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**TAMRMS#:** B09

## **Payhonin Reconciliation - Engagement Report Implementation Plan**

Presented by: Kelly Jerrott, Director, Community Services Department

### **RECOMMENDATION:**

That the Community Living Standing Committee recommend to Council that:

1. That a formal Indigenous Advisory Committee, who's primary objective will be to provide advice to Administration and Council, be established. The Advisory Committee will include representatives from Indigenous organizations, neighbouring First Nation communities and Urban Indigenous representatives. Administration to develop Terms of Reference for Reconciliation Advisory Committee to include:

- Objective
- Membership and selection
- Election of Officers
- Roles and Responsibilities of members
- Meeting format, voting, and schedules

2. That a Truth and Reconciliation Policy be developed for the City and be presented to Council for consideration by Q3 2020.

3. The Payhonin Reconciliation St. Albert Engagement Report Implementation Plan (2019 - 2021) be received as information.

4. \$35,000 be allocated from the Stabilization Reserve to implement four recommendations outlined in the attached St. Albert Engagement Report Implementation Plan.

### **PURPOSE OF REPORT**

To provide the Community Living Committee with a prioritized Reconciliation Implementation Plan which will advance the 14 recommendations outlined in the Payhonin Reconciliation St. Albert Engagement Report. It includes projected costs for the four recommendations that require additional funds, totalling \$35,000 funding requested from the Stabilization Reserve.

## **ALIGNMENT TO COUNCIL STRATEGIC PRIORITY**

Administrative Priority #4 Regional Collaboration

Planned Activities:

- Indigenous Reconciliation
  - Explore synergistic partnership opportunities

Provide appropriate support to Council initiatives

## **ALIGNMENT TO SERVICE DELIVERY**

N/A

## **ALIGNMENT TO COUNCIL DIRECTION OR MANDATORY STATUTORY PROVISION**

On September 16, 2019 Council passed the following motions:

### AR-19-258

That the Payhonin Reconciliation St. Albert Engagement Report 2019 provided as an attachment to the September 16, 2019 agenda report entitled Payhonin Reconciliation Circle Recommendations be received as information.

That the Land Acknowledgements listed under Recommendation 4 in the Engagement Report are adopted, both formal and informal, to be used at City of St. Albert gatherings, events, on print material, and throughout municipal spaces.

That the City of St. Albert request leadership to leadership, nation-to-nation meetings with Indigenous organizations to establish a dialogue about opportunities, issues, and upcoming decision.

That Administration consistently offer Indigenous Awareness training opportunities, both on-line and in-person, to ensure all staff have access; and include Indigenous Awareness workshops and Blanket Exercises as part of Council orientation, to orient Council and Senior Leadership to reconciliation and respectful relations with Indigenous Organizations and people.

That Administration provide Council with an annual report on reconciliation efforts and submit the report to the National Centre for Truth and Reconciliation.

That the City of St. Albert recognize and celebrate success and learnings, not only by the City as a whole, but individual staff and community members who contribute to Reconciliation.

That Administration be directed to prepare a prioritized implementation plan of the Engagement Report recommendations to be brought back to Council in November 2019.

## **BACKGROUND AND DISCUSSION**

St. Albert is located on Treaty 6 territory and is the homeland of the Metis people in Alberta. St. Albert was also home to two residential schools; it is important to recognize the impact residential schools have had in our community, learn and understand the history, and identify ways to move forward together toward reconciliation.

The City contracted an Indigenous Relations consultant, Apakosis, to further the work of reconciliation in St. Albert, recognizing that the City did not have staff support with the expertise, background or extensive knowledge in the area of Indigenous relations, cultural practices and traditions. With the inclusion of Elders and community partners, the original Reconciliation Task Force evolved into the Payhonin Reconciliation St. Albert Circle. The consultant, under the guidance of the Circle, undertook online surveys and in-person engagement. In-person engagement events included talking circles, focus groups and interviews.

The result of the engagement undertaken is captured in the report "*Payhonin Reconciliation St. Albert*". The report contains recommendations for both a formal and an informal Land Acknowledgement Statement which respects the history and culture of Indigenous peoples, and recognizes that we are all Treaty people, with responsibilities to each other and the land. It also includes additional recommendations that will move St. Albert to the next stage in the process, the development of a St. Albert Reconciliation Plan. The Reconciliation Plan will integrate reconciliation into current and new initiatives, under the guidance of the newly formed Indigenous Advisory Committee, thereby ensuring the spirit of reconciliation is part of how St. Albert does business. This is a significant step as St. Albert continues to move towards addressing the Calls to Action in the Truth and Reconciliation Report.

On September 16, 2019 Council adopted 6 of the 14 recommendations in the Engagement Report and directed Administration to develop a prioritized Implementation Plan.

A copy of the Implementation plan for the Engagement Report recommendation is attached.

The Reconciliation Implementation Plan is the next step on St. Albert's reconciliation journey.

## **STAKEHOLDER COMMUNICATIONS OR ENGAGEMENT**

The City of St. Albert has established the Reconciliation St. Albert Circle to assist in guiding Administration's efforts for the completion of activities related to Council's motions. The Reconciliation St. Albert Circle is comprised of the following representatives from various administrative departments and community partners, in addition to the consultants from Apakosis: Director of Community Services, Director of Strategic Services and Information Technology, Director of Utilities & Environment, Manager of Corporate Communications, Manager of Government Relations, Manager of Workforce Strategies & Development, Manager of Community Connections, Officer in Charge St. Albert RCMP Detachment, Director of Economic Development, and representatives from the Musée Heritage Museum, St. Albert Public Library, Art Gallery of St. Albert, and Michif Cultural Connections.

The Circle supported the consultant throughout the community engagement process and will continue to be the interim link to engagement with the local Indigenous community.

Administration has engaged with the Reconciliation Circle regarding the Proposed Implantation Plan. The Circle has reviewed the proposed Implementation Plan and provided their input and suggestions to assist the city in moving forward on its reconciliation journey.

## **IMPLICATIONS OF RECOMMENDATION(S)**

### Financial:

While 8 of the 14 Engagement Report recommendations can be implemented within existing budgets, 4 of the recommendations will require additional financial support to implement. \$35,000 could be allocated from the Stabilization Reserve to fund the following four recommendations: 1, 3, 7 and 8. Recommendation 13, to install two additional flagpoles, will be going forward as a Capital Project Charter for the amount of \$12,400 in the 2020 budget.

### Legal / Risk:

None at this time

### Program or Service:

Indigenous Relations continues to be a growing portfolio within the City. While departments such as Community Services and Corporate Communications have been providing support through existing services, as the City moves forward with the recommendations and a formal Reconciliation plan, a new service level and standard will be required.

### Organizational:

Implementing the recommendations from the Payhonin Reconciliation St. Albert Engagement Report will require prioritizing current workloads.

## **ALTERNATIVES AND IMPLICATIONS CONSIDERED**

If Council does not wish to support the recommendations, the following alternatives could be considered:

Alternative 1. Refer the matter back to administration with direction.

Alternative 2. Choose not to recommend allocation of funding for the Implementation Plan. The implication would be that Reconciliation activities would be delayed, and it may give the impression that Reconciliation is a low priority.

Report Date: November 12, 2019

Author(s): Kelly Jerrott

Committee/Department: Community Services Department

Deputy Chief Administrative Officer: Kerry Hilts

Chief Administrative Officer: Kevin Scoble