

TO:	CHAIR AND MEMBERS STRATEGIC PLANNING AND PRIORITIES COMMITTEE MEETING OF APRIL 18, 2016
FROM:	KATE GRAHAM DIRECTOR, COMMUNITY AND ECONOMIC INNOVATION
SUBJECT	FOLLOW-UP ON MUNICIPAL IMPLICATIONS OF THE TRUTH AND RECONCILIATION COMMISSION REPORT

RECOMMENDATION

That, on the recommendation of the Director, Community and Economic Innovation, the following report on Follow-up on Municipal Implications of the Truth and Reconciliation Commission Report **BE RECEIVED** for information.

PREVIOUS REPORTS PERTINENT TO THIS MATTER
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December 7, 2015 – SPPC – Municipal Implications of the Truth and Reconciliation Commission

BACKGROUND

At its meeting of December 8, 2015, Council resolved the following:

That, on the recommendation of the Director, Community and Economic Innovation, the following actions be taken with respect to the municipal implications of the Truth and Reconciliation Commission Report:

- a) *the Civic Administration and the Mayor's Office BE DIRECTED to participate in the Big City Mayors' Aboriginal Partnership and Reconciliation Working Group, with regular progress updates to be provided to the Municipal Council, through the appropriate standing committee;*
- b) *the staff report dated December 7, 2015 BE RECEIVED for information;*
- c) *the Civic Administration BE DIRECTED to report back to the Strategic Priorities and Policy Committee with a plan to act on two recommendations of the Truth and Reconciliation Commission Report being Recommendation 57, related to intercultural competency training for municipal employees; and Recommendation 77, related to municipal and community archives working 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; it being noted that this report should include a work plan and overview of the budgetary implications of completing the work plan;*
- d) *the Civic Administration BE DIRECTED to consult and collaborate with the London Public Library with respect to Recommendation 77 noted in part c) above; and*
- e) *the Civic Administration BE DIRECTED to report back to the Strategic Priorities and Policy Committee on developing a prominent memorial in London, acknowledging the history of Canada's residential school system and its former students. (2/2/SPPC) (AS AMENDED)*

This report provides an update on all of the items noted above, for information.

FCM Big City Mayors' Caucus Aboriginal Partnership and Reconciliation Working Group

Mayor Brown represents the City of London on the Big City Mayors' Caucus Aboriginal Partnership and Reconciliation Working Group, which is supported by Civic Administration through the Government and External Relations Office. This group was established by the Federation of Canadian Municipalities (FCM) to provide leadership on the following issues throughout 2015/16:

- Identifying recommendations from the Truth and Reconciliation Commission (TRC) final report that municipalities can take action on, with this work to include:
 - Thorough identification and analysis of TRC recommendations relevant to municipal governments.
 - Timely identification and development of proposals for potential implementation and action.
- Promoting and disseminating information across the municipal sector, research and best practices to develop and implement policies and practices related to reconciliation and enhancing the relationship between Aboriginal and non-Aboriginal Canadians living in urban centres; and
- Identifying areas of federal and municipal collaboration.

The Working Group is composed of elected officials of municipalities from across the country. The terms of reference are attached in Appendix 1. Winnipeg Mayor, Brian Bowman is the Chair for the working group.

FCM First Nations-Municipal Community Infrastructure Partnership Program

The Federation of Canadian Municipalities organized a First Nations-Municipal Community Infrastructure Partnership Program (CIPP) workshop on February 26, at the Chippewas of the Thames First Nation (COTTFN). The purpose of the workshop was to facilitate cooperation between the local First Nations (Chippewas of the Thames First Nation and Oneida Nation of the Thames) and the City of London, in particular on joint service agreements. Mayor Brown, several Councillors and members of Civic Administration attended, along with Chief Leslee White-eye of the COTTFN, Chief Sheri Doxtator of Oneida Nation of the Thames, as well as staff of both First Nations. A Southern Ontario Regional workshop, attended by Deputy Mayor Cassidy took place in February 2015. Many of the existing 32 joint-service agreements between First Nations and surrounding municipalities are in the area of water and wastewater.

Discussions took place in plenary and in small groups and centred around the history of the CIPP program and principles of the Royal Commission around Aboriginal Affairs which could be used in developing First Nations-Municipal Agreements. Mayor Brown was presented with a replica of the Two-Row Wampum belt, a living treaty dating to 1613 which documents the principles of the relationship between the Haudenosaunee and Dutch settlers.

While FCM's First Nations-Municipal Community Infrastructure Partnership Program has ended, the Mayor and Chiefs White-eye and Doxtator agreed to continue to meet regularly.

Truth and Reconciliation Commission

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".

The TRC's Calls to Action have been discussed at many municipal councils across the country.

- The City of Edmonton is supporting a number of initiatives including the creation of an indigenous cultural and ceremonial space.
- The City of Halifax issued a statement of reconciliation to the Aboriginal people of that city.
- Mayor Bowman of Winnipeg has declared 2016 to be the Year of Reconciliation and has said that he will find ways to respond to the calls to actions of the Truth and Reconciliation Commission. The City of Winnipeg currently undertakes a number of activities including staff training on Aboriginal issues, and would continue this work while investigating additional activities that would have a financial or human resources component.
- The City of Regina will focus on three main issues: honouring a cemetery near the former Regina Indian Industrial School, creating a diversity and inclusion committee and strategy; and examining how First Nations culture can be better included within the City's culture and arts.

Professional Development and Training for Public Servants (Call to Action #57)

Call to Action #57 calls “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*, 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.”

Civic Administration is currently developing a one-day intercultural competency training course for all employees which will employ a broad approach to diversity and inclusion using multiple examples. This training will include awareness of one’s own dimensions of diversity, understanding bias, privilege and equity. These concepts will be examined in terms of application to creating a respectful, supportive and inclusive workplace and to the delivery of respectful, equitable and inclusive City services. It is proposed that one of several case studies within that training course be devoted to Aboriginal Peoples and the history of the residential school system, particularly from a local perspective. Local First Nations would be consulted on the design and delivery of this component of the training, in particular regarding the history and legacy of the residential school system from a local perspective. There is also the potential for additional information to be shared with City employees through education and awareness campaigns.

It is anticipated that this program will be rolled out in 2017, and all costs associated with it will be accommodated within the existing Human Resources budget.

Archives relating to residential schools (Call to Action #77)

Call to Action #77 calls upon provincial, territorial, municipal, and community archives to work collaboratively with the newly established National Centre for Truth and Reconciliation in Winnipeg 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.

Civic Administration, representing the areas of Culture, Heritage, Clerks, and Government Relations has met with senior staff of the London Public Library regarding the Library’s potential role in identifying and gathering existing archival municipal and community materials related to residential schools and working with the National Centre for Truth and Reconciliation to share these archives.

The London Public Library has agreed that it will facilitate the identification and collection of any materials from local institutions that may relate to the residential school system and will share these with the National Centre for Truth and Reconciliation.

As a result of the meeting, the City of London-London Public Library working group agreed that a two-pronged approach was necessary. One, to identify and engage with relevant, local First Nations partners to establish an action plan. Two, to identify potential archival sources and partners, and to establish their role in the collection of material.

The London Public Library has already identified that it does not possess archives related to residential schools, however it is still willing to facilitate the identification and collection of any relevant materials that may exist in other local institutions.

It is proposed that this work would begin immediately, in consultation with the local First Nations, in particular the Chippewas of the Thames First Nation, on whose land the Mount Elgin Industrial Institute stood for nearly a century, in developing a recommended action plan for 2016-17. The work would be implemented within existing budgetary resources.

Development of a prominent memorial

The Calls to Action of the Truth and Reconciliation Commission report call upon provincial and territorial governments” 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 their families and communities”.

Civic Administration has held discussions with its Public Art Program partner, the London Arts Council, related to the City of London’s Public Art Program concerning the Council Resolution of December 8, 2016 which states “The Civic Administration be directed to report back to the SPPC on

developing a prominent memorial in London acknowledging the history of Canada’s residential school system and its former students.”

City of London’s Culture Office will work with the London Arts Council to develop this prominent memorial in consultation with the local First Nations community. In the spirit of the findings of the TRC, the purpose of this monument would be reconciliation between all Londoners and First Nations peoples through learning, teaching, and the transfer of knowledge.

The City of London Culture Office would develop this prominent memorial in consultation with local First Nations and as part of our City of London Public Art Program. Consultations with local First Nations would be initiated in 2016 on the nature of the programming with implementation through 2017 and 2018. The costs are unknown, as they will depend on the type of the memorial ultimately selected, but it is anticipated that the costs could be accommodated within the City of London Culture Office budget. Should this change, a more detailed budget would be presented to Council for consideration.

CONCLUSION

The Calls to Action of the Truth and Reconciliation Commission Report have helped to spur a conversation on the relationship between First Nations and municipalities and the need for reconciliation based on mutual respect. Communities across Canada are beginning to reach out to Aboriginal partners and to consider and implement recommendations of the TRC.

The author acknowledges assistance from the following individuals: Robin Armistead, Culture Office; Pat Foto, Human Resources; Ben Fraser, Community and Economic Innovation; Cristin Keller, Human Resources; John Lucas, Water and Wastewater; Don Menard, Planning; Jim Purser, Clerks; Susanna Hubbard Krimmer, London Public Library; Aidan Prince, Human Resources; and Margaret Wilkinson, London Public Library.

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