



Reconciliation Regina, Inc.

Community Action Plan

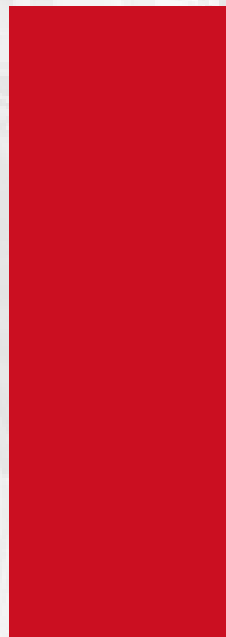
2020/2021

Canada 



City of Regina





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Acknowledgement Statement

This Acknowledgement Statement represents an act of reconciliation, honouring the land and Indigenous heritage and history that dates back thousands of years. To recognize the land is an expression of gratitude and appreciation to those whose territory we reside on, and a way of honouring the Indigenous people who have lived here for thousands of years. It is important that we understand our history that has brought us to reside on the land, and to seek to understand our place within history.

Reconciliation Regina acknowledges that we are on traditional lands of the Treaty 4 Territory, a Treaty signed with 35 First Nations across Southern Saskatchewan and parts of Alberta and Manitoba and the original lands of the Cree, Saulteaux (SO-TO), Dakota, Nakota, Lakota, and on the homeland of the Métis Nation.





Message from the Mayor

On behalf of City Council and the residents of Regina, it is my pleasure to join the Reconciliation Regina, Inc. board in presenting our Community Action Plan. This plan represents the culmination of more than two years of hard work by the City of Regina, the Office of the Treaty Commissioner, and the more than 70 "community champions" that make up the membership of Reconciliation Regina. It is tangible evidence of the passionate commitment that Regina residents feel for reconciliation and our desire to move forward to heal and strengthen our community. Our first goal as Reconciliation Regina was to work towards a community-based and community-created action plan that speaks to our city's needs and desires. The culmination of this goal represents only the first step of a very long walk. This will be a multi-generational effort, requiring the dedication of every citizen of Regina. Reconciliation must be a conscious, willful effort to achieve equality and improve the lives of all of our residents. It may be difficult at times, but we can rest

assured that we will be creating a stronger, more supportive city for generations to come.

This will be a multi-generational effort, requiring the dedication of every citizen of Regina.

Thank you and congratulations to the Reconciliation Regina board and all of the community organizations and partners that have helped guide us to this momentous achievement.

Sincerely, Michael Fougere Mayor



Message from the Reconciliation Regina Board Chair

On behalf of the Reconciliation Regina, Inc. Council, we are pleased to offer the Community Action Plan, in partnership with, and recognition of Reconciliation Regina's 70-plus Community Champions. Our plan is a made-in-Regina community blueprint or action plan that will ensure reconciliation continues to be a living process, based on information sharing and coordination of joint activities and initiatives that reflect a celebration of diverse cultures, resilience, healing and strengthened partnerships for the wellbeing of all people living in our community. We respectfully present this Plan as the beginning of a long journey, for which there is no roadmap; a journey that can be difficult, yet so rewarding in terms of the benefits for our youth, for whom we leave to continue our legacy.

We have much more to do by way of helping others tell their truths and reconcile in their own way. However, we are confident that our commitment, resilience,

...a journey that can be difficult, yet so rewarding ...

and respect for every individual in our community will lead us to a strengthened, more inclusive, vibrant community shared equally by all.

Gillis Lavalley Chair



Message from the Office of the Treaty Commissioner

The Office of the Treaty Commissioner (OTC) has been working since 2014 to develop a framework for Truth and Reconciliation through Treaty Implementation in Saskatchewan. The work is based on a “Collective Impact” approach, which suggests that complex issues cannot be solved by any one group, individual, or level of government, but that real change requires diverse people and perspectives working together. From this, the OTC has progressed three main strategies:

- To seek consensus and mobilization around a common vision of what success looks like;
- To facilitate and support coalitions of diverse community “champions” for Truth and Reconciliation – building trust and relationships that lead to action;
- To develop tools to measure progress and share stories of success.

The OTC began working with community leaders in Regina in 2016, back when these strategies

were still forming and emerging. We worked with the City of Regina and others to facilitate the initial Reconciliation Regina meeting in April 2017, bringing together roughly 60 community champions to encourage honest conversations about the nature of successful Reconciliation in Regina. Those initial meetings in 2017 brought together First Nations and Métis Knowledge Keepers, Indian Residential School Survivors, 60’s Scoop Survivors, and community leaders from Regina’s Métis, First Nation and non-Indigenous community. Representation was sought from business, faith groups, non-profits and governments of all levels. Together, those Regina champions identified shared goals and principles for how best to work together.

We are excited to see the release of Reconciliation Regina’s Action Plan. It is the result of significant work from many members of the community. And it is a framework on which to build the important work left to be done.

The OTC looks forward to working with Reconciliation Regina and its members to begin to actualize and progress on community needs in Regina. There are now ten coalitions of Truth and Reconciliation champions across the province, a growing group of First Nations,

Metis and non-Indigenous leaders with experiences and lessons to share with each other. In September 2019, the OTC released a Vision of Truth and Reconciliation through Treaty Implementation, an attempt to reflect the voices of thousands of Saskatchewan citizens asked to describe a better future for their children. It states that we need to seek progress in four overlapping areas: Understanding our Shared History; Authentic Relationships; Vibrant Cultures and Worldviews; and Systems that Benefit Us All. We’ve also been going through the TRC Calls the Action, MMIWG Calls to Justice, the UN Declaration on the Rights of Indigenous Peoples, and other important documents, to collect outcomes and indicators which can serve as a common framework for organizations, communities, our province and our country to measure whether we are making progress to Truth and Reconciliation through Treaty Implementation. In these ways and more we will humbly offer to work with Reconciliation Regina and its members to progress the Calls to Action and the Calls to Justice, and to create a society in which we find the mutual benefit intended in the original Spirit and Intent of Treaty.



Community Champions

REACH

REACH has a human resource practice that aims to reflect the community that we are a part of; therefore we strive to have Indigenous staff and Board Members and volunteers. Currently 30% of our Board and 25% of our staff are Indigenous. It is also our policy to encourage and support leadership development for our Indigenous staff who are currently all in supervisory or management positions. It is our goal to increase the Indigenous leadership and members in our organization both at the Board level and with staffing levels. This is an operational decision of the current Executive Director and approved by the Board.

REACH is dependent on partnerships for our existence; we do not exist if not for our partnerships. We currently work with and provide support to a number of Indigenous organizations and First Nations.

We work with each group, organizations and First Nations to design and adapt our service for their needs. We continue to expand our partnerships with various Indigenous organizations.

Board and Staff have a strong relationship with Circle Project and have partnered with them in 16 hours of training, so that we are better at understanding the hurt of the past, understand ceremonies and will be more open to attend Indigenous events and ceremonies.

We partner with Circle Project every year in providing a National Indigenous Peoples Day Event, to highlight Indigenous Culture and to say THANK YOU!



History of Indigenous Peoples

Treaties

The Numbered Treaties are 11 treaties signed between the Dominion of Canada and First Nations people between 1871 and 1921.

These treaties allowed the Crown to settle on and obtain resources from the land in question in exchange for promises and goods, including reserve lands, annual payments, clothing, farm equipment and animals, maintenance of schools, and hunting and fishing rights.

Treaty No. 4

The City of Regina is located within Treaty 4 territory, which includes 35 First Nations in southern Saskatchewan and parts of Alberta and Manitoba. Treaty 4 was signed by the Crown and 13 chiefs representing the Cree, Saulteaux and Assiniboine nations on September 15, 1874.



Excerpt from Treaty No. 4:

That the principal conditions of the Treaties may be briefly stated as follows:

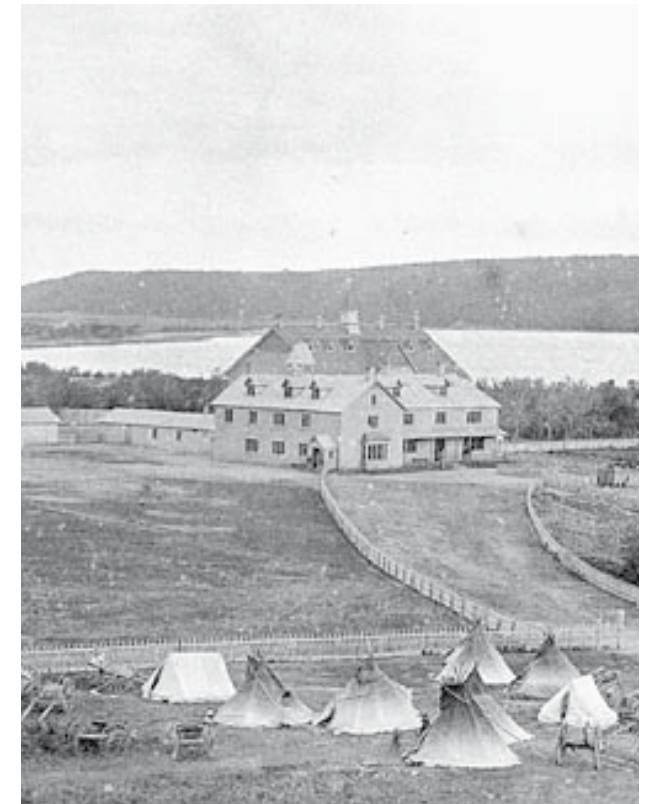
- 1st A Money present to each Chief of \$25; to each Headman not exceeding four in each Band \$15 and to every other Indian, man, woman and Child in the Band \$12
- 2nd An Annual payment in perpetuity, of the same sums to the Chiefs and Headmen (not exceeding four in each Band) and \$5 to every other man, woman and Child in the Band
- 3rd Certain trifling presents of clothing every third year, to the Chiefs and Headmen
- 4th A supply of Ammunition and twine every year to the value of \$750
- 5th Presents of Agricultural implements, Cattle, grain, Carpenter's tools, etc., proportioned to the number of families in the Band actually engaged in farming
- 6th Reserves to be selected of the same extent in proportion to the numbers of the Bands, and on the same conditions as in the previous Treaty
- 7th Schools to be established on each Reserve as soon as the Indians settle thereon
- 8th Intoxicating liquors to be excluded from the Reserve

Residential Schools

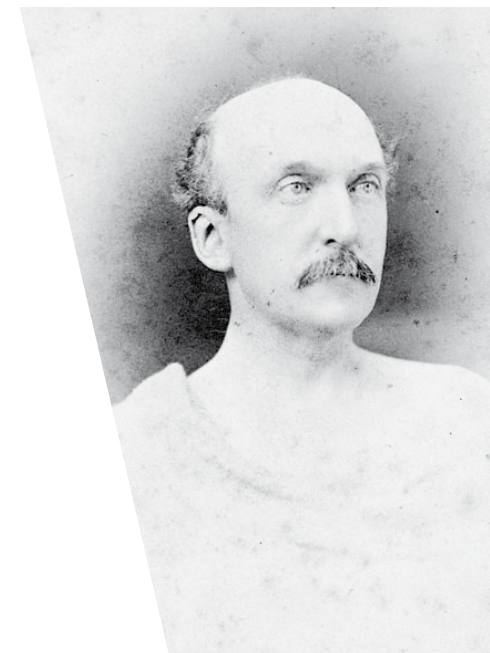
Roots of the Residential School System

Sir John Colbourne and Sir Francis Bond Head supported policies to assimilate First Nations people through segregation (reserves) and education.

The 1842-1844 Bagot Commission proposed that Indigenous children be removed from their parents' care to better achieve assimilation through education. These schools were known as Indian Industrial Schools. By 1847, Egerton Ryerson, the Superintendent for Education, recommended religious instruction as the foundation for the schools. Protestant, Catholic, Anglican and Methodist denominations began to establish residential schools.



Qu'Appelle Indian Industrial School, Saskatchewan (1885)
Public Domain



The Residential School System

Following Nicholas Flood Davin's "Report on Industrial Schools for Indians and Half-Breeds" (1879), an extensive, federally-funded, church-operated residential school system began operating. While day schools had existed since the 1840s, it was decided that a greater number of live-in, or "residential", schools would be more effective. Efforts were made to place schools far from Indigenous communities, ensuring that full-time attendance was necessary for many and family contact was further minimized.

Portrait of Nicholas Flood Davin (Between 1886 and 1900)

By Canada. Patent and Copyright Office / Bureau des brevets et du droit d'auteur; Library and Archives Canada / Bibliothèque et Archives Canada; PA-195870. - <https://www.flickr.com/photos/lac-bac/2717141592/>, CC BY 2.0, <https://commons.wikimedia.org/w/index.php?curid=39725370>



Residential Schools

Kill the Indian in the Child

In addition to being separated from the influence of their families, children attending residential school were taught that their culture was unwholesome and pagan, speaking their languages was forbidden, and failure to comply was met with severe punishment. Overcrowding, poor sanitation, malnourishment, poor medical care and high rates of disease were common in the schools, as was emotional, physical and sexual abuse.

Amendments to the Indian Act in 1920 made attendance for status Indian children under the age of 15 compulsory. Parents who resisted and hid their children from the authorities risked imprisonment. Many children attempted to run away from residential schools, often facing severe punishment.

Background image: Residents of an “Indian school”, Regina, Saskatchewan (1908)
By Canada. Patent and Copyright Office / Bureau des brevets et du droit d’auteur; Library and Archives Canada / Bibliothèque et Archives Canada; PA-195870. - <https://www.flickr.com/photos/lac-bac/2717141592/>, CC BY 2.0, <https://commons.wikimedia.org/w/index.php?curid=39725370>

The End of the Residential School System

By the 1960s, residential schools began to be phased out. The last federally-run residential school, Gordon Indian Residential School near Punnichy, Saskatchewan, closed in 1996.



Gordon Indian Residential School

Devastating and Far Reaching Impacts

The legacy of residential schools has had a devastating and far-reaching impact on survivors and their families. Effects such as loss of culture and identity, post-traumatic stress, and an inability to parent or connect with others has led to issues such as alcoholism, drug abuse and suicide and continues to affect multiple generations.

Riel Resistance

Riel Resistance

Louis Riel fled to Montana Territory after the Red River Resistance, which led to the creation of Manitoba. When Gabriel Dumont’s Métis delegation asked for Riel’s assistance in the North West Territories, Riel agreed. He travelled to Batoche in July, 1884 and went to work readying a petition to Ottawa.



Battle at Batoche

Government forces were ambushed at Fish Creek on April 24, costing the lives of six soldiers and four Métis and wounding 49 soldiers. On May 1, militia were forced to retreat at Cut Knife Creek. Casualties would have been higher had Poundmaker not convinced warriors not to slaughter the retreating militia.

Government reinforcements resumed the march to Batoche on May 9. After several days of fighting, superior numbers and ammunition of the government troops led to the surrender of Batoche, effectively ending the Resistance.

Riel surrendered on May 15, while Dumont fled to Montana. Poundmaker and some Battleford-area tribes surrendered on May 26, the Frog Lake Cree released their prisoners on June 21, and Big Bear turned himself in on July 2.

From Non-Violent Demands to Armed Resistance

Initially, Métis, First Nation and non-Indigenous residents participated in non-violent actions, with issues such as permanent title to lands for Métis people, low wheat prices, high freight prices and tariffs on farm equipment presented to the federal government. A lack of progress led the Métis to pass the “Revolutionary Bill of Rights” on March 8, 1885. This spurred the establishment of a provisional government by an armed force of Métis on March 18 and 19, 1885.

The Batoche parish church was seized, and Fort Carlton’s surrender was demanded. Riel was named president, while Dumont became military commander. Métis leaders took over Duck Lake. On March 26, 100 North-West Mounted Police (NWMP) arrived, and after negotiations ended, both sides opened fire. 18 people died in the battle. The Métis retreated to Batoche while the NWMP evacuated Fort Carlton and retreated to Prince Albert.

Emboldened by Duck Lake, Cree and Assiniboine fighters formed a war camp to the west of Fort Battleford while settlers huddled inside, awaiting rescue. Big Bear’s people, who had been denied rations in order to force Big Bear to sign a treaty, holed up with prisoners at Frog Lake on April 1, 1885. On April 2, war chief Wandering Spirit killed Indian Agent Thomas Quinn, leading to the deaths of eight men over the protests of Big Bear.



Poster for John Coulter's play, *The Trial of Louis Riel*
Public Domain

Trials and Aftermath

In Regina, Louis Riel was tried and convicted of high treason, a crime for which the only possible sentence was execution. An insanity plea failed, and he was hanged at Regina on November 16, 1885.

Many other First Nation and Métis leaders were tried on lesser charges. Of the eleven Indigenous warriors convicted of murder for Frog Lake, six Cree and two Assiniboine men, including Wandering Spirit, were executed, and three others had their death sentences commuted. Poundmaker and Big Bear each received three years in jail. All surviving convicted resisters were ultimately released from jail early, and a general amnesty allowed some of the resisters who had fled to the U.S. to return to Canada, including Gabriel Dumont. On May 23, 2019, the Federal Government exonerated Poundmaker and formally apologized. Similar efforts for Big Bear and One Arrow are ongoing.

Road Allowance People

In the aftermath of the Resistance, the Métis were marginalized from both settler society and Indigenous communities. They were denied Indian status and branded as “rebels”.

Facing economic hardship, many Métis left the area, leading to a dispersal. Those who remained, and many who left, were forced to “squat” on reserved Crown land, mostly on the outskirts of municipal boundaries, known as the “road allowance”. It was during this time that the term “road allowance people” became synonymous with the Métis.

Regina Indian Industrial School

The Regina Indian Industrial School

Operating from 1891 to 1910, the Regina Indian Industrial School (RIIS) was a Presbyterian school located northwest of Regina on a 320-acre farm near Wascana Creek. RIIS was an industrial school, meaning that the federal government paid all school expenses until the 1893-1894 school year. After that, a per capita grant of \$120 was provided. Initially the school focused on teens, but when per-capita funding was established the student age range went from 3 to early 20s.



Front view of Regina Indian Industrial School with men, horses and buggies out front (1885)
Public Domain

RIIS Operation

About 500 students attended the school during its 19 years of operation. Illnesses related to overcrowding were common, with an estimated 20 percent of students dying of diseases. The curriculum was gender-segregated; boys learned trades while girls focused on homemaking. Recent historical research has also uncovered accusations of sexual abuse of female students.

After the school was closed, the building became a jail, then a home for delinquent boys, before burning down in 1948.

Heritage Destination

All that remains of the school is the graveyard, which was awarded provincial and municipal heritage status in 2017. While there are believed to be over 40 graves, all but two are unmarked. The two marked graves belong to the school principal's children. After sitting largely forgotten on the outskirts of the city for many years, the work of the Regina Indian Industrial School Commemorative Association (RIISCA) brought awareness to the existence of the RIIS cemetery. Designating this site as a heritage property was an important step toward reconciliation.



Graduating class of Regina (Indian) Industrial School. (1885)
Public Domain

Reconciliation Regina



VISION

Reconciliation in Saskatchewan is each citizen of the province taking personal responsibility to do what they can to create an interdependent and fair society where:

- Indigenous cultures, languages, ways of knowing and governance structures are strong and sovereign; while also included in, and contributing to, the overall fabric of Saskatchewan life;
- We share a common understanding of Saskatchewan's history and our personal place within it;
- Justice for past wrongs will be achieved, and families and communities are strong and healing;
- Safe spaces exist and skills are developed for mutual learning, communication across cultures, trust building, partnerships and shared social experiences;
- We all enjoy a high quality of life and full participation in the economy; and,
- Governance at all levels, including institutions of education, health, justice, economy and social services, represent and benefit from both Indigenous and non-Indigenous leadership, values, history and ways of knowing.

MISSION

To encourage, advocate, support, promote, take action and facilitate truth and reconciliation initiatives at the local level, in collaboration with community stakeholders.

VALUES

- Sustainable, living and evolving circle of community organizations and individuals advocating for reconciliation at the individual and organizational level;
- All are welcome to participate in a safe space to speak without fear, with respectful, honest and open communication, guided by the wisdom of Elders/Knowledge Keepers and survivors;
- Shared sense of leadership and a community action plan help our community to reconcile and promote healing of the past, including our history of residential schools;
- Consensus decision-making will be sought when possible; however, when not possible, majority-based solutions, decisions and positive outcomes will be adopted to guide us in promoting the healing of our community, as a whole;
- Progress will be enhanced when we recognize and amplify the efforts of established leaders and community champions throughout Regina, Treaty 4 Territory and traditional Métis territory;
- Acceptance of the principles of the Truth and Reconciliation Commission's Calls to Action;
- Recognition and implementation of the principles of the United Nations Declaration of the Rights of Indigenous Peoples (UNDRIP).





Reconciliation Regina Logo History & Meaning

The Reconciliation Regina logo is a graphic element that represents the commitment to a *Vision for Truth and Reconciliation through Treaty Implementation* and the *Truth and Reconciliation Commission's Calls to Action*. The logo was created in 2016 through a partnership with the Office of the Treaty Commissioner, the City of Saskatoon, Elders/Knowledge Keepers, residential school survivors, and a multitude of partners to encompass the spirit and Intent of the reconciliation relationship in Saskatchewan.

History & Meaning of the Reconciliation Regina Logo

Reconciliation Committees and Coalitions across the province, including Reconciliation Regina, have adopted the logo to publicly represent their efforts to respond to the 94 Calls to Action released by the Truth and Reconciliation Commission of Canada and to promote truth and reconciliation in their communities. The logo is meant to give a visual identity to the reconciliation work that is happening across the province, provide clear and consistent messaging at events hosted by reconciliation partners, and create brand awareness locally, provincially, and nationally. This logo has been trademarked by the City of Saskatoon and is used by a number of provincial coalitions, including Reconciliation Regina with permission from the Office of the Treaty Commissioner and the City of Saskatoon.

THE SYMBOLS OF RECONCILIATION

Graphic Elements/Rationale



STAR/STAR BLANKET

Journey, Comfort

FLOWER

New Growth



BOOKS

Different Ways of Knowing
Reference to Treaties

ARROWS

Individual Diverse Groups



COLOURS

Four Directions, Four Seasons, Four Colors of Humanity
Colours of the Métis Flag

INDIVIDUAL SHAPES

Gather and unify to create one shape



THE SPACE IN BETWEEN

Represents the "gap" that can be addressed
through Reconciliation



THE CIRCLE

A Meeting circle creating a safe place for dialogue

Seven Sacred Teachings: Love, Respect, Courage,
Honesty, Wisdom, Humility & Truth
Introducing an eighth dot, a new Shared Fire:
The Reconciliation Project

A Step Towards Reconciliation



ACTIVITY

HIGHLIGHTS

Truth and Reconciliation Commission (TRC) of Canada released its final report on the history and impact of the Canadian Indian Residential School System

Mayor Fougere, City of Regina, moved a unanimously approved Council Motion directing City Administration to work with the community and Indigenous leaders to respond to the Calls to Action.

The City of Regina (City) and the Office of the Treaty Commissioner (OTC) facilitated the initial Reconciliation Regina meeting with community stakeholders (Community Champions) to discuss a community response to the Commission's Calls to Action.

A stakeholder meeting was held for those interested in participating in an Organizing Circle or Steering Committee.

Meeting with the Governance and Communications Circles (Subcommittee) was held.

JUNE 2015

SPRING 2016

APRIL 2017

JUNE 2017

MID-SEPTEMBER 2017

TODAY

Release of report provided an opportunity for all Canadians to become involved in the process of healing and reconciling the history and legacy of the residential school system.

From this Motion, Reconciliation Regina was created.

The meeting, facilitated by the City and the OTC, convened community leaders and organizations who had expressed an interest in, or had been identified as potential "champions" of reconciliation for the community.

The purpose of the meeting was to discuss the development of a framework, principles, values and operating model to oversee and guide Reconciliation Regina.

Attendees discussed the importance of involving Elders/ Knowledge Keepers, residential school survivors, healers, inter-generational voices, newcomers, faith-based institutions, governments, educators, academic institutions, community, cultural and arts organizations and individuals, youth and the business sector, to tap into a more diverse wealth of expertise and knowledge. Dialogue also focused on governance and operating models, guiding principles and communication. Participants supported the creation and implementation of key deliverables and ways to ensure actions and results are tangible, targeted and measurable.

Subcommittees finalized and approved drafts of the Mission, Vision and Values of Reconciliation Regina and an official launch event of the organization.

Reconciliation Regina is now comprised of over 70 community leaders, organizations, educators, Elders/Knowledge Keepers, newcomers, survivors, healers, cultural and arts organizations, governments, service agencies, faith groups and individuals committed to working in partnership towards the fulfillment of the Calls to Action and the implementation of a Community Action Plan (CAP).

The April 2017 gathering, through various visioning exercises and discussions, provided the opportunity for participants to contemplate the future of our community, and the impact Reconciliation Regina can have to ensure the city better reflects a culture that is more diverse, inclusive and vibrant, now and into the future.

In addition, the discussions included the creation of a community blueprint or action plan to respond to the Commission's Calls to Action. The action plan will ensure reconciliation continues to be a living process, based on information sharing and coordination of joint activities and initiatives that reflect a celebration of diverse culture, resilience, healing, respect and strengthened partnerships for the wellbeing and future of all people in our community.

Reconciliation Regina Initiatives and Projects

2018

- Elders and Traditional Knowledge Keepers Gathering was held to ensure their perspectives, guidance and knowledge is consistently heard and incorporated.
- Healing Circle for those who wished to share their stories, journey, and speak to their truth in a safe space and their hopes for the future.
- Official launch of “Reconciliation Regina” generating significant interest from community organizations and individuals.
- Collaboration with other community organizations to host and actively participate in community events such as the screening of “Indian Horse”, National Indigenous Peoples Day events, and Orange Shirt Day.
- Officially adopted a Logo, Mission, Vision, and Values.
- To ensure its longevity and that it is a truly community-led entity, Reconciliation Regina was officially incorporated as a non-profit organization.
- A Board of Directors finalized the governance composition, criteria, framework and Bylaws.
- Participated in provincial and national Reconciliation Coalition meetings, events and initiatives.



2019

- Hosted the KAIROS Blanket Exercise in honour of the Truth and Reconciliation Commission (TRC), and in support of the continued work towards reconciliation.
- Launched the “Read for Reconciliation” recommended reading list in partnership with the Regina Public Library with an event showcasing a panel of Indigenous authors, including James Daschuk, Blair Stonechild & David Carpenters.
- In partnership with the Royal Saskatchewan Museum, Reconciliation Regina held a Youth Symposium to provide youth with an opportunity to engage in a series of Indigenous focused educational workshops.
- Hosted Canadian Roots Exchange to lead a Reconciliation Workshop for Youth at F.W Johnson Collegiate.
- Collaborated with other community organizations to host and actively participate in community events such as the National Indigenous Peoples Day events, Orange Shirt Day, and the annual Smudge Walk.
- Partnered with The Royal Saskatchewan Museum and Buffalo Peoples Art Institute to deliver educational workshops on the Calls to Action, the history of Indigenous People in Saskatchewan and the history of the Buffalo.
- Co-piloting a nine-part conversation series with the Regina Public Library, Heritage Communication Association and Central Zone Board.
- Hosted a Treaty 4 Flag Raising Ceremony with F.W Johnson Collegiate.
- Developed an Elders and Traditional Knowledge Keepers Advisory Circle.
- Received a grant through the Government of Canada Department for Women and Gender Equality Missing and Murdered Indigenous Women and Girls (MMIWG) Commemoration Fund to pursue the development of a commemorative monument that will honour the lives and legacies of missing and murdered Indigenous women and girls.
- Received a \$100,000 Government of Canada grant to continue the operations of Reconciliation Regina.

Ongoing & Future Events

- Completed the Reconciliation Regina Community Action Plan - a “Made in Regina” living document focused on redressing the legacy of residential schools and advancing the process of reconciliation
- Reconciliation Regina annual event that will promote healing, create awareness and encourage other community stakeholders to participate in Reconciliation Regina’s reconciliation efforts and initiatives.
- Continually expanding the Community Champions group and opportunities to gather together for events resulting in a better understanding of the past and to create a more positive respectful community for future generations.
- Development of a community awareness and education strategy that will directly align and reflect the organization’s vision, values and mission.
- Ongoing community engagement to share knowledge, information, mentorship, and culture.
- Collection of individual and organizational actions responding to the TRC Calls to Actions are documented, monitored, evaluated and updated through the living Community Action Plan.

Community Champions

YWCA Regina

In spring 2019, YWCA Regina created a new Director of Indigenous Relations position to, in part, build and maintain relationships with Indigenous communities, to provide support to YWCA Senior Leadership Team and Board of Directors to connect with those communities, and to move the truth and reconciliation agenda forward.

The YW’s long-standing Truth & Reconciliation Action Committee and a newly formed Indigenous Staff Caucus provided support to the Director in implementing policy revisions, including making the 10 Principles of Reconciliation, from the National Inquiry’s Final Report, a central focus of YWCA Regina policy.

Educational opportunities—blanket exercises, treaty teachings, and teachings on traditional medicines, etc.—for staff, leadership, and Board have been central to the YW beginning the truth and reconciliation journey in its own home. Facilitating women’s access to Elders and ensuring culturally appropriate programming opportunities—ceremony, smudging, powwow, round dances, etc.—for the women and children we work with, have also been centrally important initiatives.



City of Regina Actions

Municipally-directed Truth & Reconciliation Commission's Calls to Action:

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 (UNDRIP) as the framework for reconciliation.

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.

Since the release of the Commission's 94 Calls to Action, the City of Regina (City) has been working towards meeting the actions directed to municipalities. To further the work of the Commission, the City and the Office of the Treaty Commissioner (OTC) partnered in discussions on the development of a broader community response to the Calls to Action and path to truly embark upon a meaningful process of reconciliation, to honour, acknowledge and accept responsibility for, to own, and participate in, redressing the harm done from residential schools.

75 We call upon the federal government to work with provincial, territorial, and municipal governments, churches, Aboriginal communities, former residential school students, and current landowners to develop and implement strategies and procedures for the ongoing identification, documentation, maintenance, commemoration and protection of residential school cemeteries or other sites at which residential school children were buried. This is to include the provision of appropriate memorial ceremonies and commemorative markers to honour the deceased children.

77 We call upon provincial, territorial, municipal, and community archives to work collaboratively with the National Centre for Truth and Reconciliation to identify and collect copies of all records relevant to the history and legacy of the residential school system, and to provide these to the National Centre for Truth and Reconciliation.

Actions and initiatives taken by the City of Regina to respond to the Truth & Reconciliation Commission's Calls to Action are aimed at contributing to the development of a stronger, healthier and more engaged community. The full list of initiatives (Appendix), are important in supporting the reconciliation process. Future strategies, policies and programs will be initiated and implemented as we create further awareness both internally and externally of the TRC Calls to Action.



The Creation of a “Made in Regina” Community Action Plan

In 2018, Reconciliation Regina developed and launched a public, on-line survey for all residents in the city. The purpose of the survey was to collect information from community members living within Regina about their opinions, attitudes and knowledge of the Calls to Action. The survey was open to the public for 2 months and a total of 528 community members completed the survey.

Following the public survey, Reconciliation Regina developed and delivered a questionnaire to all Community Champions (the 70+ community organizations involved with Reconciliation Regina). This questionnaire was focused on the Calls to Action; specifically, the municipally-directed Calls to Action. Following the first phase of data collection, a second questionnaire based on 10 themes that were identified at Community Champion workshops in April 2017, was developed and delivered to Community Champions. The 10 themes of the questionnaire included: human resources, community & family healing, relationship-building, advocacy, pan Canadian, histories/stories, reflection of culture, education, employment/poverty, and environment.

The purpose of the Community Champion questionnaires was to develop a better understanding of the current status and future plans that Community Champions have taken, or plan to take, to address the Calls to Action or actions that may not directly respond to the Calls to Action but have still helped increase understanding and respect towards Indigenous peoples and culture in our community.



All information gathered was used to draft Reconciliation Regina's Community Action Plan and to assist organizations to start to develop their own reconciliation-focused action plans and/or strategies to effectively lead community change and have a positive impact on communities, organizations and working environments.

In addition, the information also enabled Reconciliation Regina in developing a concrete “snapshot” of the community's reconciliation actions to date as well as a clear strategic direction and realistic targets to fulfill the Calls to Action and those that go beyond the Calls to Action, in the future. The actions already taken will also be used to identify leading practices that can be shared between sectors and with other communities.

The Community Action Plan was also drafted through consultations with the Office of the Treaty Commissioner and other provincial reconciliation coalitions, comparative research and analysis of data focused on other Canadian municipalities' and organization's action plans, locally, nationally and internationally and work completed in Australia and New Zealand on CAP development, measurement and evaluation.



Public Survey Results

2018 online survey, 528 completed.

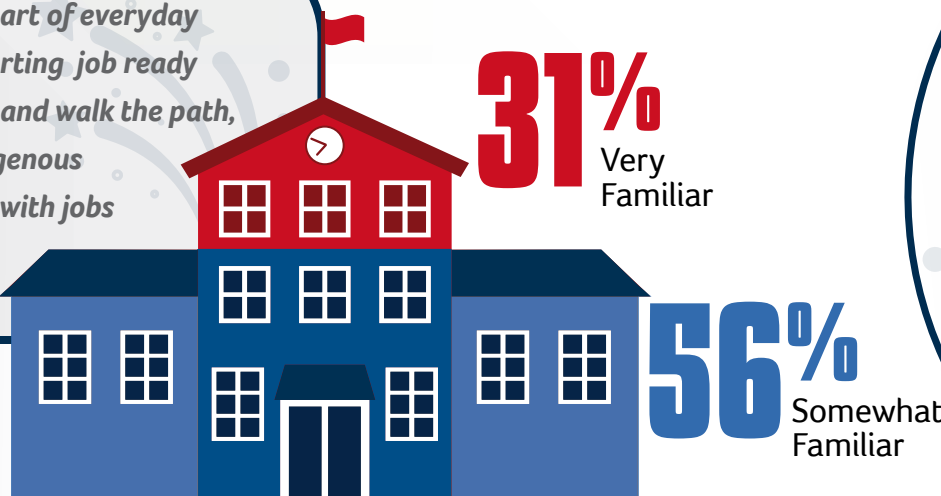
We asked:

How should we celebrate the contributions made by Indigenous peoples in our community?



You said:

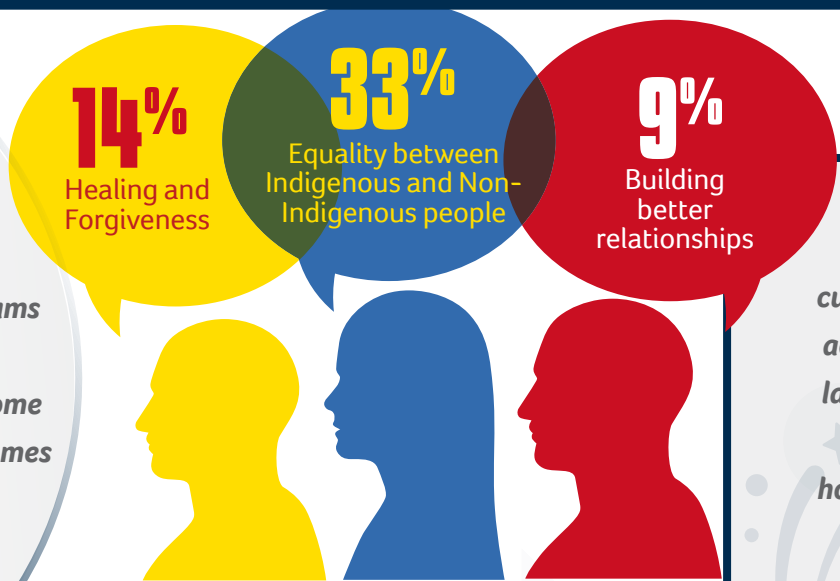
By making the culture apart of everyday discussions and by supporting job ready programs. Let's celebrate and walk the path, together, by putting Indigenous people into the economy with jobs and as business owners.



How familiar are you with the history of the Residential School system in Canada?

You said:

Design public spaces designed for the general public to visit and learn about contributions by Indigenous Peoples. Maybe spaces like museums or art gallery like places. Maybe model what South Africa did in some cities and assigned indigenous names to some of the streets. Perhaps seeing all official communication in English/French/Cree or some other indigenous language as appropriate, etc.



What does reconciliation mean to you? (top three responses)

You said:

Incorporate more culture into everyday activities to promote language, recognize/admit and discuss how to carry forward the lessons from historical mistakes.

You said:

Through public education and public acknowledgement. Too often these contributions are not publicly celebrated and they need to be brought to the forefront to create awareness and also foster positive role models.

46% NO

37% YES

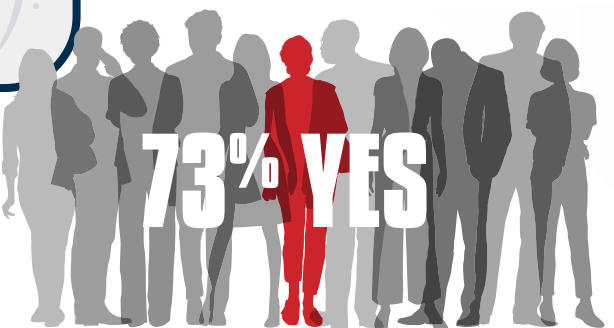
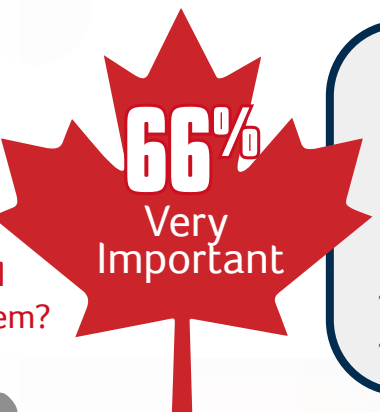


Do you have access to educational opportunities to learn more about the residential school system in Canada?

You said:

Sharing good news and success stories, painting a good positive narrative. There are a lot of negative stories and a lot of issues to address for Aboriginal people in general, however there are a lot of good news stories to be told also.

How important is it for all Canadians to be knowledgeable about the true history of Canada and the residential school system?



Do you feel you have an individual role to play in reconciliation in our community?

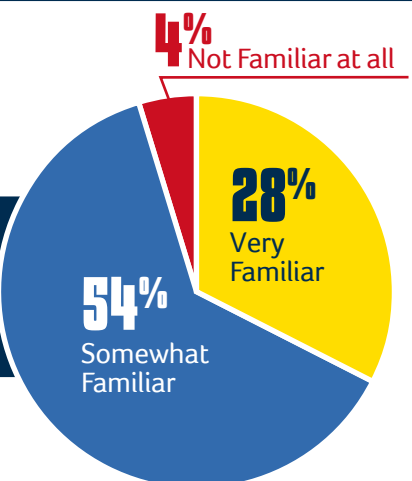
You said:

Landmarks, street signs, historically significant areas identified, promote everyday leaders in arts, science, education, etc. Work to remove stereotypes.

Do you feel that collective actions taken by our community as a whole can assist in addressing the Calls to Action?



Are you familiar with the Calls to Action?



Community Action Plan



SECTION 1: Relationships

Reconciliation Regina values a collaborative approach. Whatever the strength of the individual, we will accomplish more together.

Reconciliation Regina’s relationships with Indigenous and non-Indigenous peoples, communities, organizations, stakeholders and partners are built on trust, mutual understanding, collaboration, integrity and shared experiences. These relationships are key as they deepen our awareness and understanding of our role in the journey towards reconciliation.

We will continue to connect and strengthen our relationships through the Reconciliation Regina Community Action Plan (CAP) commitments.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1 Reconciliation Regina Community Action Plan Advisory Committee is formed and actively monitors action plan development and implementation.	Assists in the development, endorsement and launch of the Reconciliation Regina Community Action Plan.	March 2020	Board of Directors, Advisory Committee, Project Coordinator
	Meets semi-annually to provide feedback and advice regarding the development and implementation of actions.	June and December - Ongoing	
	Ensures that Indigenous peoples are represented on the Committee.	June 2020	
	Develop and review Terms of Reference for the Advisory Committee.	June 2020	
2 Maintain and build reciprocal relationships with Indigenous and non-Indigenous people, communities and organizations that benefit all and support positive reconciliation outcomes.	Continue to engage with the community to increase the number of Community Champions.	March 2020 – Ongoing	Board of Directors, Project Coordinator
	Identify, develop and implement an engagement plan to work with Indigenous stakeholders in the community.	April 2020	
	Meet with local Indigenous peoples, Community champions, local organizations and other stakeholders to develop guiding principles for future engagement.	May 2020	
	Identify opportunities to connect Indigenous Elders and Traditional Knowledge Keepers with Reconciliation Regina initiatives.	April 2020 – Ongoing	

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
3 Acknowledge and celebrate local, provincial, and national Indigenous dates and initiatives of significance to strengthen and maintain relationships between Reconciliation Regina, Indigenous peoples, organizations and the community.	Organize internal events each year and invite Community Champions, community stakeholders and members of established partnerships to participate and attend.	Ongoing	Board of Directors, Project Coordinator
	Share all external and internal events via Reconciliation Regina website.	Ongoing	
	Promote external community events and encourage Community Champions, community stakeholders and members of established partnerships to attend.	Ongoing	
4 Raise internal and external awareness of the CAP to promote reconciliation across our community and in the surrounding region.	Develop and implement a communication strategy to share the CAP and its progress to all internal and external stakeholders through ongoing and active engagement	Ongoing	Project Coordinator
	Highlight reconciliation efforts through ongoing active engagement with our community.	Ongoing	
5 Ongoing consultation and connection with Community Champions regarding our shared commitments to reconciliation in our community.	Incorporate Reconciliation Regina CAP commitments into community partnerships and initiatives with key stakeholders.	Ongoing	Board of Directors, Project Coordinator
	Encourage and assist Community Champions and other community stakeholders in the establishment of Reconciliation Action Plans and/or strategies.	Ongoing	
6 Support external stakeholders to strengthen their commitment to reconciliation.	Establish a public noticeboard on the Reconciliation Regina website to promote reconciliation events.	Ongoing	Project Coordinator
7 Preserve the history and role of Reconciliation Regina in advancing reconciliation between Indigenous peoples and the broader community.	Strengthen engagement with all stakeholders by sending quarterly updates to contact lists on Reconciliation Regina work and progress.	Ongoing	Project Coordinator
	Scope, develop and implement opportunities that preserve the history and role of Reconciliation Regina in advancing reconciliation.	Ongoing	

SECTION 2: Respect

Reconciliation Regina acknowledges that we are on traditional lands of the Treaty Four Territory, the original lands of the Cree, Saulteaux (SO-TO), Dakota, Nakota, Lakota, and on the homeland of the Métis Nation.

Respect for Indigenous peoples, cultures and communities is the foundation of all Reconciliation Regina work. We recognize the importance of building mutually beneficial relationships with Indigenous peoples, communities and organizations. We respect and honour the Treaties, acknowledge the harms and mistakes of the past, and are committed to move forward in partnership with Indigenous peoples, communities and organizations.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
8 Investigate opportunities for Indigenous cultural learning and development opportunities to increase understanding and appreciation of Indigenous peoples cultures, histories and achievements.	Develop a list of local Indigenous cultural awareness trainers in the community.	Ongoing	Project Coordinator
	Provide opportunities for Community Champions to participate in cultural training and increase cultural competency.	Ongoing	
9 Investigate opportunities for education and awareness training on the Calls to Action and engage the community in these learning opportunities.	Develop a list of local Calls to Action educators in the community and engage in community educational events and initiatives.	Ongoing	Project Coordinator
	Provide opportunities to participate in educational events and initiatives focused on the Calls to Action.	Ongoing	
	Undertake a follow up to the survey focused on measuring the opinions, attitudes and knowledge of Regina residents on the Calls to Actions to measure the level of knowledge of the original survey.	May 2020	

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
10 Increase awareness and support for campaigns that promote the advancement of reconciliation through the development of a communication strategy.	Reconciliation Regina website is launched and shared with all stakeholders and community. Website will act as a hub for communicating the most relevant and up-to-date information and engagement opportunities (calendar of events, etc.).	October 2019 - Ongoing	Project Coordinator
	Launch of education/awareness, “individual commitments”, “share your story”, and other community engagement communication tools and strategies.	April 2020	
11 Demonstrate respect for Indigenous peoples, communities and organizations by embedding cultural protocols in all aspects of our work.	Identify and adopt a cultural protocol document to use for all initiatives, events and decision-making and share with the community.	April 2020	Board of Directors, Project Coordinator
	Develop, maintain and review a list of key contacts for advice and implementation of cultural protocols.	Ongoing	

Community Champions

Saskatchewan Cancer Agency

Saskatchewan Cancer Agency’s orientation of new employees includes cultural competency training to raise awareness within the organization and further the conversation around the TRC Calls to Action; this training is also available to all Agency staff.

The Saskatchewan Cancer Agency received some funding from the Canadian Partnership Against Cancer (CPAC) for a project that will focus on building a cohesive strategy for a culturally responsive organization through community partnerships to promote health equity and culturally safe environments. This project expanded on the existing work underway with Indigenous groups to improve the outcomes and experiences of First Nations, Inuit and Métis patients in the cancer system by developing a First Nations and Métis cancer strategy that will lead towards more culturally responsive services to meet the needs of First Nations, Métis and Inuit (FNMI) patients and families; increase First Nations, Métis and Inuit staff representation; and put in place meaningful and formal engagement mechanisms with FNMI patients and families.

The Saskatchewan Cancer Agency is also a member of the Northern Healthy Communities Partnership (NHCP) working with population health and primary health care stakeholders in northern SK to support health promotion and community development initiatives to reduce commercial tobacco use, create healthier food environments, encourage active communities and support community capacity building and community development approaches.

SECTION 3: Opportunities

Reconciliation Regina strives to make a positive difference in the community by identifying opportunities for community partnerships, events, initiatives and increased education and awareness.

By expanding collaboration and working more closely with key stakeholders to strategically align and advance key initiatives, Reconciliation Regina provides opportunities for direct engagement with both Indigenous and non-Indigenous people and community organizations through the Community Action Plan.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
12 Investigate opportunities to engage leaders and decision-makers in the community (i.e. policy-makers, educators, influencers, etc.)	Develop an understanding of the mutual benefit of reconciliation from both the Indigenous and non-Indigenous perspectives.	Ongoing	Board of Directors, Project Coordinator
	Facilitate the development of Reconciliation Action Plans and/or Reconciliation Strategies with Community Champions and other community stakeholders.	March 2020 – Ongoing	
	Continue to build our relationship with the Office of the Treaty Commissioner and other provincial and national coalitions through annual meetings.	Ongoing	
	Facilitate the incorporation of Indigenous knowledge into City Hall and the municipality’s daily operations.	Ongoing	
13 Explore opportunities to promote and support reconciliation focused outcomes.	Develop an Indigenous Policy Framework to audit policies, procedures, and practices to identify where cultural and Calls to Action considerations could be incorporated to amend existing policy or develop new policy.	April 2020	Project Coordinator
	Develop and share resources with the community outlining approaches to Indigenous engagement and partnerships.	April 2020	
	Publish quarterly newsletter highlighting the accomplishments and progress of Community Champions and other community stakeholders.	March 2020 – Ongoing	

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
14 Promote and support the incorporation of the TRC Calls to Action into community initiatives and events.	Continue to incorporate and implement the Calls to Action into workplans, initiatives, events and services.	Ongoing	Board of Directors, Project Coordinator
	Investigate incorporating the Calls to Action in measuring reconciliation progress in the community.	Ongoing	
	Promote the Calls to Action as a resource for organizations to implement Calls to Action in their organizations.	Ongoing	
15 Reflect on existing best practices and identify gaps and opportunities to support the future inclusion of cultural considerations and the TRC Call to Action into our work.	Create new and strengthen existing relationships with Indigenous organizations and consider ways to ensure these relationships are valued.	Ongoing	Board of Directors, Project Coordinator
	Consider organizations with whom we need to build relationships to support our reconciliation efforts.	Ongoing	

Community Champions

The Roman Catholic Archdiocese of Regina

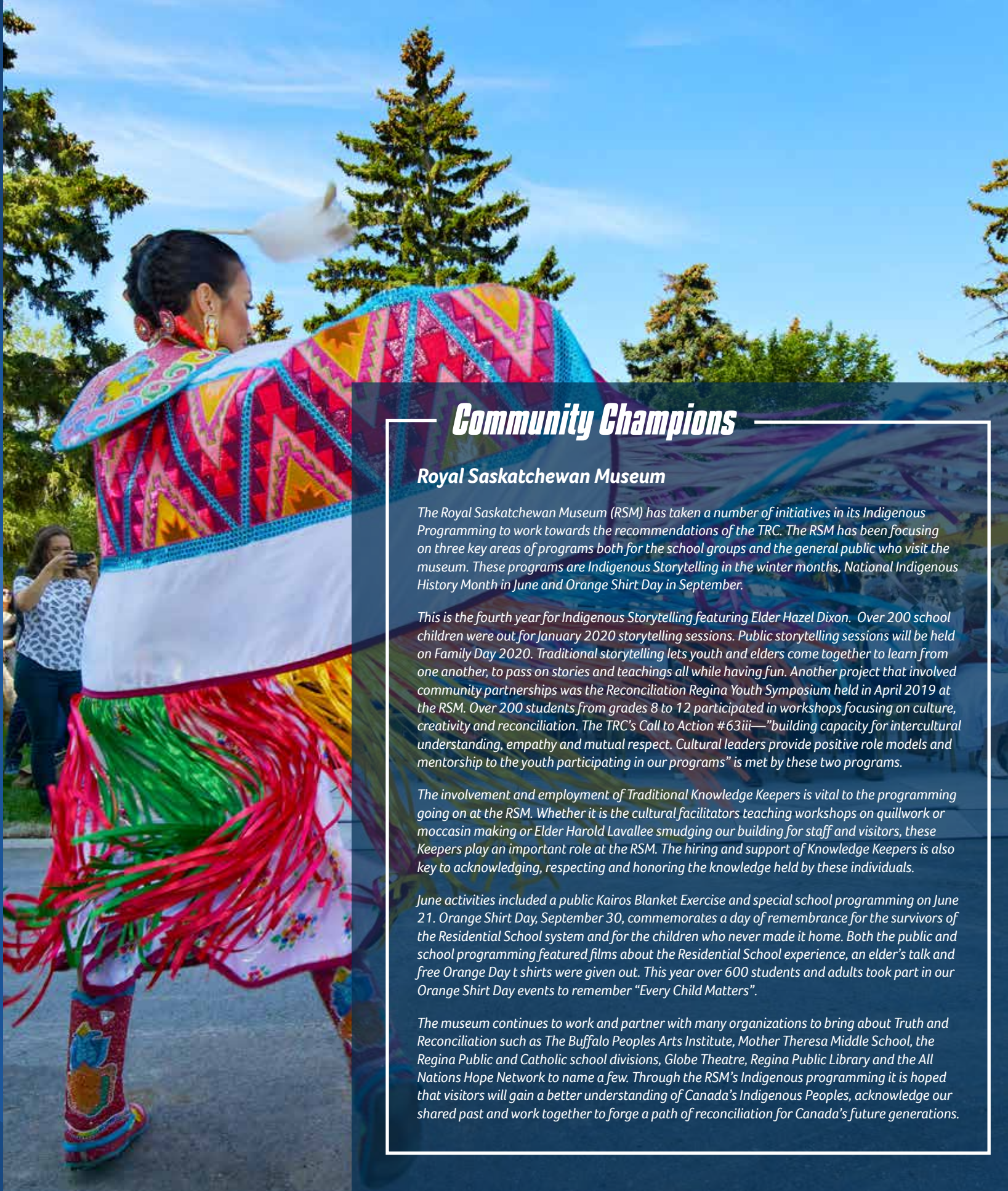
One of the initiatives coming from the Roman Catholic Archdiocese of Regina has been the creation of an “Archdiocesan Commission for Truth and Reconciliation” (ACTR) made up of approximately 10 Indigenous and 10 non-Indigenous leaders who have met to discern together what steps we can take in responding to the TRC Calls to Action addressed to the churches. We identified 4 circles of activity and engagement that will provide ongoing education to all that this number encompasses: 1) schools; 2) parishes; 3) formation for those in leadership (priests, seminarians); and, 4) working with ecumenical and interfaith partners and other agencies in the wider community in the pursuit of justice for Indigenous Peoples. In addition, Indigenous Elders have been invited into churches to share their stories; some parishes have hosted the Blanket Exercise, conferences on Reconciliation, Social Justice in Motion Conferences, and Restorative Justice Conferences in which Indigenous people were key presenters and shared their experiences. Last year we had our first Archdiocesan Pipe Ceremony and Feast and in 2017 Niigaan Sinclair (son of justice Murray Sinclair) spoke at one of our parishes.

The Archdiocese has held a gathering of ecumenical church leaders and representatives with Indigenous Elders and Knowledge Keepers to discern what steps we might take in supporting Indigenous efforts for justice. One of our Indigenous ministries called “Aboriginal and Non-Aboriginal Relations Community” (ANARC) hosts a monthly potluck and sharing circle where Indigenous and Non-Indigenous folks gather together to build relationships. This is a time of sharing food and listening to the personal stories helps to enter into the lives of the Indigenous people. Relationships have been deepened and this has led to concrete acts of justice and solidarity within the wider community.

Through our gatherings where we listened to one another, we heard the range of concerns that must be our foundation in what we are being called to as a church, including support for and engagement with Indigenous spirituality, culture and language; education about Indigenous Peoples, their history on this land (including the impact of colonization and Residential Schools), and treaties; dialogue and relationship building; working together for justice for and with Indigenous People. We learned that all engagement responding to the TRC and the pastoral needs of Indigenous people needs to flow from relationship with them, including the survivors of Residential Schools, intergenerational survivors, and all who have been affected by the legacy of colonialism. The saying ‘nothing about us without us’ is shaping our path forward.

SECTION 4: Tracking Progress and Reporting

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
16 Build and support the Reconciliation Regina Community Action Plan	Define resource needs for action plan development and implementation.	Ongoing	Project Coordinator
	Define and develop systems and capacity needs to track, measure and report on action plan activities.	Ongoing	
	Complete annual review of action plan.	March 2021	Advisory Committee
	Report on CAP progress to the board semi-annually.	June and December-Ongoing	
17 Report Action Plan achievements, challenges and learnings.	Publicly report our action plan achievements, challenges and learnings in the Reconciliation Regina quarterly newsletter and at Community Champion meetings.	Ongoing	Project Coordinator
18 Review, refresh and update the Community Action Plan	Review, refresh, and update action plan based on learnings, challenges and achievements.	Annually	Board of Directors, Project Coordinator, Advisory Committee
	Submit draft Action Plan to Board of Directors for review and formal endorsement.	Annually	



Community Champions

Royal Saskatchewan Museum

The Royal Saskatchewan Museum (RSM) has taken a number of initiatives in its Indigenous Programming to work towards the recommendations of the TRC. The RSM has been focusing on three key areas of programs both for the school groups and the general public who visit the museum. These programs are Indigenous Storytelling in the winter months, National Indigenous History Month in June and Orange Shirt Day in September.

This is the fourth year for Indigenous Storytelling featuring Elder Hazel Dixon. Over 200 school children were out for January 2020 storytelling sessions. Public storytelling sessions will be held on Family Day 2020. Traditional storytelling lets youth and elders come together to learn from one another, to pass on stories and teachings all while having fun. Another project that involved community partnerships was the Reconciliation Regina Youth Symposium held in April 2019 at the RSM. Over 200 students from grades 8 to 12 participated in workshops focusing on culture, creativity and reconciliation. The TRC's Call to Action #63iii—"building capacity for intercultural understanding, empathy and mutual respect. Cultural leaders provide positive role models and mentorship to the youth participating in our programs" is met by these two programs.

The involvement and employment of Traditional Knowledge Keepers is vital to the programming going on at the RSM. Whether it is the cultural facilitators teaching workshops on quillwork or moccasin making or Elder Harold Lavallee smudging our building for staff and visitors, these Keepers play an important role at the RSM. The hiring and support of Knowledge Keepers is also key to acknowledging, respecting and honoring the knowledge held by these individuals.

June activities included a public Kairos Blanket Exercise and special school programming on June 21. Orange Shirt Day, September 30, commemorates a day of remembrance for the survivors of the Residential School system and for the children who never made it home. Both the public and school programming featured films about the Residential School experience, an elder's talk and free Orange Day t shirts were given out. This year over 600 students and adults took part in our Orange Shirt Day events to remember "Every Child Matters".

The museum continues to work and partner with many organizations to bring about Truth and Reconciliation such as The Buffalo Peoples Arts Institute, Mother Theresa Middle School, the Regina Public and Catholic school divisions, Globe Theatre, Regina Public Library and the All Nations Hope Network to name a few. Through the RSM's Indigenous programming it is hoped that visitors will gain a better understanding of Canada's Indigenous Peoples, acknowledge our shared past and work together to forge a path of reconciliation for Canada's future generations.

City of Regina Actions

- **mâdawêyatitân centre:** The City of Regina, the Regina Public School Board and the Regina Public Library have partnered with government entities and community stakeholders to build the mâdawêyatitân centre, located in Regina's North Central neighbourhood. The Centre supports a new way of community leadership through an integrated approach to program and service delivery.

This initiative contributes to the development of a stronger, healthier and more engaged community, which will have a positive impact on the overall neighbourhood. The mâdawêyatitân centre is consistent with the City's policy direction of the Cultural Plan and the Official Community Plan, *Design Regina*, to create complete neighbourhoods.

- **City of Regina – File Hills Qu'Appelle Tribal Council (FHQTC)** (through Regina Treaty Status Indian Services) Protocol of Recognition, Partnership and Respect:

- The purpose of the Declaration is to strengthen the partnership between the City and FHQTC by introducing regularly scheduled meetings at a governance and administrative level. The intent of the meetings and ongoing dialogue includes:

1. Information sharing and listening;
2. Discussion of issues and opportunities;
3. Celebration of successes;

4. Joint initiatives that will further the relationship by honouring each other's cultures, values, similarities and differences;
5. Collaboration on projects that will enhance our community's social, cultural, spiritual and economic fabric in a holistic and respectful manner;
6. Enhance and promote positive perception and attitudes between Indigenous communities and the City of Regina;
7. Establish and maintain a lasting legacy of inspiration and optimism that builds trust and paves the way for future generations to treat each other with respect, recognizing and accepting each other's strengths and contributions to the community with a goal of improving relations.

- **Cultural Plan:** Through various policies and plans, the Regina Cultural Plan calls for a range of actions supporting intercultural dialogue, and also strengthening the cultural presence of Indigenous people in Regina.

- **Community Investment Grants Program:** Provides funding to social and cultural organizations for a wide range of programs and services that address many of the issues and responses to the Calls to Action.

- **Parks, Recreation, and Cultural Services, Diversity Programming Committee:** Strengthens partnerships with Indigenous organizations and creates programs that reflect Indigenous traditions and interests.

- **Diversity and Inclusion Committee:** Assists the corporation in working towards becoming culturally representative of our community and ensures diversity and inclusion training is made available. A four-year Diversity & Inclusion Plan (2018-2022) was developed with three main goals: Representation, Inclusion and Education.

- **Aboriginal City Employees (ACE):** Assist the City with inclusion and retention, as well as encourages and supports employees. ACE's five-year Strategy (2017-2022) has four main goals:

- To promote ACE within the organization;
- To increase Indigenous representation within the organization;
- To ensure Indigenous employees are engaged through inclusion in training, social and cultural events;
- To educate and inform all City employees in their knowledge, understanding and positive working relationships with Indigenous employees and within the community.

- **National Indigenous Peoples' Day:** Support and encourage employee participation and provide funding.

- **Orange Shirt Day:** Encourage participation to create an awareness of the harm created by the residential school system. A news release is distributed, along with the use of social media, to generate further awareness and education on community events. ACE also participates in an external Orange Shirt Day (OSD) event with partners from the Crowns, Province of Saskatchewan, Regina Public

Library and the University of Regina to host a community event providing information on OSD and Reconciliation. The Mayor speaks to this annually.

- **Wichitowin Conference:** From 2016 to 2019, City staff participated. The focus of this conference was on ways in which community organizations can participate in reconciliation.

- **Employee policy:** Adoption of new Anti-Bullying and Respectful Customer Conduct Guidelines to improve conflict resolution and promote anti-racism.

- **Housing:** The City's Comprehensive Housing Strategy (CHS) and Official Community Plan (OCP) include policies to guide relationships with First Nations, Métis and Inuit groups as follows:

- CHS Strategy 21: Add a policy to the OCP to consult and work with Indigenous groups to develop Affordable Housing.
- OCP Policy 13.21: Directs the City to collaborate with First Nations, Métis and Inuit communities and other levels of government to identify opportunities to support Indigenous initiatives within the city.

Work and consult with Indigenous groups, stakeholders, and partners to understand the housing needs of First Nations, Inuit and Métis groups. This has been achieved in the following ways:

- First Nations and Métis housing providers are recipients of housing incentives for the development of affordable housing.

- The Mayor's Housing Commission, created in 2013, includes representation from Namerind Housing, a local Indigenous housing organization.
- Indigenous housing providers were consulted during consultations for review of the City's Housing Incentives Policy in 2015 and 2019.
- Indigenous organizations were in attendance and represented as speakers at the 2013 and 2014 Mayor's Housing Summits.

▶ **Tipi:** The City of Regina purchased a tipi in April 2016, which has been set up numerous times to support the community at various events. The tipi is a great way to help educate the community. The tipi has also allowed the City to build and strengthen relationships with community organizations, which is hugely beneficial.

▶ **Elder Gathering:** In 2016, the City Manager's Office and Community Services Department, in partnership with the University of Regina's Office of Indigenization, hosted an unprecedented gathering of 40 First Nation and Métis Elders and Knowledge Keepers at the Albert Scott Community Centre. Although the City of Regina had engaged in limited consultations with Indigenous Elders and Knowledge Keepers on policy and project development (i.e. Official Community Plan, Cultural Plan, māmawēyatitān centre), the purpose of this engagement was to hear directly from the Elders and Knowledge Keepers about the importance of establishing ongoing and lasting relationship building, community engagement, and their future role in providing input into corporate and community initiatives.

▶ **Regina Indian Industrial School (RIIS) Commemorative Association:** As a result of community engagement between the RIIS Commemorative Association and the City, strategies and procedures have been developed for the maintenance and protection of the RIIS cemetery. The cemetery was designated as a Municipal Heritage Property on September 26, 2016. The cemetery designation bylaw provides a detailed description of the maintenance requirement, which is the responsibility of the property owners. In 2017, the Saskatchewan Government also designated the cemetery as a Provincial Heritage Property.

The City will continue to work with the RIIS Commemorative Association to ensure the heritage value of the RIIS cemetery remains. This can be achieved by enforcing its maintenance and by supporting RIIS on funding applications for commemorative and educational initiatives.

The City and Stantec consulted Noel Starblanket, Life Speaker, for guidance and to ensure Indigenous protocols were followed when the City's Trunk Relief Initiative involved invasive inspection of the area around the RIIS cemetery.

▶ **Reconciliation Regina:** In 2017, the City convened a meeting of community leaders and organizations who expressed an interest in, or have been identified as, potential "champions" of reconciliation for the community - Reconciliation Regina. The champion individuals and organizations (Reconciliation Regina) began to create a community response through a blueprint or action plan to respond to the Calls to Action.

The action plan will ensure reconciliation becomes a living process, based on information sharing and coordination of joint activities that reflect a celebration of culture, resilience, healing, respect and strengthened partnerships for the wellbeing and future of all people in our community.

▶ **MOU:** In 2017, the Federation of Sovereign Indigenous Nations (FSIN) approached the City regarding signing a joint Memorandum of Understanding (MOU) on the elimination of racism. The MOU commits the City to provide additional educational initiatives for all employees and elected officials, including the history of Treaty, Residential Schools and the Treaty and Inherent Rights of Indigenous people. The suggested action for further education initiatives for all employees called for in the MOU aligns with Call to Action #57, directed to all levels of government. A Council report seeking authority to sign the MOU was unanimously approved.

▶ **Aboriginal Awareness Seminar:** In response to Call to Action #57, and to meet the intent of the FSIN MOU, City Administration organized a June 2017 Aboriginal Awareness Seminar. The seminar covered topics including terminology, demographics, Treaty rights and obligations, Métis history, the Indian Act, taxes, residential schools and reconciliation. Due to the success of this seminar, further sessions were offered.

▶ Since 2017 the City of Regina has provided training around Indigenous Awareness approximately ten times, with three additional dates being offered in 2020. The training is now broken up into two modules:

- Module 1 - provides historical information from the first contact with Europeans to residential schools;
- Module 2 - is interactive and discusses reconciliation encouraging individuals to look at what they can personally do to work towards reconciliation.

▶ **Canada 150 Oral History Project:** In connection with Canada 150, the City of Regina Archives launched a 150 Stories Oral History Project that reflects on the history of Regina and Canada through 150 memories, histories and experiences shared by members of Regina's Indigenous community. These perspectives are included in a special exhibit on the City's virtual archive. Existing archival material, as well as objects and photos participants agree to share, are also in the exhibit.

▶ **Civic Naming:** The Office of the City Clerk reviewed the Civic Naming Committee Guidelines in order to incorporate the directives of the Cultural Plan, which specifies that "the naming of streets, parks and other civic assets will celebrate Regina's unique history and cultural diversity and tell the whole story of Regina." New guidelines will place more importance and emphasis on the role of Indigenous people and culture in Regina and district. The City will be releasing a new draft of guidelines for street and park naming guidelines in 2020.

In 2017, City Council approved the decision to change a portion of Tower Road to Anaquod Road in honour of Glen Anaquod, Muscowpetung First Nation member and residential school survivor, who was one of the subjects of the documentary film *We Were Children*, about residential school experiences. Elder Anaquod, who was the Resident Elder at the Aboriginal Student Centre at First Nations University of Canada, was the representative of residential school survivors at

the historic June 11, 2008 Statement of Apology by (former) Prime Minister Stephen Harper at Fort Qu’Appelle.

➤ **Mosaic Stadium:** A pipe ceremony was held on June 27, 2017. The Ceremony was conducted by Knowledge Keeper Sidney Kaye, supported by Knowledge Keeper Francis Anaquod.

➤ **Confederation Park:** Re-opened June 30, 2017. The Confederation Park project was a unique effort to create a series of linked projects and events to commemorate one of the oldest parks in Regina. Each part of the project kept the original elements in mind and provides historical and educational opportunities for the public.

The City of Regina commissioned three artists to create murals that enclose the electrical boxes in the park. Two of the artists worked with eight

local high schools and 60 students to create the four murals that represent the missing voices at Confederation. These four murals represent those missing voices at the negotiation table 150 years ago. The third artist created a mural that represented Indigenous culture and represents the environment, animals and the land of this area.

➤ **Reconciliation Wall:** In October 2019, The City of Regina unveiled a project that encourages and supports reconciliation for our staff and the community. The installation provides a space dedicated to educating and acknowledging staff and visitors on the journey toward Truth and Reconciliation. The project is a combination of history, current work, and employee commitments centred by an Indigenous graphic illustration that is both meaningful and eye-catching.



The list of initiatives above are important in supporting the reconciliation process. Further initiatives, strategies, policies and programs will be initiated, analyzed, reviewed and implemented as we create further awareness both internally and externally of the Calls to Action.

Community Champions

Regina Public Library

The Regina Public Library works with Indigenous people to provide services that support Indigenous voices, culture, knowledge, and history at all library branches. These services help our customers learn, share, and commit together to Truth and Reconciliation.

Our Indigenous services include:

- An Indigenous Voices collection highlights books by and about Indigenous people and cultures
- Truth and Reconciliation Book Club
- Traditional Indigenous craft programs, such as How to Make Ribbon Skirts, How to Make Baby Moccasins, and numerous beading programs
- Truth and Reconciliation film series

Further, we offer many programs such as:

- Indigenous Storytelling Panel
- Understanding Reconciliation through Art
- Reclaiming Power and Place: MMIWG Final Report
- KAIROS Blanket Exercise
- Books and Bannock
- Family Indigenous Storytime
- Programming in collaboration with our community partners include: Calls to Action for Truth and Reconciliation monthly series; Read for Reconciliation, Métis Cultural Celebration events, Feast and Round Dance 101, Saskatchewan Aboriginal Storytelling sessions, National Indigenous Peoples Day and Orange Shirt Day

