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TO:	CHAIR AND MEMBERS STRATEGIC PLANNING AND PRIORITIES COMMITTEE MEETING OF MAY 15, 2017
FROM:	KATE GRAHAM, DIRECTOR, COMMUNITY & ECONOMIC INNOVATION
SUBJECT:	UPDATE ON MUNICIPAL IMPLICATIONS OF THE TRUTH AND RECONCILIATION COMMISSION REPORT

RECOMMENDATION

That, on the recommendation of the Director, Community & Economic Innovation, the following report 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

April 18, 2016 – SPPC – Follow-up on Municipal Implications of the Truth and Reconciliation Commission Report

BACKGROUND

The final report of the Truth and Reconciliation Commission was released in December 2015. 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”.

Council’s *2015-2019 Strategic Plan* lays out the City’s mission to be “a respected and inspired public service partner, building a better city for all.” The City’s work with local communities and organizations contributes directly to achieving this mission. Strengthening relationships with First Nations communities advances this mission, and contributes to all four Strategic Areas of Focus. It also directly advances the strategy under “Leading in Public Service” to “Continue to build strong working relationships between City Council, Civic Administration, the City’s agencies, boards and commissions, and community partners.”

At the December 8, 2015 meeting of Council, Administration was directed to advance three specific Calls to Action from the Truth and Reconciliation Commission report:

- “c) *the Civic Administration BE DIRECTED to report back to 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;*
- 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.”*

This report provides an update on the City’s initiatives under the Truth and Reconciliation Commission, as well as a review of the City of London’s activities involving local First Nations communities and organizations.



UPDATE

At the April 18, 2016 meeting of Council, the following direction was provided:

- “c) *the Mayor BE DIRECTED to meet with representatives of the local First Nations to discuss opportunities for strengthening relationships between the First Nations and the City of London.*”

A joint meeting between Chippewas of the Thames First Nation (COTTFN) and the City of London (London) was held on Friday May 27, 2016 to discuss common interests and plans to address them together.

In attendance from COTTFN were Chief Leslee White-Eye, as well as Band Councilors and staff. Mayor Matt Brown, Councillor Maureen Cassidy, and staff represented London. A presentation on culture, history, and priorities was provided from Chief White-Eye and COTTFN, and Mayor Brown provided a presentation on London's plans and priorities.

This meeting provided a foundation for advancing the three Truth and Reconciliation Commission Calls to Action identified by council.

Progress on Truth and Reconciliation Commission Calls to Action

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.”

The Human Resources division has been working with local First Nations including Chippewas of the Thames First Nation, Oneida First Nation, and Muncie-Delaware First Nation in order to develop an intercultural competency training package for City of London staff. This training package will incorporate fundamentals of relationship building, human rights, anti-oppression and anti-racism.

The First Nations portion of the training program will include: information about First Nations communities that the City serves or is connected to; the Truth and Reconciliation Commission; history, culture and needs of First Nations; and lived experiences of urban Aboriginal communities. The program will contain a description and discussion of residential school survivorship and a discussion on a range of scenarios and case studies to reinforce understanding of residential school survivorship.

This training package will be rolled out at the Employee Update in October 2017. In much the same way as mental health training and awareness formed the core of the 2016/2017 Employee Update, the theme for the 2017/2018 year will be around diversity and inclusion. The employee training package will be central to the City's rollout, and expected turnout for the launch is around 2000 employees.

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.

The London Public Library facilitated the collection of records from local institutions relating to the residential school system, working with local First Nations communities and organizations. All relevant records which were identified as part of this process have now been forwarded on to the National Centre for Truth and Reconciliation.

Development of a prominent memorial (Call to Action #82)

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 to their families and communities”.



The City's Culture Office is the lead in collaboration with the London Arts Council (LAC) on developing a monument in the City of London, through the City of London's Public Art Program. The Arts Council has been working to establish a base of Aboriginal artists, and meetings are ongoing between the London Arts Council, City Administration, and First Nations representatives. This year's City of London Community Arts Investment Program (CAIP) 'Artist in Residence' program will include an Indigenous artist. The selected artist will work with the LAC and the Culture Office to develop the Truth and Reconciliation Monument.

City-Wide Relations with First Nations Communities

In addition to the ongoing work to achieve specific recommendations from the Truth and Reconciliation Commission Report, the City of London is working to strengthen relations with local First Nations communities in a variety of ways. As a starting point, Administration has conducted a review of the City's working relationships with local First Nations communities.

The overall finding of this review is that the City works directly with First Nations communities in a wide variety of ways. Nearly every Service Area is or has been working with First Nations on one or more projects. In all, the City interacts with First Nations on dozens of initiatives, including some of the City's most significant planning documents and processes, including *The London Plan*, the *My Dundas Place* Environmental Assessment, and the *One River* Environmental Assessment.

Collaborating with First Nations communities contributes significantly towards a number of key objectives. The City's work with First Nations includes receiving input on planning documents and environmental assessments, information and resource sharing, advancing joint advocacy positions, and providing education and awareness building opportunities. To provide a sense of the scope of the City's interactions with First Nations, some examples of ongoing projects under various departments are listed below. This list is far from comprehensive, and there are many other plans, initiatives, and relationship building activities ongoing across the organization and in the community.

Ongoing initiatives involving First Nations communities and the City of London include:

Planning

- The London Plan
- My Dundas Place
- Archaeological Master Plan

Environmental and Engineering Services

- Residual Waste Disposal Strategy
- Pollution Prevention and Control Plan
- One River Environmental Assessment
- Dingman Subwatershed Master Plan EA
- Hyde Park Community Stormwater Servicing EA Addendum

Children's Services

- Collaborating with N'Amerind Friendship Centre to develop proposals that increase access to Indigenous-led child care and early years programming London and Middlesex
- Supported N'Amerind Friendship Centre & At'Nohsa to hold physical activity March Break camp in 2016 through Healthy Kids Community Challenge

Human Resources

- Working with First Nations employment resources to connect individuals with City HR talent acquisition staff.
- Working on developing a training package that is similar in format to the Mental Health package
- Creating a Quiet Space and a Celebration Space.

In addition, several City departments work with local First Nations communities to share resources, information, and recruitment services. Examples include:

- COTTFN staff were invited to obtain training for maintenance of water/wastewater technical certification by and with City of London staff.
- COTTFN Environment Committee members were given a tour of London facilities that use the latest Sewage Treatment and Stormwater Management technology.
- Fire Services supports their Indigenous fire fighters to provide recruitment information and fire safety education to First Nations communities.



- Human Resources division works with First Nations employment resources to connect individuals with City HR talent acquisition staff.

Other Initiatives

There are two other recent initiatives which were completed with support from the City which should be mentioned in the context of strengthening First Nations relations.

The first is related to another Call to Action from the Truth and Reconciliation Commission, the adoption of Jordan’s Principle by the Middlesex-London Health Unit. This initiative aims to improve the healthcare outcomes for First Nations children by ensuring that health or social services are not delayed, disrupted or prevented in the case of jurisdictional service gaps or disputes between provincial and federal departments.

Jordan’s Principle is named for Jordan River Anderson, who was born with a rare disorder and required care in a medical foster home. The federal and provincial governments could not agree on who was financially responsible for providing the care Jordan needed, and he passed away in hospital before an agreement was reached. Jordan’s Principle was created to put a child’s health first, and that interdepartmental or intergovernmental disputes are resolved while the child is receiving care, not before.

The second noteworthy initiative is the creation of an “Indigenous Culture Card”. The card was developed through collaboration between the Child and Youth Network and Healthy Weights Connection, supported by the City of London and the Southwest Ontario Aboriginal Health Access Centre, with content developed in direct collaboration with many First Nations communities and organizations. This educational resource was created to help service providers in the region learn more about First Nations, Métis and Inuit cultures and local communities. The card serves as a step towards cultural competence and understanding, and is being distributed widely to service providers and organizations in the London and Middlesex area.

CONCLUSION

The City of London works with First Nations communities in a variety of ways, including receiving input on planning documents and environmental assessments, information and resource sharing, advancing joint advocacy positions, and providing education and awareness building opportunities. These relationships meaningfully advance the City’s Mission as defined by the *2015-2019 Strategic Plan*. Continuing to build these relationships remains a priority for Council and Administration.

For their assistance in compiling the City’s interactions with First Nations communities and contributing to this report, Community and Economic Innovation would like to thank: all members of the Senior Leadership Team; Robin Armistead, Culture Office; Saleha Khan, Human Resources; Gregg Barrett, Planning; Clint Couchie, Chippewas of the Thames First Nation; Scott Mathers, Environmental & Engineering Services; Cheryl Smith, Community Services; Trevor Fowler, Children’s Services; Jim Yanchula, Planning Services; Kinga Koltun, Government and External Relations and Jennifer Smout, City Solicitor’s Office.

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