



**CALGARY  
INDIGENOUS  
SHARING  
NETWORK**

**COMMUNITY REPORT 2018**



Indigenous Services  
Canada

Services aux  
Autochtones Canada



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# ACKNOWLEDGEMENTS

Acknowledging the land is an Indigenous protocol.

We want to acknowledge and honour all who live in Calgary or Moh'kinsstis (in Blackfoot) who make our homes in the traditional Treaty 7 territory of the Blackfoot confederacy: Siksika, Kainai, Piikani, and the Stoney Nakoda and Tsuu T'ina Nations. We acknowledge the Métis peoples and the Métis Nation Region Three as well as the settlers who call this land home in Southern Alberta.

We are all treaty peoples.

Talking with Elders, we acknowledged at the Grassroots Gatherings that the journey to reconciliation starts with each of us as individuals, by connecting within ourselves, our families, our land and resources we are able to have a collective impact for a stronger urban Indigenous community within Calgary.

We would like to thank our Elders for the guidance of bringing traditions into today with words of wisdom, traditional teachings, and ceremony to guide our journey of healing.

Doreen Spence	Cree Elder
Pam Heavy Head	Cree Elder
Martin Heavy Head	Blackfoot Elder
Leonard Bastien	Blackfoot Elder
Clarence Wolfleg	Blackfoot Elder
Sykes Powderface	Stoney Nakota Elder
Camille (Pablo) Russell	Blackfoot Elder
Doreen Bergum	Metis Elder



Funded by:  Indigenous Services Canada Services aux Autochtones Canada

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Supported by: Native Counselling Services of Alberta 

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## BACKGROUND

Calgary Indigenous Sharing Network (CISN) is funded through Urban Programming for Indigenous Peoples (UPIP) and lead by Native Counselling Services of Alberta's (NCSA) Community Engagement & Partnership Coordinator. This coalition and/or collaborative work is not new to Calgary, in fact it grew out of the work that was initiated in 1999 "Removing Barriers: A Listening Circle"<sup>7</sup>, which endeavored to identify solutions to barriers that face Aboriginal Calgarians. Calgary Urban Aboriginal Initiative (CUAI) was born and continued this work until it sunset in 2015.

With government, funding, and economic changes in the landscape of Calgary's urban center CISN engaged the urban Indigenous community to seek their input in order to develop a coalition in Calgary. The Grassroots Gatherings came together to share information, discuss current emerging issues, identify local priorities and needs with a focus on developing a community plan to promote collaboration at the local level. The Truth & Reconciliation Report<sup>5</sup>, the 94 Calls to Action<sup>5</sup>, as well as UNDRIP<sup>6</sup>, are now in the forefront of moving forward in a good way and how to bring our reconcili"Action" plan together.

CISN involved Elders in the Grassroots Gathering II and Elder's Gathering to help lay the foundation of working together as a collective that is *community driven, by the community, for the community* to strengthen the voice of Indigenous Peoples and the relationships with key stakeholders. From there other Grassroots Gatherings were held and community members, organizations/agencies developed a plan for Calgary's Indigenous Community for the next three to five years. Looking back at the last report CUAI had distributed, CISN's 2018 report will continue the work started but within this new landscape and with two valuable resources to guide us on this journey.

Each priority area will be held in Circle, facilitated by the Community Engagement & Partnership Coordinator on a monthly basis to put the Community's plan in action. The Circles will implement the goals that community members, representatives from organizations/agencies developed at the Grassroots Gathering V.



# CALGARY'S INDIGENOUS TODAY

According to Stats Canada (2016), the demographic of Calgary identified 41,645 Indigenous Peoples residing in Calgary and area.<sup>1</sup>

## Aboriginal, First Nations, Métis and Inuit <sup>2</sup>

Urban Aboriginal people are fast becoming a significant social, political and economic presence in Canadian cities today. Between 1996 and 2006, Calgary's Aboriginal population grew by 75%, with 46% of these individuals being under the age of 25 (City of Calgary, 2010). This is due in part to an explosion in birthrates and in part to migration from rural areas and reserves to the cities – by as much as 50% Canada-wide. Aboriginal Calgarians are proud of their ancestral heritage, and believe they play a significant role in the political, social and economic landscape as Calgarians.

The following are a few of the recommendations from *White Goose Flying – A report to Calgary City Council on the Indian Residential School Truth and Reconciliation*<sup>3</sup> which assist in moving Indigenous knowledge and reconciliation forward between Indigenous and Non-Indigenous Calgarians:

### Stream “A” – Public Awareness and Training

#57: support awareness training to public sector staff

#62.i: develop curriculum for children

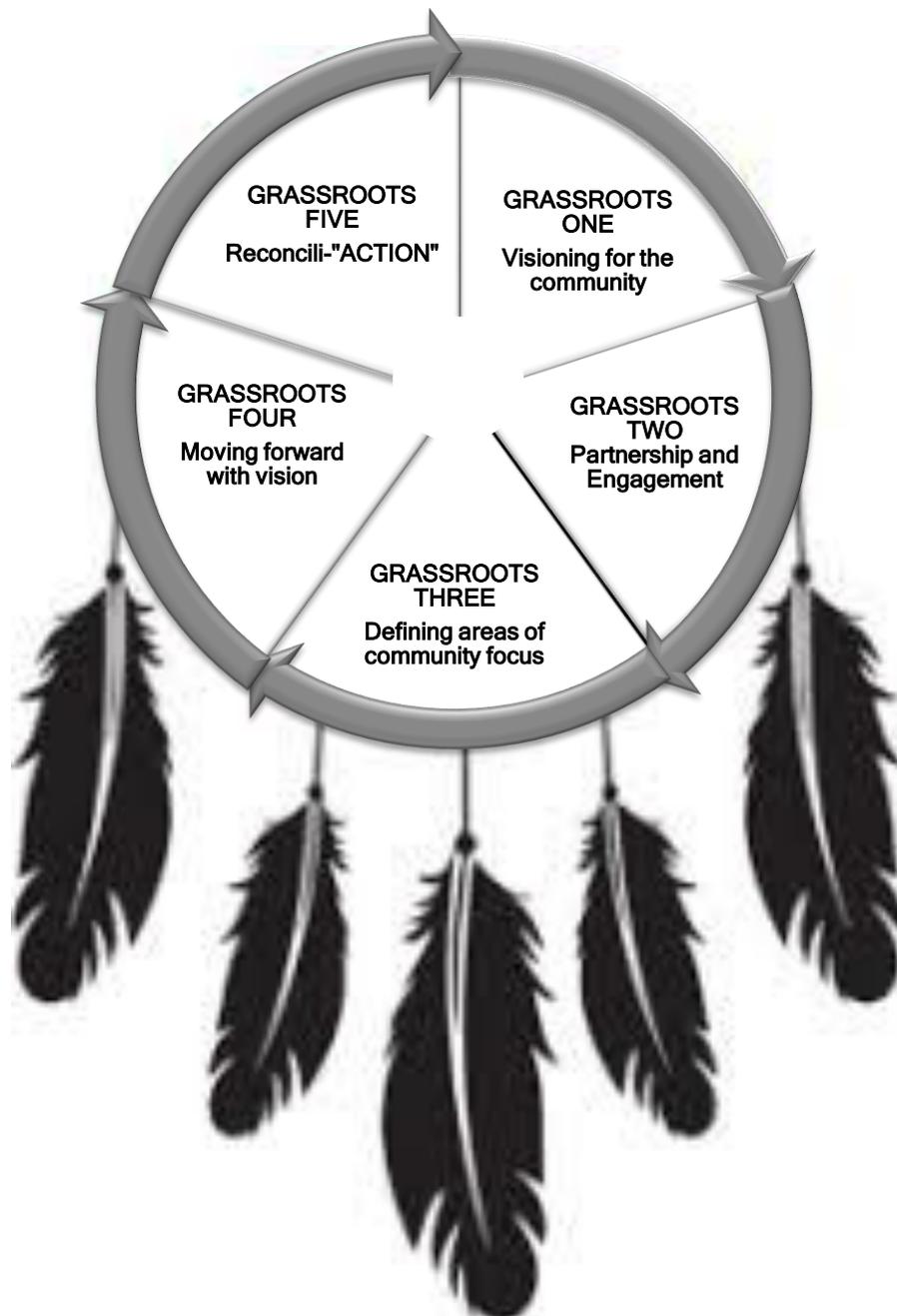
#69.iii: support public awareness programming in libraries, museums and archives

#93: create new immigrant information kits



# CALGARY INDIGENOUS SHARING NETWORK

**“Stronger Circle, Stronger Voice”**



# GRASSROOTS ONE - VISIONING FOR THE COMMUNITY

**The community members were asked to identify Strengths, Weaknesses, and Opportunities for engagement:**

## **Strengths**

- Willing to learn
- Smudge – spiritual – mental health practice
- Forgiveness and love – learn from the past for today

## **Weaknesses**

- Government changes of priorities
- Threat of emotions (fear, jealousy, etc.)
- Technology – disconnection
- Not nurturing youth
- Apathy and lack of cultural awareness

## **Opportunities**

- People centered opportunities
- Time to sit and listen
- To work together and share knowledge and culture
- Funding options
- Diversity of learning
- Leadership sharing information
- Youth and Elders connections
- Communications – Indigenous and non-Indigenous
- Peacemaking
- Common interests – seeking truth and justice
- Important role of Elders need to bring people together defining reconciliation

## **Conclusion**

- Time to take responsibility and stop blaming the past
- Systemic racism of institutions
- Listen to our youth
- Challenge of fitting into structures
- Issues and challenges can overwhelm – connections and relationships help
- Exhausted from trauma overcome by people who have strength and courage
- Generational change – takes time – and the work needs to be done again

# GRASSROOTS ONE - VISIONING FOR THE COMMUNITY

## What goals do you feel would have the highest impact?

- The goal that would have the highest impact is education through acknowledgement and understanding. Building supports such as a coalition based on traditional teachings and ways of knowing.

## What goals do you feel we have the highest capacity to accomplish?

- Connecting Elders through mentorship, preventative programs, mentoring Indigenous leaders (youth)
- Acknowledging resilience and celebrating survival skills. Re-introduce the seven sacred teachings

## What goals do you feel have a strong link to your agency mandate or aligns with things you are already doing relate to this goal?

- To lead a coalition and expand Indigenous capacity through education and career building and mentoring Indigenous leaders (youth)

## What goals do you feel would be of benefit to those you serve?

- Bringing people back to traditional way of knowing and being
- Culturally appropriate ways of communication, equal in all circles
- Educating employers about TRC and Calls to Action/UNDRIP



## GRASSROOTS TWO - PARTNERSHIPS AND ENGAGEMENT

The Grassroots Gathering II invited Elders to guide us on this journey, to encourage reconciliation in reclaiming our voice in order to self-determine where we want to be and who can best assist us along the way. A traditional approach was utilized. Four Elders (two Blackfoot male and two Cree female), that practice traditional ceremony lead the circle. The Elders spoke about the traditional roles and responsibilities of a village. They spoke of our responsibility to begin the process of working together as a community to eliminate the lateral violence that was introduced by the dominant society and furthered exacerbated by the church's involvement in residential schools.

The Gathering began in a traditional circle where the Elders explained the Seven Sacred teachings utilizing a traditional approach. This ceremonial atmosphere of equality fosters respect between the participants and allows for active listening. It creates a safe environment for participation and a stronger urban Indigenous community within Calgary.

At the Elders & Seniors Grassroots Gathering, participants came with an open mind to unite as a community and address what it is that they want to see, how they want to see it, and declare a plan of action to guide us in achieving it. One of the many conversations that took place identified the need to listen to the voices of community. These include community members, agencies, and organizations to come up with Calgary Coalitions Circles to facilitate change.



# GRASSROOTS TWO - PARTNERSHIPS AND ENGAGEMENT

## How do you see moving tradition into today?

- Return to Ceremony and Seven Sacred teachings
- Revitalization of language and use of new technology to facilitate gap between Elders and youth. In order to move tradition into today, youth and Elders must learn from each other
- Have patience and understanding for those learning
- Expose people to their own culture and educate those that are not aware.
- Gathering of traditional medicine, collecting that knowledge and sharing it
- Respecting and honoring all people, teaching this to all groups

## How do we engage peoples in our culture?

- Bring back the importance of food. Sharing food, traditional foods and traditional ways to prepare it and way we did it that way. It may be faster to do it other ways – but there was a reason it was done that way. Remembering that it is a sacred experience that leads to good health and exercise
- Creating high self-worth through storytelling, oral tradition
- We MUST have more events like this so we as Indigenous can learn from one another
- Identify and correct misconceptions
- Make digital archives of our traditional languages more accessible. Contemporary Literature about legends example “Napi”
- Accept that progress happens and bring in reasons why traditions can be important
- Place to go to buy traditional goods (food, clothing, etc.)
- Create traditional healing centers geared towards Indigenous population that can assist in treatment of medical, psychological, holistic, addiction care etc.
- Hiring of Indigenous people in positions to effect change in education and health industry

## How do we engage youth in our culture?

- Elders teaching youth respect, manners, gender roles and traditional ways
- Using social media to get the word out, to be connected to the community in a safe, not excessive way
- Teaching Elders how to mentors and how to relate at youth’s level. Respect is an earned two way street. We cannot demand our youth to respect the Elders without teaching them why they are so important
- Showing youth how people are connected to the land
- Having Elders accessible and approachable in the community, who understand that lack of knowledge of tradition is not negative or disrespectful, who is willing to teach rather than get offended that our youth are not aware

# GRASSROOTS TWO - PARTNERSHIP AND ENGAGEMENT

CISN is working to build stronger partnerships between federal, provincial, and municipal governments, service providers and urban Indigenous peoples. These partnerships will support the implantation of a community strategic plan to promote collaboration and coordination on issues and areas that affect the Calgary Indigenous community.

Grassroots Gatherings were open to ALL community members Indigenous and Non-Indigenous

## PARTICIPANTS WHO HAVE ENGAGED IN THE PLANNING PROCESS FOR CALGARY

- ❖ Aboriginal Friendship Centre of Calgary
- ❖ Alberta Government - Human Right Commission
- ❖ Alberta Health Service - Manager, Elbow River Healing Lodge
- ❖ APTN
- ❖ Aspen Family Service
- ❖ Banff Leadership Centre
- ❖ Blood Tribe Consultant
- ❖ Bow Valley College - Indigenous Centre
- ❖ Boys & Girls Club of Calgary
- ❖ Calgary Alliance or Common Good
- ❖ Calgary Board of Education
- ❖ Calgary Catholic School Board - Indigenous Programs
- ❖ Calgary Foundation
- ❖ Calgary John Howard Society
- ❖ Calgary Police Service-Indigenous strategist
- ❖ Calgary United Way
- ❖ Calgary Youth Correction Centre
- ❖ Canada Revenue Service
- ❖ Canada Services
- ❖ Canadian Red Cross Society- Alberta & Northwest Territories Vice-President, DRR Senior Manager, Indigenous senior Advisor
- ❖ Children's Cottage
- ❖ City of Calgary - Probation, Neighborhood Community Services
- ❖ Closer to Home Community Resource Centre
- ❖ CJWE Radio
- ❖ Enviros Wilderness School Association
- ❖ First Nation Health Authority
- ❖ Glenbow Museum
- ❖ Grassland School Board - Indigenous worker
- ❖ HIV Community Links
- ❖ Home Front Calgary
- ❖ Housing First Worker
- ❖ Hull Services
- ❖ Inn from the Cold
- ❖ Legal Aid Society
- ❖ Mahmawi-atoskiwin Family Services
- ❖ Metis Calgary Family Services
- ❖ Momentum
- ❖ Mount Royal University-Indigenous Centre Director
- ❖ Norfolk Housing
- ❖ Pathways Community Service Association
- ❖ Riel Institute
- ❖ Tsuu T'ina Elders Lodge
- ❖ University of Calgary - Public Law
- ❖ University of Calgary - Werklund School of Indigenous Studies
- ❖ Urban Society for Aboriginal Youth
- ❖ Vibrant Communities Calgary
- ❖ YMCA - Indigenous Programming

# GRASSROOTS THREE - DEFINING AREAS OF COMMUNITY FOCUS

**Participants collaborated in identifying priority areas. These areas of focus emerged from that consultation:**

## **We believe that... (strategies/activities)**

- By advocating for system change for Indigenous, people at the provincial portfolios including health, education, children services, human services, and justice will affect positive change
- Inclusion will help non-Indigenous people learn their roles, identities, and place in healing/reconciliation
- TRC calls to action and UNDRIP calls to action should be utilized in all work

## **Our work will lead to... (goal/preconditions)**

- Positive affects for Indigenous peoples in equal or enhanced access, increased funding and reduced prejudice barriers, culturally appropriate services is: education, health, justice, human services, child protection/family supports

## **So that... (vision, desired impact, outcomes)**

- Indigenous families experience culturally appropriate services, choice and self-determination toward health and happy quality of life
- All nations are brought together to heal intergenerational trauma and divides introduced by colonialism
- We return to spirit via revitalization of creation stories

## **Our team... (stakeholders, governance, who and how you work)**

- Including Ministers of Health, Education, MLA's, Mayors, Calgary Alliance for the Common Good
- Non-Profit Organizations
- Indigenous Councils, Elders, and informal leadership
- Elder led from diverse areas within and abroad Treaty 7

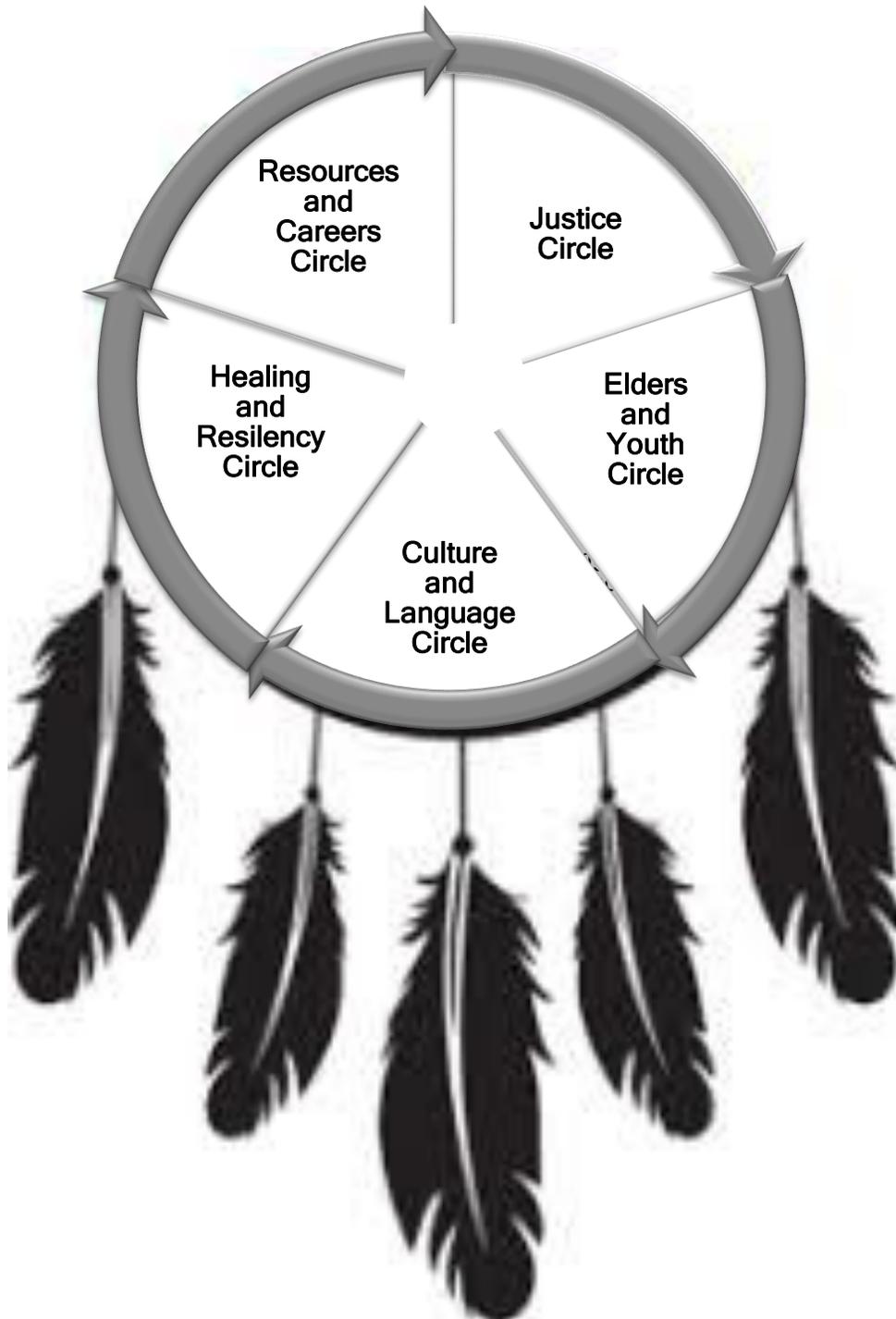
## **Who will benefit... (target beneficiaries)**

- Urban Indigenous community members
- Non-Indigenous peoples
- Future generations
- Urban organizations
- City and Government officials

## **From our unique Indigenous perspective, our advantage is...**

- Working together, with all levels of stakeholders, from individual to political to become a collective voice with effective means of transformation through circle

**GRASSROOTS FOUR AND FIVE**  
**“Stronger Circles, Stronger Voice”**



# Elders & Youth

The importance of this circle is for Elders to connect with youth and pass tradition onto today.

## Truth & Reconciliation Calls to Action

**#64** “We call upon all levels of government that provide public funds to denominational schools to require such schools to provide an education on comparative religious studies, which must include a segment on Aboriginal spiritual beliefs and practices developed in collaboration with Aboriginal Elders.”<sup>5</sup>

**#66** “We call upon the federal government to establish multiyear funding for community-based youth programs on reconciliation, and establish a national network to share information and best practices.”<sup>5</sup>

## United Nations Declaration on the RIGHTS of INDIGENOUS PEOPLES

### Article 13

“Indigenous peoples have the right to revitalized, use, develop and transmit to future generations their histories, language, oral traditions, philosophies, writing systems and literatures, and designate and retain their own names for communities, places and persons.”

## Goals Identified

### 1. Creating purposeful space for youth and elder engagement

Action	Activities	Timeline	Lead Agency/Person
Language classes	<ul style="list-style-type: none"><li>• Call out for Elders</li><li>• Call out for youth</li><li>• Identifying space where this could happen (or is happening already)</li><li>• Land-based teachings</li></ul>	TBA	Planning Committee

### 2. Capturing oral traditions and teachings

Action	Activities	Timeline	Lead Agency/Person
Taping language and oral teachings	<ul style="list-style-type: none"><li>• Call out for Elders</li><li>• Take videos of Elders (language, stories and teachings)</li><li>• Tape recordings of stories</li></ul>	TBA	Planning Committee

### 3. Getting back to the circle

Action	Activities	Timeline	Lead Agency/Person
Facilitate an elder/youth exchange	<ul style="list-style-type: none"><li>• Call out for Elders</li><li>• Call out for youth</li><li>• Identifying space where this could happen (or is happening already)</li></ul>	TBA	Planning Committee
Compile an elder directory		TBA	Planning Committee
Match Elders with youth (mentorship)		TBA	Planning Committee

#### **Minimum – What is the minimum that needs to be achieved to be successful?**

- Creating Elder and youth engagement
- Elders mentoring youth

#### **Target – This is what we want to accomplish**

- Creating a venue/space for Elders and youth
- Opportunities for oral traditional teachings
- Connecting youth with identity and culture



## Culture & Language

**The Elders feel this is an important Circle so community and youth do not lose touch with their culture and language.**

### Truth & Reconciliation Calls to Action

**#13** “We call upon the federal government to acknowledge that Aboriginal rights include Aboriginal Language.”

**#14iv** “The preservation, revitalization, and strengthening of Aboriginal languages and cultures are best managed by Aboriginal people and communities.”

### United Nations Declaration on the RIGHTS of INDIGENOUS PEOPLES

#### Article 12

1. Indigenous peoples have the rights to manifest, practice, develop and teach their spiritual and religious traditions, customs and ceremonies; the right to maintain, protect, and have access in privacy to religious and cultural sites; the right to use and control of ceremonial objects; and the rights to the repatriation of their human remains.

#### Goals Identified

1. Creating space for Indigenous Cultures within community

Action	Activities	Timeline	Lead Agency/Person
Elder traditional storytelling once a month	- Call out for Elders	November 1, 2018	Planning Committee
	- Find free space	December 1, 2018	Planning Committee
	- Advertise on SISN website	November 15, 2018	Planning Committee
	- Logistics	November 25, 2018	Planning Committee

2. Opportunities to learn about traditional arts, crafts and food

Action	Activities	Timeline	Lead Agency/Person
Create accessible workshops	- Book space	February 1, 2019	Planning Committee
	- Call out for elder teachers	January 15, 2019	Planning Committee
	- Determine logistics	April 1, 2019	Planning Committee
	- Budget	March 15, 2019	Planning Committee

### 3. Access to spiritual well-being and cultural teachings

Action	Activities	Timeline	Lead Agency/Person
Identify what cultural teachings would be supportive	- Call out for Elders / teachers	January 15, 2019	Planning Committee
	- Create a safe place	February 1, 2019	Planning Committee
	- Logistics	April 1, 2019	Planning Committee
	- Acquiring traditional medicine pickers	April 1, 2019 and ongoing	Planning Committee

#### **Minimum – What is the minimum that needs to be achieved to be successful?**

- Within gatherings: Everybody opens with Land Acknowledgement and Opening Prayer (in their faith)

#### **Target – This is what we want to accomplish**

- CBE Kindergarten to Grade 12 with Indigenous programming (ex: Stoney Nakoda – Language learning program)
- Indigenous artists leading the conversation surrounding reconciliation in Canada and internationally
- Accessible for Indigenous and non-Indigenous participants to learn Indigenous language and culture
- Creating venue/space for Indigenous culture within larger communities
- Indigenous and non-Indigenous learning language and culture – seeing parallels – youth understanding culture through deep understanding of language
- Accessibility and transportation/fees are barriers to go to camps, courses, and workshops
- Enough opportunities for Calgarian’s and others to learn their culture
  - Ceremony awareness
  - Elder protocols awareness
  - Storytelling
  - Programming



# Healing & Resiliency

**In order for healing and resiliency to begin in a community, it needs to be addressed individually and assisted by the serving agencies.**

## Truth & Reconciliation Calls to Action

**# 21** “We call upon those who can effect change within the Canadian health-care system to recognized the value of Aboriginal healing practices and use them in the treatment of Aboriginal patients in collaboration with Aboriginal healers and Elders where requested by Aboriginal patients.”

## United Nations Declaration on the RIGHTS of INDIGENOUS PEOPLES

### Article 2

“Indigenous peoples and individuals are free and equal to all other peoples and individuals and have right to be free from any kind of discrimination, in the exercise of their rights, in particular that based on their Indigenous origin or identity.”

### Goals Identified

#### 1. Health and wellness opportunities for everyone

Action	Activities	Timeline	Lead Agency/Person
Community-based Committee “Grassroots movement”	<ul style="list-style-type: none"> <li>- Meeting once a month to come together</li> <li>- Run services – get voices to make their input</li> </ul>	December 2018	Different agencies Frontline staff Elders Community
Holistic approach to Indigenous/non-Indigenous awareness and education in Trauma Based Healing and Spiritual Healing	<ul style="list-style-type: none"> <li>- Alberta Health Services Trauma Based Online modules (free)</li> <li>- Frontline staff – anyone working in the field should take training</li> </ul>	ASAP	Elders Indigenous Psychologists
Finding funding resources not based on numbers	<ul style="list-style-type: none"> <li>- Teaching traditional roles and ways of healing</li> <li>- We need to bridge gaps and help our community members that fall through the cracks</li> </ul>	January 2019	Community Frontline Workers Elders
We need Indigenous People on all levels of government	<ul style="list-style-type: none"> <li>- Supporting and campaigning for people who are Indigenous</li> </ul>	Next city elections / provincial / federal	Our Healthy Members who are the voice for the people
Healthy minds + Healthy hearts = healthy lives Indigenous comedy hour	<ul style="list-style-type: none"> <li>- Develop a committee</li> <li>- Need financial literacy education</li> <li>- Promote ideas like good food box</li> </ul>	Ongoing	Develop a committee

## **Minimum – What is the minimum that needs to be achieved to be successful?**

- Educating and awareness in healing
- Finding balance within society/system
- Accepting responsibility and accountability
- Investing in mothers to heal the children – resources
- Needing more cultural awareness in the education system
- More healing programs (physical, mental, emotional, spiritual) and more healing resources

## **Target – This is what we want to accomplish**

- Create a safe space such as an Indigenous Gathering Place where people can heal in all areas, anywhere, anytime
- Targeting more Indigenous workers
- Indigenous people have connection to Elders
- Access to trauma-based education
- Public school system implementing Indigenous awareness
- Finding a funding source not based on numbers for healing and wellness



# Human Rights & Discrimination

**This circle continued to meet and has recently held the Indigenous Mental Health Symposium with Keynote Speaker, Dr. Cheryl Currie.**

## **Truth & Reconciliation 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 as the framework for reconciliation.”<sup>5</sup>

## **United Nations Declaration on the RIGHTS of INDIGENOUS PEOPLES**

“Believing that this Declaration is a further important step forward for the recognition, promotion and protection of the rights and freedoms of Indigenous peoples and in the development of relevant activities of the United Nations systems in this field,

Recognizing and reaffirming that Indigenous individual are entitled without discrimination to all human rights recognized in international law, and that Indigenous peoples possess collective rights which are indispensable for their existence, well-being and integral development as peoples,”<sup>6</sup>

## **Article 2**

“Indigenous peoples and individuals are free and equal to all other peoples and individuals and have right to be free from any kind of discrimination, in the exercise of their rights, in particular that based on their Indigenous origin or identity”<sup>6</sup>

## **Goals Identified**

### 1. Education, Training, and Awareness

<b>Action</b>	<b>Activities</b>	<b>Timeline</b>	<b>Lead Agency/Person</b>
Education, Training, and Awareness	<ul style="list-style-type: none"><li>- Media campaign to communicate and humanize/profile</li><li>- Conduct an outcome harvest on human rights and discrimination programming</li></ul>	TBA	Planning Committee

## 2. Influence Policy Making/Policy Changes

Action	Activities	Timeline	Lead Agency/Person
Policy Change	<ul style="list-style-type: none"> <li>- Policy to reflect diversity and Indigenous inclusion</li> <li>- Reflective of all who reside in Treaty 7</li> <li>- Integration not assimilation</li> </ul>	TBA	Planning Committee

## 3. Incorporate TRC and UNDRIP

Action	Activities	Timeline	Lead Agency/Person
How to incorporate	<ul style="list-style-type: none"> <li>- Create a policy on implementing the TRC and UNDRIP into organizations through education and training</li> <li>- Minimum standards of including “nothing about us, without us”</li> </ul>	TBA	Planning Committee

### **Minimum – What is the minimum that needs to be achieved to be successful?**

- Right to employment: increase in access to employment
- Institutional and systemic change to address cultural safety of Indigenous peoples
- Organizational social goals that includes commitment to improving the well-being of all communities
- Policy to reflect diversity and inclusion at all levels
- Policy change within City of Calgary Bylaws that recognize human rights of Indigenous Peoples
- Transparency in reporting to stakeholders - how effective is our social

### **Target – This is what we want to accomplish**

- That TRC Calls to Action and UNDRIP is fully discussed and understood by Calgary’s Indigenous and non-Indigenous community
- To facilitate conversations about human right violations/discrimination currently facing Indigenous peoples
- City of Calgary and Provincial government fully adopts and implements UNDRIP
- Federal funding support for all sectors to begin systemic change as it relates to the TRC eg. Hire and train staff
- That all public organizations who work with Indigenous Peoples adopt an Elders Protocol along with UNDRIP and TRC’s Calls to Action
- Indigenous Peoples are welcome to engage in to local and political government
- Acknowledge uniqueness
- Non-Indigenous community stop accepting negative racial stereotypes as “okay”

## Resources & Careers

The community feels that focus in this area should be on assisting community members with accessing resources and posting career opportunities on one site.

### Truth & Reconciliation Calls to Action

- # 5 “We call upon the federal, provincial, territorial, and Aboriginal government to develop culturally appropriate parenting programs for Aboriginal programs.”
- #3 “We call upon all level of government to fully implement Jordan’s Principles.”
- #92 “We call upon the corporate sector in Canada to adopt the United Nations Declaration on the Rights of Indigenous Peoples as a reconciliation framework and to apply its’ principles, norms, and standards to corporate policy and core operational activities involving Indigenous peoples and their lands and resources.”

### United Nations Declaration on the RIGHTS of INDIGENOUS PEOPLES

#### Article 21

“Indigenous peoples have the right, without discrimination, to the improvement of their economic and social conditions, including, inter-alia, in the areas of education, employment, vocational training and retaining, housing, sanitation, health and social security.”

### Goals Identified

1. Having support and inclusion of Indigenous employees in the workplace

Action	Activities	Timeline	Lead Agency/Person
Supporting employers to broaden inclusion plan for employees	<ul style="list-style-type: none"> <li>- Indigenous awareness training</li> <li>- Partner with inclusive employers and see how they implement plan</li> </ul>	TBA	Planning Committee

2. Increase in reach of career and resource locations

Action	Activities	Timeline	Lead Agency/Person
Increase visibility of locations in Calgary	<ul style="list-style-type: none"> <li>- Identify current career and resource locations in Calgary for Indigenous peoples</li> <li>- Identify ways to increase visibility, how do we promote more</li> <li>- If none available, how do we create more – connect with Indigenous employment agencies</li> </ul>	TBA	Planning Committee

## **Minimum – What is the minimum that needs to be achieved to be successful?**

- Ensuring intake / assessment processes identify barriers and provide resources to address
- Supporting one another
- Being a role model you want to see
- Meet them where they are at
- Indigenous community support, foster healthy employees
- Supporting each other
- Culturally sensitive sense of belonging

## **Target – This is what we want to accomplish**

- Free mental awareness program
- More resources available to men
- Empathy
- Elders Indigenous facilitator prayer
- Built in wellness piece
- Sustainable housing
- Accessible education



## Justice

Justice has continued to meet and has recently sent a paper to Ottawa regarding **Bill C-75 An Opportunity to Implement Case Conferences for Offenders with Fetal Alcohol Spectrum Disorder** (see link to article on the SISN website)

### Truth & Reconciliation Calls to Action

**#42** “We call upon the federal, provincial and territorial governments to commit to the recognition and implementation of Aboriginal justice systems in a manner consistent with the Treaty and Aboriginal rights of Aboriginal peoples, *the Constitution Act, 1992, (and the United Nations Declaration on rights of Indigenous Peoples, endorsed by Canada in November 2012.*”<sup>5</sup>

**#50** “In keeping with the United Nations Declaration on the Rights of Indigenous Peoples, we call upon the federal government, in collaboration with Aboriginal organizations, to fund the establishment of Indigenous law institutes for reconciliation for the development, use, and understanding of Indigenous laws and access to justice in accordance with the unique cultures of Aboriginal peoples in Canada.”<sup>5</sup>

### United Nations Declaration on the RIGHTS of INDIGENOUS PEOPLES

#### Article 40

“Indigenous peoples have the right to access to and prompt decision through just and fair procedures for the resolution of conflicts and disputes with States or other parties, as well as to effective remedies for all infringements of their individual and collective rights. Such a decision shall give due consideration to the customs, traditions, rules and legal systems of the Indigenous peoples concerned and international human rights.”

### Goals Identified

1. Create a resource plan for the public service justice system

Action	Activities	Timeline	Lead Agency/Person
Have a resource plan to let probation services to know so they can hand it to clients or suggestions in court	<ul style="list-style-type: none"><li>- Collect resources that are available</li><li>- Name: Indigenous Resource Guide</li></ul>	ASAP	Planning Committee

2. Create a police strategy committee

Action	Activities	Timeline	Lead Agency/Person
Identify interested people involved	<ul style="list-style-type: none"><li>- Identify both Aboriginal and non-Aboriginal agencies/organizations</li></ul>	ASAP	Planning Committee

## **Minimum – What is the minimum that needs to be achieved to be successful?**

- More support for families
- Resource for trans-gendered Aboriginal offenders
- Community resource list provided for all Indigenous People going through court process
- Calgary Young Offender Centre is based on positive outcomes for youth using medicine wheel
- Plain language documents provided to all Indigenous peoples
- Mental Health Diagnosis

## **Target – This is what we want to accomplish**

- Tribal (Traditional) justice for youth with small crimes
- Community alternatives to incarceration
- Education for justice officials about available programming e.g. diversion or restorative justice as a first consideration
- Justice knowledge
- Peacemaking
- Indigenous Court Floor 18 – 2019
- Transparency amongst agencies regarding current projects



## CONCLUSION: Reconcili “ACTION”

Calgary’s Indigenous community came together as “*One Heart, One Mind, One Spirit*” to implement a plan of reconcili”action” within Calgary in the next two to five years. The hope is that by year three we will have seen change, and we as a community can revisit the plan to determine if priority areas have changed. This is a work in progress; together we can ensure that our work is making change for those that need our services, for those that need our support, for those that need connection, and for those that want to come together for community. Change happens by connecting people who care about the same thing, to work together to see action take place and to steward resources.



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