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Presented by: Kelly Jerrott, Director, Community Services Department

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Attachments: 1. Payhonin Reconciliation St. Albert Final Report

Date	Ver.	Action By	Action	Result
9/16/2019	1	City Council	approved	

TAMRMS#: B09

Payhonin Reconciliation Circle Recommendations

Presented by: Kelly Jerrott, Director, Community Services Department

RECOMMENDATION:

1. 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.
2. 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.
3. 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.
4. 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.
5. That Administration provide Council with an annual report on reconciliation efforts and submit the report to the National Centre for Truth and Reconciliation.
6. 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.

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

PURPOSE OF REPORT

To provide Council with the results of the public engagement process captured in the Payhonin Reconciliation St. Albert Engagement Report, and to continue St. Albert's journey towards reconciliation by adopting the Land Acknowledgement Statements and the Key Recommendations listed in the Report.

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 April 23, 2018 Council passed the following motion:

AR-18-156

That \$40,000 be committed from the Stabilization fund for initial expenses related to the Indigenous Reconciliation Task Force, to begin the implementation of Council Motions addressing the Calls to Action identified in the Truth and Reconciliation Commission in St. Albert.

On September 11, 2017 Council passed the following motions:

AR-17-102

That the City of St. Albert supports all Calls to Action in the Truth and Reconciliation Commission of Canada Report; and

That Administration facilitate a meeting with local Indigenous Elders to seek advice regarding the creation of an Indigenous Relations Advisory Committee and to address the relevant Calls to Action, at the municipal level, of the Truth and Reconciliation Commission of Canada, and to provide advice to Council and Administration on matters of interest to Indigenous peoples; and

That following the consultation with local Indigenous Elders, possibly youth, and Administration prepare a report summarizing the learnings from the meeting and a proposed approach to developing a plan to address the relevant Calls to Action of the Truth and Reconciliation Commission; and

That an Indigenous Cultural Awareness Workshop be conducted with Council during 2018; and

That Administration consult with local Indigenous Elders to develop an inclusive acknowledgement statement for civic events, ceremonies and functions.

BACKGROUND AND DISCUSSION

At its GPFC Meeting of September 9, 2019, Committee Members reviewed the outcomes of the Payhonin Reconciliation St. Albert Engagement Report 2019. Based on discussion and feedback from the GPFC we have identified six recommendations from the Engagement Report that we can immediately implement with minimal cost impacts. These are Engagement Report Recommendations #4, 6, 7, and 8, highlighted in green below.

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 identity ways to move forward together toward reconciliation.

September 11, 2017 Council passed the above stated motions in support of the Truth and Reconciliation Commission's Calls to Action Report. The goal of the motions was to begin to address some of the calls to action as identified in the report that relate to our municipality.

April 23, 2018, Council passed the above stated motion which enabled the City to contract an Indigenous Relations consultant, Apakosis, to further the work of reconciliation in St. Albert, recognizing that the City does 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 continue to move St. Albert towards addressing the Calls to Action in the Truth and Reconciliation Report.

The fourteen recommendations outlined in "*Payhonin Reconciliation St. Albert*" are as follows:

Recommendation 1: Develop a detailed or comprehensive Reconciliation plan for St. Albert.

Recommendation 2: The Reconciliation plan should be overseen by a Council committee that is co-chaired by Indigenous people or representatives of Indigenous organizations and include a number of representatives from Indigenous communities.

Recommendation 3: Establish sustainable funding for the committee and ongoing programming related to truth and reconciliation, for example, per capita budgeting.

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:

FORMAL LAND ACKNOWLEDGEMENT:

We respectfully acknowledge that we are on Treaty 6 territory, traditional lands of First Nations and Metis peoples. As treaty People, Indigenous and non-Indigenous, we share the responsibility for

stewardship of this beautiful land.

INFORMAL LAND ACKNOWLEDGEMENT

We respectfully acknowledge that we are on Treaty 6 territory, traditional lands of First Nations and Metis peoples.

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.⁽¹⁾

(1) In keeping with the seven generations planning.

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.

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.

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.

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.

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.

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.

Recommendation 13: Consider the installation of two additional flag poles at all Municipal flagpole locations to have Métis and Treaty 6 flags permanently flying.

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.

The spirit of Reconciliation is an ongoing journey. Reconciliation is about building relationships and fundamentally changing the way we interact; it is not simply one project, or a list of activities. St. Albert has already taken significant steps on the journey toward Reconciliation. The creation of the Kâkesimokamik- <https://stalbert.ca/exp/childfest/performances-workshops/things-to-do/kakesimokamik-the-st.-albert-healing-garden/> Healing Garden, Orange Shirt Day recognition events, Indigenous language signage, and adopting the *Welcoming and Inclusive Communities*

declaration, are just a few examples.

The Payhonin Reconciliation St. Albert Engagement Report furthers us on this journey, and provides a guide to the next step, which is prioritizing an implementation plan based on the 14 recommendations. Should Council approve the development of the implementation plan, Administration will include timelines for phasing in options, along with estimated budget requirements.

Progressing with the prioritized implementation of the recommendations of the Engagement Report will enable us to further our journey towards reconciliation.

It is important that we walk together with members of our Indigenous community as we proceed to the next step of creating Reconciliation Action Plan or Strategy to guiding us as a City and community to on our longer term 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 Apokasis: 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.

IMPLICATIONS OF RECOMMENDATION(S)

Financial:

While many of the recommendations can be implemented within the current budget, however some of the recommendations will require financial support to fully implement.

The Reconciliation Implementation plan will include any additional budget requirements.

Legal / Risk:

None at this time

Program or Service:

Indigenous Relations is a growing portfolio within the City with no dedicated personnel attached. 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, along with dedicated personnel, to ensure community needs and expectations are met and the recommendations can be actioned.

Organizational:

Additional human resources are required to advance the recommendations contained herein

(specifically addressed as Recommendation 5)

ALTERNATIVES AND IMPLICATIONS CONSIDERED

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

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

Report Date: September 16, 2019

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Deputy Chief Administrative Officer: Kerry Hilts

Chief Administrative Officer: Kevin Scoble