





Payhonin Reconciliation - Engagement Report Implementation Plan


Recommendation	Term	Financial	Action
Recommendation 6. With administrative support, request leadership to leadership, nation-to-nation meetings with Indigenous organizations. The goal is to establish a regular dialogue about opportunities, issues and upcoming decisions. 	Q2 2020	Existing Budget	<ul style="list-style-type: none"> • Meet with representatives from other municipal Indigenous Relations Departments and/or Reconciliation committees in surrounding area; review their approach and seek advice and guidance on relationship building and protocols. • Meet with local Indigenous community leaders and build and support working relationships ie neighbouring First Nations communities. • Meet with local Indigenous community organizations and residents and build and support working relationships.
Recommendation 2. The Reconciliation plan should be led by an Advisory Committee that is co chaired by an Indigenous representative and includes Indigenous organizations, neighbouring First Nation communities and Urban Indigenous people, as well as non Indigenous local residents ** The Reconciliation plan should be overseen by a Council committee that is co chaired by Indigenous people or representatives of Indigenous organizations and include several representatives from Indigenous communities. *	Q42020	Committee expense would be aligned with council policy.	Administration to develop Terms of Reference for the Indigenous Advisory Committee. The Advisory Committee would be responsible for: <ul style="list-style-type: none"> • Developing a vision and guiding principles. • Electing two Co-chairs • Connecting with City Council (Co-chairs role). • Developing and keeping momentum and collaboration as the Reconciliation Plan moves forward.
Recommendation 1. Develop a detailed or comprehensive Reconciliation plan for St. Albert	Q4 2020	\$10,000	<ul style="list-style-type: none"> • Engage the proposed Indigenous Advisory Committee to develop a comprehensive Reconciliation Plan for the City for Council's consideration. • Initiate the process with a strong commitment to being inclusive and respectful of Indigenous cultural traditions and protocols. • Utilize the process of developing the Reconciliation Plan as a way to increase community awareness thereby creating a greater understanding of why reconciliation is important ie Community Cultural Awareness Session featuring Speakers, Elders Story Sharing etc.

			<ul style="list-style-type: none"> • Conduct a series of talking circles and sessions to engage the community to assist in the development of strategies and initiatives to address the Truth and Recondition Commission Calls to Action and facilitate reconciliation within the community. • Engage with local Elders and knowledge keepers for advice and guidance.
Recommendation 3. Establish sustainable funding for the committee and ongoing programming related to truth and reconciliation, for example, per capita budgeting.	Q1 2010	*\$20,000	<ul style="list-style-type: none"> • General administration support required for Indigenous Advisory Committee • Program funding to support ongoing Reconciliation programs and initiatives. <p><i>*To be reviewed and adjusted following the development of the Reconciliation Plan</i></p>
Recommendation 4. Adopt the Land Acknowledgements, both formal and informal, to be used at City of St. Albert gatherings, events, on print material, and throughout municipal spaces. 	Q1 2020	Existing budget	<ul style="list-style-type: none"> • Continue to increase awareness and understanding of Land Acknowledgements, including meaning and relevance. • Share and distribute guidelines regarding the use of Land Acknowledgments within the organization. • Share general information regarding Land Acknowledgements on the City Website for reference by the broader community.
Recommendation 7. City of St. Albert administration consistently offer training opportunities both online and in- person to ensure that all Municipal staff have access. Recommendation 8. Include Indigenous Awareness workshops and Blanket Exercises, as part of new Council orientation to orient Council and senior leadership to reconciliation and respectful relations with Indigenous organizations and people 	Q3 2020	\$5000	<ul style="list-style-type: none"> • Implement existing curriculum for In-person and online Cultural Awareness Training. • Finalize Training Strategy/ Schedule for City Administration training. • Engage facilitators to guide the training. Initially: approximately 12 Sessions per year • Conduct a series of Indigenous Cultural Awareness sessions and learning sessions with Council, to enhance understanding of cultural traditions and protocols. This will assist in the development and maintenance of positive relationships, and broader understanding. • Review and update training material to more advanced level, as staff's general awareness increases (utilizing benchmark survey) <p>Note: ongoing training schedule to be developed beyond 2020.</p>

Recommendation 5. Establish a City of St. Albert full time equivalent position to work on reconciliation initiatives with the Committee as well as maintain relationships with Indigenous organizations and people in St. Albert. 	Q1 2020	Existing budget	<ul style="list-style-type: none"> Support currently allocated through casual term position to assist with immediate actions.
Recommendation 9. Seek input on project-specific methods of dialogue with Indigenous communities, prior to commencing broader engagement, in order to follow proper and respectful protocols.	Q2 2020	Existing budget	<ul style="list-style-type: none"> Utilize the knowledge and experience of Indigenous Advisory Committee, with support from internal staff, to ensure that projects are in alignment.
Recommendation 10. Amend the flag policy to have the Treaty 6 and Métis flags hung next to the Canadian flag, followed by the provincial and municipal flags, recognizing that First Nations and Métis Nations are sovereign entities. This should apply to all flags that are under the control of the City of St. Albert and located in both indoor and outdoor venues.	Q1 2020	N/A	<ul style="list-style-type: none"> Flag Policy revisions currently underway.
Recommendation 11. Report annually on reconciliation efforts and submit to the City of St. Albert Council and the National Centre for Truth & Reconciliation. Include information about learnings and progress made toward improving the relationships with Indigenous peoples	Q4 2020	Existing budget	<ul style="list-style-type: none"> Highlight successes and accomplishments. Provide annual report summarizing Reconciliation efforts. Utilize a variety of methods to capture outcomes and develop report.
Recommendation 12. Recognize and celebrate success and learnings as achieved, not only by the City as a whole, but individual staff and community members who contribute to Reconciliation.	Q2 2020	Existing budget	<ul style="list-style-type: none"> Review existing recognition programs within the City with a view to incorporate initiatives that support and/or facilitate Reconciliation within the community. Seek input from the proposed Indigenous Advisory Committee. Seek public input from the local community regarding recognition opportunities. Recommend a proposed strategy to Council for consideration.

Recommendation 13. Consider the installation of two additional flag poles at all Municipal flagpole locations to have Métis and Treaty 6 flags permanently flying.	Q3 2020	*\$12,400	<p>Recommend Phased approach:</p> <ul style="list-style-type: none"> • Capital Project Charter is included in the 2020 Capital Budget for the installation of two additional Flag poles outside St. Albert Place. * • Develop an inventory of other Municipal Buildings with Flag Poles • Outline a plan to incorporate the installation of additional Flag Poles at additional sites as appropriate in Capital Budgets going forward.
Recommendation 14. Consider permanent spaces, both indoor and outdoor, for delivery of Indigenous cultural programming and space for Indigenous organizations and their administrations to be housed.	Q-4 2021	Existing Budget	<p>Create Welcoming and Inclusive Public Facilities and Spaces, to honour and celebrate our Indigenous Culture and history, and create spaces that support Indigenous Cultural Programming.</p> <ul style="list-style-type: none"> • Review existing facilities for opportunity to adapt existing spaces. • Look for opportunities in future space planning and incorporate into long term space. • Seek out opportunities to collaborate with local Indigenous organizations to support Indigenous cultural programming. • Recommend initial focus on enhancing space within St. Albert Place (City Hall) as it is the <i>Place of the People</i>, and the heart of the city; <i>Designed by Douglas Cardinal, already contains a variety of symbolic elements within the design, features series of Sculpture by Stewart Steinhauer sharing Indigenous stories.</i> • Administration will bring separate project charters for additional Municipal locations.

Note:

 Recommendations previously approved by Council.

** Amended recommendation

*Original Recommendation as per Engagement Report