Reconciliation Calls to Action Working group has been created to bring staff together whose work includes areas identified in the 94 Calls to Action of the 2015 Truth and Reconciliation Commission Report. The group meets regularly to receive updates and provide accountability to one another. It is anticipated that the newly formed Indigenous Employee Resource Group will provide an advisory role to the working group.

Please refer to Appendix A for the Truth and Reconciliation Calls to Action Working Group updates.

Land Acknowledgement:

A territorial or Land Acknowledgement is an act of reconciliation inspired by the 94 Calls to Action published in the 2015 Truth and Reconciliation Commission of Canada report which involves making a statement recognizing the traditional territory of the Indigenous people who called the land home before the arrival of settlers, and in many cases still call it home.

As per Council's resolution on November 16, 2021, the creation of a Land Acknowledgement to be used by Council and staff was referred to the Indigenous Community Liaison Advisor for further engagement with the Indigenous Community. In consultation with local and Urban Indigenous community members and the newly created Indigenous Employee Resource Group, three versions of a Land Acknowledgement have been developed. All are appropriate to use in a written setting. The first Land Acknowledgement is the preferred version; however, there may be times when a Land Acknowledgement is required but there are time constraints, so a second slightly shorter version has also been provided for those instances. When verbally delivering the Land Acknowledgement it is considered best practice to use the versions provided as a guidance and to incorporate personal meaning when possible. The final version of the Land Acknowledgement is intended to be used for written communications where a brief acknowledgement is sufficient, such as in an email signature.

This Land Acknowledgement is a working document and is always open to revisions and updates as guided by the broader Indigenous community.

Please refer to Appendix B for the Land Acknowledgement.

Conclusion

The 2015 Truth and Reconciliation Commission of Canada report speaks to tangible ways various levels of government can work towards Truth and Reconciliation efforts in an intentional and meaningful way. This begins with awareness and acknowledgement of our collective history of colonization and the resulting intergenerational affects on Indigenous Peoples across Canada. In the municipal context, establishing, building and nurturing relationships which are founded in mutual trust is the cornerstone to any reconciliation efforts. Activities over the past year have been developed to begin the process of building relationships in an intentional way, and to raise awareness about Indigenous history and experiences in and around London.

Over the next year, the Anti-Racism and Anti-Oppression division will create a working group to formulate a City of London Truth and Reconciliation Action Plan. Community members, leaders, youth and elders of the diverse Indigenous communities will be invited to participate alongside staff and leaders from the City of London and other key community-based and public sector organizations. The working group will focus on reviewing all 94 Calls to Action and creating recommendations that the City and community partners can implement towards a shared goal of intentional efforts towards reconciliation. This will also include a review and consideration of adopting and implementing the United Nations Declaration on Indigenous Peoples as a framework for reconciliation.

The City of London remains committed to taking actions that further truth and reconciliation efforts. Future work will centre the voices of the local First Nations and Urban Indigenous communities and will be Indigenous-led. Additionally, the City will take a leadership role in supporting the efforts of community-based and public sector organizations to ensure a consistent and concerted effort at a community level.

Prepared by: **Elizabeth George-Antone (akaulha/ako), Indigenous Community Liaison Advisor**

Submitted by: **Rumina Morris, Director Anti-Racism and Anti-Oppression**

Recommended by: **Lynne Livingstone, City Manager**

Appendix A

Truth and Reconciliation Calls to Action Update

The following are the Truth and Reconciliation Commission Calls to Action that were directed specifically to Municipalities, followed by information about actions taken by the City of London in response. The Calls to Action are a starting point for acts of reconciliation. Staff are committed to taking action in response to the Truth and Reconciliation Commission, but to also look for opportunities to go beyond the specific actions identified.

TRC Call to Action #	Call to Action	City of London's Response
3.	We call upon all levels of government to fully implement Jordan's Principle.	Civic Administration is exploring ways to embed Jordan's Principle into their work including staff supporting residents with applications for various social services.
17.	We call upon all levels of government to enable residential school Survivors and their families to reclaim names changed by the residential school system 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.	Although the municipality does not issue any of these documents directly, City staff are able to provide support to people who may be unfamiliar with the process to revise official identity documents. Future work will include encouraging City of London Agencies, Boards and Commissions to assess their ability to waive administrative costs for the name-change process in their organizations.
40.	We call on all levels of government, in collaboration with Aboriginal people, to create adequately funded and accessible Aboriginal-specific victim programs and services with appropriate evaluation mechanisms.	<p>Victim services are predominantly funded by the provincial government, through the Ministry of the Attorney General and the Ministry of Community and Social Services, as well as the federal government in some cases. Although the municipality has a very limited role in the direct funding of community agencies providing social services, there are well established working relationships between the City and many of the agencies providing support services, including victim services, within the City.</p> <p>While providing funding may not be within the City's capacity, there may be an opportunity to provide support to community partners in advocating to the federal and provincial governments for increased funding for victim services</p>
41.	We call upon the federal government, in consultation with Aboriginal organizations, to appoint a public inquiry into the causes of, and remedies for, the disproportionate victimization of Aboriginal women and girls. The inquiry's mandate would include:	Civic Administration has been collaborating and lending support to local Indigenous organizations on Murdered and Missing Indigenous Women and Girls (MMIWG). Continued support and collaborations are being explored on the Calls to Justice. The City of London will look further into ways to implement the Calls for Justice from the National Inquiry into MMIWG and will work

TRC Call to Action #	Call to Action	City of London's Response
	<ul style="list-style-type: none"> i. Investigation into missing and murdered Aboriginal women and girls. ii. Links to the intergenerational legacy of residential schools. 	<p>closely with the Indigenous communities to ensure that this work continues.</p> <p>On May 5, City facilities will be lit in red to recognize and create awareness for the National Day of Awareness for Missing and Murdered Indigenous Women, Girls and Gender diverse people.</p>
43.	<p>We call upon federal, provincial, territorial, and municipal governments to fully adopt and implement the United Nations Declaration on the Rights of Indigenous Peoples as the framework for reconciliation.</p>	<p>The actions that the City of London is taking, pursuant to the Calls to Action, are consistent with the principles reflected in the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), rooted in a commitment to establish and maintain constructive, cooperative relationships based on mutual respect that lead to improved opportunities for all Indigenous peoples.</p> <p>Future work will include a review and consideration of adopting and implementing UNDRIP as a framework for reconciliation.</p>
47.	<p>We call upon federal, provincial, territorial, and municipal governments to repudiate concepts used to justify European sovereignty 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.</p>	<p>Civic Administration is developing an Anti-Racism and Anti-Oppression Foundations training module for all staff and leaders including an introduction to Indigeneity and Anti-Indigenous racism.</p> <p>Additionally, a learning path is being developed to offer enhanced professional development and learning opportunities that delve deeper into the concepts of European sovereignty and the Doctrine of Discover.</p>
55.	<p>We call upon all levels of government to provide annual reports or any current data requested by the National Council for Reconciliation so that it can report on the progress towards reconciliation. The reports or data would include, but not be limited to:</p> <ul style="list-style-type: none"> i. The number of Aboriginal children—including Métis and Inuit children—in care, compared with non-Aboriginal children, the reasons for apprehension, and the total spending on preventive and care services by child-welfare agencies. ii. Comparative funding for the education of First Nations children on and off reserves. iii. The educational and income attainments of Aboriginal peoples in 	<p>Critical to this Call to Action is the availability of baseline data which informs how Indigenous adults, children and families are disproportionately impacted by the social determinants of health. While the City does not collect and maintain the specific data referred to in this Call to Action, we will work with our community partners to better understand what data is currently being collected, advocate for improved data collection, sharing that data with others, and most importantly developing an Action Plan that is responsive to the needs identified through data.</p>

TRC Call to Action #	Call to Action	City of London's Response
	<p>Canada compared with non-Aboriginal people.</p> <p>iv. Progress on closing the gaps between Aboriginal and non-Aboriginal communities in a number of health indicators such as: infant mortality, maternal health, suicide, mental health, addictions, life expectancy, birth rates, infant and child health issues, chronic diseases, illness and injury incidence, and the availability of appropriate health services.</p> <p>v. Progress on eliminating the overrepresentation of Aboriginal children in youth custody over the next decade.</p> <p>vi. Progress on reducing the rate of criminal victimization of Aboriginal people, including data related to homicide and family violence victimization and other crimes.</p> <p>vii. Progress on reducing the overrepresentation of Aboriginal people in the justice and correctional systems</p>	
57.	<p>We call upon federal, provincial, territorial, and municipal governments to provide education to public servants on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), 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.</p>	<p>Civic Administration is developing an Anti-Racism and Anti-Oppression Foundations training module for all staff and leaders including an introduction to Indigeneity and Anti-Indigenous racism. A learning path is also being created to ensure that staff have access to continued learning opportunities including topics outlined within this Call to Action.</p> <p>Civic Administration will continue to work with local Indigenous organizations who can also provide professional development and learning opportunities for staff.</p>
75.	<p>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 residential school cemeteries 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.</p>	<p>In 2021, Mount Elgin Industrial Residential School, which is located on Chippewas of the Thames First Nation was identified as a potential site of unmarked graves of children who attended the institution between 1841-1949. Chippewas of the Thames First Nation has estimated that the investigation will take 3-5 years to complete. Civic Administration is following the lead of Chippewa of the Thames First Nation and will offer and provide support as requested.</p>

TRC Call to Action #	Call to Action	City of London's Response
77.	We call upon provincial, territorial, municipal, and community archives to work collaboratively with the National Centre for Truth and Reconciliation to identify and collect copies of all records relevant to the history and legacy of the residential school system, and to provide these to the National Centre for Truth and Reconciliation.	<p>Working with local First Nation communities and organizations, the London Public Library led the collection of records from local institutions relating to the residential school system. All relevant records have been forwarded to the National Centre for Truth and Reconciliation.</p> <p>This ongoing work will continue in collaboration with Civic Administration and community partners such as the London Public Library to provide regular updates.</p>
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 public commemoration of the history and legacy of residential schools remains a vital component of the reconciliation process.	On September 14, 2021, Council approved a motion to recognize and observe September 30 as the National Day for Truth and Reconciliation, with all but essential services closed in honour of that day.
82.	We call upon provincial and territorial governments, in collaboration with Survivors and their organizations, and other parties to the Settlement Agreement, to commission and install a publicly accessible, highly visible, Residential Schools Monument in each capital city to honour Survivors and all the children who were lost to their families and communities.	<p>The Residential School Survivors (RSS) Legacy Project Team has been working with the Residential Survivors Group of London that meets at the N'Amerind Friendship Centre.</p> <p>The RSS Legacy Project Team has announced a special project that will include a large-scale mural which will be created with a local Indigenous artist and by engaging Indigenous youth from the community. It is anticipated that this will be unveiled in time for the National Day for Truth and Reconciliation on September 30, 2022.</p>
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 national story of Aboriginal athletes in history.	In late 2021 members of Civic Administration met with local Indigenous sports leader representatives from Oneida Nation of the Thames; Chippewa of the Thames First Nation and N'Amerind Friendship Centre to collaborate on ways to initiate more public education on the historical significance of traditional games such as lacrosse and to acknowledge contributions that Indigenous athletes have made.
88.	We call upon all levels of government to take action to ensure long-term Aboriginal athlete development and growth, and continued support for the North American Indigenous Games, including funding to host the games and for provincial and territorial team preparation and travel.	Tourism London has bid on the Indigenous athletic games for London in recent years and will continue to work with local Indigenous groups to bid for these games and other Indigenous athletic events in the future.

Appendix B

City of London Land Acknowledgement

Version #1:

We acknowledge that we are gathered today on the traditional lands of the Anishinaabek (AUh-nish-in-ah-bek), Haudenosaunee (Ho-den-no-show-nee), Lūnaapéewak (Len-ah-pay-wuk) and Attawandaron (Add-a-won-da-run).

We acknowledge all the treaties that are specific to this area: the Two Row Wampum Belt Treaty of the Haudenosaunee Confederacy/Silver Covenant Chain; the Beaver Hunting Grounds of the Haudenosaunee NANFAN Treaty of 1701; the McKee Treaty of 1790, the London Township Treaty of 1796, the Huron Tract Treaty of 1827, with the Anishinaabeg, and the Dish with One Spoon Covenant Wampum of the Anishnaabek and Haudenosaunee.

This land continues to be home to diverse Indigenous peoples (First Nations, Métis and Inuit) whom we recognize as contemporary stewards of the land and vital contributors to society. We hold all that is in the natural world in our highest esteem and give honor to the wonderment of all things within Creation. We bring our minds together as one to share good words, thoughts, feelings and sincerely send them out to each other and to all parts of creation. We are grateful for the natural gifts in our world, and we encourage everyone to be faithful to the natural laws of Creation.

The three Indigenous Nations that are neighbours to London are the Chippewas of the Thames First Nation; Oneida Nation of the Thames; and the Munsee-Delaware Nation who all continue to live as sovereign Nations with individual and unique languages, cultures and customs.

This Land Acknowledgement is a first step towards reconciliation. It is the work of all citizens to steps towards decolonizing practices and bringing our awareness into action. We encourage everyone to be informed about the traditional lands, Treaties, history, and cultures of the Indigenous people local to their region.

Version #2:

We acknowledge that we are gathered today on the traditional lands of the Anishinaabek (AUh-nish-in-ah-bek), Haudenosaunee (Ho-den-no-show-nee), Lūnaapéewak (Len-ah-pay-wuk) and Attawandaron (Add-a-won-da-run) peoples. We honour and respect the history, languages and culture of the diverse Indigenous people who call this territory home.

We acknowledge all the treaties that are specific to this area: the Two Row Wampum Belt Treaty of the Haudenosaunee Confederacy/Silver Covenant Chain; the Beaver Hunting Grounds of the Haudenosaunee NANFAN Treaty of 1701; the McKee Treaty of 1790, the London Township Treaty of 1796, the Huron Tract Treaty of 1827, with the Anishinaabeg, and the Dish with One Spoon Covenant Wampum of the Anishnaabek and Haudenosaunee.

The three Indigenous Nations that are neighbours to London are the Chippewas of the Thames First Nation; Oneida Nation of the Thames; and the Munsee-Delaware Nation who all continue to live as sovereign Nations with individual and unique languages, cultures, and customs.

Version #3:

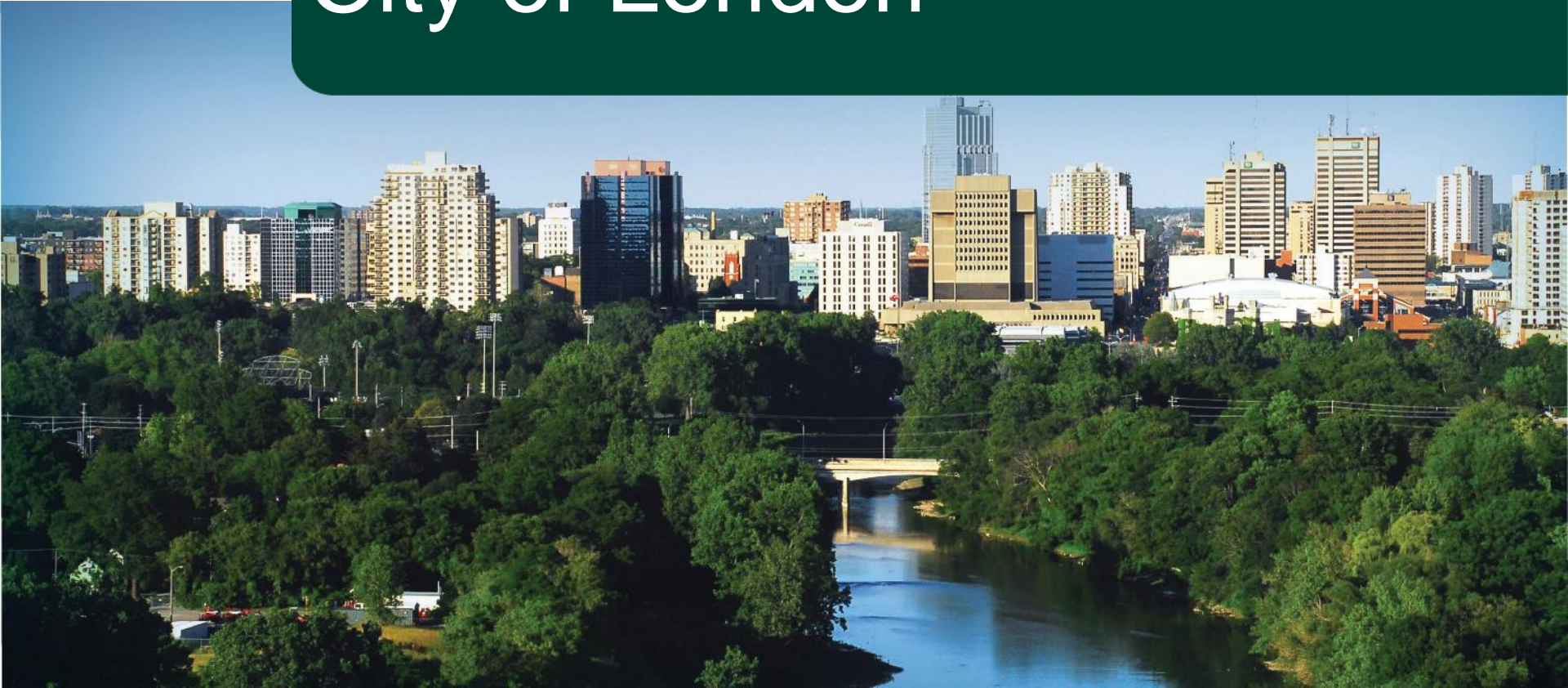
The City of London is situated on the traditional lands of the Anishinaabek (AUh-nish-in-ah-bek), Haudenosaunee (Ho-den-no-show-nee), Lūnaapéewak (Len-ah-pay-wuk) and Attawandaron (Add-a-won-da-run). We honour and respect the history, languages and

culture of the diverse Indigenous people who call this territory home. The City of London is currently home to many First Nations, Metis and Inuit people today. As representatives of the people of the City of London, we are grateful to have the opportunity to work and live in this territory.



London
CANADA

City of London



Anti-Racism and Anti-Oppression Division 2022

London.ca



Our Mandate

Our mandate is to create and sustain action-focused, positive, and lasting systemic change in the City of London so that race or membership in an equity-deserving group does not predict one's access to opportunities or ability to engage whole heartedly in the London community. We will do this through relationship building, research, community engagement, best practices, education, critical self-reflection and shared leadership.



Our Work

- Accessibility and Anti-Ableism
- Newcomer Strategy and LMLIP
- Action Plan to Disrupt Islamophobia
- Anti-Black Racism Strategy
- Truth and Reconciliation Action Plan
- Gender Equity and Safe City for Women and Girls
- Community Engagement – targeting equity-deserving groups
- Anti-Racism and Anti-Oppression Foundations training for staff and Council
- Anti-Racism and Anti-Oppression Framework including an Equity Tool

Our Team



Director – Rumina Morris

Provides leadership and guidance to the Anti-Racism Anti-Oppression Division with a focus on supporting the organization and the community in taking tangible actions to dismantle racism and oppression.



Indigenous Community Liaison Advisor – Alizabeth George-Antone

Supports the implementation of the Truth and Reconciliation Calls to Action across the corporation; building bridges and relationships with both urban and on-reserve local Indigenous communities and helping to create awareness and find solutions to the inequalities that Indigenous people still experience.



Black Community Liaison Advisor – Yvonne Asare-Bediako

Works within the community and across the organization to establish shared understanding and values to combat/interrupt inequity, discrimination, anti-Black racism and oppression, specific to the diverse Black communities.

Our Team



Accessibility and Inclusion Advisor – Melanie Stone

Works to create a more accessible workplace and community. Helps to create programs and training opportunities to improve employee understanding of human rights, AODA and inclusion principles



Senior Coordinator, Community Engagement: Equity & Inclusion – Kinga Koltun

Works with staff, external partners, and community members on engaging together in conversations and work around making the community inclusive and welcoming. Largely focused on community engagement and support, Kinga has been strategic in the development and sustenance of the Community Diversity and Inclusion strategy (CDIS).



Equity and Inclusion Advisor – Krista Arnold

Focuses internally on what our organization can do to change practices and policies that are excluding employees from bringing their whole selves work. This includes gathering data through the workforce census, coordinating applicable training, making tools and resources available, and supporting the work of ERGs.

Our Team



Jill Tansley - Manager, Strategic Programs and Partnerships

My work is around immigration, supporting the London & Middlesex Local Immigration Partnership and the London Newcomer Strategy.



Heather Bunting, Administrative Assistant II

In my role as Administrative Assistant II, I provide support to the whole team and can be your central point of contact for Rumina Morris, Director, Anti-Racism and Anti-Oppression.



Our Relationship with DIAAC

Looking for your support and input into
the Anti-Racism and Anti-Oppression
Framework and Equity Tool