



**CORPORATION OF THE
MUNICIPALITY OF NORTH GRENVILLE**

INDIGENOUS ADVISORY CIRCLE MEETING AGENDA

No. 4

April 18, 2024, 4:30 p.m.

Held in Meeting Room 1, 285 County Road 44

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| A. Open Meeting | |
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H. Correspondence/Information Items/Reports

I. Other Business

I.1 Items for Next Meeting

J. Public Questions

K. Adjournment



Corporation of The Municipality of North Grenville

Committee Name Committee Meeting No. 3

Draft Minutes

Thursday, March 21, 2024 4:30 p.m.

Meeting Room 1, North Grenville Municipal Centre

Present

Member Phillip Seymour

Member Lorraine Rekmans

Regrets

Member Patti McDonald

Staff Present

Hillary Geneau, Director of Corporate Services

A. Open Meeting

The meeting was called to order by consensus at 4:30 p.m.

B. Opening Prayer

Member Lorraine Rekmans provided an opening prayer.

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 – February 15, 2024

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

F. Delegations

None.

G. Decision Items

G.1. Draft Reconciliation Framework

The members agreed to discuss this item further at the next meeting.

Member Lorraine Rekmans noted the section regarding land needs to be further discussed. The focus should not be righting the wrongs of the past, but visions of spaces should include Indigenous people. There should be recognition that Indigenous knowledge has value, particularly at a time when the world is facing climate, governance, and social issues. Some land must be given back, but what state is that land in. The historical mapping exercise would recognize places Indigenous people used, including trading sites, burial grounds, and villages. Elliot Lake gave some land back to Serpent River First Nation in 2022, and could be an example to examine. The Forest Stewardship Council certification process can also be an example of applying an Indigenous lens.

G.2. Membership Engagement

Director Hillary Geneau advised that she had contacted Mādahòkì Farm and the organizers of the Smiths Falls Power of the Drum Pow Wow to connect with Indigenous community members but has yet to hear back.

G.3. Significant Dates

The members reviewed the dates and discussed whether Louis Riel Day should be recognized. The members agreed to create a communications plan for the entire calendar at the next meeting.

Member Lorraine Rekmans suggested the seasons and the thirteen (13) moons be included. As well, most of the dates recognize tragic events, there should be dates to celebrate Indigenous culture.

G.4. Kemptville Campus Blanket Exercise

The members suggested the Campus hold the event at the space at the Ferguson Forest Centre. Members who are available will support by attending. The members would like to have Elder Aimee Bailey attend a Circle meeting ahead of the exercise so their work can be incorporated into the exercise.

H. Correspondence/Information Items/Reports

None.

I. Other Business

I.1. Items for Next Meeting

Carry-over items from this meeting will be added to the next meeting.

J. Public Questions

None.

K. Adjournment

Member Phillip Seymour provided a closing prayer.

The meeting was adjourned at 6:25 p.m.

Reconciliation Framework

Title page

Manaaji'idiwin

They respect each other.

Municipality of North Grenville

Reconciliation Framework

Prepared by: First Peoples Group and the Indigenous Advisory Circle

February 2024

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

Commented [HG1]: Once solidified the municipal land acknowledgement will also be updated.

¹ Original peoples include First Nations, Métis, and Inuit

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

Background

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:

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.

Through legislation, policy and practice Canada has engaged in and continues to engage in a cultural genocide that is eroding and destroying the political and social institutions of Indigenous peoples. The Indian Act is an example of colonial and racist law that continues to effect the destruction of Indigenous rights to self-determination and the expression of Indigenous sovereignty and jurisdiction.

Commented [HG2]: To be revisited

On the local level, North Grenville is situated on Algonquin territory, on land that was never ceded to Canada through negotiations or treaties, rather it was occupied by colonizers and their descendants.

Truth and Reconciliation Commission of Canada

Commented [HG3]:
Patti to add info about RCAP to this section

The Indian Residential Schools Settlement Agreement, the largest class-action settlement in Canadian history, began to be implemented in 2007. One of the elements of the agreement was the establishment of the Truth and Reconciliation Commission of Canada (TRC) to facilitate reconciliation among former students, their families, their communities, and all Canadians.

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

The three calls to action listed below speak to the work of municipalities, specifically.

Source: <https://www.rcaanc-cirnac.gc.ca/eng/1450124405592/1529106060525>

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) [\[insert hyperlink to CTA's\]](#). In particular, there are 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.

Source: <https://www.rcaanc-cirnac.gc.ca/eng/1450124405592/1529106060525>

Recognizing the historic and contemporary inequities faced by Indigenous 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 Grandfather Teachings which... the next generation.

Commented [HG4]: Patti to revise

"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

TRC Principles of Reconciliation

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?

Commented [HG5]: Move up to before intro

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-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 the systemic racist history of Canada and admitting that state efforts were undertaken to support a genocide.

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.

Commented [HG6]: To revisit

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 in an effort to ensure that Indigenous rights are respected so that Indigenous peoples will live Mino Bimaadiziwin, a good quality of life.

It is about telling the truth of our history together as peoples.



Commented [PM7]: We should find a royalty free image from the TRC that we can use, and give credit to

Introduction

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.

As a result of these efforts, we can report the following accomplishments: to date:

1. In 2023, the Municipality created an Indigenous Advisory Circle to help guide and support our initiatives and reconciliation efforts.
2. On June 8, 2022, North Grenville's Council 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 and was shared with Indigenous community members and local stakeholders who had been in contact with the Municipality. 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.
4. 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 is the foundation for developing a Reconciliation Framework for the Municipality - created in consultation with the community.
5. In 2021 Council officially committed to an annual recognition of September 30th - the National Day for Truth and Reconciliation. We have now held three (3) Every Child Matters flag raising ceremonies 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.
6. 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.
7. 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.

The Reconciliation Framework: Symbolic, Substantive, Systemic

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

Commented [HG8]: Add a circle graphic or a pie or something that shows how they are connected and equal and use the four colours

Symbolic

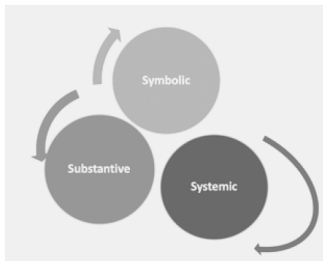
Symbolism should not be conflated with 'performance' as some folks like to classify it. Symbolism can serve as an entry point for someone to begin their Reconciliation journey. If a person or organization were to remain in the symbolic sphere, then, yes, this could be problematic.

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 is as the name suggests, about system-level change. This could mean changes to regulations, the introduction of new policies and/or procedures, etc.



North Grenville Strategic Plan

At the January 25, 2022 Council meeting, Council adopted the Municipality of North Grenville's 10-year Community Strategic Plan. The plan aims to achieve the community's vision, "North Grenville is 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 public participants, 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

We intend to weave together what has been heard through public consultation on a Reconciliation Framework with what has been put forward in the 10-Year Community Strategic Plan.

In our experience, frameworks and policy documents that are not aligned often end up sitting on a shelf. Therefore, we have woven the Reconciliation Action items into the pillars of the Community Strategic Plan.

It is also imperative that the elements of this framework included symbolic actions, substantive actions, and systemic actions. A summary of the actions is included on pages 20-22.

Commented [PM9]: This needs to be stated at the beginning of the Framework as well.

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.**

| Symbolic | Substantive | Systemic |
|----------|-------------|----------|
| | | |

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

| Symbolic | Substantive | Systemic |
|----------|-------------|----------|
| | | |

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

| Symbolic | Substantive | Systemic |
|----------|-------------|----------|
| | | |

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

| Symbolic | Substantive | Systemic |
|----------|-------------|----------|
| | | |

- 5. Use of the surplus lands for traditional medicine initiative**

This action was suggested at the June 2022 community engagement session. 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. **Land Back**

It is recommended the Municipality consider how unsettled/Crown lands may be used to further its Reconciliation journey. This is an action that was recommended by a member of the community at the June 8, 2022 community engagement session on the Reconciliation Framework. The following is an excerpt from feedback gathered during this session:

"The "North Grenville" Stewardship Initiative (or other name most appropriate) is what I hope will be a collaboration between First Nations, settled communities, and the natural world that we are called to live in harmony with. By creating space for land owners, individuals, organizations and families to connect via multiple pathways for education, leadership and reverence."

| Symbolic | Substantive | Systemic |
|----------|-------------|----------|
| | | x |

Commented [PM10]: This is an emotionally charged phrase. We need to find a different way to express what this means.

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. An example of an Every Child Matters crosswalk installation in Orangeville, ON is included to the right:

| 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

This action was suggested at the June 2022 community engagement session. 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 | |

Commented [PM11]: I would suggest, if a list is used in the Framework, that suggestions be presented as "At the June 2022 community engagement session on the Reconciliation Framework, we received a number of recommendations including: and then bullet list them without a lot of detail. I'm assuming these recommendations were captured in the First Peoples Group report?"

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.

| 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 |
|----------|-------------|----------|
| | | |

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 |
|----------|-------------|----------|
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| | | |
|--|---|--|
| | 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've 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. Indigenous Staffing

| Symbolic | Substantive | Systemic |
|----------|-------------|----------|
| | | |

Commented [HG12]: Patti: are there any efforts currently to encourage applications from Indigenous people?

We have the standard wording at the end of all postings about being "an equal opportunity employer". I know other municipalities/levels of governments offer days off, here's the federal wording:

Leave for traditional Aboriginal practices (unpaid)

In this section, Aboriginal means Indian, Inuit or Métis. If you are an Aboriginal employee with at least 3 months of continuous employment, you are entitled to take up to 5 days of leave per calendar year. You may take this leave in order to take part in traditional Aboriginal practices including:

- fishing
- hunting
- harvesting
- all practices prescribed by regulation

You can take your leave over more than 1 period, however, your employer may require that each period be at least 1 day. Your employer may request that you provide documentation demonstrating that you are Aboriginal. Your employer may request this up to 15 days after your return to work. You must provide supporting documents if it is possible to obtain and provide them.

The Code does not provide for paid leave for traditional Aboriginal practices.

8. Tracking progress on the framework

| Symbolic | Substantive | Systemic |
|----------|-------------|----------|
| | | |

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

Commented [HG13]: To be inserted somewhere

| Date | Actions |
|---|--|
| January – Spirit Moon | https://ecampusontario.pressbooks.pub/indigstudies/chapter/13-grandmother-moons/ |
| January 4 – Ribbon Skirt Day | |
| February – Bear Moon | |
| March – Sugar Moon | https://ecampusontario.pressbooks.pub/indigstudies/chapter/13-grandmother-moons/ |
| March 20 – Spring Equinox | Tie into syrup season |
| March 31 – National Indigenous Languages Day | <p>Newspaper ad with translations and explaining what the day is, liked the last sept 30 ad, section from the calls to action</p> <p>Suggested content:</p> <p>March 31 is an opportunity for Indigenous and non-Indigenous peoples to honour Turtle Island's extensive linguistic legacy. A number of the Truth and Reconciliation Commission of Canada: Calls to Action speak to protecting Indigenous language rights, including Action 13: We call upon the federal government to acknowledge that Aboriginal rights include Aboriginal language rights.</p> <p>Ojibway is an Algonquin language used by the Anishnabek. Here are some translations used by the Municipality's Indigenous Advisory Circle:</p> <p>Debwewin = Truth Manaaji'idiwin = Respect</p> |
| April – Sucker Moon | |
| May – Flower Moon | |
| May 5 - The National Day of Awareness for Missing and Murdered Indigenous Women, Girls, and 2SLGBTQQIA+ Peoples, also | <p>Beaded pins: If anyone wants to order a beaded pin. here is the link: https://tribalrootsimports.com/</p> |

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| known as Red Dress Day | |
| May 11 – The Moosehide Campaign | <p>Purchase pins, see if local MNR is engaged</p> <p>The Moosehide people already have their 2023 website up and the campaign resource section last year was full of graphics and tools etc.</p> |
| June – Strawberry Moon | |
| June 1 to 30 - National Indigenous History Month | |
| June 3 – A Day of Action for Families of MMIWG | NWAC appears to recognize October 4 – to confirm at next meeting |
| June 21 - National Indigenous Peoples Day/Summer Solstice | |
| July – Raspberry Moon | https://ecampusontario.pressbooks.pub/indigstudies/chapter/13-grandmother-moons/ |
| Blackberry or Thimbleberry Moon | https://ecampusontario.pressbooks.pub/indigstudies/chapter/13-grandmother-moons/ |
| August – Corn Moon | https://ecampusontario.pressbooks.pub/indigstudies/chapter/13-grandmother-moons/ |
| August 9 – The International Day of the World's Indigenous Peoples | |
| September – Falling Leaves Moon | https://ecampusontario.pressbooks.pub/indigstudies/chapter/13-grandmother-moons/ |
| September 19 – Powley Day (Ontario) | |

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|---|---|
| September 22 – Autumnal Equinox | |
| September 30 – The National Day for Truth and Reconciliation and Orange Shirt Day | Event at FFC space The Orange Shirt Society – history, resources, orange shirts etc. https://orangeshirtday.org/ |
| October – Freezing Moon | https://ecampusontario.pressbooks.pub/indigstudies/chapter/13-grandmother-moons/ |
| November – Little Spirit Moon | https://ecampusontario.pressbooks.pub/indigstudies/chapter/13-grandmother-moons/ |
| November 6 to 10 – Treaty Recognition Week in Ontario. | Double check the date on this one. I believe it is usually the first full week of November but, I could be wrong |
| November 7 – Inuit Day | |
| November 8 – Indigenous Veterans' Day | |
| November 16 – Louis Riel Day | Unsure about recognizing this day, members to discuss at next meeting |
| December – Blue Moon/Big Spirit Moon | https://ecampusontario.pressbooks.pub/indigstudies/chapter/13-grandmother-moons/ |
| December 21 - Winter Solstice | |