



**MUNICIPALITY OF NORTH GRENVILLE
INDIGENOUS ADVISORY CIRCLE MEETING AGENDA**

No. 10

November 21, 2024, 4:00 p.m. - 6:00 p.m.

Held in Meeting Room 1, 285 County Road 44

Pages

A. Open Meeting

B. Opening Prayer

C. Approval of the Agenda

D. Disclosure of Interest

E. Approve Minutes of Previous Meeting

1. Meeting Minutes - September 19, 2024

1

F. Delegations

G. Decision Items

1. Membership

2. FFC Committee

3. Planning a Value Mapping/Archaeological Exercise

4. Future Events

5. Draft Reconciliation Framework

3

H. Correspondence/Information Items/Reports

I. Other Business

1. Items for Next Meeting - December 19, 2024

J. Public Questions

K. Adjournment



Corporation of The Municipality of North Grenville

Committee Name Committee Meeting No. 9

Draft Minutes

Thursday, September 19 2024 4:00 p.m.

Meeting Room 1, North Grenville Municipal Centre

Present

Member Phillip Seymour

Member Lorraine Rekmans

Regrets

Member Patti McDonald

Guests

Dave Rouleau

Staff Present

Hillary Geneau, Director of Corporate Services

A. Open Meeting

The meeting was called to order by consensus at 4:15 p.m.

B. Opening Prayer

An opening prayer was provided by Member Phillip Seymour.

C. Approval of the Agenda

The agenda was approved by consensus.

D. Disclosure of Interest

None.

E. Approve Minutes of Previous Meeting

E.1. Meeting Minutes – August 15, 2024

The meeting minutes of August 15, 2024 were approved by consensus.

F. Delegations

None.

G. Decision Items

G.1. September 28/30 Event Planning

The members reviewed the event plan.

Member Lorraine Rekmans suggested the new space have a space for ceremony including fire, and advised Guelph has such a place that is fenced and locked.

Guest David Rouleau advised the healing forest in Perth has a large stone fire pit.

Director Hillary Geneau will respond to the e-mail from the hospital and circulate the poster.

Member Lorraine Rekmans suggested the naming ceremony could take place as on All Souls Day (November 2).

G.2. EOCC Archaeological Assessment Follow-up

Director Hillary Geneau advised that Infrastructure Ontario has indicated they had or will begin consultation with Indigenous peoples and will provide more information, but nothing has been provided yet.

Member Lorraine Rekmans note the importance of mapping out Indigenous values such as places that were used for sacred medicines, burial sites, and fasting spots to create dedicated buffer zones.

H. Correspondence/Information Items/Reports

None.

I. Other Business

I.1. Items for Next Meeting – October 17

The members agreed to discuss the draft framework, coordinating a value mapping exercise, and hosting learning events such as for next June 21.

J. Public Questions

None.

K. Adjournment

The meeting was adjourned at 5:45 p.m.

Reconciliation Framework

Title page

Manaajidiwin

They respect each other.

Municipality of North Grenville

Reconciliation Framework

Prepared by: First Peoples Group and the Indigenous Advisory Circle

May 2024

Land Acknowledgement

The Municipality of North Grenville acknowledges that the Municipality operates on the territory of the Algonquin Nation.

We recognize all original peoples¹ of Turtle Island who now call North Grenville their home. We respect and support the need for cultivating a strong relationship, and we commit to Indigenous-informed decision making to foster the path towards reconciliation.

¹ Original peoples include First Nations, Métis, and Inuit

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Framework Context

Overview

This Municipality of North Grenville Reconciliation Framework is the foundation for how the community will build and maintain respectful relationships with the original peoples of this land who are members of our community. It was created with the support of First Peoples Group, an Ottawa-based Indigenous consulting company, and the Municipality of North Grenville’s Indigenous Advisory Circle. It includes:

- Background Information on reconciliation-related work the Municipality has already undertaken
- Guiding principles from the Truth and Reconciliation Commission of Canada
- A framing of “What is Truth and Reconciliation?”
- A three-pronged framework (Symbolic, Substantive, and Systemic)
- Recommended reconciliation actions based on the 10-Year Community Strategic Plan

Background

“North Grenville is committed to an ongoing reconciliation process, not only to better understand the meaningful actions we can all take, but also to provide the foundation as a community for moving forward” Mayor Nancy Peckford, 2023

Recognizing the historic and contemporary inequities faced by the original peoples, the Municipality has committed to addressing the systemic oppression of Indigenous peoples and to build a community that is inclusive, responsive, and respectful. This is a road to reconciliation, a journey that we will take with the original peoples of our community. The Municipality will take guidance from the Seven (7) Grandfather Teachings, “...a set of Anishinaabe guiding principles passed down from generation to generation to guide the Anishinaabe in living a good life in peace and without conflict. Many Indigenous organizations and communities have adopted the Seven Grandfather Teachings as a moral stepping stone and cultural foundation. Communities have adapted the teachings to suit their community values. Despite where the teachings originated, they share the same concepts of abiding by moral respect for all living things.”² (See Appendix A). Briefly, these principles are: Truth, Humility, Respect, Love, Honesty or Courage, and Wisdom.

As a foundation for this important work, it is important to understand the historical context of the relationship between the original peoples and the Canadian government. As was so succinctly stated in *What We Have Learned: Principles of Truth and Reconciliation*, Report of the Truth and Reconciliation Commission, 2015:

² Source: <https://www.7generations.org/seven-grandfather-teachings/>

For over a century, the central goals of Canada's Aboriginal policy were to eliminate Aboriginal governments; ignore Aboriginal rights; terminate the Treaties; and, through a process of assimilation, cause Aboriginal peoples to cease to exist as distinct legal, social, cultural, religious, and racial entities in Canada. The establishment and operation of residential schools were a central element of this policy, which can best be described as cultural genocide

The efforts to eradicate Indigenous people in Canada can be observed through many historical and contemporary efforts in addition to residential schools, the last of which closed in 1996. Over the centuries, Canada seized the traditional lands of Indigenous peoples, they restricted the movement of First Nations by creating Indian reserves, children were forbidden from speaking their languages, and First Nation women were separated from their families and communities through discriminatory provisions in the *Indian Act*, designed to prevent the transmission of cultural values and identity from one generation to the next.

The *Indian Act*, which remains in force today, continues to undermine the rights, sovereignty and self-determination of First Nations and it has served to erode and destroy the political and social structures that have been in existence since time immemorial. This is just one example of legislation, policy, and practice across all levels of government that... When we think of other levels of government such as provincial/territorial, we need to look no further than child welfare laws and the erosion of families. At the municipal level, we have seen many examples of disregard for burial grounds in favour of golf courses, such as what we saw in Oka in 1990. We have also seen the destruction of forests and waterways without regard to the original uses of these resources by Indigenous peoples for trading, hunting, travel, nourishment, and medicines in order to facilitate development. Locally, North Grenville is situated on Algonquin territory and historically has been developed by settlers and their descendant, without consideration for the fact that this land was never ceded to Canada through negotiations or treaties.

Truth and Reconciliation Commission of Canada

The establishment of the Truth and Reconciliation Commission of Canada is founded in the findings of the 1996 Royal Commission on Aboriginal Peoples (RCAP). This Commission was created to help “restore justice to the relationship between Indigenous and non-Indigenous people in Canada and to propose solutions to stubborn problems.” After four years of cross-country consultation, testimony, research studies, 178 days of public hearings and 96 community visits, RCAP published its final report. In it, they recommended that the Government of Canada establish a public inquiry with a goal to investigate the origins and effects of residential school policies and practices, conduct public hearings, commission research and analysis of the breadth of the effects of policies and practices and recommend remedial action.

As a part of these actions, the Indian Residential Schools Settlement Agreement came into force in September of 2007. In addition to compensation, measures to support healing and

commemorative activities the Agreement also stipulated the establishment of a Truth and Reconciliation Commission.

Between 2007 and 2015, the TRC spent 6 years travelling to all parts of Canada and heard from more than 6,500 witnesses. The TRC also hosted 7 national events across Canada to engage the Canadian public, educate people about the history and legacy of the residential schools system, and share and honour the experiences of former students and their families.

In June 2015, the TRC held its closing event in Ottawa and presented the executive summary of the findings contained in its multi-volume final report, including 94 "calls to action" (or recommendations) to further reconciliation between Canadians and Indigenous Peoples.

The 94 calls to action are organized in the following subheadings:

- Child Welfare
- Education
- Language and Culture
- Health
- Justice
- Reconciliation

Canada also has a responsibility to uphold the Crown's honour to the original peoples. It is against this backdrop, and in the current legal and legislative context, that the Municipality of North Grenville has embarked on a journey of reconciliation in response to the Truth and Reconciliation Commission's 2015 [Calls to Action \(CTA\)](#)³. In particular, there are three (3) recommendations that are directed to local levels of government. These include:

- 43. 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. Note: The Municipality recognizes the incompatibility of the Canadian Constitution with UNDRIP.
- 47. 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.
- 57. 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, 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.

³ To view the Truth and Reconciliation Commission of Canada: Calls to Action visit <https://nctr.ca/records/reports/>

TRC Principles of Reconciliation

(Introduction). The TRC Principles of Reconciliation are⁴:

1. The United Nations Declaration on the Rights of Indigenous Peoples is the framework for reconciliation at all levels and across all sectors of Canadian society.
2. First Nations, Inuit, and Métis peoples, as the original peoples of this country and as self-determining peoples, have Treaty, constitutional, and human rights that must be recognized and respected.
3. Reconciliation is a process of healing of relationships that requires public truth sharing, apology, and commemoration that acknowledge and redress past harms.
4. Reconciliation requires constructive action on addressing the ongoing legacies of colonialism that have had destructive impacts on Aboriginal peoples' education, cultures and languages, health, child welfare, the administration of justice, and economic opportunities and prosperity.
5. Reconciliation must create a more equitable and inclusive society by closing the gaps in social, health, and economic outcomes that exist between Aboriginal and non-Aboriginal Canadians.
6. All Canadians, as Treaty peoples, share responsibility for establishing and maintaining mutually respectful relationships.
7. The perspectives and understandings of Aboriginal Elders and Traditional Knowledge Keepers of the ethics, concepts, and practices of reconciliation are vital to long-term reconciliation.
8. Supporting Aboriginal peoples' cultural revitalization and integrating Indigenous knowledge systems, oral histories, laws, protocols, and connections to the land into the reconciliation process are essential.
9. Reconciliation requires political will, joint leadership, trust building, accountability, and transparency, as well as a substantial investment of resources.
10. Reconciliation requires sustained public education and dialogue, including youth engagement, about the history and legacy of residential schools, Treaties, and Aboriginal rights, as well as the historical and contemporary contributions of Aboriginal peoples to Canadian society.

What is Truth?

We often forget the component of Truth when thinking of the work of Reconciliation. We acknowledge that this comes from a place of positive intent; wanting to seek justice, make things right, and take action. When we jump into action before engaging with Truth (which consists of acknowledging stereotypes, biases, gaps in our understanding, unlearning, and re-

⁴ To view the principles in full visit https://ehprnh2mwo3.exactdn.com/wp-content/uploads/2021/01/Principles_English_Web.pdf

learning), we are not able to meaningfully engage in Reconciliation. Truth and Reconciliation should be viewed as a cyclical rather than linear process.

Truth means acknowledging an accurate history.

Truth means addressing systemic racism and acknowledging that in the words of Justice Sinclair “cultural genocide is probably the best description of what went on here. But more importantly, if anybody tried to do this today, they would easily be subject to prosecution under the genocide convention... the government did try to eliminate the culture and language of indigenous people for well over a hundred years. And they did it by forcibly removing children from their families and placing them within institutions that were cultural indoctrination centres.”

Truth means knowing and understanding the current legal and political context in which Indigenous peoples continue to be oppressed and subjugated by the state.

Truth means knowing that Indigenous people have made and are making significant contributions to Canada and that Indigenous knowledge systems can add value to our communities.

The Federal and Provincial governments have to reconcile their sovereignty claims with the original title and legal interests of Indigenous peoples. Continued efforts to extinguish Indigenous rights and interests must stop. The relationship must be one of nation-to-nation.

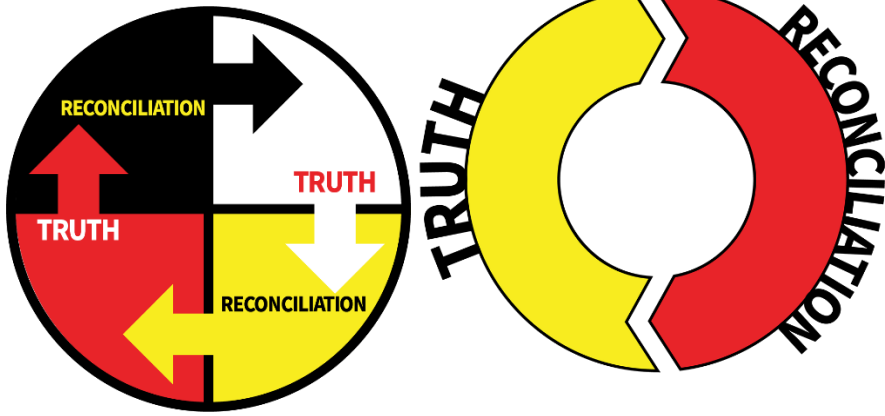
What is Reconciliation?

In Canada, reconciliation is a collaborative process aimed at rebuilding the relationship between governments and original peoples. It is a process based on the respect and recognition of inherent rights and partnerships. It is a process where we can speak the truth, acknowledge past and contemporary harms, enhance relationships and work towards **Mino Bimaadiziwin – living the good life.**

Reconciliation means learning how to share and co-exist on the land together so that all creation thrives.

Reconciliation means working with Indigenous peoples in a relationship based on respect, as allies to ensure that Indigenous rights are respected so that Indigenous peoples will **live Mino Bimaadiziwin, a good quality of life.**

Reconciliation means telling the truth of our history together as peoples.



Introduction to the Municipality’s Framework

The Municipality of North Grenville began its reconciliation efforts in the summer of 2021 as a response to the Truth and Reconciliation Commission’s Calls to Action. To guide this work, the Municipality engaged the services of an Indigenous advisory firm, First Peoples Group (FPG). Once the municipal Indigenous Advisory Circle (IAC) was established, the group began crafting the Framework to align with their vision.

Frameworks and policy documents that are not aligned with other strategic documents often end up sitting on a shelf. The actions recommended in the Framework have been woven into the pillars of the Community Strategic Plan.

As a result of this process, the Municipality and Indigenous Advisory Circle (IAC) have completed the following:

1. In 2023, the Municipality created an Indigenous Advisory Circle (IAC) to help guide and support initiatives and reconciliation efforts. The IAC has worked to finalize the Reconciliation Framework, update the land acknowledgement, and begin work on some of the recommendations included in the draft Framework.
2. On June 8, 2022, the Municipality hosted a community engagement session on the development of a Reconciliation Framework.
3. In February 2022, North Grenville’s Council adopted an Indigenous Land Acknowledgement. The acknowledgement was created in consultation with First Peoples Group, Indigenous community members, and local stakeholders who had been in contact with the Municipality.
4. In January of 2022, reconciliation was identified as a key value the new Community Strategic Plan and it prioritized a number of the goals and actions. Once the Reconciliation Framework is complete the Strategic Plan will be updated to include more specific action items.
5. In early 2022, municipal staff began reviewing its procedures, policies, and strategic documents to assess how they align with the Municipality’s reconciliation efforts. This assessment was the foundation for developing a draft Reconciliation Framework.
6. In 2021 Members of Council and municipal staff took part in Indigenous Awareness Training. This training is provided to new hires, and ongoing learning opportunities have been provided including information on the land acknowledgement and around days of significance.
7. In 2021 Council officially committed to an annual recognition of September 30th - the National Day for Truth and Reconciliation. Three (3) Every Child Matters flag raising ceremonies have been held and in 2023 a ceremony in honour of this day was held in the Arboretum in the Ferguson Forest. Both of these events saw the participation of many local community members as well as Indigenous community members.
8. Each year on November 8th, North Grenville lowers its flags in recognition of Indigenous Veterans Day, paying respect to and acknowledging the many contributions and sacrifices of original peoples to Canada’s war efforts and peacekeeping missions.

The Reconciliation Framework: Symbolic, Substantive, Systemic

First Peoples Group suggested a three (3)-pronged framework to think through different spheres of reconciliatory actions. It should be noted that these spheres are not 'levels' and do not exist in a hierarchy by any means. All three (3) of these spheres must work together to ensure different entry points to Reconciliation.

Symbolic

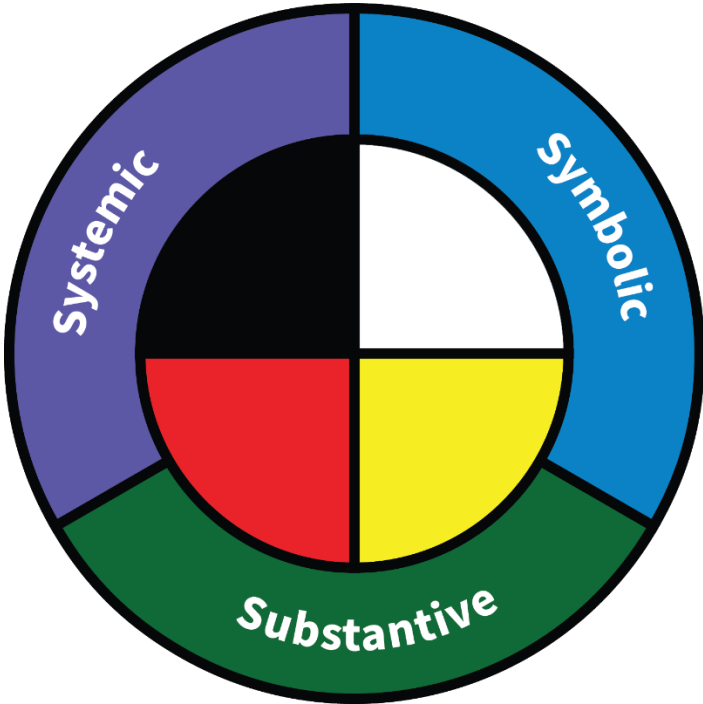
Symbolism should not be conflated with 'performance'. Symbolism can serve as an entry point for someone to begin their reconciliation journey. If a person or organization were to remain in the symbolic sphere, this could be problematic.

Substantive

Substantive reconciliation could look like creating a pathway for Indigenous folks that was not there previously such as a summer internship program for Indigenous students.

Systemic

Lastly, systemic reconciliation focusses on system-level change. This could mean changes to regulations and the introduction of new policies and/or procedures.



North Grenville Strategic Plan

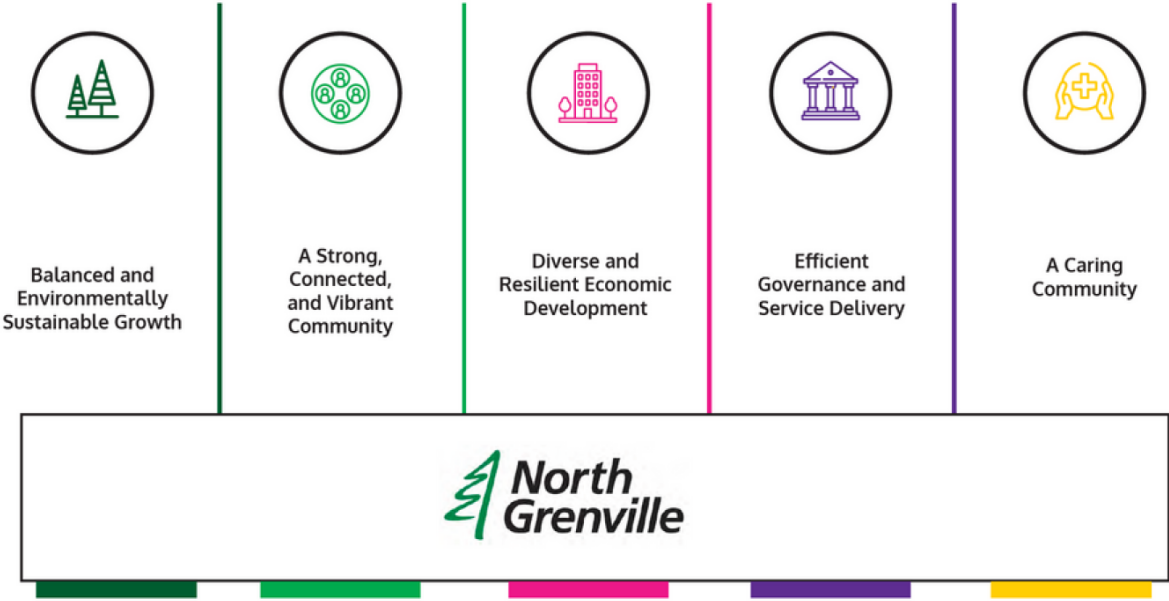
On January 25, 2022 Council adopted the Municipality of North Grenville’s 10-year Community Strategic Plan. The plan aims to achieve the community’s vision of North Grenville as “a caring, vibrant, and cohesive community, where growth is sustainably managed to enhance the quality of urban and rural life for all.”

This Community Strategic Plan reflects the shared insights of almost 2,000 residents, advisory committee members, community groups, Council, and municipal staff who engaged in the process.

The plan is based on a foundation of five pillars:

- 1. Balanced and Environmentally Sustainable Growth
- 2. A Strong, Connected, and Vibrant Community
- 3. Diverse and Resilient Economic Development
- 4. Efficient Governance and Service Delivery
- 5. A Caring Community

Strategic Pillars



Weaving the Reconciliation Framework and Strategic Plan Together

What was heard through public consultation for the Reconciliation Framework has been interwoven with the 10-Year Community Strategic Plan. Frameworks and policy documents that are not aligned with key strategic documents often end up sitting on a shelf.

The recommended actions include symbolic, substantive, and systemic actions.

Strategic Pillar #1: Balanced and Environmentally Sustainable Growth

For North Grenville, balanced and environmentally sustainable growth means setting clear goals related to managing growth and infrastructure needs in a way that does not harm the environment, or our “small-town” feel. It means mitigating climate change, preserving our collective heritage and history, and fostering an even better quality of life, for all residents.

Reconciliation Actions

- 1. Acknowledge in all municipal documents that North Grenville is operating on the land of the Algonquin People.**

A review should be done of all current documents to place the acknowledgement. All future documents should include the acknowledgement.

Symbolic	Substantive	Systemic
X		

- 2. Undertake land use mapping to ensure Indigenous land use values and Indigenous heritages sites are protected.**

Work has begun by a community group to map out trails traditionally used by the Anishanbek. Updates to the Official Plan should consider the historic relationship of Algonquin People to this land.

Symbolic	Substantive	Systemic
	X	

- 3. Develop an Indigenous consultation protocol to give effect to free, prior, and informed consent when development impacts on Algonquin rights.**

Work with the Planning and Development department to establish processes to encourage developers consider impacts on land and resources.

Symbolic	Substantive	Systemic
		X

- 4. Support the location and development of an Indigenous Friendship Centre in the community**

Friendship Centres exist in larger communities to improve the quality of life for Indigenous peoples and offer supports, programs, and services. The nearest centre is Odawa Native Friendship Centre (ONFC).

Symbolic	Substantive	Systemic
	X	

5. Use of the surplus lands for traditional medicine initiative

Planting, caretaking and harvesting traditional medicines would be both an Indigenous Knowledge learning opportunity for all community members, as well as an opportunity for Indigenous community members to reconnect with traditional plants and medicines. An example of this type of initiative is the creation of healing gardens near clinics and hospitals in municipalities such as Ajax and Calgary. We recommend developing a close relationship with the First Nations Health Authority to learn more about a traditional medicine framework.

Symbolic	Substantive	Systemic
		x

6. Review municipal lands for use by Indigenous peoples

It is recommended the Municipality consider how unsettled/Crown lands may be used to further its Reconciliation journey.

Symbolic	Substantive	Systemic
		x

Strategic Pillar #2: A Strong, Connected, and Vibrant Community

A strong, connected, and vibrant community is critical to our vision. Better community engagement, healthy, and connected living, as well as an environment rich in arts and culture will not only improve community outcomes, but will also strengthen cohesion, and well-being for our residents.

Recommended Reconciliation Actions

1. Murals

It is recommended the Municipality engage Indigenous artists (local if possible) to create murals in various public spaces throughout the community. Murals could be accompanied by educational pieces (such as a QR code that links to an interview with the artist) as a way to celebrate the vibrance of Indigenous art and share Indigenous Knowledge. Incorporate informational packages offered at Municipal offices outlining the cultural pieces within the community and incorporate Indigenous histories throughout.

Symbolic	Substantive	Systemic
x		

2. Crosswalk

It is recommended the Municipality install artistic crosswalk representations that coincide with certain Indigenous recognition days and months.

Symbolic	Substantive	Systemic
x		

3. Road/Trail Naming

It is recommended the Municipality name specific roads in the community after notable Indigenous people (local if possible), phrases in the language, or values/teachings of local Indigenous Nations. Information pamphlets and/or booklets should be created to accompany these namings, with relevant cultural information and images. Residents, especially local Indigenous residents should be consulted in the naming process.

Symbolic	Substantive	Systemic
x		

4. Reconciliation Logo

It is recommended the Municipality create a Reconciliation logo as a recognizable symbol throughout the community. The creation of this logo could be done through a public contest, where community members (especially youth) are encouraged to submit entries.

Symbolic	Substantive	Systemic
x		

5. Image Library for Municipal Use

It is recommended the Municipality engage an Indigenous photographer (local if possible) to capture natural landscapes throughout the community, as well as capture these various reconciliation actions via photograph and video. These images and videos will serve as an archive, to preserve the institutional memory of the Municipality's commitment to reconciliation, as well as for communications purposes.

Symbolic	Substantive	Systemic
	x	

6. Translations

It is recommended the Municipality develop a working relationship with a set of Indigenous language speakers (Anishinaabemowin/Ojibwe specifically) to engage with as necessary. At a minimum, these language speakers should be compensated at the same rate as a French language translator.

Symbolic	Substantive	Systemic
x		

7. Permanent Museum Space

The space would showcase the Indigenous histories of the area, as well as the history of the residential school era. They stress that "if we neglect to recognize the past, we are doomed to repeat it". This could also serve as an opportunity to highlight the accomplishments of Indigenous peoples, including leaders, athletes, and artisans.

Symbolic	Substantive	Systemic
	x	

8. Land Acknowledgement

The Municipality has already completed the work of crafting a land acknowledgement. It is recommended a land acknowledgement guide be created to support citizens in how and when to deliver land acknowledgements. The land acknowledgement can also be used in e-mail signatures.

Symbolic	Substantive	Systemic
x		

Strategic Pillar #3: Diverse and Resilient Economic Development

A diverse and resilient economy is about closing the gap between different groups, setting up a robust and attractive business landscape, and ensuring that North Grenville residents can access the goods they need, when they need them – for both leisure and necessity.

Recommended Reconciliation Actions

1. Connecting with Nations on Development

It is recommended the Municipality continue the current work of engaging local Indigenous communities and organizations when it comes to development, especially when it evolves natural resources. It is further recommended that a protocol be developed to guide this engagement to ensure there is consistency maintained across departments and areas of work.

Symbolic	Substantive	Systemic
	x	

2. Supporting Local Indigenous Businesses Through Capital and Mentorship

It is recommended the Municipality develop an Indigenous grant program for small Indigenous-owned businesses. Entrepreneurship is a promising pathway for Indigenous peoples to create their own employment and independent sources of income. This program will seek to reduce barriers that Indigenous peoples face when starting or growing their businesses, and ensure that they have access to the training, resources, and capital they need to prosper and thrive.

Symbolic	Substantive	Systemic
		x

Strategic Pillar #4: Efficient Governance and Service Delivery

We want to be continuously improving. Efficient governance and service delivery means continuing to be fiscally responsible, committing to longer-term planning, and making sure that processes, protocols, and services are modernized. It also means increasing our ownership, and leadership over what happens in North Grenville – which will require us to work closely with other levels of government, and community partners.

Recommended Reconciliation Actions

1. **Protect Indigenous heritage sites, and Indigenous values in land use planning (ie. sacred sites, medicinal plants, cultural use areas, biodiversity, water quality, etc.)**

Symbolic	Substantive	Systemic
		x

2. **Traditional Protocol Guide**

It is recommended the Municipality establish a traditional protocol guide which will include detailed information on gifting of traditional medicines (where to acquire them, when to give them, who to give them to), engaging with Knowledge Keepers and Elders, as well as local Indigenous values and teachings.

Symbolic	Substantive	Systemic
	x	

3. **Professional Development for Municipal Employees and the Public**

It is recommended the Municipality establish a series of Reconciliation-focused trainings that will be required for municipal staff, and made available to the public as well. It is important that these types of learning opportunities are not only situated at onboarding, but throughout the lifecycle of employees. Suggested topics include:

- History of Indigenous Peoples
- History and legacy of residential schools
- The United Nations Declaration on the Rights of Indigenous Peoples
- Treaties and Aboriginal Rights
- Indigenous law
- Indigenous-Crown relations

- Skill-based training in intercultural competency, conflict resolution, human rights, and anti-racism
- Land settlements

Symbolic	Substantive	Systemic
	x	

4. Reconciliation-Based Hiring Questions for Municipal Job Applicants

It is recommended the Municipality include at least one Reconciliation-based question during interviews for job applicants. A sample question could be: Can you tell us about actions you have taken on your reconciliation journey thus far?

Symbolic	Substantive	Systemic
	x	

5. Reconciliation Assessment of Policies and Procedures Annually

It is recommended the Municipality conduct annual reviews of policies and assessments through the lens of Reconciliation and Indigenous Knowledge. First Peoples Group has guided the Municipality through an initial Reconciliation Assessment of policies and procedures, and we recommend this work continue on an annual basis to ensure the fibers of the Municipality are evolving as the Reconciliation journey continues to evolve.

Symbolic	Substantive	Systemic
		x

6. Indigenous Procurement Strategy

It is recommended the Municipality develop a strategy to procure cost-effective goods and services from Indigenous firms. It is important to note that Indigenous procurement differs from traditional supply chain contracting and service procurement as relationship building is a key component when working with Indigenous firms and contractors.

Symbolic	Substantive	Systemic
		x

7. Encourage Indigenous Staffing

A number of tools could be used to facilitate this action, including using language in job postings that encourage Indigenous people to apply. Additionally, leave could be provided for transitional Aboriginal practices as done by the federal government.

Symbolic	Substantive	Systemic
		x

8. Tracking progress on the Framework

The IAC will use the Framework to guide their work. An update on the Reconciliation Framework will be provided to Council annually.

Symbolic	Substantive	Systemic
		x

Strategic Pillar #5: A Caring Community

Ensuring that community members with diverse lived experiences are supported, and can access the right services, at the right time is vital for our future, and our vision. Cultivating a caring community means working with different levels of government, improving equity, diversity, and inclusion, and mitigating housing challenges among already vulnerable groups.

Recommended Reconciliation Actions

1. Traditional Healing Centre

It is recommended the Municipality consider the creation of a traditional healing centre, or, in the interim, perhaps a division of traditional healing within current health care centres in the community. Types of traditional healing may include:

- hosting of sharing circles
- information on traditional medicine use
- ceremonies (smudging, sweat lodge)
- space for general activities/events

Symbolic	Substantive	Systemic
		x

2. Indigenous Advisory Circle

The Indigenous Advisory Circle has been established that will assist Council in engaging Indigenous people who are residents in North Grenville to join the Municipality and its citizens on a journey of Reconciliation. The Indigenous Advisory Circle will provide advice and/or recommendations that enhance the wellbeing of Indigenous people and/or resolve municipal issues.

Symbolic	Substantive	Systemic
		x

Final Thoughts

On the journey of Reconciliation, we must acknowledge there will be missteps and mistakes. Having said this, we commit to remaining steadfast in our journey, and to progress. There is no formula for Reconciliation; there is no prescription. We are working together to forge a new foundation for relationship building. Let us lean into discomfort, lean into unlearning, and lean into relearning. Let us not be paralyzed by the fear of making mistakes. Let us extend grace to ourselves and to others as we work toward authentic action together.

Reconciliation.

Commitment to Relationship

“Reconciliation is about relationship-building, and we invite all members of our community to participate in this process as we navigate a meaningful way forward together.”

- Councillor Kristin Strackerjan.

Though the national framework is unaccommodating in leading Canada to its full potential to recognize and respect the original Nations on a nation-to nation basis, the Municipality of North Grenville is nonetheless committed to addressing the gaps in legislation wherever possible, to bring meaningful effect to its work with Indigenous peoples on Reconciliation. This may at times include calls to the federal and provincial Crowns to remedy any legislation that is inconsistent with the principles of reconciliation.

“The assertion of sovereignty in the preamble to the Royal Proclamation has long posed significant challenges to the relationship between Indigenous peoples and the descendants of settlers. According to Brian Slattery, through the preamble of the Royal Proclamation, “the Crown asserts ultimate sovereignty over extensive regions in the American interior”, while simultaneously recognizing “that these territories are actually in the possession of numerous Indian nations, which are ‘connected’ with the Crown and live under British - ‘Protection’.” – P.C Hennessy, J. , *Restoule v. Canada (Attorney General)*, 2018 ONSC 7701

Appendix A: Seven Grandfather Teachings

The Seven Grandfather teachings are a set of Anishinaabe guiding principles passed down from generation to generation to guide the Anishinaabe in living a good life in peace and without conflict.

Guiding principles

Many Indigenous organizations and communities have adopted the Seven Grandfather Teachings as a moral stepping stone and cultural foundation. Communities have adapted the teachings to suit their community values. Despite where the teachings originated, they share the same concepts of abiding by moral respect for all living things.

The Seven Grandfather Teachings are among the most widely shared Anishinaabe principles because they are relatable and encompass the kind of morals that humanity can aspire to live by. They offer ways to enrich one's life while existing in peace and harmony with all of creation.

The story

The Creator gave spirits known as the Seven Grandfathers the responsibility to watch over the Anishinaabe people. The Grandfathers sent a Messenger down to earth to find someone to communicate Anishinaabe values. After searching in all directions, the Messenger found a baby. The Seven Grandfathers instructed the Messenger to take the baby around the Earth for seven years to learn the Anishinaabe way of life. After their return, the Grandfathers gave the baby, now a young boy, seven teachings to share with the Anishinaabe people; love, respect, bravery, truth, honesty, humility, and wisdom. Below lists each teaching in Anishinaabemowin and the linguistic breakdown of each word.

1. Debwewin = Truth

To speak only to the extent, we have lived or experienced. Commonly referred to as Truth.

- Deb = to a certain extent
- We = sound through speech
- Win = a way it is done

Truth is represented by the turtle as the turtle was here during the creation of Earth and carries the teachings of life on his back.



2. Dabasendiziwin = Humility

To think lower of oneself in relation to all that sustains us. Commonly referred to as Humility.

- Dabas = low or lower
- End = pertaining to thought
- Izi = state or condition

- Win = a way it is done

Humility is represented by the wolf. The wolf lives for his pack and the ultimate shame is to be an outcast.



3. Manaaji'idiwin = Respect

To go easy on one another and all of Creation. Commonly referred to as Respect.

- Manaaji = to go easy on someone
- Idi = in a reciprocal way
- Win = a way it is done

Respect is represented by the buffalo. The buffalo gives every part of his being to sustain the human way of living. The buffalo respects the balance and needs of others.



4. Zaagi'idiwin - Love

Unconditional love between one another including all of Creation, humans and non-humans. Commonly referred to as Love.

- Zaag = to emerge, come out or flow out
- Idi = in a reciprocal way
- Win = a way it is done

The eagle represents love because he has the strength to carry all of the teachings.



5. Gwayakwaadiziwin - Honesty

To live correctly and with virtue. Commonly referred to as Honesty.

- Gwayak = correctly, straightly, and rightly
- Aadizi = he/she lives
- Win = a way it is done

Honesty is represented by either the raven. They both understand who they are and how to walk in their life.



6. Zoongide'ewin = Bravery or Courage

To live with a solid, strong heart. Commonly referred to as Bravery or Courage.

- Zoongi = solid, strong
- De'e = a form of heart
- Win = a way it is done

Bravery is represented by the bear. The mother bear has the courage and strength to face her fears and challenges while protecting her young. To face life with courage is bravery.



7. Nibwaakaawin = Wisdom

To live with vision. Commonly referred to as Wisdom.

- Ni = the soul within
- Waa = pertaining to sight
- Kaa = an abundance
- Win = a way it is done

The beaver represents wisdom because he uses his natural gift by altering the environment for his family's survival.

